

2021

Bulletin of Reports

Part 1



Photos courtesy of Bp. Gohl

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Bulletin of Reports

The Bulletin of Reports appears electronically in two parts. Part 1 contains all those documents that voting members will need to have in front of them as they conduct the assembly's business, including the agenda, resolutions and memorials, nominations, the proposed budget, etc. Part 2 of the Bulletin of Reports contains important information that the assembly needs for background information and to hold the officers, Synod Council and related ministries accountable. It is not information, however, that the assembly will act upon. In being good stewards of the gifts God has given us, the Bulletin of Reports is available on the synod's website, www.demdsynod.org, as of May 1, 2021.

Welcome to the 34th Annual Assembly of the Delaware-Maryland Synod, ELCA

General Information

- The Zoom room in which the Assembly will gather will be open to join one hour in advance of each business session of the Assembly. Please enter the Zoom room before each business session begins to ensure time for your attendance to be noted.
- All Assembly participants will remain muted throughout each business session unless invited to unmute to speak for or against a motion or amendment under discussion, or to make a point of order.
- DISPLAYS from various groups, organizations and vendors can be found on our Synod Assembly webpage throughout our time together. Check them out!
- Use #demdsa21 to follow along with Synod Assembly on social media!
- If you encounter technology issues in connecting to the Zoom call for Synod Assembly, please call (443) 516-7901. If you continue to have difficulties or have any questions about Zoom after entering the call, please use the chat feature.
- For more information and tips to make your Assembly experience run smoothly, check the [Synod Assembly page](#) of our website regularly.

God bless our time together!

Special Guest Introductions

Churchwide Representative



Iain Chester (He/Him) lives in Chicago, Illinois, and serves as Manager for Innovation for the newly formed Innovation home area with the ELCA Churchwide Organization. In his role, Iain works with congregations and communities as they address the church's biggest challenges of today while generating a path forward for the future. He believes the church can be part of positive change and likes to hear the stories of the creative ways people make that happen.

Iain has served with the ELCA Churchwide Organization over the past six years in a variety of roles, including as Manager for Network Engagement with ELCA World Hunger. During his time with ELCA World Hunger, he worked with a network of over 2,500 congregational leaders across the ELCA working toward a just world where all are fed. Iain is a graduate of North Park University, Chicago, Illinois (biblical studies and history) and enjoys watching or playing soccer and exploring local restaurants.

Rules of Procedure for the Delaware-Maryland Synod Assembly

1. All voting members shall be invited to join the Zoom call through which the business of the Assembly will be conducted beginning one (1) hour in advance of each business session.
2. **All participants in the Assembly will be permitted to either turn their camera on, or leave their camera off, during each business session. However, registered voting members must turn their camera on during any vote using ElectionRunner to digitally ensure that they are the one voting on the question at-hand.**
3. The privilege of voice (on any issue before the Assembly), but not vote shall be granted to:
 - a. The presiding bishop of the ELCA and such other official representatives of this church as may be designated from time to time by the Church Council;
 - b. The chairpersons of synodical mission teams and task forces who are not voting members of the Synod Assembly; and
 - c. The president or president's appointee of the synodical youth, women's and men's organizations, and those additional persons whom the Synod Assembly or the Synod Council shall from time to time designate.
4. **The privilege of voice and vote shall be granted to any leader rostered in a church body with which the ELCA is in full communion and who serves in a Delaware-Maryland Synod congregation or ministry.**
5. In addressing the chair, speakers shall identify themselves by name and congregation, agency, or institution. To facilitate personal introduction and identification, all voting members shall include their congregation/affiliation name with their name as it appears on Zoom.
6. No person shall speak more than twice on the same question, except by consent of the assembly, and only after all others have spoken.
7. **A member who has spoken on the pending question(s) may not move the previous question(s) at the conclusion of his/her speech. A motion to end debate by moving the previous question shall apply only to the immediately preceding motion. A motion to end debate on all matters on the floor or more than the immediately pending question is not in order.**
8. A member may not move a previous question until the opportunity is available for five pro and five con points of view to be presented.
9. **When a substitute motion is made, secondary amendments may be offered first to the original motion. After all secondary amendments to the original motion have been disposed of, secondary amendments to the substitute motion may be offered. When all amendments to the substitute motion have been disposed of, the vote shall be taken on whether the substitute motion is to be substituted as the original motion or be rejected.**

10. The question shall be automatically called after thirty (30) minutes of debate unless the assembly consents to an extension of time.
11. In all business meetings, speeches from the floor shall be limited to two minutes.
12. All motions, other than routine ones, shall be presented verbally by the mover to the presiding officer, with a written copy provided for the secretary. To submit the written copy of a motion, registered voting members must use [this form](#) for the motion to be considered. Other forms of communication, such as a Zoom chat or email, will not be considered valid for presenting a motion.
- 13. To speak on a motion or amendment, any registered voting member of the Assembly must first use the “Raise Hand” function on Zoom. After their raised hand is noted, a member of the Assembly 2021 Technology Team will message them privately in the Zoom Chat to ask whether they intend to make a pro statement, con statement, or point of order when speaking. To ensure a balance between speakers for an amendment or motion, the Technology Team will organize raised hands into a que and unmute speakers accordingly.**
14. When there are many pro and con statements on any motion or amendment, the chair will recognize alternately persons making a pro or con statement. This shall be done by alternating between those speaking “for” and those speaking “against” on the Zoom call. Those persons proposing a subsidiary motion should wait in que.
15. If three (3) speakers have spoken in favor of a motion with no one speaking against, the chair may proceed to call for the vote on the motion.
- 16. Only voting members shall be permitted to access online ballots for voting. Voting members shall be able to access their online ballot upon an election by utilizing their individualized voting credentials on ElectionRunner. Voting members must turn on their camera while a vote takes place.**
17. No motion is before the house until it is stated by the chair, and no discussion shall occur without a motion before the assembly.
18. For elections other than bishop, additional nominations may be made from the floor for all positions except for conference-cluster based positions on the Synod Council, the youth position on the Synod Council, Mission Team Leaders, and the Dean on Synod Council. Those making such nominations must:
 - a. Obtain the consent of the person being nominated.
 - b. Ensure the nomination fulfills the category assigned for that purpose.
 - c. Complete a nomination form (which can be accessed [here](#), or on the 2021 Synod Assembly webpage on our synod’s website) before 5:30 p.m. on June 4, 2021.
19. Amendments to the budget may not increase total expenditures. Amendments changing one line item must be reflected in an equivalent change in other line item(s) so that total expenditures remain constant. Anyone suggesting an amendment must complete a form which spells out the rationale for the

proposed change. The form can be found [here](#) or on our synod's website.
20. The minutes of this Synod Assembly shall be referred to the Synod Council for certification.

Robert's Rules of Order, latest edition, shall be the governing parliamentary procedure of this assembly, except as otherwise provided in the constitution, bylaws, and continuing resolutions of this synod and in these rules of procedure of the Synod Assembly, unless otherwise ordered by the assembly.

Synod Assembly Agenda

FRIDAY, 4 June 2021 | 6:30 pm - 9:30 pm

6:30pm-9:00pm Business Session No. 1

- 6:30 Call to Order & Order for the Opening of An Assembly
- 6:40 Organization of the Assembly
- 6:45 Report of the Committee on Credentials
- 6:50 Adoption of Rules of Procedure
- 6:55 Adoption of Agenda
- 7:00 Faith Practices
- 7:10 Report of the Nominating Committee
- 7:15 Report of the Committee on Elections & First Ballot
- 7:25 Report of the Vice President
- 7:40 Report of the Treasurer of the Synod
- 7:50 Report of the Finance Committee
 - Faith Spending Plan
 - Auditors Report
- 8:00 Greetings from Ministry Partners
- 8:10 Report of the Leadership Team
- 8:20 Report of the Connectedness Team
- 8:30 Report of the Committee on Elections/First Ballot
- 8:40 Committee on Reference and Counsel
- 9:00 Announcements
- Recess

9:15pm Compline, online
Offered by our LYO Music and Worship Teams

SATURDAY, 5 June 2021 | 8:00 am - 12:30 pm

8:00am Morning Prayer, online
Offered by our LYO Music and Worship Teams

8:30am-12:30pm Business Session No. 2

- 8:30 Call to Order & Prayer
- 8:35 Report of the Committee on Credentials
- 8:40 Faith Practices
- 8:55 Report of the Elections Committee, Result of Ballot 1
Ballot 2, as necessary

9:00 Report of the Bishop, Q & A
9:30 Report of the Communications Team
9:40 Report of the Discipleship Team
9:50 Break

10:00 Committee on Reference and Counsel
10:30 Report of the Secretary
10:35 Recognition of Milestone Anniversaries
10:40 Ministry Vignettes – Pandemic Panorama
11:00 ELCA Representative
11:55 Report of the Elections Committee, Result of Ballot 2
12:00 Unfinished Business
12:15 Synod Assembly 2022: Back to the Ocean, Hon!
12:20 Announcements
12:25 Order for the Closing of an Assembly
12:30 Recess

Memorials and Resolutions

Resolution 2021-1: To Create an Emergency Fund for Candidates Awaiting a First Call

WHEREAS, 16% of eligible first call candidates in 2019 waited on a call for over a year across the Evangelical Lutheran Church in America (ELCA)^[1], and

WHEREAS, 21% of pastoral candidates of color waited longer than one year for a first call that same year, and

WHEREAS, candidates who identify as part of the LGBTQIA community often wait even longer than one year, with candidates of color within the LGBTQIA community waiting the longest out of all eligible candidates, and

WHEREAS, candidates awaiting first call often cannot support themselves with supply preaching, often resorting to minimum-wage job opportunities or taking out additional student loans on top of the significant loans already accrued as a means of financial support;

THEREFORE BE IT RESOLVED, that the Delaware-Maryland Synod of the ELCA create an emergency fund of \$5,000 to be used as financial support for candidates awaiting a first call; and

BE IT FURTHER RESOLVED, that this fund will be managed by the Leadership Team of the Delaware-Maryland Synod; and

BE IT FURTHER RESOLVED, that this fund will become a line item budget within the Leadership Team's annual budget, submitted to and approved by the Delaware-Maryland Synod Council as part of the annual budget process.

Submitted by:

Pastor John Nelson, St. Philips Lutheran Church, Wilmington, DE

Emma Wagner, St. Philips Lutheran Church, Wilmington, DE

Pastor Karl Mulbach, Trinity Lutheran Church, Boonsboro, MD

Pastor Micah Krey, Faith Lutheran Church, Cockeysville, MD

Pastor Mark Parker, Breath of God Lutheran Church, Baltimore, MD

Pastor Sarah Garrett Krey, Salem Evangelical Lutheran Church, Catonsville, MD

Pastor Madeline Tallman, Rejoice Fellowship, Glen Burnie, MD

¹ According to the most recent available data from the ELCA Office of the Secretary.

Pastor Sarah Fox Schofield Wright, Carroll Lutheran Village, Westminster, MD
Pastor David K. Asendorf, Salem Evangelical Lutheran Church, Catonsville, MD
Pastor Tamika Jancewicz, First Lutheran Church, Ellicott City, MD
Pastor Ron Brown, Chapel Lutheran Church, Fredrick, MD
Deacon Sarah Kretschmann, Breath of God Lutheran Church, Baltimore, MD
Pastor Lura Groen, Abiding Savior Lutheran Church, Columbia, MD
Pastor A.J. Houseman, Salem Lutheran Church, Baltimore, MD

Reference & Counsel Recommendation: No recommendation.

Synod Council

Vice President's Report

John Auger

To say that it has been a year like no other would be a gross understatement! Our worlds were locked down, turned upside down and shaken to the core. I think it would be safe to say that perhaps even our faith was shaken. If not shaken, at a minimum, perhaps jostled about.

Despite the challenges of the past year, I would like to focus on how our Synod has been called by God to “do a new thing”. In fact, called to do many “new things”. Most of these “new things” we wouldn’t have done if it wasn’t for the changes forced upon us by the pandemic.

Inspired by the words of Winston Churchill “we didn’t waste a good crisis”.

Our Bishop, Synod Staff, Vision Team Leaders and Synod Council leaders stepped bravely into the gap. Our Pastors, Deacons, Council Presidents and lay leaders went way beyond their job descriptions and did many new things and did them well.

I am proud to say that your Synod’s leaders “ran towards the fire, not away”, as courageous leaders do. In my conversations with these leaders, we all agreed, that none of us signed up for this.

We have been working to become adaptive leaders over the past several years. No year in recent memory has required adaptive leadership more than the past one. We thank God for preparing us with the tools we needed.

I continue to be both honored and privileged to work with these leaders as we move forward on the Holy Spirit’s mission and vision for our Synod – ***Being Called Together - Making Disciples for Jesus.***

CALLED FORWARD TOGETHER



I have been impressed and awed by how these leaders have responded with faith, grace, creativity, tenacity and humor to the challenges that we faced together. Synod means “walking together”. I think this past year we not only walked together, but we held each other up. We loved, supported, comforted and did the hard work together that was needed to carry out God’s calling.

I would like to focus on three brief examples to prove my point. Our Vision Team leaders - Linda Chinnia, Ron Fairchild, John Nelson and Daniel Mambu – will give you many more in their reports.

The first example is the involvement and connection of our Synod’s **lay leaders**. Over the years we have struggled to identify, and then connect, our Synod’s lay leaders in ways that are both helpful and supportive. Trying to do this face to face has been a big challenge. When the pandemic came along we had the opportunity to reach out and connect with each other virtually. We now have contact information for over 450 lay leaders in our Synod. Using that contact information we have been able to reach all of them with helpful information and updates to help them lead through the storm. We started connecting every other week via Zoom last May to share ideas and support each other. Very early the request came to have a separate call for our Council Presidents, so we started that in June. As of this May we have had 18 Lay Leader’s and 15 Council President’s Forums. We have now settled into a monthly schedule. The connections and sharing among these leaders “who didn’t sign up for leading through a pandemic” has been both inspirational and transformational. We are looking to build upon these new connections as we empower and develop more lay leaders.

The second example is your **Synod Council**. During the past year, we seamlessly transitioned to a virtual presence. Our meetings continue to be Spirit-filled, empowering and energizing. During this time we have asked ourselves how we best lead our Synod forward. We have dug deep in how we can be leaders in championing racial justice. We read *White Fragility* by Robin DiAngelo together and have been guided by Cathy Rice and Pastor Lura Groen, leaders of the Racial Justice Task Team, in how we can best implement changes to move our Synod forward. We also have been exploring how we can best empower and involve youth and young adults in our ministry efforts. We read the book *Growing Young* by Powell, Mulder and Griffin and have been led by Deacon Julie Stecker and Adam Fairchild in exploring strategies to improve in this area. All this while continuing to keep the Holy Spirit's mission and vision of ***Being Called Together – Making Disciples in Jesus' Name*** in front of us.

The final area that I would like to cover is **generosity**. A year ago when the extent of the pandemic was beginning to sink in, a lot of us were concerned about how our Synod's, and each congregation's, financial picture would shape up. We began to prepare for what we thought could potentially be a significant reduction in mission and other financial support. We were reminded again that we serve a God of abundance, not scarcity! God provided for us in amazing ways! Through the generosity of each of you and your congregations we were able to raise \$349K for the COVID Relief Fund, \$206K for the Synod Local Ministry Fund, as well as over \$1.6 million of mission support from our congregations. Our expenses were lower than expected, and with the help of the PPP loan we received, we actually had a surplus in our Faith Spending Plan of over \$100K. God promises that the resources will be provided if we keep focused on the goal of making disciples in Jesus' name. This past year was yet one more example of that promise.

In summary, this past year has been a challenge for us all. I have seen God at work through us in ways that are both amazing and inspiring. I thank all of you for your efforts and for "keeping the faith" despite the challenges. I know that we are better and stronger as a result.

These words of wisdom ring true: "You can't do it alone. So don't pretend you can. Together is better." I can tell you that we're more together now, than ever, as leaders and as a Synod. The Creator of the Universe is walking beside us cheering us on! Well done, good and faithful servants. May God continue to bless and keep you all!

Secretary's Report

Nancy Gordon

2020: What a year! No Synod Assembly, in-person meetings delayed or cancelled, Zoom meetings the norm, virtual worship, new ways to do ministry.

I offer my thanks and appreciation to the Synod Staff, Bishop Bill Gohl, Rev. Amsalu Geleta, Rev. Robin Simpson Litton, Rev. Dave Shank, Deacon Julie Stecker, Cindy VanVliet, Karen Kretschmann, Justina Sergeant, Pat Walton, Sherron Campbell, and the Rostered Leaders for their work to keep us moving forward during these past months. The ELCA tag: "Always Being Made New" seemed to take on new meaning as the staff and leaders worked through the challenges that COVID19 brought to members, congregations and themselves!

Each Synod Council meeting provided time to share stories of how the "Good News" was being shared throughout the synod and ways support could be given.

My prayer is that we build on what we have learned throughout these long months. I look forward to the time we can once again be together to "hug" and laugh and share our stories of God's Grace and Love!

Treasurer**2022 Unified Budget for Assembly Approval**

<u>2022 Unified Budget for Assembly Approval</u>				
<u>Income</u>				
	<u>2022</u>	<u>2021</u>	<u>Difference</u>	<u>Comments</u>
Congregation Mission Support	\$1,650,000	\$1,725,000	-\$75,000	
ELCA Mission Support	\$775,500	\$810,750	-\$35,250	47%
Synod Portion	\$874,500	\$914,250	-\$39,750	53%
<u>Other Revenue</u>				
Draw on Income from Invested Funds	\$110,000	\$100,000	\$10,000	Increased due to increased return on funds
ELCA Subsidies and Grants	\$14,000	\$14,000	\$0	
ELCA Psych Evaluations Reimburse	\$4,000	\$4,000	\$0	
Self-Supporting Synod Events	\$15,000	\$15,000	\$0	
Synod Assembly Income	\$0	\$80,000	-\$80,000	
Synod Assembly Expenses	\$0	(80,000)	\$80,000	
Synod Local Fund	\$550,246	\$552,502	-\$2,256	
Total Other Revenue	\$693,246	\$685,502	\$7,744	
Total Available for Ministry	\$1,567,746	\$1,599,752	-\$32,006	2% reduction
<u>Expenses</u>				

<u>Discipleship</u>				
New Ministry Starts & Explorations	\$155,000	\$152,000	\$3,000	
Strategic Ministries	\$15,000	\$15,000	\$0	
Youth & Family Ministries	\$50,000	\$50,000	\$0	
Program & Operating Expenses	\$25,000	\$20,000	\$5,000	
LEAD Cohort Support	\$50,000	\$57,000	-\$7,000	
New Podcast Series	\$5,000	\$12,000	-\$7,000	
Discipleship Catalyst Grants	\$0	\$10,000	-\$10,000	
Discipleship Total	\$300,000	\$316,000	-\$16,000	
<u>Communications</u>				
Network Administration	\$10,000	\$10,000	\$0	
Social Media Software	\$0	\$1,000	-\$1,000	
Photographer	\$0	\$7,000	-\$7,000	
Communications Contracts	\$2,000	\$0	\$2,000	
Grants	\$5,000	\$0	\$5,000	
Communications Total	\$17,000	\$18,000	-\$1,000	
<u>Connectedness</u>				
Campus Ministries	\$128,000	\$128,000	\$0	
African Descent Strategy	\$6,000	\$6,000	\$0	
Lutheran Development Alliance	\$10,250	\$10,250	\$0	
Mar-Lu-Ridge	\$10,350	\$10,350	\$0	

Central Maryland Ecumenical Council	\$3,240	\$3,240	\$0	
Hunger Task Force	\$810	\$810	\$0	
Lutheran Community Services	\$450	\$450	\$0	
Hilltop Lutheran Neighborhood Center	\$450	\$450	\$0	
Program and Operating Expenses	\$500	\$1,000	-\$500	
Grants	\$15,000	\$15,000	\$0	
Learning Opportunities	\$3,000	\$5,000	-\$2,000	
Generosity	\$2,000	\$5,000	-\$3,000	
Creation Care	\$810	\$0	\$810	
Connectedness Total	\$180,860	\$185,550	-\$4,690	
Leadership				
Bishop Leadership Retreat	\$4,200	\$4,200	\$0	
Candidacy	\$11,000	\$11,000	\$0	
Catalyst Grants	\$5,000	\$5,000	\$0	
Coaches	\$3,000	\$10,000	-\$7,000	
First Call Theological Education	\$4,000	\$3,600	\$400	
Leadership Development	\$2,000	\$5,000	-\$3,000	
Practice Discipleship	\$5,700	\$5,700	\$0	
Program and Operating Expenses	\$4,500	\$4,500	\$0	
Region 8 Archives	\$14,400	\$14,400	\$0	

United Lutheran Seminary	\$72,000	\$72,000	\$0	
Shared Ministry	\$5,000	\$0	\$5,000	
FSP Leadership Total	\$130,800	\$135,400	-\$4,600	
<u>Staffing</u>				
Salary and Benefits	\$595,998	\$562,735	\$33,263	
Benefits	\$209,088	\$215,867	-\$6,779	
ELCA DEM Salary Offset	-\$126,000	-\$126,000	\$0	
SR - WB Salary Offset	-\$100,000	-\$100,000	\$0	
Staff Salary and Benefits Total	\$579,086	\$552,602	\$26,484	
<u>Operations</u>				
Office Space	\$80,000	\$78,000	\$2,000	
Synod Office (Phone/Supplies/Postage)	\$55,000	\$40,000	\$15,000	
Program and Operating Expenses	\$5,000	\$5,100	-\$100	
Synod Worship Action team	\$2,000	\$1,800	\$200	
Insurance	\$20,000	\$12,000	\$8,000	
Audit	\$14,000	\$13,000	\$1,000	
Equipment Lease	\$10,000	\$15,500	-\$5,500	
Travel	\$35,000	\$57,500	-\$22,500	
Staff Workshops & Retreat	\$4,000	\$3,500	\$500	
Mutual Ministry Expenses	\$0	\$500	-\$500	
Bank/Credit Card/Payroll Svc Expenses	\$6,000	\$5,200	\$800	

Synod Council Program and Operating	\$10,000	\$11,000	-\$1,000	
Conference of Deans	\$18,000	\$17,000	\$1,000	
Sabbatical	\$0	\$22,000	-\$22,000	
Gifts	\$1,000	\$500	\$500	
Associate for Donor Relations	\$100,000	\$100,000	\$0	
Loan for Bishopmobile	\$0	\$9,600	-\$9,600	
Operations Total	\$360,000	\$392,200	-\$32,200	
Grand Total of Expenses	\$1,567,746	\$1,599,752	-\$32,006	
Grand Total of Income	\$1,567,746	\$1,599,752	-\$32,006	

January 2021 Summary of Fund Balances

Delaware Maryland Synod Summary of Fund Balances As of January 2021 YEAR END

	2/1/20				1/31/21
	Balance	Receipts	Disb.	Transfers	Balance
31000 - Unrestricted Funds					
31100 - General Operating Fund	161,173.90	1,219,404.22	-1,422,800.35	160,000.33	117,978.10 *
Sale of Properties **	7,500.00		-7,500.00		0.00
Total General Fund	168,673.90	1,219,404.22	-1,430,100.35	160,000.33	117,978.10
31108 - Disaster Trailer	1,735.00				1,735.00
31104 & 31107- Creation Care	8,700.67	4,587.35	-7,201.71		6,086.31
31105 - Hunger Project	1,934.99	52,597.35	-43,000.00		11,532.34
31204 - Practice Discipleship	415.62				415.62
40007 - Synod Ministry Fund	660,011.51	208,010.75	-104,657.82	-160,000.33	601,364.11 *
40007 - Covid 19		232,193.76	-122,124.00		110,069.76
40007 - Covid 19 - Online Worship			-31,861.99		-31,861.99
50300 - LEAD			-41,463.69		-41,463.69
50024 - North Avenue Mission		37,042.76	-19,123.57		17,919.19
31206 - Colehower Endowment Fund	378,745.18				378,745.18
31214 - CLAIM	-15,643.23	10,890.55	-11,367.00		-16,119.68
31900 - Synod Opioid & Addiction	2,103.60				2,103.60
31222 - Bishops Relief Fund	64,849.86	103,148.27	-100,173.83		67,824.30
31228 - Abiding Saviour (Columbia)	6,400.25				6,400.25
31230 - DAART	338.41				338.41
31232 - Racial Justice Ministry Team	14,604.04	2,741.32	-17,276.28		69.08
31240 - African Descent Ministries	4,400.00				4,400.00
30301 - SLATE	72,991.15	43,402.04	-38,973.59		77,419.60
31501 - Sinclair Lane	64,582.31				64,582.31)
Transitional Costs	-46,906.03		-2,157.08		-49,063.11) 4,401.57
Boundary Training	-11,117.63				-11,117.63)
31600 - Mission Fund	2,032,777.21				2,032,777.21
80100 - Office on Public Policy	7,000.00				7,000.00
Total 31000 - Unrestricted Funds	3,416,596.81	1,912,028.37	-1,969,480.91	0.00	3,359,144.27
32000 - Temp Restricted Funds					
32305 - Journeying Together	7,756.64	22,750.00	-21,475.10		9,031.54
32308 - Booher Memorial Fund	25,000.00				25,000.00
32310 - Cory Stuart Scholarship Fund	14,144.52		-1,500.00		12,644.52
32312 - Seminar'n Support/Scholar's Fn	3,530.19				3,530.19
32313 - Seminar'n Support Endowment	555.00				555.00
32314 - Estonia Synod Fund	11,010.74	3,000.00	-39.99		13,970.75
32320 - David Bittle Floyd Fund	24,689.12				24,689.12
32700 - Kaste Children Fund	41,960.63	7,542.92			49,503.55
32400 - Mara Diocese	8,559.93				8,559.93
Total 32000 - Temp Restricted Funds	137,206.77	33,292.92	-23,015.09	0.00	147,484.60
Total Fund Balances	3,553,803.58	1,945,321.29	-1,992,496.00		3,506,628.87
			-47,174.71		

** Added account - Opening balance reduces General Operating Fund Opening Balance. (created by Treasurer in March 2020)

* ALLOCATED FAITH SPENDING PLAN INCOME WILL BE TRANSFERRED EACH MONTH FROM LOCAL SYNOD MINISTRY FUND.

January 2021 Balance Sheet

2:55 PM
04/05/21
Accrual Basis

Delaware Maryland Synod of the ELCA Balance Sheet As of January 31, 2021

	Jan 31, 21
ASSETS	
Current Assets	
Checking/Savings	
10110 - PNC Bishop's Discretionary Fund	69,578.84
10130 - New PNC Checking	-43,058.41
10400 - PNC 5565337375 (Savings)	98,962.90
104005 - MIF Demand (Jerusalem)	96.40
Total Checking/Savings	125,579.73
Total Current Assets	125,579.73
Fixed Assets	
15100 - Furniture & Fixtures	
15110 - Furniture & Fixtures	37,743.60
Total 15100 - Furniture & Fixtures	37,743.60
15200 - Equipment	
15210 - Computer Equipment	37,791.88
Total 15200 - Equipment	37,791.88
15300 - Autos	
15310 - Synod Auto	26,788.63
Total 15300 - Autos	26,788.63
15400 - Property	
15410 - Leasehold Improvements	74,684.35
Total 15400 - Property	74,684.35
15900 - Accum Depr - Fixed Assets	-127,088.48
Total Fixed Assets	49,919.98
Other Assets	
12000 - Receivables	
12200 - Loans - Other	
12214 - Peoples Demand Note	5,507.50
Total 12200 - Loans - Other	5,507.50
Total 12000 - Receivables	5,507.50
13100 - Deposits & Prepaids	
13101 - Security Dep - Harbour Ct	10,354.50
13102 - Prepaid Expenses	6,100.58
13103 - Deposit- Assembly	5,630.00
13104 - Payroll Advance	13.78
Total 13100 - Deposits & Prepaids	22,098.86
14000 - Investments	
14010 - Mission Fund - due 10/17/23	160,531.52
14020 - Schwab/Passive Capital	3,183,492.00
14030 - Schwab - Synod Ministry Fund	253,528.64
Total 14000 - Investments	3,597,552.16
17000 - Deferred Expenses - Building	
17200 - Our Savior - Lansdowne	
17210 - Our Savior - Deposits	-1,610.00
17220 - Our Savior - Expenses	81,108.49
Total 17200 - Our Savior - Lansdowne	79,498.49

2:55 PM
04/05/21
Accrual Basis

Delaware Maryland Synod of the ELCA
Balance Sheet
As of January 31, 2021

	Jan 31, 21
ASSETS	
Current Assets	
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10110 - PNC Bishop's Discretionary Fund	69,578.84
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17200 - Our Savior - Lansdowne	
17210 - Our Savior - Deposits	-1,610.00
17220 - Our Savior - Expenses	81,108.49
Total 17200 - Our Savior - Lansdowne	79,498.49

3:11 PM
03/16/21
Accrual Basis

Delaware Maryland Synod of the ELCA
REVISED Balance Sheet
As of January 31, 2021

	Jan 31, 21
32700 - Kaste Children Ministry	41,960.63
Total 32000 - Temp Restricted Funds	137,206.77
32001 - Unrestricted Net Assets	-275,416.70
Net Income	281,517.28
Total Equity	3,835,320.86
TOTAL LIABILITIES & EQUITY	3,835,320.86

2020 Faith Spending Plan

Faith Spending Plan - FY2020 Fiscal Year ending JANUARY 2021

	Year to Date January 2021 Actual	2020 YTD Budget	YTD Over/(Under) Budget	2019 YTD Actual
Income				
Congregational Mission Support - ELCA	\$862,537	\$975,200	-\$112,663	\$872,952
Draw on Income from Invested Funds	\$121,318	\$100,000	\$21,318	\$109,683
Synod Funding Income	\$160,000	\$160,000	\$0	
ELCA Subsidies and Grants	\$13,600	\$14,000	-\$400	\$8,408
Miscellaneous Receipts	\$9,685	\$0	\$9,685	\$54,919
Non-Restricted Funds		\$60,000	-\$60,000	\$149,546
ELCA Psych Evaluations and Reimbursements		\$4,000	-\$4,000	\$0
Self Supporting Synod Events	\$836	\$15,000	-\$14,164	-\$4,369
Synod Assembly	\$2,208	\$80,000	-\$77,792	\$84,287
Total Revenues	\$1,170,184	\$1,408,200	-\$238,016	\$1,275,426
Expenses				
Discipleship				
Support for New/Renewing Congregation	\$42,500	\$42,500	\$0	\$55,761
Support for Exploring New Mission Starts		\$25,000	-\$25,000	
Youth and Family Ministry/Young Adults	\$762	\$22,500	-\$21,738	\$740
Program and Operating Expenses		\$2,700	-\$2,700	\$1,500
Total Discipleship	\$43,262	\$92,700	-\$49,438	\$58,001
Connectedness				
Campus Ministries	\$133,510	\$129,000	\$4,510	\$123,000
African Descent Strategy Coordinator		\$9,000	-\$9,000	\$18,550
Lutheran Development Alliance	\$10,250	\$10,250	\$0	\$10,250
Mar-Lu-Ridge Camping and Retreat Center	\$10,350	\$10,350	\$0	\$10,350
Central Maryland Ecumenical Council	\$3,240	\$3,240	\$0	\$3,240
Hunger and Mission Force		\$810	-\$810	
Lutheran Community Services		\$450	-\$450	
Hilltop Lutheran Neighborhood Center		\$450	-\$450	
Generosity Project	-\$1,315	\$0	-\$1,315	
Program and Operating Expenses	\$158	\$2,700	-\$2,542	\$450
Total Connectedness	\$156,193	\$166,250	-\$10,057	\$165,840
Communications				
Synod Communications (Syn Comm)	\$5,500	\$7,750	-\$2,250	\$0
Network Administration		\$10,000	-\$10,000	\$1,191
Website	\$5,504	\$0	\$5,504	
Total Communications	\$11,004	\$17,750	-\$6,746	\$1,191
Leadership				
Candidacy/Seminarians/Psych Evaluations	\$6,437	\$11,000	-\$4,563	\$12,283
Leadership Development (comb Ldrship Events)	\$6,659	\$8,000	-\$1,341	\$3,328
United Lutheran Seminary	\$67,490	\$72,000	-\$4,510	\$72,000
Region 8 Office/Archives/First Call	\$600	\$12,000	-\$11,400	\$7,436
Program and Operating Expenses	\$319	\$4,000	-\$3,681	\$380
Practice Discipleship Support	\$128	\$7,500	-\$7,372	
Total Leadership	\$81,633	\$114,500	-\$32,867	\$95,427

Faith Spending Plan - FY2020

Fiscal Year ending JANUARY 2021

	Year to Date January 2021 Actual	2020 YTD Budget	YTD Over/(Under) Budget	2019 YTD Actual
Staffing				
Staff Salaries	\$671,238	\$543,900	\$127,338	\$716,741
Social Security & Medicare, All Staff	\$38,065	\$28,000	\$10,065	\$37,250
Staff Continuing Education/Book Allowance	\$989	\$5,000	-\$4,011	\$6,699
DEM pass thru	-\$122,993	\$0	-\$122,993	-\$119,012
Total Staffing	\$587,299	\$576,900	\$10,399	\$641,678
Operations				
Office Space	\$72,021	\$78,000	-\$5,979	\$68,508
Synod Office (Phone/Supplies/Postage)	\$42,493	\$40,000	\$2,493	\$34,912
Program and Operating Expenses	\$1,413	\$5,100	-\$3,687	\$1,100
Synod Worship Action Team		\$1,800	-\$1,800	
Insurance	\$18,049	\$12,000	\$6,049	\$14,239
Audit	\$13,500	\$13,000	\$500	\$13,500
Equipment Lease	\$7,072	\$15,500	-\$8,428	\$11,700
Travel	\$36,911	\$57,500	-\$20,589	\$62,577
Staff Workshops and Retreat		\$3,500	-\$3,500	
Mutual Ministry Expenses		\$500	-\$500	
Bank/Credit Card/Payroll Svc Expenses	\$7,512	\$5,200	\$2,312	\$9,748
Synod Council Program and Operating	\$1,893	\$11,000	-\$9,107	\$9,022
Conference of Deans Program & Operating	\$15,900	\$17,000	-\$1,100	\$19,574
Associate for Donor Relations	\$86,000	\$100,000	-\$14,000	
Synod Assembly	\$1,489	\$80,000	-\$78,511	\$76,267
Bishop Synodical Sabbatical		\$0		
Assistant to Bishop Sabbatical (Julie Stecker)***	\$6,000	\$0	\$6,000	
Suspense	\$0	\$0	\$0	
Gifts	\$1,615	\$0	\$1,615	\$625
Total Operations	\$311,868	\$440,100	-\$128,232	\$321,772
Total Expenses	\$1,191,259	\$1,408,200	-\$216,941	\$1,283,909
NET INCOME	-\$21,075			-\$8,483
Loss on Disposition of Automobile	-\$7,812			
Depreciation	-\$14,309			
ACTUAL FINANCIAL LOSS	-\$43,196			

NOTES:

YEAR TO DATE EXPENSES ARE GREATER THAN REVENUE

Highlighted Numbers Reflect Overbudget Amounts

Year to Date Revenue is Under Budget by -\$238,016

Year to Date Expenses are Under Budget by -\$216,941

MISCELLANEOUS RECEIPTS BALANCE RESULTED FROM:

	Year to Date	2020	2019
Designated Funds***	\$6,606	\$53,760	
Special Fundraising Efforts	\$22,168	\$90	
Youth Ministry Events Inc: \$9856 Exp: -\$28945	-\$19,089	\$1,069	Inc: \$114,163 Exp: -\$113,094
	\$9,685	\$54,919	

***\$7,500 donated for Deacon's Sabbatical 2020

2020 Local Synod Ministry Fund

LOCAL SYNOD MINISTRY FUND

Fiscal Year Feb 2020 - Jan 2021

	Actual YTD	2020 YTD Budget	YTD Over/(Under) Budget
<u>Discipleship Team</u>			
New Ministry Starts	67,385.94	72,500.00	-5,114.06
Strategic Ministries		10,000.00	-10,000.00
Youth and Family Ministry		17,500.00	-17,500.00
LEAD Cohort Support	41,463.69	53,000.00	-11,536.31
Holy Wisdom, Holy Word		5,000.00	-5,000.00
Total Discipleship	108,849.63	158,000.00	-49,150.37
<u>Connectedness Team</u>			
Grants	22,500.00	15,000.00	7,500.00
Learning Experiences		5,000.00	-5,000.00
Generosity	2,300.00	5,000.00	-2,700.00
Total Connectedness	24,800.00	25,000.00	-200.00
<u>Communications Team</u>			
Network Administration		10,000.00	-10,000.00
Social Media Software		1,000.00	-1,000.00
Photographer/Communication Contracts		7,000.00	-7,000.00
Total Communications Team	0.00	18,000.00	-18,000.00
<u>Leadership Team</u>			
Coaching	500.00	5,000.00	-4,500.00
Cal Lutheran Leadership Partnership		10,000.00	-10,000.00
Leadership Events		10,000.00	-10,000.00
Total Leadership	500.00	25,000.00	-24,500.00
<u>Other Expenses</u>			
Envelopes, Postage, Etc.	4,057.97	0.00	4,057.97
Staff Cell Phone Allowance	600.00	0.00	600.00
Computers & Network	2,263.91	0.00	2,263.91
Promotional Exp - Bishop's Circle Members	5,050.00	0.00	5,050.00
Total Other Expenses	11,971.88	0.00	11,971.88
Total Expenses	146,121.51	226,000.00	-89,878.49
NOTE:			
Income reported as Fundraising	205,863.75		
Interest Earned	147.00		
Total Income	206,010.75		
TOTAL NET FUNDRAISING	59,889.24		

Nominations Committee/ Biographies of Nominees

Overview

Synod Council - Treasurer
(vote for one)

- Donna Fairley

Synod Council - Secretary (vote for one)

- Nancy Gordon
- Sallie Gartside

Synod Council - Baltimore North East
and Harford Conference - Clergy (vote
for one)

- Chris Schaefer

Synod Council Team Leader -
Communications Team

- Daniel Mambu

Synod Council - Baltimore West and
Anne Arundel Conference - Clergy (vote
for one)

- Corey Bergman

Synod Council Team Leader -
Leadership Team

- John Nelson

Synod Council - Baltimore City
Conference - Clergy (vote for one)

- Sandy Carlson Alexis
- Mark Parker

Synod Council Representative - Person
of Color/Primary Language other than
English (vote for one)

No nominees yet received.

Synod Council - Delmarva North &
South Conference - Lay

- Jeremy Magoon
- Mariana Leshner

Synod Council - Young Adult
Representative (vote for one)

- Julie Anderson
- Deanna Bracken

Discipline Committee - Lay
Representative (vote for one)
No nominees yet received.

Discipline Committee - Clergy
Representative (vote for two)

- Michael Dubsky
- Linda Gunderson
- Melissa Lemons

Consultation Committee - Clergy
Representative (vote for two)

- Ed Kay
- Phil Beck
- Eric Evers
- Douglas Jones
- Valerie Anne Strickert

Consultation Committee - Lay
Representative (vote for one)
No nominees yet received.

2022 Churchwide Assembly - Lay -
Baltimore City Conference (vote for one)

- Henry R. Ferguson Jr.

2022 Churchwide Assembly
Representative - Lay - At-Large

- Emma Wagner

2022 Churchwide Assembly - Youth
(vote for one)

- Anna Leshner

2022 Churchwide Assembly - Clergy -
Frederick Conference (vote for one)

- Kim Hintzman
- Matt Day

2022 Churchwide Assembly - Young
Adult (vote for one)

- Matthew Fairchild

2022 Churchwide Assembly - Lay -
Alleghany and Washington Conference
(vote for one)
No nominees yet received.

2022 Churchwide Assembly - Person of
Color/Primary Language other than
English (vote for one)

- Deborah Tadesse

2022 Churchwide Assembly - Clergy -
Baltimore West/Anne Arundel
Conference (vote for one)

- Sarah Garrett-Krey

2022 Churchwide Assembly - Lay -
Baltimore North East/Harford
Conference (vote for one)

- SPC Katherine Essel

2022 Churchwide Assembly - Lay -
Westminster Conference (vote for one)

- Dawn Bracken
- Kris McMasters

2022 Churchwide Assembly - Clergy -
At-Large (vote for one)

- Sarah Kretschmann

2022 Churchwide Assembly - Clergy -
Delmarva North/South (vote for one)

- Valerie Anne Strickert
- Kathy Ierien

Biographies

Synod Council - Treasurer

Donna Fairley - Epiphany, Baltimore, MD

Why would you like to serve in this role within our synod (or why do you think others have nominated you for this role within our synod)?

I was asked to help fill a vacancy and I found it rewarding.

Positions or experiences you have had that show why you would be good for this role

Treasurer at Epiphany; Worked with youth group, Job's Daughters, as State Treasurer;

Please share any other information relevant to the nominating process

Recently retired - working experience has been in banking, bookkeeping and accounting

Synod Council - Secretary

Nancy Gordon - Zion, Middletown, MD

Why would you like to serve in this role within our synod (or why do you think others have nominated you for this role within our synod)?

My time as Synod Secretary has been rewarding to me. I appreciate the support and commitment of the council and leadership and the opportunity to be a part of God's plan for the synod.

Positions or experiences you have had that show why you would be good for this role

Sallie Jean Mellor Gartside - Lutheran Church of the Good Shepherd, Bel Air, MD

Why would you like to serve in this role within our synod (or why do you think others have nominated you for this role within our synod)?

I have been a secretary for approximately 35 years and recently retired in May 2020 from my local school system. I've been employed at Maryvale Preparatory School for Girls and with the Harford County Public Schools. I've also served as council secretary at my congregation, The Lutheran Church of the Good Shepherd, Bel Air, MD for several terms. I enjoy working with God's disciples in fulfilling the Synod's obligation to maintain a loving and caring Christian environment for all members of the Synod and its community.. As a Stephen Minister and member of the Order of the Saint Stephen, Deacon, I am well aware of the need for discretion and confidentiality in the processing and handling materials that may be of a sensitive nature that the office of Synod secretary would oversee.

Positions or experiences you have had that show why you would be good for this role

1. Past President and Secretary of Zion Lutheran Church Council
2. Secretary of Maryland Retired School Personnel Association
3. Past President of Frederick County Teachers Association and Frederick County Retired School Personnel Association

Council Secretary, The Lutheran Church of the Good Shepherd
 Stephen Minister
 Delaware-Maryland Synod Council Member,
 Harford Rep, Lay

Please share any other information relevant to the nominating process

None.

Please share any other information relevant to the nominating process

I am proficient in various MS Word, PowerPoint, etc. and note taking, preparing minutes, and correspondence and a large variety of clerical/secretarial skills.

Synod Council - Baltimore North East & Harford Conference - Clergy

Chris Schaefer - Divinity, Towson, MD

Why would you like to serve in this role within our synod (or why do you think others have nominated you for this role within our synod)?

I am interested in being more engaged and connected within our Synod and serving as a Synodical leader.

Positions or experiences you have had that show why you would be good for this role

- I have served as an LYO mentor in our Synod for several years with the Elementary Team
- I have been involved in LGBTQIA+ advocacy in our Synod and served with the team that crafted the resolution and welcome statement for our Synod to become a Reconciling in Christ organization
- I've been involved in an inter-denominational taskforce that has worked to fill in the gaps of service and meet the needs of folks in the Baltimore area during the pandemic

Please share any other information relevant to the nominating process

I am willing and able to commit the time and energy needed for this role.

Synod Council - Baltimore West and Anne Arundel Conference - Clergy

Corey Bergman - St. John's, Linthicum,

MD

Why would you like to serve in this role within our synod (or why do you think others have nominated you for this role within our synod)?

I am a good advocate for the communities I care about and it's important to have young folk in leadership positions.

Positions or experiences you have had that show why you would be good for this role

LSTC Public Church Fellow, UMN College Dems Secretary, LSTC MSA Senior Rep.

Please share any other information relevant to the nominating process

I was mostly encouraged by my fellow Anne Arundel/Baltimore West pastors to nominate myself and accept the nomination.

Synod Council - Baltimore City Conference - Clergy

Sandy Carlson Alexis - First English, Baltimore, MD

Why would you like to serve in this role within our synod (or why do you think others have nominated you for this role within our synod)?

I have now served the ELCA for 30 years and in that time I have been to worship places of various sizes and settings. I would like to bring my experience and understanding to the workings of the Synod Council. I also greatly appreciate working in a team and seeing how ideas evolve into truly inspired movements of the Holy Spirit.

Positions or experiences you have had that show why you would be good for this role

I have worked with DAART (Definitely Abled Advocacy and Resource Team) and bring an

Mark Parker - Breath of God, Baltimore, MD

Why would you like to serve in this role within our synod (or why do you think others have nominated you for this role within our synod)?

I've been engaged in many aspects of our synodical life, ministry, and mission over the past few years (as a mission developer, as co-chair of CLAIM, as co-coordinator of the Lutheran Youth Organization, as chair of Reference & Counsel, as organizer with our Building Puentes project, and as an active participant and supporter of Mar Lu Ridge and Lutheran Campus Ministry). I think that breadth of experience and appreciation for the ministries of the synod will allow me to appreciate the interconnectedness of the work which comes before the Synod Council. I would welcome the opportunity to serve in this way, to learn from other members of the council and synod staff, and to contribute as I can to those conversations.

Positions or experiences you have had that show why you would be good for this role

Chair, Reference & Counsel
Co-Coordinator, Lutheran Youth Organization

understanding of the marginalized due to disabilities. Since internship, I have sought out ecumenical groups and am currently part of the Churches of Charles, which includes mutual support, VBS, and some community worship. Also I have been part of CLAIM (Coalition of Lutherans Advancing in Mission) since I was dean of the Baltimore North conference.

Co-Chair, Coalition of Lutherans Advancing in Mission

Please share any other information relevant to the nominating process

Please share any other information relevant to the nominating process

I have served several congregations in Washington County, Baltimore County, Anne Arundel County, and Baltimore City as well as Butler County, PA.

N/A

Synod Council - Delmarva North & South Conferences - Lay

Jeremy Magoon - Grace, Hockessin, DE

Why would you like to serve in this role within our synod (or why do you think others have nominated you for this role within our synod)?

I am looking for ways to be involved within the Synod and interested in working with others from across the Synod.

Mariana Leshner - Grace, Easton, MD

Why would you like to serve in this role within our synod (or why do you think others have nominated you for this role within our synod)?

While I was baptized as an infant and attended VBS with childhood friends, my faith journey really started as an adult, after marrying my husband who could be described as a "born and bred" Lutheran. Over the last 26 years, I've been an active member at Grace, and for the last 15 years, of the council and leadership teams, serving as Treasurer but most recently, leading our discovery team and call committee through some tough discussions regarding our future. Between the call committee work, our daughter's active involvement in the LYO (Music Team), and the recent lay leaders forums, I've had the opportunity to see God's work through our Synod's and its churches hands and welcome the chance to do more across our Synod. And, I suspect, this exposure to others in the Synod may have the nomination.

Positions or experiences you have had that show why you would be good for this role

Positions or experiences you have had that show why you would be good for this role

Intern for the ELCA, Supply Pastor, Member of various library organizations

Nearly my entire professional career has been in the non-profit sector, with each successive step further developing my understanding of, and passion for, how people and organizations work. I currently serve on four non-profit organization

boards as well as our church council. While I usually end up "officially" serving in a financial role because of my analytic and data background, I thrive on working collaboratively with people of varying talents and backgrounds.

Please share any other information relevant to the nominating process

My wife Tara is a Pastor in this Synod.

Please share any other information relevant to the nominating process

I thrive on ideas – especially discussing novel or fresh ways to work. I enjoy arranging, and re-arranging, resources like puzzle pieces, collaboratively, to achieve a goal. I consider myself easy going and upbeat. I am drawn to assessments, training, books, or other resources that help me understand people – especially those I interact with – better. I don't get stumped for long; I draw upon past experience to work through challenges and arrive at alternative, or new, solutions to problems.

Synod Council - Young Adult Representative

Julie Anderson - St. Paul's, Lutherville, MD

Why would you like to serve in this role within our synod (or why do you think others have nominated you for this role within our synod)?

I believe I have been nominated for this role because over the last 10 years I have been dedicated to and passionate about the work our synod does especially around youth ministry and social justice work. I am actively involved in my home congregation, St. Paul's Lutherville, as well as Baltimore's LGBT church, Dreams and Visions. Both congregations have given me a wide perspective of some of the work our synod does within different communities.

Positions or experiences you have had that show why you would be good for this role

In high school, I served in the Lutheran Youth Organization. In the years since high school, I have returned to synod retreats to serve as a small group leader. Both of these have shown me how our synod's ministries extend beyond our church walls.

Deanna Bracken - Calvary, Mt. Airy, MD

Why would you like to serve in this role within our synod (or why do you think others have nominated you for this role within our synod)?

I served on the synod council as the youth representative when I was in high school and I learned so much from my experience about what our synod does. I was also grateful to be a voice for young people in our synod. I am excited at the possibility to learn and grow even more in this role that I've been nominated for, now that I have even more experience and leadership skills under me.

Positions or experiences you have had that show why you would be good for this role

I served on the small group team in the Lutheran Youth Organization (LYO) for all four years of high school, which allowed me to study the bible and better be able to develop leadership skills and to have open conversations with others about faith and life. After high school, I was a very active member of my college's Lutheran group, and even

Two years ago, I served a year with Lutheran Volunteer Corps. Living out intentional community with other volunteers helped me establish valuable communication skills. Throughout the year, I was able to grow in my understanding of valuing others' perspectives and creative problem solving.

became president. I was able to set up and lead parts of our weekly worship services and lunch conversations throughout the week. In the last year, I was a Young Adult in Global Mission (YAGM) for the ELCA and was placed in Mexico City where I served in a refugee resettlement community and men's migrant shelter. This experience opened my eyes to just some of the reach of God's love for us all and just how important our work is, when it comes to living out our faith - It even helped me discern my passion for where I am working now!

Please share any other information relevant to the nominating process

I really appreciate how much effort our synod puts in to make sure young adults have a place and a voice within synod decisions.

Please share any other information relevant to the nominating process

I am thankful that the ELCA considers young peoples' voices in important decisions and conversations and I am grateful just to be nominated.

Synod Council Team Leader - Communications Team

Daniel Mambu (Zion, Middletown, MD) was approved as the new Communications Team Leader by the Synod Council on March 20, 2021. The Synod Assembly will vote to confirm Mr. Mambu's Synod Council election.

Synod Council Team Leader - Leadership Team

The Rev. John Nelson (St. Philip's, Wilmington, DE) was approved as the new Leadership Team Leader by the Synod Council in 2020. The Synod Assembly will vote to confirm Rev. Nelson's Synod Council election.

Synod Council - Person of Color/Primary Language other than English
No nominees yet received.

Consultation Committee - Clergy

Ed Kay - St. Paul's, Lutherville, MD

Why would you like to serve in this role within our synod (or why do you think others have nominated you for this role within our synod)?

I believe I have experience and gifts to be able to assist congregations in a conflicted

Phil Beck - St. Paul's, Walkersville, MD

Why would you like to serve in this role within our synod (or why do you think others have nominated you for this role within our synod)?

I have an extensive background in confidential investigations, as well as have a desire to serve my

situation/relationship to help mediate with a group to move towards reconciliation and/or response.

Positions or experiences you have had that show why you would be good for this role

Coordinator for DE-MD Synod Youth + Family Ministry (2007-2015)
Assistant to the Bishop, DE-MD Synod (2010-2015)
Pastor, St. Paul's Lutheran Church (2015-current)

Please share any other information relevant to the nominating process

I think I have demonstrated experience in our Synod to be able to serve our church in this way.

Douglas Jones - Evangelical, Frederick, MD

Why would you like to serve in this role within our synod (or why do you think others have nominated you for this role within our synod)?

I was trained as a mediator by the Federal Mediation and Conciliation Service over twenty years ago. I have served as a mediator for the Montgomery County Council, the City of Rockville and the Fairfax County VA courts. I have used the skills in my parish work to negotiate separation and divorce agreements and assist families in interventions. I have previously served in the Committee for Discipline in the Metro Washington DC Synod as well as three terms as a dean in that synod. I believe that I can help congregations in conflict to come not only to a resolution but to find possibilities for growth and renewal in those times..

church in ways other than parish ministry. I am dedicated to fairness, impartiality, and a deep rooted desire to seek the truth.

Positions or experiences you have had that show why you would be good for this role

In my previous career, I served for two years in our Internal Affairs office and at the end of my career served as the commander of our criminal investigations unit. Both required an ability to discern facts and provide unbiased reports as to the extent of the investigation.

Please share any other information relevant to the nominating process

I am familiar with the inner workings of the discipline process and am able to work cooperatively with others to seek the truth.

Eric Evers - Reformation, Millford, DE

Why would you like to serve in this role within our synod (or why do you think others have nominated you for this role within our synod)?

I have experienced a wide range of leadership roles and experienced different ways in which pastors and congregations work together for the Kingdom, which allow me to bring a wide range of experience from over twenty years of ordained ministry. I have served as both the associate pastor and solo pastor of a larger congregation (Good Shepherd, Bel Air), and as the solo pastor of a smaller congregation (Reformation, Milford) who transitioned into sharing the pastoral role at Reformation with my wife, The Rev. Paige Evers. Further, while serving as the associate at Good Shepherd, the senior pastor was called up for a year of active duty with the US Army Reserves, and I stepped temporarily into the lead role while working with an interim pastor from the UCC, then successfully transitioned back into the associate pastor role. This variety of leadership configurations gives me a broad perspective on congregational life and health.

Positions or experiences you have had that show why you would be good for this role

Montgomery County Council Neighborhood & Religious Institution Task Force -- Mediator/Director
Maryland Interfaith Legislative Committee -- Executive Director
Frederick County Ethics Commission - Commissioner
University of Maryland AA - Board of Governors

Please share any other information relevant to the nominating process

Valerie Anne Strickert - St. Andrew's, Dover, DE

Why would you like to serve in this role within our synod (or why do you think others have nominated you for this role within our synod)?

It would be an honor to serve as a representative to the churchwide assembly. Having never been, I think everyone can benefit from the experience of seeing how our church works on a larger level, meeting church leaders from other areas of the country, and first hand witnessing with the church at large, then, bringing information back to the conference as an eyewitness.

Positions or experiences you have had that show why you would be good for this role

As clergy, I served on the evangelism team with the C/SIS. As a lay person, I worked as an ambassador for LIRS, and served on the conference (cluster) board of WELCA and AAL.

Please share any other information relevant to the nominating process

I was happy to volunteer.

Consultation Committee - Lay
No nominees yet received.

Discipline Committee - Clergy

Michael Dubsky - Messiah, Sykesville, MD

Why would you like to serve in this role within our synod (or why do you think others have nominated you for this role within our synod)?

Positions or experiences you have had that show why you would be good for this role

Served as a Clergy Coach for two pastors & congregations; Participated in DE-MD Synod Leadership Academy.

Please share any other information relevant to the nominating process

Linda Gunderson - St. Paul's, Newark, DE

Why would you like to serve in this role within our synod (or why do you think others have nominated you for this role within our synod)?

I serve as a parish pastor in two congregations, as Executive Director of the Lutheran Home and Hospital Foundation which gives out grants for health and wellness programs and I serve as a dean. Over two decades of service in this Synod, I have sought to support other pastors and deacons and congregations. The gift of ordination is also a sacred trust. When it reaches the level of formal discipline against a minister, it is a serious and often messy matter, but one that involves balancing care and fairness with issues of integrity and trust for the sake of the church and care for those harmed.

Positions or experiences you have had that show why you would be good for this role

DE-MD Synod COVID Crisis Grant Team
Chairperson 2020-Present,
Dean- Westminster Conference 2017-Present
ELCA Discipline Committee 2013-2019

Please share any other information relevant to the nominating process

As pastors and deacons, we may have occasional disagreements with congregation members about practical church matters or political views, but our primary currency as ministers are integrity and trust. If these things are lost, our witness as ministers of the Gospel of Jesus Christ is damaged. That is why the work of the Discipline Committee is so important.

Healthy congregations and leaders are vital. Previous experience in ministry has included serving as Executive Director for a camp/retreat center and as Assistant to the Bishop with responsibility for congregational renewal, leadership, call process, First Call, etc. These positions involved mentoring, intervention and listening to find a way for those involved to come to a resolution. As congregation pastor was involved with a mediator who lead the congregation I served to address a deeply held conflict.

Positions or experiences you have had that show why you would be good for this role

Parish pastor.
Executive Director for camp/retreat center.
Assistant to the Bishop in Southeastern Minnesota Synod.

Please share any other information relevant to the nominating process

After five years in the Delaware Maryland Synod I have been blessed to enjoy this new call and new geography and am ready to step up and say 'yes' to offering service on a committee.

Melissa Lemons - Unity, Wilmington, DE

Why would you like to serve in this role within our synod (or why do you think others have nominated you for this role within our synod)?

Our synod has provided amazing professional development and continuing education opportunities for me. Some of the knowledge and skills gained through lead pastor and interim pastor training could be used to address compliance or disciplinary concerns.

Positions or experiences you have had that show why you would be good for this role

As an interim pastor I helped congregations with self-examination and problem-solving to align their visions/desires with the needs of the congregation.

As a counseling faculty member I engage in supervision of clinical work and help students prevent and resolve ethical concerns. One part of my role as counseling faculty is student review and retention following failure to meet standards for academic performance or professional behavior.

Please share any other information relevant to the nominating process

I have also been trained in and conducted behavioral interviewing for the ELCA and those skills would be relevant to disciplinary reviews.

Discipline Committee - Lay
No nominees yet received.

2022 Churchwide Assembly - Youth

Anna Leshner - Grace, Easton, MD

Why would you like to serve in this role within our synod (or why do you think others have nominated you for this role within our synod)?

Churchwide Assembly is the event where our denomination discusses some of the biggest issues at hand not only within the church, but around the world. As a member of the LGBTQ+ community, gender equity and marriage equality is a huge concern of mine. The open support that I have felt from the ELCA is because of the decisions made at Churchwide Assembly. I believe that the church needs to be active in their support not just for the LGBTQ+ community, but also for other marginalized communities around the world. I have seen the ways that the church can make an impact on these kinds of issues and debates, and I want to make sure the ELCA continues to support equality for all, regardless of race, ethnicity, gender, sexuality, religion, income, or anything else.

Positions or experiences you have had that show why you would be good for this role

This past year, I served as a co-Leader-Among-Leaders for the LYO Music Team. This year was absolutely crazy for everyone, not just my team. Other LALs and I discussed new ways for the LYO to continue to be active and impactful aside from retreats and events, which

had all been called off for the safety of everyone involved. The Music Team, in particular, traditionally worked throughout the year to learn new music, bond as a team, and prepare for large group sessions at retreats. With none of that happening this year, we figured out a way to remain productive and active – recordings. We created 'chains' in which an instrumentalist would start by recording just the basic chords for the song, then would pass it on to other instrumentalists and then to vocalists. It was a time consuming process, but it was worth it, and we now have more than ten completed chains that were available for use by churches in the synod in their own virtual services.

The LYO was not the only place where I learned to adapt. My home church closed down at the start of the pandemic due to the fact that so many of our members were at a high risk. Worship itself has always been one of the most valued things by our congregation, so not being able to worship on Sunday mornings was pretty difficult. However, if someone told me a year ago that my church would be livestreaming worship, which is now partially back to being in person, every Sunday, I would have laughed at them (from six feet away and through a mask, of course). To my Spring-2020-self's amazement, here we are a year later, doing everything we can to go back to 'normal' and worship the way we love, and we have God's grace to thank for that.

Churchwide Assembly is a place where connections are made. The Delaware-Maryland Synod is not the only synod there; over a thousand people are in attendance, not just making decisions but also making friends. A few years ago, I was in Houston, Texas for the 2018 ELCA Youth Gathering. Over 30,000 people were there, and the mass-gatherings were held in a literal football stadium. I was honestly amazed. Throughout this gathering, my group, as well as many other groups, had 'tradeables.' These ranged from clothespins to stickers to rubber bracelets. Throughout the gathering, whether that be on the train or on service day or anywhere else, we traded

various items with people from all over the country. Some people included their social media handles on their tradeables, others wrote down where they were from. I still have a bag of tradeables from the gathering. I talked to so many interesting people and groups, and I can't imagine how cool it would be if I see some of the same people at the next gathering in Minneapolis next year!!

Please share any other information relevant to the nominating process

2022 Churchwide Assembly - Young Adult

Matthew Fairchild - Grace, Westminster, MD

Why would you like to serve in this role within our synod (or why do you think others have nominated you for this role within our synod)?

Since I started attending Grace Lutheran Church in 2010, church has always been an important part of my life. In high school, I was a leader in our synod's Lutheran Youth Organization, where I learned about the ministries of our synod from the other high school leaders and adult mentors I encountered. Now, I am involved in leadership in the campus ministry at the University of Maryland, College Park. Serving in this role at church-wide assembly within our synod will enable me to meet other leaders from around the country and to learn more about our synod and the broader ELCA.

Positions or experiences you have had that show why you would be good for this role

I have spent lots of time during COVID leading various food ministries at my home congregation. In this role, I've formed intergenerational friendships with many older members of my congregation while addressing a pressing community need. Additionally, I have served on the leadership team of UMD's campus ministry and have seen firsthand how important strong church leadership is in building community on a college campus.

Please share any other information relevant to the nominating process

N/a.

2022 Churchwide Assembly - Person of Color/Primary Language other than English

Deborah Tadesse - Christ, Baltimore, MD

Why would you like to serve in this role within our synod (or why do you think others have nominated you for this role within our synod)?

I believe that I've been nominated to be the Person of Color Representative, because I demonstrate actions and ideals that align with the intersections between religion and race. Being a person of color in the ELCA, it's apparent that like in the majority of places, I'm a member of the minority population. For a great portion of my life, I didn't believe that being Black impacted my faith. But as I grew older, I noticed that race directly impacted my Christianity--through my uncomfortableness being one of very few Black individuals in my congregation; through what I prayed for; through how much I participated in services.

Being black DOES affect my Christianity, because it is part of my identity. This is something I've grown to believe, and something I now seek comfort in.

That being said, I believe that because of my observable growth in finding comfort in the uncomfortable, because of my experience in the church, and because of the way in which I claim my identity through faith, I have been nominated for this role. And it's an honor!

Positions or experiences you have had that show why you would be good for this role

In June of 2020, I along with several other youth in my town, created: "Catonsville Youth for Black Lives Matter." This was to be a peaceful protest, in which we had the opportunity to amplify the voices of Black youth in a predominately Caucasian community. I was on the speaker committee, in which I was to prepare a speech to read to those who'd march with us. This allowed for me, the opportunity to be vulnerable to hundreds of people, increasing my confidence in

speaking publicly. I was also given the role on the outreach team, for which I specifically reached out to religious groups throughout all denominations, in hopes that they would join us to protest. It was a unifying moment which showed to me that no matter our differences (in this case religious preference), when we come together, we can do amazing things.

I also was a member of the Lutheran Youth Organization all of the years in which I was eligible, and participated in their events before demonstrating the proper grade requirements to join the team. The LYO allowed for me, a space in which I was able to grow spiritually, surrounded by individuals my age. Seeing how much passion my peers had for praising God, gave me the ability to strengthen my faith. Not only that, but in my senior year of high school, I was nominated to be the DE-MD Leader Among All Leaders. It was more than comforting knowing that there were people who believed not only in my leadership capabilities, but could attest to my character.

Please share any other information relevant to the nominating process

N/a.

2022 Churchwide Assembly - Clergy - at-large

Sarah Kretschmann - Breath of God, Baltimore, MD

Why would you like to serve in this role within our synod (or why do you think others have nominated you for this role within our synod)?

Ministry in the world can look a lot of different ways. As an ordained Deacon in the ELCA serving full-time in a non-profit setting at Lutheran World Relief and part-time at St. Luke's Lutheran Church in Dundalk, I have a unique perspective that is not always highlighted in clergy spaces. Diaconal ministers today serve through agencies, non-profits, healthcare centers and more, places where the Holy Spirit is at work within and outside of church communities. Deacons seek to be a living embodiment of the gospel, wherever we are called. In our rich, Lutheran history, Deacons have shown up and provided care in spaces often

overlooked or intentionally avoided. I would love to bring this voice to CWA on behalf of our synod.

Positions or experiences you have had that show why you would be good for this role

1. Member of the Clinton Street Community Center Board
2. Member of the voluntary Environmental Stewardship Committee at Lutheran World Relief
3. Welcome Committee Chair for the RIC process at Breath of God Lutheran Church

Please share any other information relevant to the nominating process

Rostered as a minister of Word & Service, I am ordained as a Deacon in the Evangelical Lutheran Church in America. With most recent ministry experience as a Chaplain Resident at Johns Hopkins Hospital Downtown, I completed my Masters of Divinity with an emphasis in Interfaith Engagement and Ecotheology in the spring of 2020. I am now in my first call as Senior Associate for External Relations & Engagement at Lutheran World Relief. As I serve in my first call, I would love to contribute to the wider church community through this role.

2022 Churchwide Assembly - Lay - at-large

Emma Wagner - St. Philip's, Wilmington, DE

Why would you like to serve in this role within our synod (or why do you think others have nominated you for this role within our synod)?

As a previous Churchwide Council member I have had a unique experience seeing firsthand how important the policies we put in place a Churchwide assembly are- they truly guide the work of our church for the next 3 years, and beyond. I have a working knowledge of our church's systems, policies, and procedures and I care deeply about making sure the right decisions are made so that we can be the body of Christ in and for the world.

I would be honored to serve as one of your representatives at Churchwide Assembly to do this important work.

Positions or experiences you have had that show why you would be good for this role

Churchwide Council (Member, 2016-2020)
Executive Committee of ELCA (Member, 2019-2020)
Resolution and Memorials Committee (Chair, 2019)

Please share any other information relevant to the nominating process

N/A.

2022 Churchwide Assembly - Clergy - Frederick Conference

Kim Hintzman - Evangelical, Frederick, MD

Why would you like to serve in this role within our synod (or why do you think others have nominated you for this role within our synod)?

I am excited about the future of the Church. I am eager to help the ELCA discern God's call and be the change needed to bring the gospel to the world beyond the church doors.

Positions or experiences you have had that show why you would be good for this role

I have served for 2 years as chair of the board for Heartly House, a local non-profit serving victims and survivors of domestic violence. My current role as a rostered leader in my church is Director of Engagement, where I empower people from the congregation to engage with their faith and serve in the congregation and beyond. Before discerning my call to ministry, I served as President of my church

Matt Day - Zion, Middletown, MD

Why would you like to serve in this role within our synod (or why do you think others have nominated you for this role within our synod)?

I have been a pastor for almost 9 years. My wife and I were called to Zion in January and began our ministry here in March. I consider myself to be a Lutheran who believes strongly in the Lutheran Confessions and our adherence to the confessions. If elected to serve as a delegate, know that my views surrounding the confessions will guide my voting. However, I know and understand that I am the norm of most Lutheran pastors (White, male). While I would feel honored to serve, I am also highly aware that there are voices that need to be represented that are usually not. With that said, I would ask that you consider those who you are voting for and vote for a diverse group. If I am chosen to serve, I will do so, but I would be happier if a person of color or a woman were elected to serve in this position.

Positions or experiences you have had that show why you would be good for this role

Pastor for 9 years
Former board member of Caroline Furnace Camp and Retreat Center
Former Dean of the Potomac Conference - WV-WMD Synod

council and as a lay voting member in synod assemblies.

Please share any other information relevant to the nominating process *Please share any other information relevant to the nominating process*

In my 6 years in my current call, I have helped my congregation extend God's love to more people in our community. For example, we have begun having a booth at Frederick Pride and more regularly participate in that event with a growing group of volunteers who are excited to be there. I have led studies on racism with my congregation and my local clergy conference. As the ELCA seeks to be more diverse, I see my experiences in my local congregation as helpful to the church overall. Thank you for the nomination.

2022 Churchwide Assembly - Lay - Alleghany and Washington Conference
No nominees yet received.

2022 Churchwide Assembly - Clergy - Baltimore West/Anne Arundel Conference

Sarah Garrett Krey - Salem, Catonsville, MD

Why would you like to serve in this role within our synod (or why do you think others have nominated you for this role within our synod)?

As a first call pastor, I think it's important to witness, experience, and participate in the active polity of the wider church.

Positions or experiences you have had that show why you would be good for this role

I serve on the board of directors of Extraordinary Lutheran Ministries, I have served on the DE-MD Synod Synodical Vitality Team, and I serve as a mentor for an ecumenical preaching collective, the Academy of Preachers.

Please share any other information relevant to the nominating process

I am grateful to represent the Baltimore West/Anne Arundel Conference.

2022 Churchwide Assembly - Lay - Westminster Conference

Dawn Bracken - Calvary, Mt. Airy, MD

Kris McMasters - St. Benjamin's, Westminster, MD

Why would you like to serve in this role within our synod (or why do you think others have nominated you for this role within our synod)?

I am a "Life Long Lutheran". This statement, in of itself, is not the primary reason for my interest, just some history of my faith. I was baptized and confirmed at Calvary Lutheran Church (when it was located in Woodbine, MD) and was active in "Luther League" and in High School taught VBS during 2 summers. As an adult, I have stayed active in two other DE/MD Lutheran congregations: St. Paul's in Lutherville, MD (Sunday School Teacher); Faith Lutheran in Cockeysville, MD (Stewardship facilitator, Council Member). All of these experiences provided me with growth in my faith. I believe that discipleship is the most important aspect of my faith as well as a core element in developing faith of others - youth through adults. Developing a clear understanding of what Discipleship means is essential to a congregation's outreach to the community and generosity, and time/talents, in supporting the congregation's ministries. Having the opportunity to attend the Synod Assembly will provide me with opportunities to connect with attendees from other congregations and learn what what they are doing to nurture discipleship and grow their outreach to others.

Positions or experiences you have had that show why you would be good for this role

Calvary Lutheran: Church Council member; Stewardship/Generosity Team Facilitator; LEAD (Living Everyday As Disciples) Team Facilitator; Member of Discipleship Team; Worship Server
Roles: Assisting Minister, Lector, Prayers of the Church; Prior church family: Attended New Orleans Youth Gathering as a chaperone; Attended Detroit Youth Gathering as as an adult volunteer. On going attendee at Bible Study groups, various topics.

Please share any other information relevant to the nominating process

N/A.

2022 Churchwide Assembly - Clergy - Delmarva North/South Conference

Valerie Anne Strickert - St. Andrew's, Dover, DE

Why would you like to serve in this role within our synod (or why do you think others have nominated you for this role within our synod)?

It would be an honor to serve as a representative to the churchwide assembly. Having never been, I think everyone can benefit from the experience of seeing how our church works on a larger level, meeting church leaders from other areas of the country, and first hand witnessing with the church at large, then, bringing information back to the conference as an eyewitness.

Positions or experiences you have had that show why you would be good for this role

As clergy, I served on the evangelism team with the C/SIS. As a lay person, I worked as an ambassador for LIRS, and served on the conference (cluster) board of WELCA and AAL.

Kathy Ierien - Lutheran Church of the Good Shepherd, Wilmington, DE

Why would you like to serve in this role within our synod (or why do you think others have nominated you for this role within our synod)?

As a pastor in the ELCA since 2004, I have been very connected to the work of the church at the congregational and synodical levels, as well as the work of our seminaries. I would like to serve as a representative to the 2022 Churchwide Assembly to guide the future of the ELCA in these changing times. This is both an exciting and daunting time to be church together, and I am interested in strengthening our ties with the wider church. I served as an associate pastor in my first call in Hibbing, MN and have served as co-pastor, solo pastor, internship supervisor and now lead pastor at the Lutheran Church of the Good Shepherd in Wilmington, DE. I have been part of the DE-MD Synod since 2007, and I have formed many meaningful relationships that I believe allow me to serve as a faithful representative to the Churchwide Assembly in 2022.

Positions or experiences you have had that show why you would be good for this role

I served on the DE-MD Synod Candidacy Committee for ten years (2010-2020). I understand both the challenges and opportunities for leadership within our church. Through this work I have seen the many ways theological education is changing within the ELCA.

I also currently serve on our synod's generosity team, thinking about ways congregations may tell their stories of transformation and abundance. This team encourages leaders and congregations in our synod to move beyond a scarcity mindset to explore the joys of abundant giving as an integrated part of congregational life.

I have also led Good Shepherd through the Living Everyday as Disciples (LEAD) process for transformation and adaptive leadership. We were among the first LEAD cohort in the synod, and I

have a solid understanding of how to lead through times of change. Our LEAD work resulted in many new ministries that have had a lasting impact on the congregation, including Dinner Church, building a community garden to support the LCS food pantry in Wilmington, building steps for our park-and-ride neighbors and many new relationships with our broader community. The core values we articulated through this process have guided us through this pandemic year and the process for listening and visioning will help us navigate the future of the church.

Each of these experiences inform my perspective on what it means to be church in the world today.

Please share any other information relevant to the nominating process

I was happy to volunteer.

Please share any other information relevant to the nominating process

Thank you for your consideration of my candidacy as a representative to the 2022 ELCA Churchwide Assembly.

2022 Churchwide Assembly - Lay - Baltimore City Conference

Henry R. Ferguson, Jr. - Epiphany, Baltimore

Why would you like to serve in this role within our synod (or why do you think others have nominated you for this role within our synod)?

I would like to serve in this role because of my experience managing projects at our church and the opportunity to see what the church is doing more broadly. Others have said they are nominating me because I have been a faithful servant leader in this church and have generously offered my time and resources. This has apparently also drawn the respect of not only my congregation, but also others across the Baltimore City Conference.

Positions or experiences you have had that show why you would be good for this role

I have served as Council President of my congregation as well as guiding the efforts to maintain the facility to best support our mission. I was also honored to receive the Bishop's Service Award for Lay Ministry in Baltimore. I have been

able to build trust in a congregation that might have resisted my leadership, but when they saw the effort I was willing to put into our mission, they have elected me to leadership and have continued to rely upon my dedication and talents.

Please share any other information relevant to the nominating process

I am the type of person who makes things happen for the sake of our common mission, largely through leading by example.

2022 Churchwide Assembly - Lay - Baltimore North East & Harford Conference

SPC Katherine Essel - St. John's, Sweet Air, MD

Why would you like to serve in this role within our synod (or why do you think others have nominated you for this role within our synod)?

I will be pursuing a Masters of Divinity within the next few years and plan on commissioning in the US Army Chaplain Corps.

Positions or experiences you have had that show why you would be good for this role

I currently record readings, devotionals, and sermons for St John's Lutheran Sweet Air as a lay preacher. I would love to expand my knowledge by attending the assembly and learning the skills to become a better leader in the church.

Please share any other information relevant to the nominating process

Attending this assembly is a priority to me in growing my faith and becoming a leader in the church.

Report of the Bishop

The Rev. William (Bill) Gohl Jr., Bishop

*And your ancient ruins shall be rebuilt;
you shall raise up the foundations of many generations;
you shall be called the repairer of the breach,
the restorer of streets to dwell in.*
- Isaiah 58.12

When we gather for our Synod Assembly, on-line, it will be the first time in nearly two years many of us will have seen each other. For those of us who see something of an ecclesiastical family reunion in our gathering, it's been a long time since we were last together at the Delta Hunt Valley in 2019. While grateful for the blessing of still being connected, I miss you – and I miss seeing you – and being together in our worship, fellowship, learning and service.

It was the best of times, it was the worst of times...

Leadership – If the Covid pandemic has taught me anything, it has taught me this: thank goodness that we've spent much of our time together and learning these last years around issues of adaptive leadership. I continue to be confounded and amazed by the ways our congregations and ministries, our deacons, pastors and lay leaders have all pivoted – many times over – to meet the challenges and changes of the pandemic. Even in the midst of the pandemic, our ministry teams and my staff colleagues have arranged for supportive check-ins and cohorts, coaching, training around a myriad of opportunities from new methods of tending the culture of generosity to digital evangelism. Our Racial Justice Team leveraged the pandemic time to call us together for a Lenten Learning Series. Our Creation Care Team invited us to dig deeper into the Earth Charter. Our Candidacy Committee is working with over 30 people in various stages of discernment! I look back over the last year and, while keenly aware of our many losses, I am amazed by God's grace at work in our ministries.

Discipleship – Our LYO and Youth+Family Ministries pivoted, too. When we couldn't gather for large events in person, we broke into small groups online. Our LYO Elementary Team helped curate ongoing community for our youngest Lutherans via a teaching series. We partnered with our siblings in the Metro DC Synod to expand our reach and Youth+Family resources as Deacon Julie became shared staff in both synods. While our Churchwide Organization was having to adjust to the changing

mission development landscape, our synod began the ELCA's only new mission in the midst of the pandemic – North Ave Mission, and found ourselves quickly on the front lines addressing the inequities of food security and stable housing. North Ave Mission, while quite special, embodies a spirit I saw across the synod as our congregations gathered resources, worked with the community and saw that our neighbors were fed, housed, had PPE, and children were supported even as schools were meeting online. There was not a day in 2020 when your support and partnership didn't make a difference in the lives of many.

Communication – Wasn't this the year when the church came kicking and screaming into modern technology? Our Communications Team offered training, technical support and some micro-grants. In a scant few months, even as our synod produced online worship for over six months including Lenten midweek, Holy Week and special services for All Saints, Youth Sundays, Christmas Lessons and Carols, the King Commemoration, and the Sunday after Easter, our congregations and ministries went online, and managed in-person, parking lots, drive-in and hybrid services, too. We had to plan the work – metrics, positivity rates, when to open/when to close – and work the plan, so that we moved forward together. We learned new ways of connecting with our people with phone-trees, daily devotions, care ministries; bringing Advent bags and Lent bags, Christmas candles, Ash Wednesday ashes, Palm Sunday palms, and Holy Communion to one another.

Connectedness – Your generosity allowed us to fund a Covid Relief Fund, connecting us to one another with resources to support technology, relief and operations in our congregations. With Mar-Lu-Ridge our synod produced a Vacation Bible School online! Our Hunger Task Force helped us with matching grants to make sure our neighbors' food insecurities were met in ways that make sense contextually. Practice Discipleship made space for our young adults to stay connected and to “retreat” online and at Mar-Lu-Ridge. We connected lay leaders and Congregation Council Presidents in cohorts led by Synod Council Vice President John Auger, we gathered our Rostered Ministers and Seminarians online regularly for information sharing and checking-in. Our synod staff, though in the midst of transition, have been “out and about” online and in-person so that call processes continue (21 completed during the pandemic), shared ministry training and support was provided, and relief was offered to ministries and ministers experiencing Covid fatigue and stress. We are stronger together, and that has become more clear week by week as we've journeyed through the “lentiest Lent” and this pandemic.

Faithful, yet changing...

The question I am regularly asked as I make my way around our synod and this church is: *What will the church look like after Covid?* While I have many theories and thoughts, none of us really know. I suspect that in-person attendance for worship and learning are going to take a hit – even as our online presence and connection will continue a trajectory of growth. I believe that congregations and ministries that leveraged the pandemic time to be creative in connecting and caring for those in their fellowship will see renewed strength in their communities. I believe that the culture of generosity we’ve seen in so many places will continue as we present a clear and urgent mission, model an attitude of gratitude, and tell the story of God at work in us and through us. Change is not the opposite of faithfulness, and real faithfulness will compel us to change. To be honest, I’ve never been more convinced that in Christ the best is still to come.

Your ancient ruins shall be rebuilt; you shall raise up the foundations of many generations; you shall be called the repairer of the breach, the restorer of streets to dwell in. May it continue to be so in us and this ministry we share, Lord Jesus Christ.

The Rev. William (Bill) Gohl, Jr., Bishop