



## 2023 REPORTS TO THE SYNOD

# EQUIP



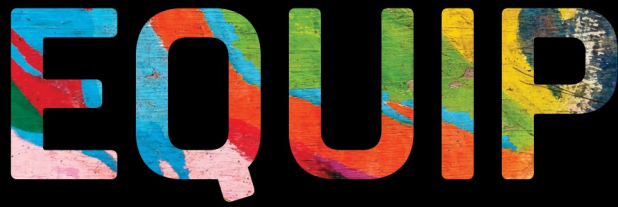
TO EQUIP THE SAINTS FOR THE WORK OF MINISTRY,  
FOR BUILDING UP THE BODY OF CHRIST. EPHESIANS 4:12



Eastern North Dakota  
Synod, ELCA



**SYNOD ASSEMBLY**  
JUNE 3–4, 2023



EASTERN NORTH DAKOTA  
**SYNOD ASSEMBLY**  
JUNE 3–4, 2023

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## Eastern North Dakota Synod Evangelical Lutheran Church in America

### Summary of Actions from Meetings of the Eastern North Dakota Synod Council July 2022 – May 2023

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#### Administrative Actions

**SC.22.07.37** to adjourn the meeting.

**SC.22.08.38** to adopt the agenda.

**SC.22.08.39** to accept the minutes from the Synod Council Meetings held April 30<sup>th</sup>, 2022 and May 3<sup>rd</sup>, 2022, and to accept the minutes as corrected from the Synod Council Meeting held July 11<sup>th</sup>, 2022.

**SC.22.08.40** to receive the Treasurer's Report.

**SC.22.11.44** to adopt the agenda as amended.

**SC.22.11.45** to accept the minutes as corrected from the 35<sup>th</sup> Annual Assembly of the Eastern North Dakota Synod held June 4<sup>th</sup> & 5<sup>th</sup>, 2022.

**SC.22.11.46** to accept the minutes from the Synod Council Meeting held August 30<sup>th</sup>, 2022.

**SC.22.11.47** to receive the Treasurer's Report.

**SC.23.02.02** to adopt the agenda.

**SC.23.02.03** to accept the minutes from the Synod Council meetings held November 4<sup>th</sup> – 5<sup>th</sup>, 2022 and February 7<sup>th</sup>, 2023.

**SC.23.02.04** to receive the Treasurer's Report.

**SC.23.04.17** to adopt the agenda.

**SC.23.04.18** to accept the minutes from the Synod Council Meetings held February 25<sup>th</sup>, 2023.

**SC.23.04.19** to receive the Treasurer's Report.

**SC.23.05.39** to adjourn the meeting.

#### Roster Actions

**SC.22.08.41; SC.22.08.42; SC.22.08.43; SC.22.11.50; SC.22.11.51; SC.22.11.52; SC.23.02.01; SC.23.02.06; SC.23.02.07; SC.23.02.08; SC.23.02.09; SC.23.02.10; SC.23.04.23; SC.23.04.24; SC.23.04.25; SC.23.04.26; SC.23.04.27; SC.23.04.28; and SC.23.05.38** to grant, or not to grant, changes in roster status to rostered ministers, and to extend Synod calls to Interim Ministry.

#### Financial Actions

**SC.22.11.48** to authorize the creation of a sweep account at Bell Bank.

**SC.22.11.49** to authorize the Synod to invest the designated Holy Innovation funds in ladder CD's with the Mission Investment Fund.

**SC.22.11.54** to approve Campus Ministry Grant Distributions totaling \$125,000 for the FYE ending 1/31/24 as follows: 50% to Christus Rex (UND) and 50% to Crossroads (NDSU)

from funds allocated through the Synod Mission Plan, an ELCA Churchwide grant, and the Campus Ministry Reserve Account.

**SC.23.02.05** to adopt the Revised 2023 Synod Mission Plan.

**SC.23.04.20** to approve the proposed 2024/25 Synod Mission Plan for consideration at the 2023 Eastern North Dakota Synod Assembly.

**SC.23.04.21** to reinstate Rev. Brad Skogen as an authorized signer on the Eastern North Dakota Synod Bell Bank Account.

**SC.23.04.31** to return \$40,000 from the dedicated fund for Luther Seminary to the Vital Leaders Endowment Fund.

**SC.23.04.33** to elect Rev. Aaron Bye, Louis Moehlman, and Tory Hart to the Audit Committee.

**SC.23.04.34** to approve the proposed changes to the 2024 Compensation & Policy Guidelines.

### **Synod Assembly Related Actions**

**SC.22.11.55** to approve entering into a three year contract with the Holiday Inn, Fargo, for Saturday and Sunday Synod Assembly dates for the years 2024, 2025, & 2026.

**SC.23.02.11** to approve the theme "Equip" for the 2023 Eastern North Dakota Synod Assembly.

**SC.23.02.12** to approve the registration fees for the 2023 Eastern North Dakota Synod Assembly.

**SC.23.02.13** to appoint members to the Resolutions Committee for the 2023 Eastern North Dakota Synod Assembly, and to empower the Executive Committee to fill vacant spots as required.

**SC.23.02.14** to approve the offering designation for the 2023 Eastern North Dakota Synod Assembly to be split evenly between Red Willow Ministries, Park River Bible Camp, Crossroads Campus Ministry at NDSU, and Christus Rex Campus Ministry at UND.

**SC.23.02.15** to approve the dates of June 1<sup>st</sup> – 2<sup>nd</sup>, 2024 for the 2024 Eastern North Dakota Synod Assembly.

**SC.23.02.16** to approve the amendments to non-required provisions in the Synod Constitution to be voted on at the 2023 Synod Assembly.

**SC.23.04.29** that the Eastern North Dakota affirm its commitment to following the ELCA Roster File Guidelines and thus decline to adopt Resolution #4, "Files of Rostered Ministers", as presented and referred to the Synod Council at the 2022 Eastern North Dakota Synod Assembly.

**SC.23.04.37** to approve voice and vote for Synod Authorized Ministers, Retired Ministers, Rostered Ministers with Full Communion Partners, and Synod Authorized Worshipping Communities at the 2023 Eastern North Dakota Synod Assembly, to approve Alice Senechal as parliamentarian for the 2023 Eastern North Dakota Synod Assembly, to approve the agenda for the 2023 Eastern North Dakota

Synod Assembly, and to adopt Rules and Procedures for the 2023 Eastern North Dakota Synod Assembly.

### **Governance and Policy Related Actions**

- SC.22.07.36** to approve the appointment of Mr. Kyle Barlow as Interim Eastern North Dakota Synod Attorney.
- SC.22.11.53** to elect Ryu Kroshus as a lay member of the Synod Executive Committee.
- SC.22.11.56** to approve Sheila Dolan as a board member of the Vital Leaders Endowment Fund.
- SC.22.11.57** to approve the Eastern North Dakota Sexual Misconduct Policy and the Eastern North Dakota Synod Reporting Sexual Abuse public document as amended.
- SC.22.11.58** to adopt the ELCA Roster File Guidelines as the practice of the Eastern North Dakota Synod.
- SC.23.04.30** to appoint Merlyn Greene to fill an unexpired term on the Synod Council as Spirit Lake Conference Lay Representative, effective 6/5/2022.

### **Ungrouped Actions**

- SC.22.11.59** to close the Synodically Authorized Communities of Welcome Connection and Grace for the Journey, effective December 1<sup>st</sup>, 2022 with gratitude for their past and current ministry, and to affirm and authorize the South Sudan Lutheran Church and lay leader John Malwal, The Neighborhood Church and Pastor Jessica Miller, and Native American Christian Ministry (The Way) and lay leader Amanda Vivier for the year 2023.
- SC.22.11.60** to partner with the Western North Dakota Synod and the Texas Louisiana Gulf Coast Synod in bringing a delegation from CAR over for the celebration in July and divide the cost of the trip and travel equally between the three Synods.
- SC.23.04.22** that the Eastern North Dakota Synod Council officially thank and recognize Dr. Phyllis Johnson for her service as Vice President of the Eastern North Dakota Synod.
- SC.23.04.32** to support and affirm the response of the Eastern North Dakota Synod Executive Committee to the Executive Committee of the Lutheran Church of the Cross, West Fargo.
- SC.23.04.35** that the Eastern North Dakota engage the services of GSB for the purpose of Strategic Mission Planning and authorized and directed the Bishop to secure a funding source.
- SC.23.04.36** that the Synod Council encourage the Endowment Committee to support and fully fund this Strategic Planning Process.

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Respectfully Submitted,  
Rev. Kyle Symanski, EaND Synod Secretary

# Treasurer's Report 2023

Treasurer: Joe Askew

A financial report will be presented during Plenary 2. The following pages include information that will be shared at that time. There will be an opportunity to take a closer look at the finances and proposed Mission Plan for 2023 during Workshop #2. In this past year, a Finance Committee has been formed. The Finance Committee is made up of Pr. Mark Halaas, Louis Moehlman, Tory Hart, Joe Askew (Synod Treasurer), Marietta Wahl (Finance Manager), and Bishop Tessa Moon Leiseth.

| Balance Sheet                           |                    |   |                    |
|---|--------------------|---|--------------------|
| Eastern North Dakota Synod of the ELCA  |                    |   |                    |
| FYE 1/31/22                             |                    | FYE 1/31/23                             |                    |
| Assets                                  |                    | Assets                                  |                    |
| <b>Current Assets</b>                   |                    | <b>Current Assets</b>                   |                    |
| Cash and Cash Equivalents               | \$1,245,485        | Cash and cash equivalents               | \$1,373,883        |
| Contribution Receivable                 | \$0                | Contribution Receivable                 | \$155              |
| Total Current Assets                    | \$1,245,485        | Total Current Assets                    | \$1,374,038        |
| <b>Property And Equipment</b>           |                    | <b>Property And Equipment</b>           |                    |
| Property and Equipment                  | \$141,930          | Property and Equipment                  | \$141,930          |
| Accumulated Depr                        | -\$95,545          | Accumulated Depr                        | -\$101,750         |
| Total Property and Equipment Net        | \$46,385           | Total Property and Equipment Net        | \$40,180           |
| <b>Other Assets</b>                     |                    | <b>Other Assets</b>                     |                    |
| Investments                             | \$4,547,618        | Investments                             | \$4,078,893        |
| Deferred gift Annuities                 | \$20,835           | Deferred gift Annuities                 | \$15,333           |
| Right-of-use Asset                      | \$0                | Right-of-use Asset                      | \$97,607           |
| Total Other Assets                      | \$4,568,453        | Total Other Assets                      | \$4,191,833        |
| <b>Total Assets</b>                     | <b>\$5,860,323</b> | <b>Total Assets</b>                     | <b>\$5,606,051</b> |
| Liabilites and Net Assets               |                    | Liabilites and Net Assets               |                    |
| <b>Current Liabilites</b>               |                    | <b>Current Liabilites</b>               |                    |
| Accounts Payable                        | 73,780             | Accounts Payable                        | 79,767             |
| Accured Liabilites                      | 4,445              | Accured Liabilites                      | 11,277             |
| Donor pass through Payables             | 23,244             | Donor pass through Payables             | 23,464             |
| Current Portion of Lease Liability      | 0                  | Current Portion of Lease Liability      | 27,391             |
| Total Current Liabilities               | 101,469            | Total Current Liabilities               | 141,899            |
| <b>Long Term Liabilites</b>             |                    | <b>Long Term Liabilites</b>             |                    |
| Lease Liability                         | 0                  | Lease Liability                         | 72,056             |
| Total Long Term Liabilities             | 0                  | Total Long Term Liabilities             | 72,056             |
| <b>Net Assets</b>                       |                    | <b>Net Assets</b>                       |                    |
| Without Donor Restrictions              | 606,367            | Without Donor Restrictions              | 532,819            |
| With Donor Restrictions                 | 5,152,487          | With Donor Restrictions                 | 4,859,277          |
| Total Net Assets                        | 5,758,854          | Total Net Assets                        | 5,392,096          |
| <b>Total Liabilities and Net Assets</b> | <b>5,860,323</b>   | <b>Total Liabilities and Net Assets</b> | <b>5,606,051</b>   |

# FYE 1/31/22 Financials

Eastern North Dakota Synod of the ELCA

1/31/22 Reported to Assembly and 1/31/22 Audited Financials

|  | Actual<br>1/31/22<br>Reported | Actual<br>1/31/2022<br>Audited | Variance      |
|--|-------------------------------|--------------------------------|---------------|
| <b>Revenue and Other Support</b>       |                               |                                |               |
| Congregation Mission Support           | 884,869                       | 884,869                        | 0             |
| Synod Only Support                     | 132,289                       | 132,289                        | 0             |
| Synod Assembly Revenue                 | 49,125                        | 49,125                         | 0             |
| ELCA Churchwide Subsidies:             |                               |                                |               |
| Dacotah O'yate                         | 20,000                        | 20,000                         | 0             |
| DEM                                    | 14,550                        | 14,550                         | 0             |
| Campus Ministry*                       | 19,333                        | 19,333                         | 0             |
| CARES Grant                            | 18,694                        | 99,000                         | 80,306        |
| Event Revenue                          | 10,845                        | 10,845                         | 0             |
| Giving Hearts Day                      | 54,405                        | 54,405                         | 0             |
| Annual Fund                            |                               |                                |               |
| Restricted Funds                       |                               |                                |               |
| Purchased Services Reimbursed          | 70,772                        | 70,772                         | 0             |
| Restricted Funds - Nat Amer Ministries | 0                             | 0                              | 0             |
| Restricted - Transition                |                               |                                |               |
| Restricted - Contract Staff            |                               |                                |               |
| Other Revenue                          | 18,725                        | 18,725                         | 0             |
| <b>Total Revenue and Other Support</b> | <b>1,293,607</b>              | <b>1,373,913</b>               | <b>80,306</b> |

|                                      |                |                |          |
|--------------------------------------|----------------|----------------|----------|
| <b>Ministry Support Expenditures</b> |                |                |          |
| ELCA Churchwide Support*             | 384,918        | 384,918        | 0        |
| Region 3 Archives                    | 6,605          | 6,605          | 0        |
| Campus Ministry                      | 125,000        | 125,000        | 0        |
| Dacotah O'yate                       | 89,119         | 89,119         | 0        |
| Native American Christian Ministry   | 6,000          | 6,000          | 0        |
| Luther Seminary                      | 30,000         | 30,000         | 0        |
| Purchased Services Reimbursed        | 74,516         | 74,516         | 0        |
| South Sudan Lutheran                 | 5,000          | 5,000          | 0        |
| Outdoor Ministry                     | 2,000          | 2,000          | 0        |
| <b>Total Ministry Support</b>        | <b>723,158</b> | <b>723,158</b> | <b>0</b> |

|  |
|--|
| Color Key                                    |
| Mission Support & Revenue                    |
| Churchwide Ministries                        |
| Ministry Partners                            |
| Synod Outreach & Support of<br>Congregations |

|   | Actual<br>1/31/22<br>Reported | Actual<br>1/31/2022<br>Audited | Variance   |
|---|-------------------------------|--------------------------------|------------|
| <b>Council/Committee/Event Expenses</b> |                               |                                |            |
| Synod Council                           |                               | 209                            | 209        |
| Standing Committees:                    |                               |                                |            |
| Candidacy                               | 1,847                         | 1,847                          | 0          |
| Global Mission                          |                               |                                | 0          |
| Action & Advocacy                       |                               |                                | 0          |
| MEMD Initiatives                        |                               |                                | 0          |
| DEM Initiatives                         | 5,797                         | 5,797                          | 0          |
| Event Expenses                          | 4,702                         | 5,361                          | 659        |
| Development Initiatives                 | 55                            | 55                             | 0          |
| Pastoral Care                           | 250                           | 250                            | 0          |
| <b>Total Council/Comm/Event Expense</b> | <b>12,651</b>                 | <b>13,519</b>                  | <b>868</b> |

|   |                |                |             |
|---|----------------|----------------|-------------|
| <b>Supporting Services Expenses</b>       |                |                |             |
| Staff Compensation & Benefits             | 386,632        | 386,632        | 0           |
| Contracted Staff                          | 2,040          | 2,040          | 0           |
| Depreciation                              | 5,881          | 5,881          | 0           |
| Discretionary Fund                        | 60             | 60             | 0           |
| General Office Expense                    | 19,909         | 21,687         | 1,778       |
| Insurance                                 | 4,979          | 5,502          | 523         |
| Office Rent & Utilities                   | 28,154         | 25,893         | -2,261      |
| Professional Fees                         | 52,053         | 52,053         | 0           |
| Synod Assembly                            | 39,049         | 39,049         | 0           |
| Travel/Vehicles                           | 17,561         | 16,653         | -908        |
| Bishop/Staff Transition Expenses          | 4,047          | 4,047          | 0           |
| <b>Total Supporting Services Expenses</b> | <b>560,365</b> | <b>559,497</b> | <b>-868</b> |
| <b>Total Expenses</b>                     | <b>573,016</b> | <b>573,016</b> | <b>0</b>    |

**Total Ministry Support & Expenses** 1,296,174 1,296,174 0

**Nonoperating Income (Loss) (Interest)** 2,567 2,567 0

**Change in Net Assets** 0 80,306 80,306

# 1/31/23 Revised Mission Plan and Audited Financials

Eastern North Dakota Synod of the ELCA

|  | 1/31/23<br>Assembly<br>Approved Plan | 1/31/23 Synod<br>Revised Plan | Actual<br>1/31/2023<br>Audited | Variance        |
|--|--------------------------------------|-------------------------------|--------------------------------|-----------------|
| <b>Revenue and Other Support</b>       |                                      |                               |                                |                 |
| Congregation Mission Support           | 906,291                              | 900,000                       | 808,271                        | -91,729         |
| Synod Only Support                     | 130,000                              | 135,000                       | 152,383                        | 17,383          |
| Synod Assembly Revenue                 | 60,000                               | 58,000                        | 53,346                         | -4,654          |
| ELCA Churchwide Subsidies:             |                                      |                               |                                |                 |
| Dacotah O'yate                         | 18,000                               | 20,000                        | 20,000                         | 0               |
| DEM                                    | 10,000                               | 10,000                        | 10,000                         | 0               |
| Campus Ministry                        | 19,266                               | 19,266                        | 19,333                         | 67              |
| CARES Grant                            | 49,500                               | 53,168                        | 0                              | -53,168         |
| Event Revenue                          | 67,650                               | 67,650                        | 68,307                         | 657             |
| Giving Hearts Day                      | 75,000                               | 61,000                        | 56,014                         | -4,986          |
| Annual Fund                            | 75,000                               | 50,000                        | 2,300                          | -47,700         |
| Development Restricted Funds           | 6,000                                |                               |                                | 0               |
| Purchased Services Reimbursed          | 70,000                               | 163,501                       | 148,652                        | -14,849         |
| Restricted Funds -Nat Amer Ministries  | 20,000                               | 20,000                        |                                | -20,000         |
| Restricted - Transition                |                                      | 0                             |                                | 0               |
| Restricted - Contract Staff            | 2,000                                | 0                             |                                | 0               |
| Other Revenue                          | 18,000                               | 15,000                        | 18,720                         | 3,720           |
| <b>Total Revenue and Other Support</b> | <b>1,526,707</b>                     | <b>1,572,585</b>              | <b>1,357,326</b>               | <b>-215,259</b> |
| <b>Ministry Support Expenditures</b>   |                                      |                               |                                |                 |
| ELCA Churchwide Support*               | 398,768                              | 396,000                       | 355,639                        | 40,361          |
| Region 3 Archives                      | 6,805                                | 6,990                         | 6,989                          | 1               |
| Campus Ministry                        | 119,266                              | 125,000                       | 125,000                        | 0               |
| Dacotah O'yate                         | 94,000                               | 94,000                        | 96,003                         | -2,003          |
| Native American Christian Ministry     | 6,000                                | 6,000                         | 6,000                          | 0               |
| Luther Seminary                        | 30,000                               | 30,000                        | 30,000                         | 0               |
| Purchased Services Reimbursed          | 70,000                               | 76,391                        | 55,334                         | 21,057          |
| South Sudan Lutheran                   | 5,000                                | 5,000                         | 5,000                          | 0               |
| Outdoor Ministry                       | 4,000                                | 4,000                         | 4,000                          | 0               |
| <b>Total Ministry Support</b>          | <b>733,639</b>                       | <b>743,381</b>                | <b>683,965</b>                 | <b>59,416</b>   |

| Color Key                                    | *ELCA Churchwide Support    |
|--|-----------------------------|
| Mission Support & Revenue                    | 1/31/22 Mission Plan: 43.5% |
| Churchwide Ministries                        | 1/31/23 Mission Plan: 44.0% |
| Ministry Partners                            | 1/31/24 Mission Plan: 44.0% |
| Synod Outreach & Support of<br>Congregations | 1/31/25 Mission Plan: 44.0% |

|   | 1/31/23<br>Assembly<br>Approved | 1/31/23<br>Synod<br>Revised | Actual<br>1/31/2023<br>Audited | Variance      |
|---|---------------------------------|-----------------------------|--------------------------------|---------------|
| <b>Council/Committee/Event Expenses</b> |                                 |                             |                                |               |
| Synod Council                           | 2,500                           | 2,500                       | 2,816                          | -316          |
| Standing Committees:                    |                                 |                             |                                |               |
| Candidacy                               | 12,000                          | 10,000                      | 6,805                          | 3,195         |
| Global Mission                          | 750                             | 750                         |                                | 750           |
| Action & Advocacy                       | 750                             | 750                         | 124                            | 626           |
| MEMD Initiatives                        | 2,500                           | 0                           |                                | 0             |
| DEM Initiatives                         | 6,000                           | 10,000                      | 9,113                          | 887           |
| Event Expenses                          | 61,000                          | 61,000                      | 59,391                         | 1,609         |
| Development Initiatives                 | 4,500                           | 5,000                       | 1,117                          | 3,883         |
| Pastoral Care                           | 1,000                           | 1,000                       |                                | 1,000         |
| <b>Total Council/Comm/Event Expense</b> | <b>91,000</b>                   | <b>91,000</b>               | <b>79,366</b>                  | <b>11,634</b> |

|   |                |                |                |               |
|---|----------------|----------------|----------------|---------------|
| <b>Supporting Services Expenses</b>       |                |                |                |               |
| Staff Compensation & Benefits             | 519,768        | 546,704        | 511,531        | 35,173        |
| Contracted Staff                          | 2,000          | 0              | 0              | 0             |
| Depreciation                              | 7,000          | 6,200          | 6,205          | -5            |
| Discretionary Fund                        | 1,300          | 1,300          | 100            | 1,200         |
| General Office Expense                    | 10,000         | 11,000         | 16,053         | -5,053        |
| Insurance                                 | 8,000          | 6,000          | 5,974          | 26            |
| Office Rent & Utilities                   | 40,000         | 40,000         | 38,372         | 1,628         |
| Professional Fees                         | 48,000         | 52,000         | 40,355         | 11,645        |
| Synod Assembly                            | 40,000         | 48,000         | 42,537         | 5,463         |
| Travel/Vehicles                           | 30,000         | 30,000         | 16,499         | 13,501        |
| Bishop/Staff Transition Expenses          | 0              | 0              | 28             | -28           |
| <b>Total Supporting Services Expenses</b> | <b>706,068</b> | <b>741,204</b> | <b>677,854</b> | <b>63,550</b> |
| <b>Total Expenses</b>                     | <b>797,068</b> | <b>832,204</b> | <b>757,020</b> | <b>75,184</b> |

**Total Ministry Support & Expenses** 1,530,707 1,575,585 1,440,985 134,600

**Nonoperating Income (Loss) (Interest)** 4,000 3,000 3,887 887

**Change in Net Assets** 0 0 -79,772 -79,772

**Surplus from FYE 1/31/22** 80306

**FYE 1/31/23** 534

# Committee Reports

## **Audit Committee**

Report Prepared by Louis Moehlman, member of the Audit Committee

The primary purpose of the Eastern North Dakota Synod Audit committee is to assist the Synod Council in fulfilling its general oversight of this synod's accounting, financial reporting, internal control systems, and external audit process in accordance with the Eastern North Dakota Synod Constitutional provision S15.31.

### **Audit for Fiscal Year 2023**

The Audit Committee met with the Firm of Widmer Roel on May 17, 2023, to review the Independent Auditor's Report and related communications for the fiscal year ended January 31, 2023. The report included the financial statements of the Eastern North Dakota Synod, related statements of activities, functional expenses, cash flows, and schedule of activities for donor restricted funds for the year.

Representatives from Widmer Roel presented the audit report and issued an "unmodified" opinion on those statements. The auditors concluded that the financial statements of the synod, in all material respects, is in accordance with GAAP (Generally Accepted Accounting Principles.)

Committee members were present in person and via video conference: Rev. Aaron Bye, Tory Hart, Carly Tufte, Jon Lillejord, Louis Moehlman.

Also present were Bishop Tessa, Associate with the Bishop Deacon Laura, synod staff member Marietta Wahl, and Synod Treasurer Joe Askew.

## **Candidacy Committee**

In accordance with S11.06 the Candidacy Committee is responsible for recruitment and preparation for professional leadership and recommendations for certification of ministers of Word and Sacrament and ministers of Word and Service.

The EaND Synod Candidacy Committee met four times in the past year for interviews and to conduct business. Candidacy Committee members participated in an online educational event organized by Region 3 candidacy staff.

The Eastern North Dakota Synod currently has 16 candidates in the candidacy process. This year, three candidates were approved for Entrance into candidacy, two candidates were approved for Endorsement, one candidate was postponed at Endorsement, two candidates were approved for ordination (awaiting a call), two candidates had their approval renewed, and three candidates were withdrawn from candidacy.

The members of the Candidacy Committee include: Dn. Tara Ulrich, Kelly Longden, Christi McGeorge, Pr. Jessica Merchant, Seanne Voracek, Pr. Erik Weber, Pr. Joe Johnson (chair), Alison Voss, Dr. Steve Thomason (ELCA Seminary Representative), Dn. Laura Carson (Associate with the Bishop), and Dn. Krista Anderson (Region 3 Candidacy and Leadership Manager)



*“And Jesus came and said to them, ‘All authority in heaven and on earth has been given to me. Go therefore and make disciples of all nations, baptizing them in the name of the Father and of the Son and of the Holy Spirit, and teaching them to obey everything that I have commanded you. And remember, I am with you always, to the end of the age’”*  
(Matthew 28:18-20).

Dear siblings in Christ,

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

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

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

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

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

In Christ,

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

## Helping Members Refill Their Cup with Responsive Benefits

In 2022, Portico invited plan members to use their full range of benefits to care for themselves following the challenges and stress of the last few pandemic years. We continually seek cost-effective and nimble ways to support ELCA leaders, congregations, and organizations with high-quality, innovative, and stable benefits that promote holistic well-being.

- ELCA-Primary health benefits provided both in-person and virtual access to health care and wellness resources.
- Portico's Financial Planners and LSS of Minnesota helped ELCA Retirement Plan members navigate the weight of rising interest rates and market downturns through no- or low-cost financial planning, coaching services, and financial education.

In recent years, we've added several eligible ELCA- and full-communion-partner organizations to the Portico community. Growing the number of members we serve helps us manage costs and offer innovative benefits not typically available to smaller groups, affirming the importance of church together.



**The Rev. Jeff Thiemann**  
President & CEO

### Meeting the Need in 2022

**232**

#### **Podcast Plays**

Of the "Creative Approaches to Innovative Ministry" episode of Being Here last year.

**16,002**

#### **Total Pounds Lost**

Through the Omada prevention program since it launched in 2018, with 2,643 pounds lost in 2022.

**591**

#### **Retired**

With Portico's bundled benefits program — Congratulations to these faithful servants!

**1,132**

#### **Webinar Views**

Of the annual Retirement Readiness Series (live and on-demand).

**3,080**

#### **Medical Visits via Text Based Care**

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

**9.75%**

#### **Increase in Net Membership**

Over the past 5 years.

**3,952**

#### **Health & Fitness Classes Completed**

On Portico's online Burnalong platform.

**Over \$2M**

#### **Debt Paid Off**

By plan members working with LSS of Minnesota financial counseling since the partnership began.

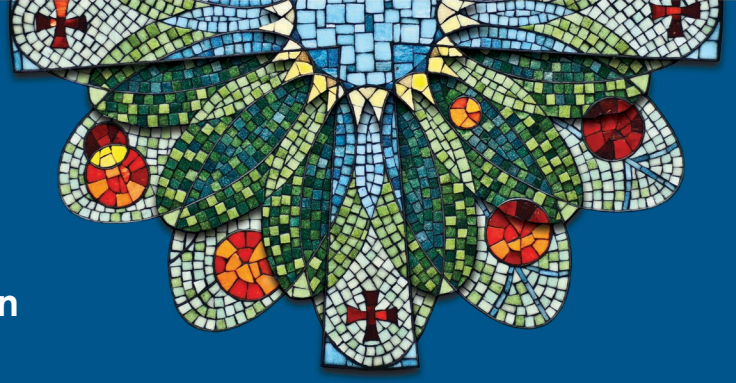
**86%**

#### **Very Satisfied**

With our Customer Care Center, certified for excellence since 2015.



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



## Updates from the ELCA Foundation

Synod Assemblies 2023

The vision of the ELCA Foundation is to be a thriving ministry that develops a culture of intentional generosity and financial stewardship to expand the work of the ELCA. Our mission is to support and sustain ELCA ministries by enhancing gifting capacity and stewarding resources.

As a ministry of the ELCA, we serve individuals, congregations and worship communities; synods; the churchwide organization; and institutions, agencies and other related ELCA organizations.

The ELCA Foundation exists to:

- Provide gift planning, administration and processing.
- Manage endowment funds and offer investment management services as an acknowledged fiduciary.
- Engage individuals and organizations in thoughtful planning to pass on philanthropic values and support ministry passions.

In 2022 the ELCA Foundation's gift planning network walked alongside 200 donors/families in developing their gift plans, which resulted in \$76.5 million in future planned-gift commitments. Nearly \$26 million of this will go to provide direct support to individual ELCA congregations. The network generated \$116.1 million in total gifts and investment assets. This includes new planned-gift commitments, \$10.3 million in current gifts, including funded trusts, gift annuities and individual endowments, and \$29.3 million in new assets invested in the Ministry Growth Fund (previously known as Fund A). Thank you for the opportunity to work in your synod, for trusting your endowment dollars to the ELCA Foundation and for allowing us to work alongside your ministries.

The ELCA Foundation and your regional gift planner are here to support your ministry through shared expertise with endowments, gift acceptance policies and practices to promote planned giving. We also work with individual donors to ease the complexity of estate plans, planned gifts, trusts and noncash gifts. Our services are free of charge to your congregation and its members. A local representative from our network of regional gift planners is available to work with you. Learn more about the ELCA Foundation by watching "[ELCA Foundation: Make a Plan. Change the World.](#)," visiting our updated website at [foundation.elca.org](https://foundation.elca.org) or contacting your regional gift planner to help your congregation grow its culture of giving today.

### **Contact your regional gift planner:**

Rev. Keith T. Pearson  
[Keith.Pearson@elca.org](mailto:Keith.Pearson@elca.org)  
(773) 380-2483  
[foundation.elca.org](https://foundation.elca.org)

Partners in Ministry,

Since the closure of Lutheran Social Services of North Dakota, Lutheran Immigration and Refugee Services has been continuing the work of welcoming refugees to the Fargo area. Our team continues to expand along with our capacity to resettle refugees and is committed to helping refugees build a home and a new life in North Dakota.

With the help of people of faith and communities like yours, LIRS - ND has been able to welcome **109 Refugees**, including Afghans, Congolese, Sudanese, and others. We have also provided services to **88 Cuban and Haitian Entrants**, and **72 Ukrainians** who are in North Dakota under the Uniting for Ukraine Program.

We remain committed to Welcoming the Stranger, providing our clients with housing, food and transportation, and connecting them with education, healthcare and employment so that they can become self-sufficient and integrated into our community. This work drastically changes the lives of the clients we serve and benefits our communities as well.

The invaluable work of Refugee Resettlement relies on community support in order to be successful, and we are excited to share a few ways that your church can contribute to it:

- **Co-Sponsorship** is a partnership between a resettlement agency and a community organization to help provide the Core Services required to welcome a refugee family. A Co-Sponsor team is 6-12 people that help prepare a new home for a refugee family, raise supplemental financial assistance, and walk alongside the family for 6 months as a community guide and neighbor.
- **Refugee Welcome Teams** prepare the home of an incoming refugee family by gathering all the necessary supplies and furnishings that are needed to make a house or apartment into a home. They also set up the house or apartment so that it is ready for the family to arrive and live in as their new home! We also ask that Refugee Welcome Teams consider providing financial assistance of \$1,500 to make sure that food and housing are guaranteed for refugees until they are self-sufficient.
- **Refugee Welcome Baskets** consist of the necessary items for an apartment from a provided list (totaling about \$150) and bring it to the LIRS ND office to be used in a refugee's home. An individual, family, or group of friends can assemble a Welcome Basket to help with the preparations for a refugee family's arrival.
- **Financially support LIRS - North Dakota with yearly or monthly giving.** Consider including LIRS – ND in your church's monthly or annual pledged financial giving to support the work of welcoming refugees.

With help from congregations like yours, we can help refugees start a new life in Fargo and prepare them for success. If you are interested in any of these opportunities, or learning more, please contact Josh Majeski at [jmajeski@lirs.org](mailto:jmajeski@lirs.org)

We are very proud of the partnership LIRS – ND has with the Eastern Synod and are thankful for your support. We look forward to working alongside you in the coming year.

Sincerely

A handwritten signature in blue ink that reads "Joshua Majeski". The signature is written in a cursive, flowing style.

Josh Majeski, LIRS – North Dakota Volunteer Coordinator  
3310 Fiechtner Dr. S, Fargo, ND, 58103



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

## With faith and finance at our core

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

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

**The result? Impact investments**, with a transformative impact on our communities:  
Expanded worship spaces ... new space for education and youth ministry ... much-needed day care centers for working families ... industrial-grade kitchens and fellowship halls for community meals.

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



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

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

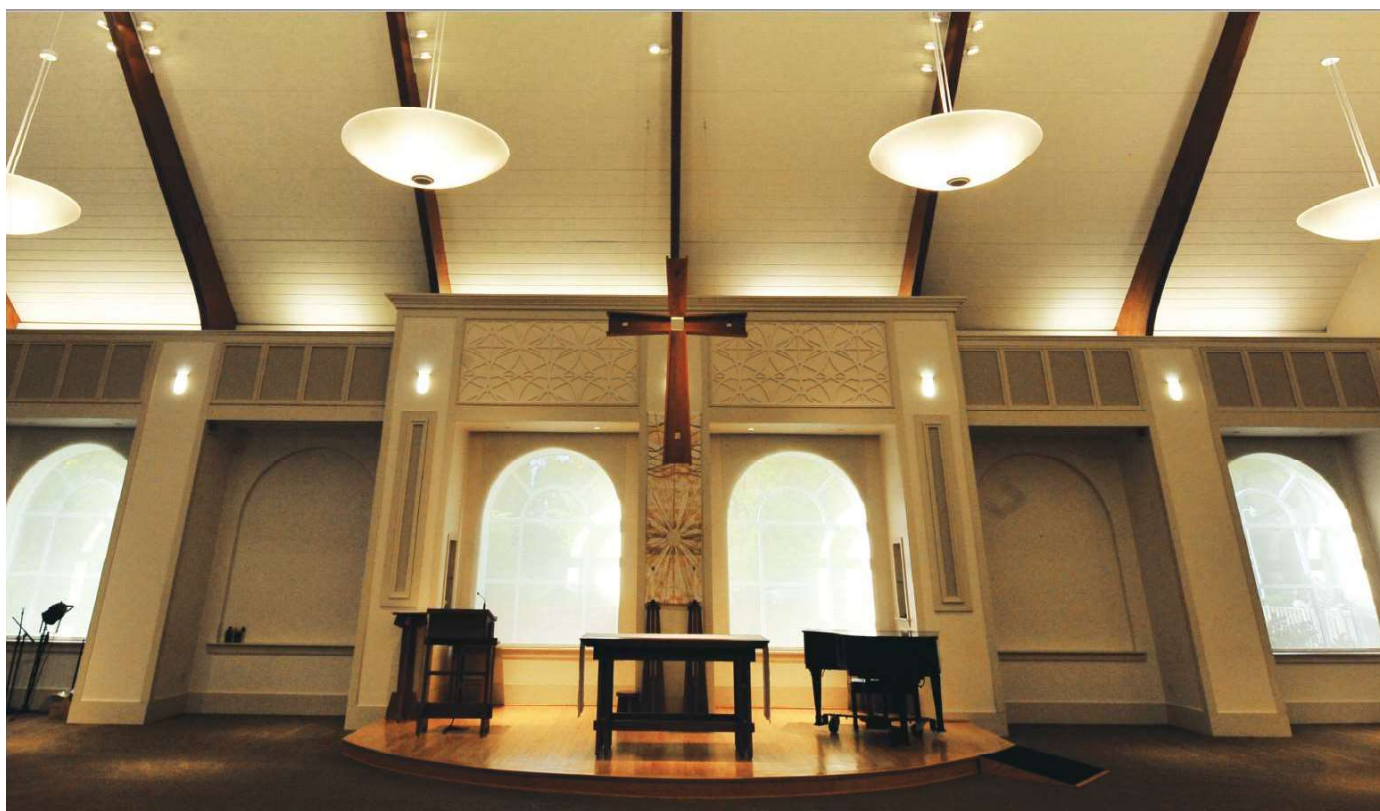
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### **MIF at work in the Eastern North Dakota Synod (as of December 31, 2021):**

- 7 Mission Investment Fund loans, with a balance of \$4,435,275
- \$5,077,787 in Mission Investment Fund investment obligations



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



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

### ***Why MIF?***

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

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

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

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

**For more information about MIF capabilities, please visit our website, [mif.elca.org](http://mif.elca.org) or contact your Regional Manager LuAnn Ferguson: 651-900-3575 [luann.ferguson@elca.org](mailto:luann.ferguson@elca.org)**



ELCA Federal Credit Union

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



The ELCA Federal Credit Union, founded in 2016, provides a full suite of financial products and services to members, congregations and ministries of the ELCA. **We are the first of the ELCA's financial ministries to offer loans to individuals.**

The Credit Union offers a rich variety of products—

from savings and checking accounts and CDs ... to loans, lines of credit and credit cards. And now, we provide home mortgage loans for new homes or remodeling, along with home equity lines of credit.

**We serve ministries** with deposit accounts, a flexible credit card program, auto loans and unsecured ministry loans up to \$100,000 for small projects such as building repair and purchases. Our new CU@Work program presents the opportunity for ministry organizations to offer our Credit Union products and services to their employees.

**In 2022, we ushered in the fourth cohort of participants** in the ELCA's Resourceful Servants program, designed to improve financial wellness and assist rostered leaders in building emergency savings funds. In this matching program, ELCA rostered leaders make ongoing deposits to their Credit Union emergency savings accounts, and our partner MIF matches those funds up to an established amount. Together, we already have served **657 rostered ministers** who, collectively, have made emergency savings deposits of more than \$1 million.

Our strong online presence allows members to access their funds anytime, anywhere—as consumers expect today.

***Why choose the ELCA Federal Credit Union?***

- **The ELCA Federal Credit Union supports the ELCA's mission of good stewardship.** We provide full services to all ELCA members, congregations and related ministries.
- **Our mission is to offer competitively priced products and services.** We can often offer better rates and lower fees than traditional banks. We have demonstrated success in providing savings to our borrowers.
- **With the church as our sponsor, we operate in ways that are consistent with the church's values.**

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

**For more information about the products and services of the ELCA Federal Credit Union, please visit our website, [elcafcu.org](http://elcafcu.org) or call us at toll free at 877-715-1111.**

## **ELCA Region 3 Archives Report to 2023 Synod Assemblies**

### **Introduction**

2023 marks the 35<sup>th</sup> year of the ELCA Region 3 Archives. Paul Daniels continues in the archivist position at 80% time, half-time for the 9 synods of ELCA Region 3 and half-time for Luther Seminary. This shared position works well with Luther providing office and storage space as well as access to a much-needed volunteer pool and IT support. Luther profits from hosting the largest of the 9 ELCA regional collections as the materials are available for use by the entire seminary community.

### **Use of the ELCA Region 3 Archives**

The Archives website, [www.luthersem.edu/archives](http://www.luthersem.edu/archives), continues to work well as our “front door” for promoting archival services to congregations and individuals. Luther Seminary provides IT support for the site and its regular updates. Researchers use the site for information on the collections as well as articles like “Ask the Archivist”, focusing on particular archival topics pertinent to their church settings. Reference uses for the year were:

+Assisted a total of 845 reference patrons in the past year with a range of research interests. The majority (64%) are congregational committees working on records scanning projects, anniversary celebration planning, church history writing and general records care questions. Other significant user groups include synod leadership, church wide offices and individual researchers.

+Worked on a regular basis with all 9 synod offices, collecting valuable office records and assisting with retention plans for each office. In an effort to reduce travel costs I limited my on-site visits to 2-3 visits per year to each of the 9 synod offices. In most cases, email, phone calls, and Zoom meetings were sufficient. These virtual visits were coordinated with 24 Zoom congregational visits throughout the 3 states of ELCA Region 3.

### **Collection Growth**

+Collected 234 linear feet of additional synod office records from the 9 offices. These include legal, financial, personnel and program files. Much of this material is stored off-site in space leased from Iron Mountain Co.

+Gathered 178 congregational pieces adding to a collection now totaling 7,033 files.

+Received 504 biographical pieces on clergy and lay leaders – total is now 9,330 files.

+Assisted 15 closing congregations in Region 3 with records care (scanning) and critical records collection.

### **Outreach and Education**

+Distributed 56 copies of “Memory Work: A Guide for Congregational Archives and History” to congregations and individuals. The guide is more frequently accessed digitally via the Region 3 Archives website.

+Managed off-site secure storage program via Iron Mountain Co. for permanent care of sensitive files, including candidacy, camping staff, and synod financial records.

+Promoted and managed the congregational records scanning program through Mid-America Business Systems.

### **Professional Development**

+Daniels remains an active member of the Society of American Archivists, the Midwest Archives Conference, the Twin Cities Archives Roundtable and the Lutheran Historical Conference. Daniels renewed and maintained his professional certification in the Academy of Certified Archivists.

**Respectfully submitted 3.10.23 by Paul A. Daniels, ELCA Region 3 Archivist and Luther Seminary Archivist**