

Bulletin of Reports



*We have boldness and confident access to God
by way of Christ's faithfulness.*

Ephesians 3.12 NET

2021 Virginia Synod Assembly

June 12, 2021

Online

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A -Program and Order of Business



The Virginia Synod

of the Evangelical Lutheran Church in America
IN PARTNERSHIP WITH THE ISLANDS DISTRICT, PAPUA NEW GUINEA

Since, then, we have such a hope [through Christ Jesus], we act with great boldness.
(2 Corinthians 3:12 NRSV)

*"...^{29b} grant to your servants to speak your word with all **boldness**,³⁰ while you stretch out your hand to heal, and signs and wonders are performed through the name of your holy servant Jesus."³¹ When they had prayed, the place in which they were gathered together was shaken; and they were all filled with the Holy Spirit and spoke the word of God with **boldness**."* (Acts 4: 29b-31 NRSV **bold** emphases added)

Welcome to our first digital Virginia Synod Assembly! Our theme this year is to highlight the second of the marks we have identified as our mission at this time. Following God's command and example, we strive to be FAITHFUL + **BOLD** + SERVING.

Thanks be to God for the technology that allows us to gather without risk from across our beautiful Synod. We live in an amazing time, and our Synod is served by amazing people! It has taken an extraordinary effort and a lot of hard work to make this important gathering possible.

Special thanks to Virginia Synod, Assistant to the Bishop, Pastor Kelly Bayer Derrick, Administrative Assistant Lenae Osmondson, Director for Digital Ministries, Pastor Colleen Montgomery, and our Synod's Secretary Blythe Scott for creating and coordinating all the moving parts for our Assembly. They in turn will rightly point to the rest of our amazing Synod Staff, Synod Council, Digital Tech Team, and many of our Rostered Ministers and Lay Leaders. And all of us give thanks to God for you – our Voting Members! We can't wait to see you...

Now, our work is to prepare for the Assembly. I urge you to read all of the reports offered here carefully. They represent truly creative and effective ministry and mission provided in every corner of our Synod.

Covid-19 has limited us in many ways and brought us untold grief and challenges – but you have risen up, through the power of the Holy Spirit, to meet and exceed common expectations. Overall, ministry has grown; mission has expanded! God continues to be worshipped and God's people served. Amen!

Thank you for the many ways you prayerfully and practically support our Synod Staff, our congregations, agencies, and institutions. The Virginia Synod, our ELCA, global and domestic companions, and our ecumenical and interfaith partners are all strengthened to love God and love neighbor through you!

Thank you for all the ways you make Mission Support through your Investment in Ministry Plans a priority, for your resounding response to *Forwarding Faith*, important hunger, disaster, and advocacy appeals – and for including your congregations and us in your estate planning. It all makes a difference!

May we prepare with excitement, thanksgiving, and anticipation... for the pure joy of being together, of following Jesus, serving others, and creating new ways to *speak the word of God with **boldness**!*

Peace!

Bishop Bob Humphrey
May 2021



Evangelical Lutheran Church in America

God's work. Our hands.

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

We’ve learned over the past year how resilient we are as church and as people of God. It’s been a time of pain, loss, injustice and uncertainty. It has also been a time of learning, listening and trying new things — stepping out of our comfort zones and into a more digital world. This church persevered in so many ways.

The churchwide organization has been working alongside all expressions and ministries of the ELCA and our partners to provide resources, share stories, engage members and keep our programs alive as we’ve shifted our focus to responding to the pandemic.

For the generosity of this church through its COVID-19 Response Fund, for the remarkable ways in which we connected to one another, and for the innovative approaches so many of you took to engaging your communities in the gospel, I want to say thank you. Thank you for your ingenuity, and for knowing that God has a plan for us and it’s one filled with hope.

As we look to the future, I invite you to dream with me for a moment.

Imagine more people knowing Jesus. Imagine creating communities of love and justice online and in real life. Imagine our online communities and pews filled with new, young and diverse members. Imagine spending more of your time collaborating with others to have a bigger impact in our neighborhoods and in the world.

That is the future I want to build with you. We’ve all experienced God’s ability to see us through challenging times and through new seasons of life. This is an invitation to be part of something that God is doing with and through us. There’s never been a better moment to share the way of Jesus and introduce more people to community, justice and love.

In peace,

Elizabeth A. Eaton
Presiding Bishop

“Porque yo sé muy bien los planes que tengo para ustedes —afirma el Señor—, planes de bienestar y no de calamidad, a fin de darles un futuro y una esperanza” (Jeremías 29:11).

En el último año hemos aprendido lo resistentes que somos como iglesia y como pueblo de Dios. Ha sido un tiempo de dolor, pérdida, injusticia e incertidumbre. También ha sido un tiempo para aprender, escuchar y probar cosas nuevas que nos hizo salir de nuestras zonas de comodidad y hacia un mundo más digital. Esta iglesia perseveró de tantas maneras.

La organización nacional ha estado trabajando junto a todas las expresiones y ministerios de la ELCA y nuestros socios para proporcionar recursos, compartir historias, involucrar a los miembros y mantener vivos nuestros programas a medida que hemos ido cambiando nuestra manera de responder a la pandemia.

Quiero dar gracias por la generosidad de esta iglesia a través de su Fondo de Respuesta al COVID-19, por las extraordinarias maneras de conectarnos unos con otros, y por los métodos innovadores que muchos de ustedes utilizaron para que sus comunidades pudieran participar en el Evangelio. Gracias por su ingenio, y por saber que Dios tiene un plan para nosotros, y que es un plan lleno de esperanza.

Mientras miramos hacia el futuro, los invito a soñar conmigo por un momento.

Imaginen que más personas conocen a Jesús. Imaginen que creamos comunidades de amor y justicia a través del internet y en la vida real. Imaginen que nuestras comunidades en línea y las bancas de la iglesia están llenas de miembros nuevos, jóvenes y diversos. Imaginen que pasamos más tiempo colaborando con otros para causar un mayor impacto en nuestros vecindarios y en el mundo.

Ese es el futuro que quiero construir con ustedes. Todos hemos experimentado la capacidad de Dios para guiarnos a través de tiempos difíciles y a través de nuevas estaciones de la vida. Esta es una invitación a ser parte de algo que Dios está haciendo con nosotros y a través de nosotros. Nunca ha habido un mejor momento para compartir el camino de Jesús e introducir a más personas a la comunidad, la justicia y el amor.

En paz,



Elizabeth A. Eaton
Obispa Presidente

2021 VIRGINIA SYNOD ASSEMBLY**Faithful + *Bold* + Serving****Saturday, June 12, 2021****10:00am - 12:00pm;****12:45pm - 4:00pm**

Check-in begins at 9:00am

Order of Business

We have boldness and confident access to God
by way of Christ's faithfulness.
(Ephesians 3.12 NET)

Pre-Assembly Information Sessions

ALL voting members are encouraged to attend a Pre-Assembly Information Session or to watch a recording of these sessions. These will assist you in understanding the online voting process, the proposed updates to the Virginia Synod Constitution, the 2022 Compensation Guidelines for rostered ministers (pastors and deacons), and general information about using Zoom.

Recordings of the sessions will be posted on the Virginia Synod Assembly website:

<https://www.vasynod.org/synod-assembly-2021/>.

Session Topic	Day	Date	Time	Description
Proposed Constitutional Updates	Monday	May 24	3:00pm	Bring your questions about these proposed changes (found in the Bulletin of Reports, B-20). Most will allow the Synod to be more nimble and responsive to ministry needs of the church. There will not be much time for discussion at the Assembly. A recording of these sessions will be posted on the VA Synod website.
	Thursday	May 27	7:00pm	
Compensation Guidelines	Wednesday	June 2	3:00pm	The new Compensation Guidelines include a method for adjusting the minimum compensation requirement to reflect the local cost of housing and an Excel workbook to assist with calculations. The session will address the new guidelines and how to use the Excel workbook.
	Thursday	June 3	7:00pm	
General Info & Voting Process	Sunday	June 6	4:00pm	Get to know the online format, platforms, and voting procedures. Bring your questions! A recording of these sessions will be posted on the VA Synod website.
	Tuesday	June 8	7:00pm	
	Wednesday	June 9	1:00pm	

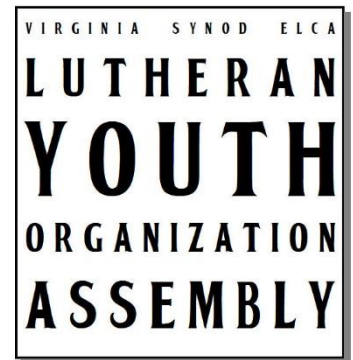
Virginia Synod Assembly: Saturday, June 12

9:00am-10:00am	PRE-SESSION
	<p>Welcome & Check in on Zoom</p> <p>ALL voting members MUST be checked in by 10:00am in order to participate and vote</p>
10:00am-12:00pm	SESSION #1
	<ul style="list-style-type: none"> • Opening Worship (Celebrating the 50-40-10 Ordination Anniversaries of women, women of color, and LGBTQIA+ pastors) • Reception of NEW VA Synod congregations and worshipping communities • Organization of the Assembly • Proposed changes to VA Synod Constitution • Nominations • Bishop's Reflections • Serving Boldly Awards
12:00pm-12:45pm	LUNCH BREAK
	<ul style="list-style-type: none"> • Deadline to submit nominations from the floor is 12:30pm
12:45pm-4:00pm	SESSION #2
	<ul style="list-style-type: none"> • Welcome Back • ELCA Representative: Dr. Mary J. Streufert; Director of ELCA Justice for Women • Elections • Celebration of Anniversaries (of Ordinations & of Congregations) • Thanksgivings for those deacons and pastors new the VA Synod • Thanksgiving for the ministry of those who have retired • Reports of the Officers • Report of Synod Council • Approval of Financial Audits, Investment in Ministry Plans, and Compensation Guidelines • Closing Worship (with Installation of Leadership and Closing of the Assembly)

Youth Assembly Information

The 2021 Youth Assembly will take place online on June 12, 2021. This assembly is planned and led by the Virginia Synod Lutheran Youth Organization Board. For the 2021 youth assembly, all Virginia Synod Youth in grades 7-12 are welcome to attend and there is no charge for participants.

Congregations are asked to designate up to four Youth Assembly participants plus a multicultural youth to serve as voting members of the Youth Assembly.



Youth Assembly business includes receiving reports from the current Lutheran Youth Organization Board and electing the 2021-2022 Board Members. Information on nominating youth for positions on the Lutheran Youth Organization Board is available on the Youth Assembly page at the Synod website.

For more information, forms and registration go to vasynod.org/event/youth-assembly/

Dais Leaders of the 2021 Virginia Synod Assembly



The Rev. Robert F. Humphrey
Bishop of the Virginia Synod



Ms. Blythe Ann Scott
Secretary of the Synod



Dr. Mary J. Streufert
Director for ELCA Justice for Women



Ms. Ann Hess
Synod Assembly Parliamentarian



The Rev. Jeniffer Tillman
Synod Assembly Chaplain

Congregational Lay Voting Members Expectations

All congregations should certify their lay voting members, using a [voting member credential form](#).

Congregations are encouraged to turn in this form by May 12, 2021.

The cut-off time for lay voting member credential forms is 10 days (June 2, 2021) before the first day of the assembly. If the credential form is not received in the Synod Office by June 2, the layperson will not be able to vote (per the Virginia Synod Constitution S7.21.03.)

Voting members at the assembly serve on behalf of all the people of this synod. Voting members are called to make decisions for the well-being of our synod and the whole church.

Constitutionally, Voting Members are:

- All Rostered Ministers (Ministers of Word & Sacrament [Pastors] and Ministers of Word & Service [Deacons]) under call on the roster of this synod
- Subject to S7.21. of the Virginia Synod Constitution, all Rostered Ministers retired and on leave from call on the roster of this synod.
- Congregational Lay Voting Members (elected by their congregation)
- Synod Council members and lay officers of the Synod

Please note that every congregation is entitled to at least two (2) lay voting members, typically one of whom is to be female and one male. Congregations are **strongly** encouraged to elect, where possible, qualified persons who would express the inclusiveness of the church. **EARLY** election and [certification of voting members](#) are highly desirable so that assembly committees can be formed in a timely manner with proper representation from the conferences.

Additional Lay Voting Members: Larger congregations are entitled to additional lay voting members on the following basis of baptized members (as of December 31, 2020). For each additional 200 baptized members or portion thereof over 400, the congregation should elect an additional lay voting member.

0-400 = 2 voting members

801-1000 = 5 voting members

401-600 = 3 voting members

1001-1200 = 6 voting members

601-800 = 4 voting members

The Virginia Synod Constitution authorized Synod Council to appoint up to ten at-large voting members of the annual Synod Assembly who are persons of color and /or whose primary language is other than English, in addition to those elected by congregations. If you have persons in your congregation who are interested in serving as voting members and who could be appointed by Synod Council contact the Synod office. The Synod Office will cover the registration fee for these appointed voting members.

Congregational Lay Voting Members Expectations

Expectations of a person elected or appointed as a voting member of the Synod Assembly:

1. Serve a one-year term commencing with the convening of the assembly to which elected.
2. Attend all the Synod Assembly sessions.
3. Attend special assemblies as called during the term.
4. Study the agenda and advance materials received before the Synod Assembly.
5. Be an advocate of the mission and ministry of the synod in the home congregation and throughout the synod as appropriate.
6. Be familiar with the synod constitution insofar as it affects the activities of the Synod Assembly.
7. Participate in assembly committees as appointed.
8. Be an active member of your home congregation.
9. Make a report on the assembly to the home congregation.
10. Serve with no compensation.
11. Cost of registration to be reimbursed by the home congregation.
12. Be responsible for personal expenses not directly related to responsibility as a member of the assembly.

Constitution and Parliamentary Notes

General

1. Assembly Membership

This synod shall have a Synod Assembly, which shall be its highest legislative authority. (Section 7.01, Synodical Constitution)

2. Assembly Voting Members

The membership of the Synod Assembly, of which at least 60% of the voting membership shall be composed of laypersons, shall be constituted as follows:

- a. All Ministers of Word and Sacrament under call on the roster of this synod in attendance at the Synod Assembly shall be voting members.
- b. All Ministers of Word and Service on the roster of this synod in attendance at the Synod Assembly shall be voting members.
- c. A minimum of two lay members elected by each congregation related to this synod, normally one of whom shall be male and one of whom shall be female, shall be voting members. The Synod Council shall establish a formula to provide additional lay representation from congregations on the basis of a number of baptized members in the congregation. Additional members of each congregation shall normally be equally divided between male and female.
- d. Voting membership shall include the Officers of this synod. (Section 7.21)

3. Additional Voting Members from Larger Congregations

- a. Each congregation related to this synod having 400 or less baptized members shall be entitled to two voting lay members of the Synod Assembly, normally one of whom shall be male, and one of whom shall be female.
- b. For each additional 200 baptized members, or a portion thereof, the congregation shall be entitled to an additional voting member.
- c. Additional members of each congregation shall normally be equally divided between male and female.
- d. Each congregation, upon choosing its voting lay members, shall certify to the secretary of this synod, at least ten days before the first day of the Synod Assembly, the names of the persons chosen. (Section 7.21.01)

4. Additional Members to Meet Inclusiveness Goal

The Synod Council shall be authorized to appoint up to 10 at-large voting members of the annual Assembly who are persons of color or whose primary language is other than English, in addition to those elected by congregations. (Section 7.21.A89)

5. Voting by Retired Rostered Ministers

All retired Rostered Ministers on the roster of this synod in attendance at the Synod Assembly shall be voting members. (Section 7.22.01)

6. Voting by Rostered Ministers On Leave from Call

All on leave from call rostered ministers on the roster of this synod in attendance at the Synod Assembly shall be voting members. (Section 7.22.02)

7. Voting Membership of Synod Council

Duly elected voting members of the Synod Council who are not otherwise voting members of the Synod Council under Section 7.21, shall be granted the privilege of both voice and vote as members of the Synod Assembly. (Section 7.28)

8. Persons Having Voice, But Not Vote

The bishop of the ELCA and such other official representatives of this church as may be designated from time to time by the Church Council shall also have a voice but not vote in the meetings of the Synod Assembly. (Section 7.23)

9. Quorums and Program

- a. One-half of members of the Synod Assembly shall constitute a quorum. (Section 7.14)
- b. The agenda and program proposed by the Synod Council, as adopted by the Assembly, shall be the official agenda and program; there shall be no departure therefrom except by unanimous consent or by a two-thirds vote. (Section 7.40.16)

10. Attendance and Excuses

- a. Any member of the Assembly contemplating an absence from an Assembly shall send to the Secretary a written excuse prior to the convening of the Assembly. The excuse shall be referred to the Committee on Official Roll, which shall determine and report to the bishop whether such absence is without good cause. Absence without good cause shall be grounds for censure to be administered by the bishop. (Section 7.40.20)
- b. Excuses for absences from any meeting of the Synod Assembly shall be presented to the Committee on Official Roll. This committee shall pass on the acceptability of any excuse and shall assemble the composite record of attendance and report thereon at the final meeting of the Assembly. (Section 7.40.21)

11. Nominations and Elections

- a. There shall be a Nominating Committee of at least eight members who shall be appointed by the Synod Council to serve for each regular meeting of the Synod Assembly. Additional nominations may be made from the floor at the Synod Assembly for all elections for which nominations are made by the Nominating Committee. (Section 9.03)
- b. In all elections by the Synod Assembly, other than for the bishop, a majority of the votes cast shall be necessary for election. (Section 9.02)
- c. In all elections, except for the bishop, the names of the persons receiving the highest number of votes, but not elected by a majority of the votes cast on a preceding ballot, shall be entered on the next ballot to the number of two for each vacancy unfilled. (Section 9.08)
- d. The results of each ballot in every election shall be announced in detail to the Assembly. (Section 9.09)

12. Reports

- a. All reports and all resolutions and principal motions shall be given to the secretary in triplicate. Reports shall be typewritten. (Section 7.40.19)
- b. If the Committee of Reference and Counsel fails to report on any resolution given it, or any matter referred to it by the Assembly, the Assembly may nevertheless by majority vote decide to consider such resolution or matter. (Section 7.40.17)

13. Financial Matters

- a. Any proposal to appropriate funds, whether by amendments to the budget or otherwise, which is presented to a meeting of the Synod Assembly without the approval of the Synod Council shall require a two-thirds vote for adoption. (Section 10.04)
- b. No appeal to congregations of this or any other synod of the Evangelical Lutheran Church in America for the raising of funds shall be conducted by congregations or organizations related to or affiliated with this synod without the consent of the Synod Assembly or the Synod Council. (Section 15.21)
- c. When a motion calls for (a) an amendment to the budget, either increasing or decreasing the total of the budget or (b) an appropriation, or (c) a special financial appeal comes before the Assembly from any source other than the Synod Council, it shall be referred at once to the Synod Council for consideration. The Synod Council will report at the meeting immediately following the meeting at which the referral was made. Any referral made at the last meeting of the Assembly shall be reported on during that meeting. If the Synod Council fails to report, the Assembly may proceed to consider the matter referred, but adoption shall require a two-thirds vote. (Section 10.04.01)
- d. The annual budget of this synod shall reflect the entire range of its own activities and its commitment to partnership funding with other synods and the church wide

organization. Unless an exception is granted upon the request of this synod by the Church Council, each budget shall include the percentage of congregational mission support assigned to it by the Churchwide Assembly. (Section 15.12)

14. Rules of Procedure

- a. Unless otherwise determined by a two-thirds vote of the Assembly, all speeches in general discussion shall be limited to five minutes. (Section 7.40.22)
- b. Robert's Rules of Order, latest edition, shall govern parliamentary procedure of the Synod Assembly, except to the extent that it is in conflict with the constitution, bylaws, and continuing resolutions of the ELCA or the constitution, bylaws and continuing resolutions of this synod. (Section 7.32)

15. Resolutions for Consideration by the Annual Assembly

- a. The Assembly Committee of Reference and Counsel shall receive, consider and report to the Assembly on all resolutions submitted by congregations, conferences, and delegates for consideration by the annual Assembly.
- b. Priority consideration will be given to resolutions received at least 30 days before the annual Synod Assembly convenes.
- c. A cut-off time of noon, the second day of the Assembly, is established for the receipt of resolutions for the consideration of the Committee of Reference and Counsel.
- d. Recommendations of the committee are to be distributed to members prior to the convening of the Assembly.
- e. All resolutions will normally be considered by the committee in order of receipt.
- f. Resolutions that cannot be adequately covered during the regular Assembly agenda time will be referred to the Synod Council. (Section 7.30.A91)

16. Bylaws, Amendments, and Continuing Resolutions

- a. Certain sections of this constitution incorporate and record therein provisions of the constitution and bylaws of this church. If such provisions are amended by this church, corresponding amendments shall be introduced at once into the constitution by the secretary of this synod upon receipt of formal certification thereof from the secretary of the ELCA. (Section 18.11)
- b. Whenever the secretary of the ELCA officially informs this synod that the Churchwide Assembly has amended the Constitution for Synods; this constitution may be amended to reflect any such amendment by a simple majority vote at any subsequent meeting of the Synod Assembly without presentation at a prior Synod Assembly.
- c. An amendment that is identical to a provision of the Constitution for Synods shall be deemed to have been ratified upon its adoption and the Church Council shall be given prompt notification of its adoption. (Section 18.12)
- d. Other amendments to this constitution may be adopted by this synod by a two-thirds vote at a regular meeting of the Synod Assembly after having been moved and

- presented in writing at the previous regular meeting of the Synod Assembly over the signatures of at least 7 members and been approved by a two-thirds vote of the voting members present and voting at such a regular meeting of the Synod Assembly.
- e. The Synod Council may propose an amendment with notice to be sent to the congregations of this synod at least six months prior to the next regular meeting of the Synod Assembly. Such an amendment shall require for adoption a two-thirds vote of the voting members present and vote at such a regular meeting of the Synod Assembly.
 - f. All such amendments shall become effective upon ratification by the Churchwide Assembly or by the Church Council. (Section 18.13)
 - g. This synod may adopt bylaws not in conflict with this constitution nor with the constitution and bylaws of this church. This synod may amend its bylaws at any meeting of the Synod Assembly by a two-thirds vote of voting members of the Assembly present and voting. (Section 18.21)
 - h. The bylaws may be suspended, or amended, at any Synod Assembly by a two-thirds vote of the members voting. (Section 18.21.01)
 - i. This synod may adopt continuing resolutions, not in conflict with this constitution or its bylaws. Continuing resolutions may be adopted or amended by a majority vote of the Synod Assembly or by a two-thirds vote of the Synod Council. (Section 18.31)

17. Conduct of Debate

From Robert's Rules of Order, Newly Revised

- a. All voting members shall have the privilege of the floor. Any voting member desiring to address the Assembly should go to one of the microphones and be recognized by the chairman. When recognized, the voting member should give his/her name, a parish, and organization for the secretary's record of the proceedings.
- b. In any debate, each member has the right to speak twice on the same question on the said day, but cannot make a second speech on the same question so long as any member who has not spoken on that question desires the floor. A member who has spoken twice on a particular question on the same day has exhausted his/her right to debate that question for that day. Any motion to change the limits of the debate is not debatable and requires a two-thirds vote for approval.
- c. In cases where persons seeking the floor have opposite opinions on the question, the chair should let the floor alternate, as far as possible, between those favoring and those opposing the measure.
- d. Most frequent motions, which are undebatable, include those to Adjourn, Appeal (relating to decorum), Call for Orders of Day, Close Debate (previous question), Change Limits of Debate, Lay on the Table, Objection to Consideration of Question, Reconsider an Undebatable Question, Suspend the Rules, Take from the Table, Take up a Question Out of its Proper Order, Withdrawal of a Motion.

B -Report of the Officers and Synod Council

Bishop's Annual Report

June 2021

FAITHFUL + BOLD + SERVING

Since, then, we have such a hope [through Christ Jesus] we act with great boldness... (2 Corinthians 2:13)

Because we are saved, called and empowered by God who is FAITHFUL + **BOLD** + SERVING, we are free to be and do likewise!

Last year in this report, I shared the frightening news that over 50,000 Virginians had COVID-19, and 1500 had died. Little could we imagine that this year those statistics reveal that over *670,000 of our Commonwealth neighbors have been infected with this disease, and over *11,000 have died. (*As of 5.12.21)

I start this report with those grim facts because they influence so much of what follows. The wonderful relief for which we have all prayed is finally at hand. Millions have been fully vaccinated, and our next urgent task is to encourage *everyone* to receive the medicine needed to free us from that which has so restricted and devastated us for the past 15 months. The most direct route to regathering safely is through the vaccination process. As always, we do this not only for ourselves, but for our neighbors.

We have also been plagued this year by far too many grotesque reminders of how the sin of personal and systemic racism, sexism, and other forms of prejudice can lead to unspeakable acts of hatred and violence – particularly against Black, Indigenous, and other persons of color, as well as our LGBTQIA+ and female siblings. I am proud our church continues to speak out clearly, confessing our complicity in sin and striving for justice and equity for all who are marginalized. I pray all will join in this holy work.

Against this backdrop of deep grief, lament, anger, and restraint I am amazed by the remarkable resilience, faithfulness, and creativity our Synod and ELCA have demonstrated. Truly! The Holy Spirit has done amazing things through YOU! Think of all the ways you have managed to stay connected, continue strong financial and social support, plus expand ministry and mission without stepping foot inside the church building! Think of so many other ways, including digital Synod-wide and Youth Ministry events, our 2021 Synod Assembly, and those amazing lay leaders we will honor through the new Virginia Synod “Serving Boldly Award” – not to mention three new mission starts in our Synod – all in non-traditional contexts! God has used this time to powerfully remind us that the church is NOT the buildings, but the PEOPLE whom God has called, gathered, empowered, and sent to proclaim the Gospel in word and deed.

The Bulletin of Reports contains an amazing array of stories and statistics detailing many ways God is at work through YOU! You will read about the challenges and exciting new developments in our congregations, Mission and Ecumenical Partners, Virginia Synod, Region 9, ELCA, and more...

I cannot issue this broad and brief review without expressing my deepest respect, admiration, and appreciation for those with whom I have the privilege of working every day. Our Virginia Synod Staff, our Synod Council - and our Pastors, Deacons, and Lay leaders are some of the most devoted, gifted, creative, and compassionate people on the planet! Please, support them in every way possible.

God says, *"I am about to do a new thing... a way in the wilderness and rivers in the desert."* (Isaiah 43:19)

This year has certainly felt like a wilderness – and at times a desert. But God, who is FAITHFUL + **BOLD** + SERVING is leading us through this wilderness making all things new! *"...grant to your servants to speak your word with all boldness..."* (Acts 4:29b). May we **boldly** follow and witness to all God is doing...

Peace!

Bishop Bob Humphrey

Report of the Vice President

“Forget the former things; do not dwell on the past. See, I am doing a new thing! Now it springs up; do you not perceive it? I am making a way in the wilderness and streams in the wasteland.”

Isaiah 43:18-19

Like all of us, the Virginia Synod Council had to adapt to a new way of doing the business of the Synod during the past year. Though our format for meeting changed, the Synod Council remained very active. The Synod Council meets four times between each assembly. In 2020/2021, all of our meetings were remote via Zoom, but we could conduct our business and engage in meaningful conversations regarding our Synod. As a Synod Council, we hope to resume in-person meetings prior to the conclusion of 2021.

As our country, communities, and congregations struggle with issues of racism; the Virginia Synod Council embarked on a study of racism and how we as a Synod can learn and become more aware of the racism that exists in our communities. Our focus is on how we, as a Council, can be a helpful voice in continuing the conversation on issues of racism and the impact it has on our institutions, members, and congregations. We have committed ourselves to continue this study and reflection and learn how to be a voice for advocacy on these issues and other issues of justice that impact our Synod and country.

The Synod Council was active in working with the Bishop's office to respond to the Covid -19 pandemic. The Council approved the application by the Virginia Synod for a loan through the Coronavirus Aid, Relief, and Economic Security Act (CARES Act). The loan was forgiven in early 2021 and was beneficial in the continued operations of the Synod. With concerns of uncertainty related to the long-term impact of the pandemic, the Council also approved an extension of the 2020 Investment in Ministry Plan until the 2021 Synod Assembly and extended the 2020 Virginia Synod Compensation Guidelines through the 2021 Virginia Synod fiscal year. The proposed 2021 Investment in Ministry Plan is based on trends that have emerged in the first portion of 2021 and on the anticipated financial support from congregations for the mission and ministry of the synod and churchwide organization. The Synod Council reviewed the Investment in Ministry Plan after the level of congregational support was more accurately determined by receipt of Statements of Intent for the year 2021.

The Synod Council was active in continuing the focus of the Virginia Synod in being Faithful, Bold, and Serving. A few highlights would include the approval of the Mission Grant submissions from Trinity Ecumenical Church in Moneta, College Lutheran Church in Salem, Peace Lutheran Church in Charlottesville, and Our Saviour Lutheran Church in Warrenton. The Council designated Micah Street Church in Fredericksburg as a Synodically Authorized

Worshipping Community of the Virginia Synod, ELCA, and approved two lay voting members from the Synodically Authorized Worshipping Community in Fredericksburg at the Synod Assembly. The Council approved the Virginia Synod Campus Ministry Grants for 2021. The Council also approved Bedford Lutheran Church as a congregation of the Virginia Synod of the ELCA. The Council extended its support to the Bishop's office to create the new digital ministry platform and the issuance of a Special Call to Pastor Colleen Montgomery. Lastly, the Council implemented the creation of a Virginia Synod Lay leadership Award, Serving Boldly Award, which will recognize lay leaders throughout the Synod for their leadership and contributions to the life of the Synod.

The past year has been a challenge for many of us. We pray that as we continue to move forward, we will perceive the stream in the wasteland. This past year, it has been a pleasure working with Bishop Humphrey, Pastor Bayer Derrick, Pastor Wertz, Pastor Delaney, and the entire Synod staff. We are blessed to have such strong leadership in our Synod. At times, the "business" of the church can be a challenge; however, through prayer, demonstrations of grace, hard work, and love, we can work for solutions and be a guiding light for congregations, members, other faith-based communities, and organizations throughout the Commonwealth. Please contact me, the Bishop's office, or any Synod Council member with any questions or concerns you may have.

Sincerely,
Charles L. Downs, Jr.
Virginia Synod Vice President

Report of the Virginia Synod Council

Meetings and Areas of Responsibility

Meetings: Regular meetings of the Synod Council were held: September 12-14, 2019, January 17-18, 2020; March 14, 2020; June 27, 2020, September 26, 2020, December 3, 2020, March 20, 2021, and June 10, 2021. Additional special meetings took place on April 1, 2020 and January 29, 2021 to handle business that needed to be cared for prior to the scheduled meetings.

Areas of Responsibilities: The Synod Council is served by five Standing Committees as follows: Executive Committee, Consultation Committee, Committee on Discipline, Investment Committee, and Mutual Ministry Committee.

The President of the Virginia Synodical Women's Organization - Women of the ELCA, the President of the Virginia Lutheran Men in Mission, and those who chair the Candidacy Committee and the Ministerium Team serve as advisory members of Council.

2020 Synod Assembly: The Synod Council canceled the 2020 Synod Assembly due to the Coronavirus Pandemic (COVID-19).

2021 Synod Assembly: The 2021 Assembly arrangements were made by the Council for the Assembly to be held online by Zoom for voting members and by livestream for all visitors on June 12, 2021. The theme of the Assembly will be: "*Faithful + **Bold** + Serving.*"

The Synod Council designated the 2021 Assembly offerings to support:

- The ELCA International Women Leaders Fund. Alongside the global Lutheran community, the ELCA is engaging in a strategic emphasis on equipping women leaders in the church and society's life and development. These emerging leaders are studying at ELCA colleges, universities, seminaries, and other institutions worldwide. Since 2015, 34 scholars - representing 22 countries - have been supported by this fund.
- The Faith + Finance + Freedom Fund. This fund represents an opportunity to strengthen the financial situation of rostered ministers and congregations in the Virginia Synod. Every gift received generates a matching gift from a Lilly Foundation grant. The funds provide an opportunity to make educational debt reduction grants to rostered ministers and to provide stewardship support for the congregation.
- Congregations across the Synod are encouraged to collect menstruation hygiene products for schools in your local community. We will share a Synod total for the number of collections, but each congregation will coordinate in their own local community.

Elections and Appointments:

1. **Conference Deans**-The Council ratified the appointments of the following persons as deans of the conferences noted below:

Central Valley	The Rev. Barbara Krumm
Germanna	The Rev. Michael Church
Highlands	The Rev. Jonathan Hamman
New River	The Rev. Bill King
Northern Valley	The Rev. Martha Sims
Page	The Rev. Nick Eichelberger
Peninsulas	The Rev. Joel Neubauer
Richmond	The Rev. Katie Pocaylko
Southern Valley	The Rev. Robert McCarty
Southern	The Rev. David Derrick
Tidewater	The Rev. Harry Griffith

2. **Roanoke College**-ratified the appointments of the following Board Members: Ms. Danae Psilopoulos Foley and Dr. Garrnett Whitehurst.
3. **EnCircle** (Lutheran Family Services of Virginia)-ratified the appointments of the following Board Members: Mr. Bruce Swanson and Ms. Helen Keck.
4. **Virginia Lutheran Homes**-ratified the appointments of the following Board Members: Mr. Ms. Marie L. Malinchak, Ms. Nancy K. Overstreet, and Philip Harris. In addition, ratified the reappointments of R. Allen Blackwood, MD; Daniel P. Kahill, and Barbara L. Phelps.
5. **Hungry Mother Lutheran Camp**- ratified the appointments of the following Board Members: Mr. Eli Franks and Mr. Eddie Haga.
6. **Candidacy Committee**-ratified the appointments of the Rev. Shelby DePriest and Deborah Redmond.
7. **Consultation Committee**-ratified the appointment of the Rev. Tina Melusky.
8. **Committee on Discipline**- appointed The Rev. Pat Nabers, Simon Scott, and Gloria Fennell.
9. **Youth Ministry Committee and Lutheran Youth Organization Board**-ratified the appointments of committee members.
10. **Synod Assembly**-Appointed Jonathan Branker to attend the 2019 assembly as an at-large member.
11. **Executive Committee**-appointed Judy Castele and the Rev. Chris Carr to serve. Appointed the Rev. Jonathan Boynton to serve to replace the Rev. Chris Carr when his term concluded.
12. **Synod Council**-appointed Isaac Wilson to serve as the young adult member and Jack Graves to serve as the youth member on Synod Council. Appointed Judy Castele, the Rev. Phillip Martin, the Rev. Colleen Montgomery, and the Rev. Monica Weber to serve for one year on Synod Council.

13. **Virginia Synod Faith, Finances and Freedom Fund Committee** – Appointed the Executive Committee members to serve on this committee that works with the Region 9 Lilly Grant.

Items from Synod Council:

1. Approval of a Synod Communication Plan.
2. Approval of the Mission Grant submissions from Trinity Ecumenical Church in Moneta, College Lutheran Church in Salem, Peace Lutheran Church in Charlottesville, Our Saviour Lutheran Church in Warrenton, and PALS in Bealeton.
3. Designated Micah Street Church in Fredericksburg as a Synodically Authorized Worshipping Community of the Virginia Synod, ELCA.
4. Approval of two lay voting members from the Synodically Authorized Worshipping Community in Fredericksburg at the Synod Assembly.
5. Approval of the Virginia Synod Campus Ministry Grants for 2020.
6. Approval of the Virginia Synod Boundaries Training Policy.
7. Approval of the Virginia Synod Sexual Misconduct Policy.
8. Approval of the Virginia Synod Undesignated Gift Policy.
9. Approval of Continuing Education Guidelines for Rostered Ministers.
10. Approval to receive Bedford Lutheran Church as a congregation of the Virginia Synod of the ELCA.
11. Extended the 2020 Investment in Ministry Plan until the 2021 Synod Assembly.
12. Extended the 2020 Virginia Synod Compensation Guidelines through the 2021 Virginia Synod fiscal year.
13. Approved the application by the Virginia Synod for a loan through the Coronavirus Aid, Relief, and Economic Security Act (CARES Act).
14. Approved the Bylaws changes for enCircle (Lutheran Family Services of Virginia).
15. Approved recommended updates to the Virginia Synod Constitution. Details of the updates can be found on pages B-20.
16. Approved the creation of a Virginia Synod Lay leadership Award, Serving Boldly Award.
17. Designated Peace and Hope and All Places Together as Synodically Authorized Worshipping Communities of the Virginia Synod, ELCA.
18. Approval of two lay voting members from the Synodically Authorized Worshipping Community, Peace and Hope at the Synod Assembly.
19. Approval of two lay voting members from the Synodically Authorized Worshipping Community, All Places Together at the Synod Assembly.

Finances:

1. **Regular Review of the Financial Program:** Since the Investment in Ministry Plan reflects the program of the synod for mission and ministry and sets certain priorities, the Synod Council, especially through the counsel of the Treasurer of Synod, regularly reviewed the current financial position of the synod and adjusted as seemed warranted.
2. **Audits:** The Synod Council made arrangements with the Roanoke firm of Kennett and Kennett, Certified Public Accountants, to secure an audit of the treasurer's books. The 2019 audit for the fiscal year ended on January 31, 2020. The Synod Council made arrangements with the Roanoke firm of Kennett and Kennett, Certified Public Accountants, to secure an audit of the treasurer's books. The 2020 audit for the fiscal year ended on January 31, 2021.
3. **Investments:** The Synod Council's Investment Committee regularly reviews synodical funds available for investment. Investments are made in accordance with the Investment Policy adopted by the Synod Council at its March 2018 meeting.
4. **Investment in Ministry Plan for 2021:** The proposed 2021 Investment in Ministry Plan is based on trends that have emerged in the first portion of 2021 and on the anticipated financial support from congregations for the mission and ministry of the synod and churchwide organization. The Investment in Ministry Plan was reviewed by the Synod Council after the level of congregational support was more accurately determined by receipt of Statements of Intent for the year 2021. Details of the 2021 Investment in Ministry Plan are found on the following pages B-31.
5. **Investment in Ministry Plan for 2022:** The proposed 2022 Investment in Ministry Plan is based on trends observed in 2021, ministry priorities for 2022, and anticipated mission support from congregations for the mission and ministry of the synod and churchwide organization. The Investment in Ministry Plan will be reviewed by the Synod Council after the level of congregational support is more accurately determined by receipt of Statements of Intent for the year 2022. Details of the 2022 Investment in Ministry Plan are found on the following pages B-31.

Synod Council Recommendations

Recommendation Number 1

To approve the Order for Business as the agenda of the 2021 Assembly of the Virginia Synod of the Evangelical Lutheran Church in America.

Recommendation Number 2

The Virginia Synod Council has recently reviewed the Synod Constitution and has proposed several revisions that will remove some outdated language or better reflect the manner in which the Synod currently functions.

The Virginia Council approved these revisions to the *Virginia Synod Constitution, Bylaws, and Resolutions* at its September 26, 2020, and December 3, 2020 meeting. These bylaw revisions were sent in writing to all Virginia Synod congregations in December 2020.

The Synod Council recommends the adoption of these constitutional revisions.

Recommendation Number 3

That the foregoing Certificate of Audit of the accounts of the Treasurer of the Synod for the Fiscal Year ending January 31, 2019 be approved. (Beginning page B-47)

Recommendation Number 4

That the foregoing Certificate of Audit of the accounts of the Treasurer of the Synod for the Fiscal Year ending January 31, 2020 be approved. (Beginning page B-49)

Recommendation Number 5

That the 2021 Investment in Ministry Plan be given general approval. (Beginning page B-39)

Recommendation Number 6

That the 2022 Investment in Ministry Plan be given general approval. (Beginning page B-43)

Recommendation Number 7

That the 2022 minimum compensation base be increased by 1.3% over the 2020 level. In addition, all rostered ministers continuing to serve in the Virginia Synod would receive a 1.75% step increase in base salary. (The step chart is now capped at 25 years of experience).

The unadjusted minimum base salary for a pastor serving in the Virginia Synod would be set at \$43,555 for pastors with a parsonage and \$54,928 for pastors with housing allowance, and the unadjusted minimum base salary of a deacon serving in the Virginia Synod would be set at \$41,491 for a person with a Bachelor's Degree and \$44,337 for a person with a Master's Degree.

The compensation guidelines now include a formula to adjust the minimum unadjusted salary to reflect the local cost of housing.

The Synod encourages all congregations to meet or exceed these minimum compensation recommendations.

Report of the Secretary

Official Items

Report of the Archivist: The Virginia Synod Archives are in the James R. Crumley Jr. Region 9 Archives which is located at Lutheran Theological Southern Seminary, Columbia, SC.

Certification of Minutes: Printed minutes of the Thirty-third annual assembly of the Virginia Synod, ELCA, held on June 12, 2021, as certified by the bishop and secretary, be approved as the official protocol of the Assembly, with two copies to be deposited in the archives of the synod.

Roster Statistical Information:

By Ordination:

- **Pastor Adam Schultz** was ordained at St. John Lutheran Church in Knoxville, Tennessee on August 17, 2019. He has accepted a call to serve as Pastor at **Good Shepherd Evangelical Lutheran Church in Lexington** which began on August 11, 2019.
- **Pastor Laura (Dunklin) Swanson** was ordained at St. Luke Lutheran Church in Florence, South Carolina on September 7, 2019. She has accepted a call to serve as Associate Pastor at **St. Philip Lutheran Church in Roanoke** which began on July 28, 2019.
- **Pastor Sarah Lyon Hess** was ordained at King of Kings Lutheran Church in Fairfax, Virginia on January 4, 2020. She has accepted a call to serve as Pastor at **Redeemer Lutheran Church in Bristol** which began on January 27, 2020.
- **Pastor Daniel Hess** was ordained at Epiphany Lutheran Church in Richmond, Virginia on January 18, 2020. He has accepted a call to serve as Pastor at **Ebenezer Lutheran Church in Marion** which began on January 26, 2020.
- **Pastor Joshua Copeland** was ordained at Beth Eden Lutheran Church in Newton, North Carolina on January 6, 2021. He has accepted a call to serve as Pastor at **Our Saviour Lutheran Church in Christiansburg** which began on January 9, 2021.
- **Pastor Bryan Katz** was ordained at St. Michael Lutheran Church in Blacksburg on January 23, 2021. He has accepted a call to serve as Pastor at **New Mt. Zion Lutheran Church in Blacksburg** which began on January 3, 2021.

By Transfer:

- **The Rev. Ralph Kirkpatrick** transferred from the Southeastern Synod on June 2, 2019.
- **The Rev. Joan Breckenridge** transferred from the New England Synod on July 11, 2019.
- **The Rev. Dr. Walter “Chip” Bouzard** transferred from the Northeastern Iowa Synod on July 11, 2019.
- **The Rev. Monica Weber** transferred from the Southeastern Synod on July 28, 2019.
- **The Rev. Karen Casperson** transferred from the Upstate New York Synod on September 23, 2019.
- **The Rev. Jeniffer Tillman** transferred from Upstate New York Synod on November 3, 2019.
- **The Rev. Michelle Stramiello** transferred from Indiana-Kentucky Synod on December 15, 2019.
- **The Rev. Janice Marie (JMe) Lowden** transferred from the Lower Susquehanna Synod on December 15, 2019.

- **The Rev. Robert Lowden** transferred from the Lower Susquehanna Synod on December 19, 2019.
- **The Rev. Erik Feig** transferred from the Southeastern Synod on March 18, 2020.
- **The Rev. James Berg** transferred from the Southwest California Synod on April 6, 2020.
- **The Rev. Rachel Larson** transferred from the Rocky Mountain Synod on April 17, 2020.
- **The Rev. Christine Wulff** transferred from the Indiana-Kentucky Synod on May 1, 2020.
- **The Rev. Ryan Radtke** transferred from the Southwest California Synod on June 8, 2020.
- **The Rev. Anders Nilsen** transferred from Southeastern Minnesota Synod on June 14, 2020.
- **The Rev. Frederick Soltrow, Jr.** transferred from the Grand Canyon Synod on June 15, 2020.
- **The Rev. Tarja Stevenson** transferred from the Metro DC Synod on July 12, 2020.
- **The Rev. Michael Weaver** transferred from the North Carolina Synod on August 9, 2020.
- **The Rev. Robin Ferree** was reinstated on November 9, 2020.
- **The Rev. Jon Nelson** transferred from Southwestern Minnesota Synod on December 20, 2020.
- **Deacon Elizabeth Brendle Fox** transferred from North Carolina Synod on January 3, 2021.
- **The Rev. Christine Olson** transferred from West Virginia-Western Maryland Synod on January 11, 2021.
- **The Rev. David Fox** transferred from North Carolina Synod on January 11, 2021.
- **The Rev. Beth Woodard** transferred from North Carolina Synod on January 12, 2021.
- **The Rev. Zachariah Harris, III** transferred from North Carolina Synod on February 1, 2021.
- **The Rev. Judith Cobb** transferred from Delaware-Maryland Synod on February 10, 2021.
- **The Rev. James Cobb** transferred from Delaware-Maryland Synod on February 10, 2021.
- **The Rev. Ron Kreiensieck** transferred from West Virginia-Western Maryland Synod on March 21, 2021.
- **The Rev. Heather Bumstead** transferred from Greater Milwaukee Synod on June 1, 2021.
- **The Rev. Bradley Burke** transferred from Southeastern Pennsylvania Synod on June 15, 2021.

Calls and Installations:

- **The Rev. Timothy P. Feaser** accepted a call to serve as Pastor at **Bedford Lutheran Church in Bedford** and was installed on June 30, 2019.
- **The Rev. Alex Zuber** accepted a call to serve as Associate Pastor at **Muhlenberg Lutheran Church in Harrisonburg** and was installed on August 11, 2019.
- **The Rev. Adam Schultz** accepted a call to serve as Pastor at **Good Shepherd Evangelical Lutheran Church in Lexington** and was installed on September 8, 2019.
- **The Rev. Monica Weber** accepted a call to serve as Pastor at **Luther Memorial Lutheran Church in Blacksburg** and was installed on September 22, 2019.
- **The Rev. Meredith Williams** accepted a call to serve as Pastor at **Grace and Glory Lutheran Church in Palmyra** and was installed on September 28, 2019.
- **The Rev. Ralph Kirkpatrick Jr.** accepted a call to serve as Pastor at **Christ Lutheran Church in Richmond** and was installed on September 29, 2019.
- **The Rev. Laura (Dunklin) Swanson** accepted a call to serve as Associate Pastor at **St. Philip Lutheran Church in Roanoke** and was installed on September 29, 2019.

- **The Rev. Jeniffer Tillman** accepted a call to serve as Pastor at **Apostles Lutheran Church in Gloucester** and was installed on January 12, 2020.
- **The Rev. JMe Lowden** accepted a call to serve as Pastor at **Trinity Lutheran Church in Stephens City** and was installed on February 2, 2020.
- **The Rev. Michelle Stramiello** accepted a call to serve as Pastor at **St. Michael Lutheran Church in Blacksburg** and was installed on February 2, 2020.
- **The Rev. Daniel Hess** accepted a call to serve as Pastor at **Ebenezer Lutheran Church in Marion** and was installed on March 8, 2020.
- **The Rev. Sarah Lyon Hess** accepted a call to serve as Pastor at **Redeemer Lutheran Church in Bristol** and started serving on January 27, 2020.
- **The Rev. Michael Weaver** accepted a call to serve **Ascension Lutheran Church in Danville** and was installed on October 4, 2020.
- **The Rev. Chris Carr** accepted a call to serve as Pastor at **First English Lutheran Church in Richmond** and was installed on November 15, 2020.
- **The Rev. Jon Nelson** accepted a call to serve as Co-Pastor at **St. Stephen Lutheran Church in Williamsburg** and was installed on April 1, 2021.
- **The Rev. David Fox** accepted a call to serve as Pastor at **Gloria Dei Lutheran Church in Hampton** and was installed on May 2, 2021.
- **The Rev. Wanda Childs** accepted a call to serve as Pastor at **Floyd-Willis Parish which includes St. Mark Lutheran Church and Zion Lutheran Church in Floyd** and started serving on February 2, 2020.
- **The Rev. Christine Wulff** accepted a call to serve as Pastor at **Peace Lutheran Church in Charlottesville** and started serving on May 1, 2020.
- **The Rev. Kaye Hute** accepted a call to serve as Pastor at **Grace Lutheran Church in Courtland** and started serving on May 1, 2020.
- **The Rev. Ryan Radtke** accepted a call to serve as Pastor at **Messiah Lutheran Church in Richmond** and started serving on June 8, 2020.
- **The Rev. Erik Feig** accepted a call to serve as Pastor at **Faith Lutheran Church in Suffolk** and started serving on May 1, 2020.
- **The Rev. Anders Nilsen** accepted a call to serve as Pastor at **Emmanuel Lutheran Church in Virginia Beach** and started serving on June 14, 2020.
- **The Rev. Tarja Stevenson** accepted a call to serve as Pastor for **River of Life Parish which includes St. Peter Lutheran Church and St. Paul Lutheran Church both in Shenandoah and St. Luke Lutheran Church in Stanley** and started serving on August 1, 2020.
- **The Rev. Robin Ferree** accepted a call to serve as Pastor at **St. Paul's Lutheran Church in Jerome** and started serving on November 9, 2020.
- **The Rev. Christine Olson** accepted a call to serve as Pastor at **Rapidan Parish which includes Good Shepherd Lutheran Church in Orange and Mt. Nebo Lutheran Church in Rochelle** and started serving on March 15, 2021.
- **The Rev. Dr. Bryan Katz** accepted a call to serve as Pastor at **New Mt. Zion Lutheran Church in Blacksburg** and started serving on January 3, 2021.
- **The Rev. Joshua Copeland** accepted a call to serve as Pastor at **Our Saviour Lutheran Church in Christiansburg** and started serving on January 9, 2021.

- **The Rev. Zachariah Harris, III** accepted a call to serve as Pastor at **St. Paul Lutheran Church in Strasburg** and started serving on February 1, 2021.
- **The Rev. Ron Kreiensieck** accepted a call to serve as Pastor at **Stony Man Parish which includes Beth Eden Lutheran Church in Luray and Grace Lutheran Church in Luray** and started serving on March 28, 2021.
- **The Rev. Colleen Montgomery** accepted a call to serve as Director for Digital Ministry for the **Virginia Synod** and to serve as Pastor for **All Places Together** and started serving both on March 15, 2021.
- **The Rev. Dr. Bryan Katz** was appointed by Synod Council to serve as Pastor at **Peace and Hope** and started serving on April 1, 2021.
- **The Rev. Brad Burke** accepted a call to serve as Pastor at **Reformation Lutheran Church in New Market** and will start serving on July 11, 2021.

Dismissals to other Synods:

- **The Rev. Jeff May** transferred to the New Jersey Synod on August 1, 2019.
- **The Rev. James Cobb** transferred to the Delaware-Maryland Synod on August 5, 2019.
- **The Rev. Judith Cobb** transferred to the Delaware-Maryland Synod on August 5, 2019.
- **The Rev. Hank Boschen** transferred to the North Carolina Synod on October 10, 2019.
- **The Rev. Glynn Bell** transferred to the North Carolina Synod on November 4, 2019.
- **The Rev. William Wiecher** transferred to the Florida-Bahamas Synod on November 20, 2019.
- **The Rev. Wynemah Hinlicky** transferred to the Florida-Bahamas Synod on November 20, 2019.
- **The Rev. Rosemary Backer** transferred to the Lower Susquehanna Synod on November 25, 2019.
- **The Rev. Kathleen Miko** transferred to the South Carolina Synod on January 1, 2020.
- **The Rev. Kenneth Lane Jr.** transferred to the North Carolina Synod on July 21, 2020.
- **The Rev. Aaron Fuller** transferred to the Minneapolis Area Synod on October 18, 2020.
- **The Rev. Rachel Manke** transferred to the Southeastern Pennsylvania Synod.

Resigned from a Congregational Call:

- **The Rev. Andy Ballentine** resigned his call at **St. Stephen Lutheran Church in Williamsburg** on July 31, 2019.
- **The Rev. Jeffrey D. May** resigned his call at **St. Paul's Lutheran Church in Jerome** on July 31, 2019.
- **The Rev. Meredith Williams** resigned her call at **Ascension Lutheran Church in Danville** on August 4, 2019.
- **The Rev. Wanda Childs** resigned her call at **Our Saviour Lutheran Church in Christiansburg** on January 29, 2020.
- **The Rev. Ken Lane Jr.** resigned his call at **Trinity Lutheran Church in Roanoke** on April 1, 2020.
- **The Rev. Robert Wise** resigned his call at **Prince of Peace Lutheran Church in Bayse** on May 6, 2020.
- **The Rev. Jeffery Sonafelt** resigned his call at **Reformation Lutheran Church in New Market** on May 31, 2020.
- **The Rev. Chris Carr** resigned his call at **Christ the King Lutheran Church in Richmond** on October 15, 2020.

- **The Rev. Rachel Manke** resigned her call at **St. Mark Lutheran Church in Yorktown** on October 18, 2020.
- **The Rev. Rick Goeres** resigned his call at **First Lutheran Church in Norfolk** on October 31, 2020.
- **The Rev. Cathy Mims** resigned her call at **First Lutheran Church in Norfolk** on October 31, 2020.
- **The Rev. Katie Freund** resigned her call at **Quicksburg Parish, St. Mark Lutheran Church in Quicksburg, and St. Martin Lutheran Church in New Market**, on November 6, 2020.
- **The Rev. Karen Shumate Van Stee** resigned her call at **St. Mary's Pine Lutheran Church in Mt. Jackson** on January 31, 2021.
- **The Rev. Patrick Freund** resigned his call at **North Mountain Parish, St. Matthew and St. Peter Lutheran Churches in Toms Brook, and St. Stephen Lutheran Church in Strasburg** on February 28, 2021.
- **The Rev. Sarah Lyon Hess** resigned her call at **Redeemer Lutheran Church in Bristol** on February 28, 2021.
- **The Rev. Colleen Montgomery** resigned her call at **Holy Trinity Lutheran Church in Wytheville** on February 28, 2021.

Retirements:

- **The Rev. John Schweitzer** retired on July 1, 2019.
- **The Rev. Carol Schweitzer** retired on July 1, 2019.
- **The Rev. Andy Ballentine** retired on August 1, 2019.
- **The Rev. Carl Trost** retired on April 1, 2020.
- **The Rev. Kenneth Lane Jr.** retired on May 1, 2020.
- **The Rev. Jeffery Sonafelt** retired on June 1, 2020.
- **The Rev. James Berg** retired on August 1, 2020.
- **The Rev. Richard Goeres** retired on November 1, 2020.
- **The Rev. Robert Wise** retired on December 1, 2020.
- **The Rev. Karen Shumate Van Stee** retired on February 1, 2021.
- **The Rev. Carol Haynes Kniseley** retired on March 20, 2021.

Deaths:

- | | |
|---|------------------------------------|
| • The Rev. Richard A. Olson | November 25, 1939-August 26, 2019 |
| • The Rev. William Rosenow | October 9, 1933-November 2, 2019 |
| • The Rev. Mary Louise Brown | January 5, 1939-March 27, 2020 |
| • The Rev. Charles Mayer | November 11, 1930-May 29, 2020 |
| • The Rev. Dwayne Westermann | March 8, 1947-June 4, 2020 |
| • The Rev. W. Eugene Copenhaver | September 20, 1938-August 16, 2020 |
| • The Rev. Arthur J. Henne | June 30, 1931-August 19, 2020 |
| • The Rev. Timothy Waltonen | May 21, 1943-September 24, 2020 |
| • The Rev. Dr. Paul Huddle | November 21, 1916-October 28, 2020 |
| • The Rev. Lewis Crockett Huddle | December 19, 1927-January 11, 2021 |
| • The Rev. Thomas M. Warme | September 27, 1935-March 17, 2021 |
| • The Rev. John Taylor Jr. | April 2, 1932- April 5, 2021 |
| • The Rev. Jack R. Behlendorf | April 11, 1934-April 19, 2021 |

Removal from ELCA Roster:

- **The Rev. Stephen Shackelford** on March 20, 2021.

Significant Events 2019-2021:

Anniversaries:

- **Mt. Tabor Lutheran Church, Staunton:**
 - 181st Anniversary of the original Mount Tabor Church Building and Sessions House; opened in 1839.
- **Redeemer Lutheran Church, Middlebrook:**
 - 190th Anniversary of Redeemer Lutheran Church, since the founding of the 1830 Mount Zion Lutheran predecessor log church at Gravelly Hill, VA, that is now known as the McKinley community.
 - Redeemer is the 3rd oldest Lutheran congregation in Augusta County, VA, and the 2nd oldest Lutheran congregation worshipping in primarily the same location. Both Lutheran Church and German Brethren Church people worshipped jointly here, starting around 1842.
 - The old Mount Zion Lutheran log church was used until 1871, when it burned down, and then it was rebuilt 500 yards away as the brick St. Mark's Evangelical Lutheran Church in the current Redeemer Lutheran location and dedicated on May 19, 1872. St. Marks was remodeled in 1911 and became a part of the Newport Parish with the Mount Hermon Lutheran Church (Tennessee Synod) and, later, with Holy Trinity Lutheran Church at Middlebrook.
 - After Holy Trinity closed, St Mark's and Mount Hermon merged into Redeemer Lutheran Church on October 17, 1965. It was also part of the Churchville Parish until 1986, when the ELCA was formed."

Bequests:

- **Mt Tabor Lutheran Church, Staunton**
 - Annual Mt Tabor Church Improvements Support from the Shuey Bequest - \$6,935
 - Combined Interest from Spitler, Bowman, and Rowe Bequests - \$ 462
 - Whitesell Trust Bequest Income for Church - \$ 2,494; for Mt Tabor Cemetery - \$3,584
 - Paycheck Protection Grant by Beverly Gentry, Administrator - \$ 9,225
 - Memorial Bequests for Rowe, Thornton, Earhart, Howdyshehl, and Schuldt - \$2,045

- **Redeemer Lutheran Church, Middlebrook:**

- Bequests from the families of Lew Manhart and Judy Norris, their friends, and church members were given to the installation of Redeemer's first-ever stained-glass window, over the main church door. This first window and explanatory plaques were given in loving memory of Carole Lynn Board Manhart at a cost of over \$3,000. It is a color-filled rendition of Martin Luther's personal signet seal, signifying the Redeemer church's beginnings in ca. 1830, and with the overall theme of "Our Redeemer Lives." It was dedicated on September 20, 2020 and is a sign of hope in the midst of the COVID-19 Pandemic Crisis, which was affecting the entire year during 2020.

Blessings:

- **Mt. Tabor Lutheran Church, Staunton**

- Blessing of a Marriage - for Wilbur and Pauline Schuldt - 60 years
- Blessing of Cemetery site for former Interim Pastor Arthur J. Henne

- **Redeemer Lutheran Church, Middlebrook:**

- Blessing of a congregationally made collection of 22 hand-crafted paraments and banners, to hang in the Redeemer church nave and Social Hall.
- Blessings of pew cushions, refinished pew ends, pew back rests, and painting of window frames and window sills in the church nave given for the 190th Anniversary Year of the congregation.

- **Christ Lutheran Church, Fredericksburg**

- We give thanks to God for an ELCA New Start Grant that provided financial support in 2019 and 2020 to assist the congregation in moving toward doing ministry with neighbors in relational ways. The grant supported the work of a missionary developer in the city, Carrie Connors and Meghann Cotter, who were commissioned by the congregation.
- We give thanks to God for Pastor Louis Florio who accepted a call to serve as the Associate Pastor of the congregation effective January 2019.

Dedications:

- **Mt Tabor Lutheran Church, Staunton**

- Installation and dedication of Mount Tabor 87.9 FM broadcast radio station WMTL (Worship at Mt Tabor Lutheran) throughout the 1 mile radius of the historic church area.
- Renovations of Mount Tabor Museum Room and Archives by Mike McCray and Joe Vecchioli.
- Installation of updated Virginia Department of Highways Historical Marker on US 11.
- Replacement of Mt Tabor organ loft speakers and stained-glass tower window lighting system.

- **Redeemer Lutheran Church, Middlebrook**

- Redeemer's first-ever stained-glass window was dedicated, to show Martin Luther's personal signet seal, and signifying the church's beginnings in about 1830, with a theme "Our Redeemer Lives." It was dedicated on September 20, 2020 in loving memory of Carole Lynn Board Manhart for the congregation's 190th Anniversary Year celebration.
- Weekly worship use of church organ music, including a dedicated custom recorded library of many favorite preludes, anthems, and hymns, were given by Corrie Lupachino Wagoner, Organist, and arranged by Heather Bartley, with Redeemer Church pianist and organist RT Sensabaugh. These dedicated recordings were for the 190th Anniversary of Redeemer Lutheran congregation, on the church's 34 stop digital Allen Genisys voices organ. The Gospel Trio of "Just Us" also dedicated three Anniversary Gospel Music concerts, which were joyfully given live for the congregation's 190th Anniversary Year, despite the nation's Pandemic crisis.

- **Christ Lutheran Church, Fredericksburg**

- July 2019- With thanksgiving to God, the church fellowship hall kitchen renovation project was completed and the kitchen was dedicated to the service of Christ in neighbor. The kitchen provides an average of 150 meals a week for neighbors experiencing homelessness and financial hardship.
- July 2019- With thanksgiving to God, the main steeple of the church building was replaced and dedicated as a beacon of Christ's presence in the community.

Groundbreakings:

- **Mt Tabor Lutheran Church, Staunton**

- Removal of trees and installing a Children's Playground with new equipment behind Mt Tabor Church.
- Removal and replanting of shrubbery around church nave and Sunday School Education Building.

- **Redeemer Lutheran Church, Middlebrook**

- Landscaping and a new driveway were installed at the front entrance of Redeemer Lutheran Church. Tree branch and shrub removal and new landscaping made room for the addition of a new wider paved front walk and driveway, which was installed on October 17, 2020, at the front entrance of Redeemer Lutheran Church (McKinley). It honors the 503rd Anniversary of the Lutheran Reformation and the Redeemer Lutheran Church's 190th Anniversary year.

Major Additions:

- **Mt Tabor Lutheran Church, Staunton**
 - Repairs, surface replacement, and re-stripping of both Mt Tabor Church east and west parking lots.
 - Resurfacing of all roadways and repair of some damaged monuments in the Mount Tabor Cemetery.
- **Redeemer Lutheran Church, Middlebrook**
 - Renovations to flower beds and decorative gardening plants were installed between the Redeemer Lutheran Church nave and the Social Hall.
 - Addition of 22 handmade liturgical banners and paraments in the Redeemer Lutheran Church nave, were given by members in celebration of the congregation's 190th anniversary on September 20, 2020. These were installed by Kenny and Phyllis Craig, Warren and Kaye Aylor, Walt and Kim Lupachino, Eddie and Marsha Sensabaugh, Eddie and Cathy Bartley. This addition adds considerably to the festive nature of the Church's interior decorations and its Lutheran liturgical worship environment.
- **Christ Lutheran Church, Fredericksburg**
 - 2020- Through the gifts of time and talent of lay ministers, internet connectivity was installed throughout the church building to allow for hybrid ministry activities. New equipment was purchased to assist with online worship and a new lay ministry team was developed to support streaming worship services from the sanctuary.

Parsonages:

- **Mt Tabor Lutheran Church, Staunton**
 - Removal of trees and new decorative plantings at the Mt Tabor Parsonage on Middlebrook Road.

Respectfully submitted,

Blythe Ann Scott
Secretary of the Virginia Synod

Updates to Virginia Synod Constitution, Bylaws, and Resolutions

Notice of proposed updates to the Virginia Synod Constitution, for vote at the 2021 Synod Assembly

Like many congregations, the Virginia Synod Council has recently reviewed our Synod Constitution and has proposed several updates that will remove outdated language or better reflect the manner in which the Synod currently functions. Bylaw changes to the Virginia Synod Constitution require a six-month written notice to be sent to all Virginia Synod congregations. The Virginia Synod Council approved these updates to the *Virginia Synod Constitution, Bylaws, and Resolutions* at its September 26, 2020 and December 3, 2020 meeting. All of these proposed updates will be part of our 2021 Synod Assembly Business.

Notes:

- ~~Strikethrough~~ = remove completely
- **Highlight** = updated language
- ~~Highlighted Strikethrough~~ = Current Bylaw language will be updated in a Continuing Resolution

Chapter 7. SYNOD ASSEMBLY

~~S7.26.01. Application for designation as an authorized worshiping community shall be submitted in writing to the Virginia Synod Mission Committee. After determination that the criteria and procedure of the Evangelical Lutheran Church in America, Division of Outreach and the Churchwide Council are met, the Virginia Mission Committee may recommend to the Synod Council approval of the designation as an authorized worshiping community. The Synod Council may approve the designation as an authorized worshiping community and authorize its representatives to serve as voting members of the Synod Assembly.~~

Chapter 8. OFFICERS

~~S8.12.02. The bishop, ex officio, shall be chief representative on the boards of directors or trustees of all institutions or agencies in which this synod is entitled to representation. However, the bishop is authorized and strongly encouraged to appoint a member of the Synod Council to be the bishop's official representative on all such boards.~~

†S8.51. The terms of office of the officers of this synod shall be as follows: ...

c. The treasurer of this synod shall be **appointed** to a four-year term and may be re-elected or reappointed. The treasurer shall serve until his or her successor takes office.

~~S8.51.01. The vice president, secretary and treasurer of this synod shall be elected to a term of~~

~~four years and may be reelected.~~ No one shall hold the same office (other than that of Bishop) for more than two consecutive full terms, except that the persons holding such offices when this provision is adopted shall be eligible to serve up to two (2) additional consecutive full terms.

- S8.55. Should the vice president, secretary, or treasurer die, resign, or be unable to serve, the bishop, with the approval of the Executive Committee of the Synod Council, shall arrange for the appropriate care of the responsibilities of the officer until an election of a new officer can be held or, in the case of temporary disability, until the officer is able to serve again. The term of the successor officer, elected by the next Synod Assembly, shall be four years. **If the treasurer is appointed by Synod Council, the Synod Council shall appoint a new treasurer to a four-year term.**

Chapter 10. SYNOD COUNCIL

- †S10.01. The Synod Council, consisting of the four officers of the synod, 10 to 24 other members, and at

least one youth and at least one young adult, shall be elected by the Synod Assembly. ...

b. The term of office of members of the Synod Council, with the exception of the officers and the youth member, shall be for **four** years.

- S10.01.01. ~~The Synod Council shall be composed of four officers, one youth member and twelve other members.~~

- S10.01.02. The youth member shall be a rising 10th, 11th or 12th grader when elected **or appointed** to the Synod Council. The term of the youth member of the Synod Council shall be **one year** without consecutive reelection.

- ~~S10.01.03. The twelve other members shall be elected as follows: one third elected for a three-year term every three years.~~

- S10.01.06. It shall be the policy of this synod that no individual, other than the bishop, shall hold more than two of the following positions at any one time: membership on this synodical council or on the Board of Trustees of the following institutions: 1. Lutheran Family Services of Virginia, Inc.; 2. ~~Lutheran Children's Home of the South, Inc.;~~ **3. National Lutheran Home Communities and Services;** 4. Virginia Lutheran Homes, Inc.; 5. Roanoke College; and 6. The seminaries to which this synod is assigned. Any exception to this policy may be made only by action of the Synod Council.

- S10.03.18. **Ratify** ~~Elect~~ the representatives of this synod who are to serve, in addition to the bishop, ex-officio, this synod's quotas to the governing bodies of the seminaries, social ministry

institutions, outdoor ministry programs, and inter-church agencies, to which this synod is related.

Chapter 11. COMMITTEES AND ORGANIZATIONAL UNITS

†S11.01. There shall be an Executive Committee, a Consultation Committee, a Committee on Discipline, a Mutual Ministry Committee, an Audit Committee, and such other committees as this synod may from time to time determine. The duties and functions of such committees, or any other organizational units created by this synod, and the composition and organizational structure of such units, shall be as set forth in this constitution or in the bylaws or continuing resolutions, and shall be subject to any applicable provisions or requirements of the constitution and bylaws of the Evangelical Lutheran Church in America.

~~S11.01.01. The standing committees of the Synod Council shall be: Executive Committee, Consultation Committee, Committee on Discipline, Finance and Budget Committee, and a Mutual Ministry Committee.~~

S11.01.10. Executive Committee

~~S11.01.12. The vice president shall chair this committee. In the absence of the vice president, members present shall elect its chair for that meeting.~~

~~S11.01.13. The Executive Committee's duties shall be: to review the work of the bishop and assistants to recommend salaries for said positions, and such other duties as shall be delegated to it by the Synod Council.~~

~~S11.01.14. Nothing in these bylaws shall prohibit the Synod Council from authorizing the Executive Committee to take any action that could be taken by the Synod Council in the period between meetings of the Synod Council.~~

S11.01.15. The **two members** ~~representatives~~ shall be elected by the Synod Council for two-year terms commencing January 1. The terms shall be staggered to the extent possible. The election is exempt from compliance with the inclusiveness provisions of S6.04.

~~S11.02.02 From this committee the Synod Council, or a committee authorized by the Council to make this selection, shall appoint three ministers of Word and Sacrament and two laypersons to serve as a special consultation committee to consider disputes. The bishop of this synod shall be a member of this committee ex officio except in instances where the bishop brings charges against an ordained minister.~~

S11.03.01. Six members of the Committee **on Discipline**, appointed by the Executive Committee of the Synod Council will serve with the six members appointed by the Executive

Committee of the ELCA Church

Council in handling matters of discipline. [ELCA Constitution 20.22.08.] The bishop shall not be a member of the Committee on Discipline.

~~S11.03.02. — Each biennium the Synod Council shall designate the chair of this synod Committee on Discipline from among the members of the Committee on Discipline elected by the Synod Assembly.~~

†S11.04. The Mutual Ministry Committee shall be appointed by the Executive Committee of the Synod Council to provide support and counsel to the bishop.

~~S11.04.01. — The committee shall meet regularly with the bishop and the assistants to the bishop to provide guidance and counsel.~~

~~S11.04.02. — Nothing in these bylaws shall prohibit the setting up of separate mutual ministry committees for the bishop and each of the assistants.~~

~~S11.04.03. — The members of the committee shall be appointed for a term of two years with no limit on reappointment, except that all terms shall be co-terminus with that of the bishop.~~

~~S11.04.04. — The committee shall be chaired by the bishop, or if a separate committee, by the person for whom the committee is appointed.~~

~~S11.04.05. — The Synod Council shall determine the number of members on the committee in consultation with the bishop.~~

†S11.05. The Audit Committee of this synod shall consist of three to six persons, none of whom is a member of the synod staff. Up to half of the committee members may be Synod Council members. The Audit Committee members shall be elected by the Synod Council for a term of three years and be eligible for re-election to a second consecutive three-year term. The terms of the Audit Committee members shall be staggered. The Audit Committee shall be responsible for assisting the Synod Council in fulfilling its general oversight of the synod's accounting, financial reporting, internal control systems, and external audit processes as provided in †S15.31.

~~S11.06.40. — Finance and Budget Committee~~

~~S11.06.41. — The committee shall provide assistance to the Synod Council in matters relating to finances, including the preparation of a recommended budget and general supervision of budget control. [am SA89.05.28]~~

~~S11.06.42. — The members of the committee shall be appointed by the Synod Council for terms of one calendar year. No member shall serve more than four consecutive full terms~~

~~S11.06.43. The chair of the committee shall be appointed annually by the Synod Council from the membership of the committee.~~

~~S11.06.44. The Synod Council shall determine the number of members on the committee.~~

~~S11.06.45. At least one person on the committee shall be a member of the Synod Council.~~

S11.12.A91. Coordinating Cabinet and Committee Structure

CANDIDACY COMMITTEE.

The Candidacy Committee is established as a standing committee of the Synod Council. ~~The Candidacy Committee shall have duties and responsibilities including, but not limited to: endorsing candidates for the ordained ministry in cooperation with the appropriate seminaries of this church and in accordance with the standards and procedures of the ELCA; certifying associates in ministry in accordance with provisions and procedures of the ELCA; providing for the approval of candidates for ordination; reinstating persons to the roster of ministers of Word and Sacrament providing for leadership recruitment, preparation and support in accordance with churchwide standards and policies, fostering relationships with seminaries.~~ The committee shall consist of one member from each conference partnership appointed by the Synod Council. The members of the committee shall be appointed to five-year terms with one possible renewal term. Additional members may be added as necessary to carry out the tasks of the committee. The chair shall be appointed by the Synod Council for a term of two year for a maximum of two consecutive full terms. ~~The committee and its sub-committees shall hold meetings at the call of the respective chairs as necessary to accomplish their purpose.~~

INCLUSIVENESS.

~~The membership of all cabinet committees and other organizational units established under this continuing resolution shall comply with the inclusiveness provisions of S6.04(a) of the Synod Constitution and other synod documents. The chair of each cabinet committee shall report the inclusiveness status of the committee membership to the Synod Council annually, sixty days prior to the Synod Assembly. The ex-officio membership of the cabinets established under this resolution are exempt from the inclusiveness provisions of the synod documents.~~

Chapter 12. CONFERENCES, CLUSTERS, COALITIONS AND AREA SUBDIVISIONS AND NETWORKS

†S12.01. This synod may establish conferences, clusters, coalitions, area subdivisions, and

networks as appropriate within its territory and in collaboration with other synods and entities, as specified in the bylaws and continuing resolutions. The purpose of such groupings shall be to foster interdependent relationships for missional purposes among congregations, synods, the churchwide organization, and other affiliates.

~~S12.01.10. — Conferences~~

~~S12.01.11. — Upon recommendation of the bishop, the Synod Council shall designate clustering of parishes in conferences.~~

~~S12.01.12. — The functions of the conferences are: fostering independent relationships among congregations, institutions, and synodical and churchwide units for mission purposes; providing a clustering of parishes in close geographical proximity for the purpose of communication to and from this synod; providing a clustering of congregations to which the bishop of this synod can relate through a dean and developing programs, as mutually desired, for the congregations in a conference.~~

~~S12.01.13. — There shall be a pastors' group established in each conference. The purpose of the pastors' group will be to provide opportunities for all pastors, retired or active, to gather on a regular basis for study and/or support. The dean of the conference is primarily responsible for gathering pastors and assisting them to determine the type of group which will be most helpful. Structures appropriate to the needs of the membership may be developed.~~

~~S12.01.20. — Deans~~

~~S12.01.21. — The bishop, after seeking nominations from the pastors in each conference, shall submit~~

~~appointments for the deans to the Synod Council for ratification.~~

~~S12.01.22. — Deans shall be in all cases ordained pastors and there shall be one dean from each conference of this synod.~~

~~S12.01.23. — Appointments shall be made annually.~~

~~S12.01.24. — The bishop shall make necessary arrangements with parishes served by pastors appointed to be deans.~~

~~S12.01.25. — Deans shall be provided an annual stipend, the amount of which is to be set by the Synod Council, upon recommendation of the bishop.~~

~~S12.01.26. — All expenses of the deans in performing their duties shall be reimbursed by this synod.~~

~~S12.01.27. — The dean shall: establish personal relationships with professional leaders in the conference and provide pastoral care in consultation with the bishop, maintaining in all such relationships, facilitate the development of professional leaders' support~~

and/or study

groups within the conference, provide crisis intervention services, in consultation with the bishop, to congregations experiencing conflict, assist the bishop with vacancy counseling in the conference, and represent this synod, at the bishop's request, at special congregation events.

~~S12.01.40. Council of Deans~~

~~S12.01.41. There shall be a Council of Deans composed of the deans from each conference.~~

~~S12.01.42. The Council of Deans shall be responsible for providing advice and counsel to the bishop~~

concerning the work of the bishop generally and specifically regarding the bishop's work in each conference. The Council of Deans shall advise the bishop of issues and concerns which arise at the parish level. The deans shall also work to interpret the work of the bishop to the parishes in their respective conferences.

Chapter 13. CONGREGATIONS

S13.21.10 Multi-Congregation Parishes

~~S13.21.11. In the calling of a pastor, the congregation councils of all the congregations of the parish~~

shall meet jointly and agree on a single nomination for election. The balloting shall be separately in each congregation; two thirds of the votes cast in the parish and the majority of the votes cast in each congregation shall be required for election. The joint council shall issue the call.

~~S13.21.12. In parishes consisting of more than one congregation, the joint council shall receive the letter of resignation and report the same to the congregations and bishop.~~

~~S14.13(d) of the Constitution without the consent of each congregation in the parish~~

~~S13.21.13. No one or more congregations of a parish shall dismiss a pastor pursuant to provisions of by a two thirds vote at a regularly called meeting of each congregation, said meetings to be held after consultation with the bishop.~~

~~S13.21.15. No pastor shall, without the consent of the bishop, serve a part of a multi-congregation parish as a regular supply pastor, without serving the entire parish.~~

Treasurer's Report to the 2021 Virginia Synod Assembly

Kudos to all the congregations in the Synod for their excellent response in maintaining congregational mission support in troubling times. 2020 was not as rewarding as the previous year due to the Covid-19 pandemic, however, even with the pandemic in effect for most of F/Y 2020 Congregational Mission Support was only off by (2.57%) from 2019 and (4.70%) from the approved 2020 Budget.

Virginia Synod ended 2020 with a positive balance of \$627,388 including unrealized gains on investments. Unlike 2019 which showed an unrealized gain on investments of \$545,357, the positive balance for 2020 was the result of unrealized gains on investments, solid mission support, and the payroll protection loan outpacing investments in ministry.

The financials (Financial Support / Investments in Ministry and Statement of Assets, Liabilities and Net Assets) are shown next for your review and consideration.

Financial Support	2019 Final	2020 Final	2020 Over / (Under) 2019
Mission Support from Congregations	\$1,688,529	\$1,643,893	(\$44,636)
<i>Investment Income and Realized / Unrealized Gain / (Loss) on Investments</i>	\$664,717	\$480,737	(\$183,980)
Other income	\$128,538	\$36,140	(\$92,398)
<i>Special Benevolences & Other Designated Receipts</i>	\$778,002	\$339,934	(\$438,068)
Payroll Protection Loan Forgiveness		\$120,809	\$120,809
Total Revenue	\$3,259,786	\$2,621,513	(\$638,273)
Investments in Ministry			
Virginia Synod Mission Support to our ELCA Churchwide Organization (40% of congregational giving)	\$674,970	\$644,178	(\$30,792)
Office of the Bishop, Synod Office, including all staff salaries and benefits, office operations, transition costs, and Synodical Council Activities	\$847,761	\$834,465	(\$13,296)
Grants to Ministry Partners (Programming & Communications / Education & Social Ministries)	\$393,948	\$322,788	(\$71,160)
<i>Remittances of Special Benevolences & Other Designated Disbursements</i>	\$688,640	\$152,035	(\$536,605)
Depreciation	\$35,277	\$35,732	\$455
All other expenses	\$54,922	\$4,926	(\$49,996)
Total Investments in Ministry	\$2,695,518	\$1,994,125	(\$701,393)

Excess of (Support) over Investments in Ministry	\$564,268	\$627,388	(\$490,371)
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Statement of Assets, Liabilities, and Net Assets as of January 31, 2021	
Assets	
Checking Account	\$404,834
ELCA Foundation - Virginia Synod Mission	
Other ELCA Foundation Funds (Pooled Endowment Accounts)	\$1,763,879
Forwarding Faith Endowment (ELCA Foundation)	\$2,057,729
All Other Investments (Thrivent, Mission Investment Fund, CD)	\$1,143,204
Automobiles, Furniture, Equipment (net of depreciation)	\$83,786
Total Assets	\$5,453,433
Liabilities and Net Assets	
Current Liabilities:	
Payroll Taxes and Withholding	\$588
Funds Held for Others	\$36,827
Long Term Liabilities	\$0
Total Liabilities	\$37,415
Net Assets:	
Without Donor Restrictions - General	\$2,746,722
Without Donor Restrictions - Council Designated	\$2,599,256
With Donor Restrictions	\$70,040
Total Net Assets	\$5,416,018
Total Liabilities and Net Assets	\$5,453,433

We have continued our efforts to make the Synod's financial operations transparent, simple and clear.

FORWARDING FAITH CAMPAIGN

The Forwarding Faith fund began in December 2017 with an initial investment of \$100,000 and is managed by Blue Edge Capital ("BEC") located in Richmond, VA. The fund balance on January 31, 2021 totaled \$2,051,154. Fees of 0.05% per quarter are paid to BEC and since the inception of the fund have totaled \$23,191 (an average of \$1,657/quarter). The initial investment has grown through both pledge receipts of \$1,799,814 and an additional \$251,340 through BEC's investment strategies. This takes into account the \$250,000 sent to the ELCA in June 2019 to provide half of the original pledged \$500,000 was sent to the ELCA for its National Youth Program and Faith Formation. The remaining portion of the pledge will be fulfilled in the future.

A distribution of \$67,200 was provided to the Virginia Synod in February 2021 from Forwarding Faith to support the Faith Formation ministries of the Virginia Synod.

SUMMARY OF INVESTMENT FUNDS

Summary of Funds within the Virginia Synod					
Schedule of Investments	Market Value Balance as of			Cost Basis	Change from Cost
	1/1/2019	12/31/2020	Change		
ELCA Pooled Investment Accounts					
Mission Support	\$73,699	\$91,509	\$17,810	\$63,896	\$27,613
Copenhaver Fund	\$268,186	\$332,994	\$64,808	\$226,744	\$106,250
Trust Fund for Mission	\$286,064	\$355,193	\$69,129	\$227,052	\$128,141
Mustard Seed - Income reinvested	\$20,103	\$26,924	\$6,821	\$20,351	\$6,573
Sub-Total	\$648,052	\$806,620	\$158,568	\$538,042	\$268,577
Messiah / All Saints	\$770,955	\$957,260	\$186,305	\$826,609	\$130,651
Total ELCA Endowment Funds	\$1,419,007	\$1,763,879	\$344,872	\$1,364,651	\$399,228
Thrivent (<i>includes Deferred Annuity</i>)	\$988,148	\$1,133,195	\$145,047	\$1,099,364	\$33,830
Charles Schwab (<i>Forwarding Faith Investment</i>)	\$1,450,616	\$2,057,729	\$607,113	\$1,744,474	\$313,256
Total Summary of Funds	\$3,857,771	\$4,954,803	\$1,097,032	\$4,208,489	\$746,314

GRANTS RECEIVED BY THE VIRGINIA SYNOD

During the pandemic, the Virginia Synod received three grants from the Churchwide organization to COVID-19 response efforts. Two grants totally \$8,500 were received from the ELCA COVID-19 Response Fund to which allowed the Virginia Synod to provide technology grants to congregations and to support feeding ministries. The Synod received a \$32,000 grant from Lutheran Disaster Response to support ministries responding to basic human needs at the beginning of the pandemic. The Synod also received second year grants from the ELCA Domestic Mission Unit to support leadership development and congregational vitality bringing the total received in 2019 and 2020 to \$50,000 and \$11,200 in 2020 to support building congregational networks. The Domestic Mission Unit of the Churchwide organization

also provided a total of \$31,666.67 in 2019 and 2020 to support our new ecumenical mission congregation, Micah Street Church, and has promised financial support in 2021 and 2022 for another new mission start, All Places Together Grant will provide approximately \$45,000 from 2021 to 2023. We give thanks for the partnership of the Churchwide expression of the ELCA for supporting the Virginia Synod's efforts to strengthen congregational ministry and launch new expressions of the church.

A Word of Thanks

I want to take this opportunity to publicly express my sincere thanks to those who do the daily work of managing the financial resources of the Virginia: Richard Hoffman, our Financial Consultant, Becky Walls, Administrative Assistant to the Bishop/Office Manager, Skip Zubrod, Financial Consultant – Non-Stipendiary as well as both Tammy Kasper, Administrative Assistant, and Lenae Osmondson, Administrative Assistant in the Eastern Office of the Bishop. They do an excellent job posting transactions, reconciling accounts, watching our expenses, and helping me in my role of being the communication link between the financial team, Synod Council and you.

Most especially thanks to you and your congregations for your generosity. Because of you, we have more than enough to do what God has called us to do as the Virginia Synod.

Respectfully submitted

Dan Kahill, Treasurer for the Virginia Synod of the ELCA

May 17, 2021



Virginia Synod, Evangelical Lutheran Church in America

2021 and 2022 Investment in Ministry Plan

Financial Projections

Investment in Ministry Plan

Overview

The 2021 and 2022 Investment in Ministry Plans for the Virginia Synod of the Evangelical Lutheran Church in America (ELCA) was developed with three goals.

1. Continue our emphasis on simplicity and transparency. This has involved bringing all the expenses associated with regular operations of the Synod into the plan, rather than accounting for some costs in designated funds.
2. Maintain the Synod's mission support to the Churchwide Organization of the ELCA at 40.0%.
3. Accomplish the ministry of the Virginia Synod while accounting for the uncertainty caused by the pandemic.

Since the 2020 Synod Assembly was cancelled in response to the pandemic, the Virginia Synod Council took action to extend the 2020 Investment in Ministry Plan into 2021 until the 2021 Virginia Synod Assembly could meet and approve an Investment in Ministry Plan for 2021. The Assembly therefore will need to approve an Investment in Ministry Plan for 2021 and for 2022. The chart below shows the 2020 Investment in Ministry Plan approved by the 2019 Assembly, the 2020 Actual Investments in Ministry, the 2021 Proposed Investment in Ministry Plan, and 2022 Proposed Investment in Ministry Plan.

The hope is that by presenting all four sets of information, you can see the impact on investments in ministry in 2020 and the attempt the Synod Council has made to accomplish the ministry of the Virginia Synod while accounting for the financial uncertainty the pandemic has created for congregations around the Synod. While the information is presented in one document, it must be approved in two motions.

The 2021 Investment in Ministry Plan is hereby submitted to the 2021 Virginia Synod Assembly for its consideration.

The 2022 Investment in Ministry Plan is hereby submitted to the 2021 Virginia Synod Assembly for its consideration.

High Level Overview of Investment in Ministry Plans

2020 vs 2021 vs 2022

Virginia Synod of the ELCA Financial Support vs. Investments in Ministry						
Description						
	2020 Approved Plan	2020 Actual	Actual Over / (Under) Plan	% Actual Over / (Under) Plan	2021 Proposed	2022 Proposed
Mission Support from Congregations	\$1,725,000	\$1,643,893	(\$81,107)	-4.9%	\$1,725,000	\$1,725,000
Other Income (Interest, DEM Grant, Individual Donations, Misc.)	\$213,800	\$977,620	\$763,820	78.1%	\$215,000	\$215,000
Total Financial Support	\$1,938,800	\$2,621,513	\$682,713	26.0%	\$1,940,000	\$1,940,000
Mission Support to ELCA Churchwide (40%)	\$690,000	\$644,178	(\$45,822)	-7.1%	\$690,000	\$690,000
Office of the Bishop (Total)	\$715,823	\$428,108	(\$287,715)	-67.2%	\$704,768	\$745,959
Synod Office Operations	\$126,030	\$372,358	\$246,328	66.2%	\$127,380	\$128,010
All Other Spending (incl. Depreciation)	\$446,826	\$549,481	\$102,655	18.7%	\$456,325	\$458,325
Total Investments in Ministry	\$1,978,679	\$1,994,125	\$15,446	0.8%	\$1,978,473	\$2,022,294
Net Surplus or (Deficit)	(\$39,879)	\$627,388	\$667,267	106.4%	(\$38,473)	(\$82,294)
Other Investments In Ministry (Excl. Mission Support to ELCA)	\$1,288,679	\$1,394,947	\$61,268	4.5%	\$1,288,473	\$1,332,294

Investment in Ministry Plan Details

2020 vs 2021 vs 2022

Financial Support

Generally, Mission Support from congregations remained strong in 2020. A significant number of congregations made the decision to provide a slight increase in Mission Support for 2021 over 2020 levels. Given the uncertainty around the pandemic, the Synod Council chose not to project an overall increase financial support for Synod Ministries in 2021 or 2022.

<u>Investment in Ministry Plan</u>	2020	2020	2021	2022	Comments
	02/01/2020	02/01/2020	02/01/2021	02/01/2022	
	-	-	-	-	
	01/31/2021	01/31/2021	01/31/2022	01/31/2023	
Mission Area	Approved	ACTUAL	Proposed	Proposed	
Financial Support					
Mission Support from Congregations	\$1,725,000	\$1,643,893	\$1,725,000	\$1,725,000	
Other Revenues, Income from Investments, Insurance, DEM grants	132,800	977,620	132,800	132,800	Includes Mission Grants, Realized/Unrealized gains/losses on investments, PPP loan forgiveness, special benevolences
Grants					
Forwarding Faith	66,000		67,200	67,200	2021 Represents Actual Distribution Amount
Balancing Figure					
Individual Giving	15,000	-	15,000	15,000	
	\$213,800	\$977,620	\$215,000	\$215,000	
TOTAL FINANCIAL SUPPORT	\$1,938,800	\$2,621,513	\$1,940,000	\$1,940,000	

Investment in Ministry Plan Details

2020 vs 2021 vs 2022

Investments in Ministry

Overall, the 2021 and 2022 Investments in Ministry Plan replicates the 2020 plan. Variations from 2020 include 2% pay increases for the staff, adjustments to actual expenses in 2020 in some areas, and reduced travel expenses for the staff. The notes below add additional details including ministries receiving support from Forwarding Faith.

Mission Support to the Churchwide Organization and Office of the Bishop

This section of the Investment in Ministry Plan shows our support for the Churchwide organization, for ecumenical ministry, and for the staff of the Virginia Synod

Investments in Ministry	2020 Approved	2020 Actual	2021 Proposed	2022 Proposed	Comments
Mission Support to ELCA Churchwide	\$690,000	\$644,178	\$690,000	\$690,000	40% of Mission Support
<u>Office of the Bishop</u>					
Deans	\$11,000	\$11,350	\$11,000	\$11,000	
Staff Synod Staff - Salaries and Benefits (all)	395,240	389,933	403,145	411,208	2 % increase for 2021 and 2022
Continuing Education	6,000	3,155	6,000	6,000	
Travel & Living	50,000	17,378	22,000	50,000	2021 represents reduced Travel
Counseling Service	-				
Support Staff Salaries/Benefits/FICA	247,373	251,386	256,413	261,541	Actual in 2020 was \$251,385, so 2 % increase for 2021 and 2022 are from 2020 actual
Ecumenical Support	6,210	6,210	6,210	6,210	
Total Office of the Bishop	\$715,823	\$679,412	\$704,768	\$745,959	

Synod Ministries

This section of the Investment in Ministry Plan provides support for ministries with youth and young adults, rostered ministers, faith formation, justice ministries, and communications. As ministries evolve and change, so do their needs, so you will see some changes throughout this section of the plan.

Synod Ministry	2020 Approved	2020 Actual	2021 Proposed	2022 Proposed	Comments
Mission Table	\$500	\$88	\$500	\$500	
Stewardship	500		500	500	
Youth Ministry General Expenses	7,500	3,254	7,500	7,500	Forwarding Faith Supported Ministry
Candidacy Committee	35,000	26,895	35,000	35,000	Includes \$25K scholarships
Young Adult Ministry	2,500		2,500	2,500	Forwarding Faith Supported Ministry
Call Process	1,000		-	-	
First Call Theological Education	4,000		4,000	4,000	
Orientation to New Leaders in Virginia Synod	3,000	(826)	1,500	1,500	
Gathering of the Ministerium	3,000		3,000	3,000	
Boundaries Training	3,000		3,000	3,000	
Power in the Spirit	3,000	3,959	3,000	4,500	Forwarding Faith Supported Ministry
Roots and wings	2,550	2,288	2,500	2,500	Forwarding Faith Supported Ministry
ACTS	-	4,097	-	-	
Adult Faith Formation			2,500	2,500	Forwarding Faith Supported Ministry
Communications	8,000	7,468	8,000	8,000	
Global Missions Team	2,500		2,000	2,000	
Women in Ministry	-	-	3,000	3,000	
Justice Ministries	-	-	2,000	2,000	Support for new programming in Justice Ministries
FF Seed Money for New Ministry	1,000		1,000	1,000	Forwarding Faith Supported Ministry
TOTAL Synod Ministry	\$77,050	\$47,223	\$81,500	\$83,000	

Grants to Ministry Partners, Synod Council Activities, and Synod Assembly

This section of the Investment in Ministry Plan provides support for ministry partners ranging from campus ministry to seminary education to our Virginia Synod camps. These gifts to our ministry partnership demonstrate our Synod's commitment to partnership. Changes for Synod Council and the Synod Assembly illustrate the changing way in which the Synod Council and Assembly function.

<u>Grants to Ministry Partners</u>	2020 Approved	2020 Actual	2021 Proposed	2022 Proposed	Comments
Lutheran Theological Southern Seminary	\$104,700	\$104,700	\$104,700	\$104,700	
Roanoke College	12,480	12,480	12,480	12,480	
Virginia Interfaith Center for Public Policy (VICPP)	2,550	2,550	2,550	2,550	
Grace Inside Prison Chaplains	9,180	9,180	9,180	9,180	
Lutheran Family Services of Virginia (EnCircle)	14,280	14,280	14,280	14,280	
National Lutheran Communities & Services	-	500	-	-	2020 Actual Represents Gift from Congregation
Virginia Lutheran Homes	8,000	8,000	8,000	8,000	
Region 9 of ELCA (Regional Center)	8,500	8,671	8,500	8,500	
Caroline Furnace Lutheran Camp	29,445	29,445	29,445	29,445	
Hungry Mother Lutheran Camp	12,390	12,390	12,390	12,390	
Virginia Synod Fund for Mission Grants	30,000	8,250	30,000	30,000	
Campus Ministry Grants to Congregations	68,800	65,200	68,800	68,800	
TOTAL Grants	\$300,325	\$275,646	\$300,325	\$300,325	
<u>Synod Council Activities</u>					
Synod Council Expenses	\$7,500	\$1,339	\$7,500	\$7,500	
Insurance Premiums	11,000	11,457	12,000	12,500	Reflects actual for 2020 with potential increase for 2022
Audit	14,000	15,105	14,000	14,000	
Legal Retainer Fees (Acct 50924)		98			
Archives	6,000	6,000	6,000	6,000	
TOTAL Synod Council	\$38,500	\$33,999	\$39,500	\$40,000	
Synod Assembly	(\$15,000)	\$1,965	(\$3,000)	(\$3,000)	Represents Digital Assembly and Lowered Fees

Synod Office Operations, Contingencies, and Totals

This section of the Investment in Ministry Plan provides support for the work of the Office of the Bishop and the Synod as a whole. At the end of this section, you will see the totals for the Investment in Ministry plans for 2020, 2021, and 2022.

<u>Synod Office Operations</u>	2020 Approved	2020 Actual	2021 Proposed	2022 Proposed	Comments
Postage	\$7,200	\$3,385	\$7,200	\$7,200	
Office Supplies	22,300	17,492	22,300	22,300	
Telecommunications	13,900	16,538	13,900	13,900	
Vanco Credit Card Processing Charges	1,450	2,799	2,800	2,800	Increased use of digital giving platforms
Maintenance	8,700	6,592	8,700	8,700	
Bank Charges	1,760	1,523	1,760	1,760	
Leasing - Copiers	23,400	27,230	23,400	23,400	
Payroll Processing	3,950	3,047	3,950	3,950	
Help Desk Support/Network	1,870	2,053	1,870	1,870	
Rent - East Office (Norfolk)	9,000	9,000	9,000	9,000	
Rent - Bittle Hall, Salem	31,500	30,915	31,500	32,130	2% increase
Office Operations - Misc (Acct 50952)		100			
Event Registration Software	1,000	-	1,000	1,000	
TOTAL Synod Office	\$126,030	\$120,673	\$127,380	\$128,010	
<u>Contingencies & Other</u>					
Contingency					
Furnishings & Equipment	\$3,000	\$1,726	\$3,000	\$3,000	
Rural Ministry Internship	7,951		-	-	No intern at Rural Retreat Parish
Office of Planned Giving (Acct 50971)		3,200			
Bishop's Discretionary Fund	5,000	-	5,000	5,000	
TOTAL Other	\$15,951	\$4,926	\$8,000	\$8,000	
TOTAL INVESTMENTS IN MINISTRY	\$1,948,679	\$1,808,023	\$1,948,473	\$1,992,294	
<i>Other Events and Misc. Accounts</i>	-	-	-	-	
NET SURPLUS OR (DEFICIT)	(\$9,879)	\$103,897	(\$8,473)	(\$52,294)	
Depreciation of Assets**	(\$30,000)	(\$30,000)	(\$30,000)	(\$30,000)	
Net Surplus or Deficit including Depreciation	(\$39,879)	\$73,897	(\$38,473)	(\$82,294)	

The 2021 Investment in Ministry Plan is hereby submitted to the 2021 Virginia Synod Assembly for its consideration.

<u>Investment in Ministry Plan</u>	2021	Comments
	02/01/2021	
	-	
	01/31/2022	
Mission Area	Proposed	
Financial Support		
Mission Support from Congregations	\$1,725,000	
Other Revenues, Income from Investments, Insurance, DEM grants	132,800	Includes Mission Grants
Grants		
Forwarding Faith	67,200	2021 Represents Actual Distribution Amount
Balancing Figure		
Individual Giving	15,000	
	\$215,000	
TOTAL FINANCIAL SUPPORT	\$1,940,000	
	-	
Investments in Ministry		
Mission Support to ELCA Churchwide	\$690,000	40% of Mission Support
<u>Office of the Bishop</u>		
Deans	\$11,000	
Staff Synod Staff - Salaries and Benefits (all)	403,145	2 % increase for 2021 and 2022
Continuing Education	6,000	
Travel & Living	22,000	2021 represents reduced Travel
Counseling Service		
Support Staff Salaries/Benefits/FICA	256,413	Actual in 2020 was \$251,385, so 2 % increase for 2021 and 2022 are from 2020 actual
Ecumenical Support	6,210	
Total Office of the Bishop	\$704,768	
<u>Synod Ministry</u>		
Mission Table	\$500	

Stewardship	500	
Youth Ministry General Expenses	7,500	Forwarding Faith Supported Ministry
Candidacy Committee	35,000	Includes \$25K scholarships
Young Adult Ministry	2,500	Forwarding Faith Supported Ministry
Call Process	-	
First Call Theological Education	4,000	
Orientation to New Leaders in Virginia Synod	1,500	
Gathering of the Ministerium	3,000	
Boundaries Training	3,000	
Power in the Spirit	3,000	Forwarding Faith Supported Ministry
Roots and wings	2,500	Forwarding Faith Supported Ministry
ACTS	-	
Adult Faith Formation	2,500	Forwarding Faith Supported Ministry
Communications	8,000	
Global Missions Team	2,000	
Women in Ministry	3,000	
Justice Ministries	2,000	Support for new programming in Justice Ministries
FF Seed Money for New Ministry	1,000	Forwarding Faith Supported Ministry
TOTAL Synod Ministry	\$81,500	
<u>Grants to Ministry Partners</u>		
Lutheran Theological Southern Seminary	\$104,700	
Roanoke College	12,480	
Virginia Interfaith Center for Public Policy (VICPP)	2,550	
Grace Inside Prison Chaplains	9,180	
Lutheran Family Services of Virginia (EnCircle)	14,280	
National Lutheran Communities & Services	-	2020 Actual Represents Gift from Congregation
Virginia Lutheran Homes	8,000	
Region 9 of ELCA (Regional Center)	8,500	

Caroline Furnace Lutheran Camp	29,445	
Hungry Mother Lutheran Camp	12,390	
Virginia Synod Fund for Mission Grants	30,000	
Campus Ministry Grants to Congregations	68,800	
TOTAL Grants	\$300,325	
<u>Synod Council Activities</u>		
Synod Council Expenses	\$7,500	
Insurance Premiums	12,000	Reflects actual for 2020 with potential increase for 2022
Audit	14,000	
Legal Retainer Fees (Acct 50924)		
Archives	6,000	
TOTAL Synod Council	\$39,500	
Synod Assembly	(\$3,000)	Represents Digital Assembly and Lowered Fees
<u>Synod Office Operations</u>		
Postage	\$7,200	
Office Supplies	22,300	
Telecommunications	13,900	
Vanco Credit Card Processing Charges	2,800	Increased use of digital giving platforms
Maintenance	8,700	
Bank Charges	1,760	
Leasing - Copiers	23,400	
Payroll Processing	3,950	
Help Desk Support/Network	1,870	
Rent - East Office (Norfolk)	9,000	
Rent - Bittle Hall, Salem	31,500	2% increase
Office Operations - Misc (Acct 50952)		
Event Registration Software	1,000	
TOTAL Synod Office	\$127,380	
<u>Contingencies & Other</u>		
Contingency		

Furnishings & Equipment	\$3,000	
Rural Ministry Internship	-	No intern at Rural Retreat Parish
Office of Planned Giving (Acct 50971)		
Bishop's Discretionary Fund	5,000	
TOTAL Other	\$8,000	
TOTAL INVESTMENTS IN MINISTRY	\$1,948,473	
<i>Other Events and Misc. Accounts</i>	-	
NET SURPLUS OR (DEFICIT)	(\$8,473)	
Depreciation of Assets**	(\$30,000)	
Net Surplus or Deficit including Depreciation	(\$38,473)	

The 2022 Investment in Ministry Plan is hereby submitted to the 2021 Virginia Synod Assembly for its consideration.

<u>Investment in Ministry Plan</u>	2022	Comments
	02/01/2022	
	- 01/31/2023	
Mission Area	Proposed	
Financial Support		
Mission Support from Congregations	\$1,725,000	
Other Revenues, Income from Investments, Insurance, DEM grants	132,800	Includes Mission Grants
Grants		
Forwarding Faith	67,200	2021 Represents Actual Distribution Amount
Balancing Figure		
Individual Giving	15,000	
	\$215,000	
TOTAL FINANCIAL SUPPORT	\$1,940,000	
	-	
Investments in Ministry		
Mission Support to ELCA Churchwide	\$690,000	40% of Mission Support
<u>Office of the Bishop</u>		
Deans	\$11,000	
Staff Synod Staff - Salaries and Benefits (all)	411,208	2 % increase for 2021 and 2022
Continuing Education	6,000	
Travel & Living	50,000	2021 represents reduced Travel
Counseling Service		
Support Staff Salaries/Benefits/FICA	261,541	Actual in 2020 was \$251,385, so 2 % increase for 2021 and 2022 are from 2020 actual
Ecumenical Support	6,210	
Total Office of the Bishop	\$745,959	
<u>Synod Ministry</u>		

Mission Table	\$500	2020 Actual is Appalachian Ministries (Acct 50783)
Stewardship	500	
Youth Ministry General Expenses	7,500	Forwarding Faith Supported Ministry
Candidacy Committee	35,000	Includes \$25K scholarships
Young Adult Ministry	2,500	Forwarding Faith Supported Ministry
Call Process	-	
First Call Theological Education	4,000	
Orientation to New Leaders in Virginia Synod	1,500	
Gathering of the Ministerium	3,000	
Boundaries Training	3,000	
Power in the Spirit	4,500	Forwarding Faith Supported Ministry
Roots and wings	2,500	Forwarding Faith Supported Ministry
ACTS	-	
Adult Faith Formation	2,500	Forwarding Faith Supported Ministry
Communications	8,000	
Global Missions Team	2,000	
Women in Ministry	3,000	
Justice Ministries	2,000	Support for new programming in Justice Ministries
FF Seed Money for New Ministry	1,000	Forwarding Faith Supported Ministry
TOTAL Synod Ministry	\$83,000	
<u>Grants to Ministry Partners</u>		
Lutheran Theological Southern Seminary	\$104,700	
Roanoke College	12,480	
Virginia Interfaith Center for Public Policy (VICPP)	2,550	
Grace Inside Prison Chaplains	9,180	
Lutheran Family Services of Virginia (EnCircle)	14,280	
National Lutheran Communities & Services	-	2020 Actual Represents Gift from Congregation

Virginia Lutheran Homes	8,000	
Region 9 of ELCA (Regional Center)	8,500	
Caroline Furnace Lutheran Camp	29,445	
Hungry Mother Lutheran Camp	12,390	
Virginia Synod Fund for Mission Grants	30,000	
Campus Ministry Grants to Congregations	68,800	
TOTAL Grants	\$300,325	
<u>Synod Council Activities</u>		
Synod Council Expenses	\$7,500	
Insurance Premiums	12,500	Reflects actual for 2020 with potential increase for 2022
Audit	14,000	
Legal Retainer Fees (Acct 50924)		
Archives	6,000	
TOTAL Synod Council	\$40,000	
Synod Assembly	(\$3,000)	Represents Digital Assembly and Lowered Fees
<u>Synod Office Operations</u>		
Postage	\$7,200	
Office Supplies	22,300	
Telecommunications	13,900	
Vanco Credit Card Processing Charges	2,800	Increased use of digital giving platforms
Maintenance	8,700	
Bank Charges	1,760	
Leasing - Copiers	23,400	
Payroll Processing	3,950	
Help Desk Support/Network	1,870	
Rent - East Office (Norfolk)	9,000	
Rent - Bittle Hall, Salem	32,130	2% increase
Office Operations - Misc (Acct 50952)		
Event Registration Software	1,000	
TOTAL Synod Office	\$128,010	

<u>Contingencies & Other</u>		
Contingency		
Furnishings & Equipment	\$3,000	
Rural Ministry Internship	-	No intern at Rural Retreat Parish
Office of Planned Giving (Acct 50971)		
Bishop's Discretionary Fund	5,000	
TOTAL Other	\$8,000	
TOTAL INVESTMENTS IN MINISTRY	\$1,992,294	
<i>Other Events and Misc. Accounts</i>	-	
NET SURPLUS OR (DEFICIT)	(\$52,294)	
Depreciation of Assets**	(\$30,000)	
Net Surplus or Deficit including Depreciation	(\$82,294)	

VIRGINIA SYNOD, EVANGELICAL LUTHERAN CHURCH IN AMERICA

SALEM, VIRGINIA

FINANCIAL STATEMENTS

JANUARY 31, 2020

KENNETT & KENNETT PC

CERTIFIED PUBLIC ACCOUNTANTS

ROANOKE, VIRGINIA

VIRGINIA SYNOD EVANGELICAL LUTHERAN CHURCH IN AMERICASALEM, VIRGINIAFINANCIAL STATEMENTS WITH SUPPLEMENTAL INFORMATIONJANUARY 31, 2020OFFICERS AND SYNOD STAFF

Bishop
 Vice-President
 Secretary
 Treasurer
 Financial Advisor (Part Time)
 Director for Youth & Young Adult Ministry

The Rev. Robert F. Humphrey
 Charles Downs
 Blythe Scott
 Skip Zubrod
 Richard Hoffman
 The Rev. David K. Delaney

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KENNETT & KENNETT PC

CERTIFIED PUBLIC ACCOUNTANTS

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AMERICAN INSTITUTE OF
CERTIFIED PUBLIC ACCOUNTANTS
VIRGINIA SOCIETY OF
CERTIFIED PUBLIC ACCOUNTANTS

INDEPENDENT AUDITOR'S REPORT

To the Synod Council of Virginia Synod,
Evangelical Lutheran Church in America
Salem, VA

We have audited the accompanying financial statements of Virginia Synod, Evangelical Lutheran Church in America (a nonprofit organization) which comprise the statement of assets, liabilities, and net assets-modified cash basis as of January 31, 2020, and the related statements of support, revenue, and expenses, functional expenses-modified cash basis and the statement of cash flows-modified cash basis for the year then ended, and the related notes to the financial statements.

Management's Responsibility for the Financial Statements

Management is responsible for the preparation and fair presentation of these financial statements in accordance with the modified cash basis of accounting as described in Note 1; this includes determining that the modified cash basis of accounting is an acceptable basis for the preparation of the financial statements in the circumstances. Management is also responsible for the design, implementation, and maintenance of internal control relevant to the preparation and fair presentation of financial statements that are free from material misstatement, whether due to fraud or error.

Auditor's Responsibility

Our responsibility is to express an opinion on these financial statements based on our audit. We conducted our audit in accordance with auditing standards generally accepted in the United States of America. Those standards require that we plan and perform the audit to obtain reasonable assurance about whether the financial statements are free of material misstatement.

An audit involves performing procedures to obtain audit evidence about the amounts and disclosures in the financial statements. The procedures selected depend on the auditor's judgment, including the assessment of the risks of material misstatement of the financial statements, whether due to fraud or error. In making those risk assessments, the auditor considers internal control relevant to the entity's preparation and fair presentation of the financial statements in order to design audit procedures that are appropriate in the circumstances, but not for the purpose of expressing an opinion on the effectiveness of the entity's internal control. Accordingly, we express no such opinion. An audit also includes evaluating the appropriateness of accounting policies used and the reasonableness of significant accounting estimates made by management, as well as evaluating the overall presentation of the financial statements.

We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our audit opinion.

Opinion

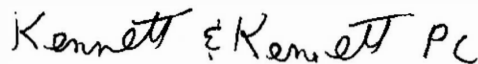
In our opinion, the financial statements referred to above present fairly, in all material respects, the assets, liabilities and net assets of Virginia Synod, Evangelical Lutheran Church in America as of January 31, 2020, and its support, revenue, expenses and cash flows for the year then ended in accordance with the modified cash basis of accounting as described in Note 1.

Basis of Accounting

We draw attention to Note 1 of the financial statements, which describes the basis of accounting. The financial statements are prepared on the modified cash basis of accounting, which is a basis of accounting other than accounting principles generally accepted in the United States of America. Our opinion is not modified with respect to this matter.

Report on Supplementary Information

Our audit was conducted for the purpose of forming an opinion on the financial statements as a whole. The supplemental information (see table of contents) is presented for purposes of additional analysis and is not a required part of the financial statements. Such information is the responsibility of management and was derived from and relates directly to the underlying accounting and other records used to prepare the financial statements. The information has been subjected to the auditing procedures applied in the audit of the financial statements and certain additional procedures, including comparing and reconciling such information directly to the underlying accounting and other records used to prepare the financial statements or to the financial statements themselves, and other additional procedures in accordance with auditing standards generally accepted in the United States of America. In our opinion, the information is fairly stated in all material respects in relation to the financial statements as a whole.



July 17, 2020

Certified Public Accountants
Roanoke, Virginia

VIRGINIA SYNOD, EVANGELICAL LUTHERAN CHURCH IN AMERICASTATEMENT OF ASSETS, LIABILITIES AND NET ASSETS - MODIFIED CASH BASISAS OF JANUARY 31, 2020ASSETS

Current Assets:

Cash - checking	\$ 191,516.77	
Certificates of deposit - Mission Investment Fund	10,009.75	
Auto insurance proceeds receivable	<u>12,129.96</u>	\$ 213,656.48

Fixed Assets:

Furniture and equipment	82,275.20	
Automobiles	161,714.80	
Accumulated depreciation	<u>(125,471.95)</u>	118,518.05

Investments - At Market Value:

ELCA Pooled Endowment Accounts	1,641,198.82	
Thrivent Deferred Annuity	71,975.19	
Thrivent Investment Account	1,052,863.20	
Charles Schwab Investment Account - Forwarding Faith	<u>1,765,873.65</u>	4,531,910.86

Total Assets \$ 4,864,085.39

LIABILITIES AND NET ASSETS

Current Liabilities:

Payroll taxes and withholdings	\$ 545.00	
Funds held for others	<u>74,910.14</u>	\$ 75,455.14

Long-Term Liabilities:

Total Liabilities 75,455.14

Net Assets:

Without Donor Restrictions - General	2,307,233.01	
Without Donor Restrictions - Council Designated	2,409,844.82	
With Donor Restrictions	<u>71,552.42</u>	4,788,630.25

Total Liabilities and Net Assets \$ 4,864,085.39

See accompanying notes to financial statements.

VIRGINIA SYNOD, EVANGELICAL LUTHERAN CHURCH IN AMERICASTATEMENT OF SUPPORT, REVENUE, AND EXPENSES-MODIFIED CASH BASISFOR THE YEAR ENDED JANUARY 31, 2020

	<u>Without Donor Restrictions</u>		<u>With Donor</u>	<u>Total</u>
	<u>General</u>	<u>Council Designated</u>	<u>Restrictions</u>	<u>Year Ended 1/31/2020</u>
Support and Revenue:				
Income from congregations (benevolence remittances)	\$ 1,688,529.42	\$ -	\$ -	\$ 1,688,529.42
Non-cash contribution income	-	-	-	-
Investment income	132,355.81	-	-	132,355.81
Realized/Unrealized gain (loss) on investments	532,361.21	-	-	532,361.21
Synod assembly	9,380.86	-	-	9,380.86
Gain on sale of fixed assets	13,869.87	-	-	13,869.87
Other income	105,287.07	-	-	105,287.07
Special benevolences and other designated receipts (Schedule A-1)	-	778,001.98	-	778,001.98
Total Support and Revenue	2,481,784.24	778,001.98	-	3,259,786.22
Expenses:				
Evangelical Lutheran Church in America, apportionment	674,970.04	-	-	674,970.04
Virginia Synod Causes:				
Office of Bishop	480,349.38	-	-	480,349.38
Programming and communications	122,331.33	-	-	122,331.33
Educational institutions and agencies	117,180.00	-	-	117,180.00
Campus ministry	68,800.00	-	-	68,800.00
Social ministry organization and agencies	35,365.92	-	-	35,365.92
Outdoor ministries	41,835.00	-	-	41,835.00
Synodical council activities	49,004.61	-	-	49,004.61
Regional Center for Missions	8,436.00	-	-	8,436.00
Synod Office	367,411.18	-	-	367,411.18
Contingencies and Other	5,917.63	-	-	5,917.63
Depreciation & Gain/Loss on Disposition of Old Assets	35,277.23	-	-	35,277.23
Remittances of special benevolences and other designated disbursements	-	683,072.33	5,567.36	688,639.69
Total Expenses	2,006,878.32	683,072.33	5,567.36	2,695,518.01
Excess of support and revenue over expenses (deficit)	474,905.92	94,929.65	(5,567.36)	564,268.21
Transfer to Unrestricted Fund Balance	-	-	-	-
Net Assets January 31, 2019	1,832,327.09	2,314,915.17	77,119.78	4,224,362.04
Net Assets January 31, 2020	\$ 2,307,233.01	\$ 2,409,844.82	\$ 71,552.42	\$ 4,788,630.25

See accompanying notes to financial statements.

VIRGINIA SYNOD, EVANGELICAL LUTHERAN CHURCH IN AMERICASTATEMENT OF FUNCTIONAL EXPENSES-MODIFIED CASH BASISFOR THE YEAR ENDED JANUARY 31, 2020

	<u>Program Services</u>	<u>Management and General</u>	<u>Fundraising</u>	<u>Total</u>
Remittances of designated disbursements	\$ 688,639.69	\$ -	\$ -	\$ 688,639.69
Church-wide and other mission support	674,970.04			674,970.04
Salaries and related expenses	227,918.12	401,389.15	3,798.64	633,105.91
Conference of Deans	11,411.61			11,411.61
Travel	24,006.08	42,277.38	400.10	66,683.56
Call Process	1,623.00			1,623.00
Ecumenical	5,870.80			5,870.80
Programming and communications	122,331.33			122,331.33
Educational institutions and agencies	117,180.00			117,180.00
Campus ministry	68,800.00			68,800.00
Social ministry organization and agencies	35,365.92			35,365.92
Outdoor ministry	41,835.00			41,835.00
Synodical council activities		22,335.94		22,335.94
Regional center for missions	8,436.00			8,436.00
Insurance	4,533.82	7,984.55	75.56	12,593.93
Professional fees	6,486.38	11,423.25	108.11	18,017.74
Office supplies and expenses	13,680.37	24,092.66	228.01	38,001.04
Telephone and network expenses	5,528.72	9,736.71	92.15	15,357.58
Rent	14,324.98	25,227.89	238.75	39,791.62
Lease expense	7,651.48	13,475.09	127.52	21,254.09
Bank fees	1,742.44	3,068.62	29.04	4,840.10
Repairs and Maintenance	2,693.09	4,742.83	44.88	7,480.80
Donations	4,315.08			4,315.08
Depreciation	12,699.81	22,365.76	211.66	35,277.23
Total Expenses	<u>\$ 2,102,043.76</u>	<u>\$ 588,119.83</u>	<u>\$ 5,354.42</u>	<u>\$ 2,695,518.01</u>
	77.98%	21.82%	0.20%	100.00%

See accompanying notes to financial statements.

VIRGINIA SYNOD, EVANGELICAL LUTHERAN CHURCH IN AMERICASTATEMENT OF CASH FLOWS-MODIFIED CASH BASISFOR THE YEAR ENDED JANUARY 31, 2020

Cash Flows From Operating Activities:

Excess of support and revenue over expenses (deficiency)	\$ 564,268.21
Non Cash (income) expenses included in excess of support and revenue over expenses (deficiency):	
Depreciation expense	35,277.23
(Gain) loss on disposition of fixed assets	(13,869.87)
Realized (gain) loss on sale of investments	5,447.44
Unrealized (gain) loss on investments	(537,808.65)
(Increase) Decrease in:	
Insurance proceeds receivable	(12,129.96)
Church development loans	13,047.76
Increase (Decrease) in:	
Payroll taxes and withholdings	(1,559.04)
Funds held for others	46,925.26
Net cash provided by (used in) operations	99,598.38

Cash Flows From Investing Activities:

Purchase of auto and equipment	(77,244.62)
Proceeds from sale of assets	20,733.50
Proceeds from sale of investments	487,768.66
Purchase of investments	(557,571.75)
Net cash provided by (used in) Investing Activities	(126,314.21)

Cash Flows From Financing Activities:

Proceeds from new borrowings	-
Principal payments on notes payable	-
Net cash provided by (used in) Financing Activities	-
Increase (decrease) in Cash and Cash Equivalents	(26,715.83)

Cash and Cash Equivalents 1/31/19	228,242.35
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Cash and Cash Equivalents 1/31/20	\$ 201,526.52
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Supplemental Disclosures of Cash Flows Information:

Cash payments for:	
Interest	\$ -
Income Taxes	\$ -

Cash and Cash Equivalents consists of cash, money market accounts and certificates of deposits included in Current Assets. Money market accounts and certificates of deposits included in investments are not considered cash for this cash flow statement.

See accompanying notes to financial statements.

VIRGINIA SYNOD EVANGELICAL LUTHERAN CHURCH IN AMERICA
NOTES TO FINANCIAL STATEMENTS
JANUARY 31, 2020

NOTE 1 – NATURE OF ACTIVITIES AND SUMMARY OF SIGNIFICANT ACCOUNTING POLICIES:

Nature of Activities

Virginia SYNOD, Evangelical Lutheran Church in America (ELCA) is the headquarters for a grouping of over 150 Lutheran Congregations of the ELCA (The Virginia District). The Virginia SYNOD has oversight for the collection of remittances from the Virginia district members and the administration of the ELCA's programs and services for the district.

Basis of Accounting:

The financial statements are presented on a modified cash basis of accounting. Under this method of accounting, revenues are recognized in the year in which they are received and disbursements are recognized in the year in which they are paid. Accordingly, the accompanying financial statements are not intended to present financial position and results of operations in conformity with generally accepted accounting principles.

Fund Accounting

To ensure observance of limitations and restrictions placed on the use of resources available to the Synod, the accounts of the Synod are maintained in accordance with the principles of fund accounting. This is the procedure by which resources for various purposes are classified for accounting and reporting purposes into funds established according to their nature and purposes. Separate accounts are maintained for each fund; however, in the accompanying financial statements, funds that have similar characteristics have been combined into fund groups. Accordingly, all financial transactions have been recorded and reported by fund group.

Financial Statement Presentation

The financial statements present information regarding the financial position and activities according to two classes of net assets: without donor restrictions and designated with donor restrictions.

Without donor restrictions – Net assets for the general operations and not subject to donor restrictions. The Synod Council has designated, from net assets without donor restrictions, net assets for a specific use.

With donor restrictions – Net assets subject to donor-imposed stipulations that they be maintained permanently by the Organization. The income from these assets is available for either general operations or specific programs as specified by the donor.

Estimates

The preparation of financial statements in conformity with the modified cash basis requires management to make estimates and assumptions that affect the reported amounts of assets and liabilities and disclosure of contingent assets and liabilities at the date of the financial statements and the reported amounts of revenues and expenses during the reporting period. Actual results could differ from those estimates.

NOTE 1 – NATURE OF ACTIVITIES AND SUMMARY OF SIGNIFICANT ACCOUNTING POLICIES (CONTINUED):

Risks and Uncertainties

The Organization invests in various types of investment securities which are exposed to various risks, such as interest rate, market, and credit risks. Due to the level of risk associated with certain investment securities, it is at least reasonably possible that changes in the values of investment securities will occur in the near term and such changes could materially affect the amounts reported in the statements of financial position.

Cash and Cash Equivalents

Cash and cash equivalents consist of cash, money market accounts and certificates of deposit included in the Current Asset section of the Statement of Assets, Liabilities and Net Assets – modified cash basis. Any money market accounts and certificate of deposits included in the Investment section of the Statement of Assets, Liabilities and Net Assets – modified cash basis have been set aside by The Virginia SYNOD as Investments and are not considered Cash and Cash Equivalents for these financial statements.

Capitalization and Depreciation

The Organization capitalizes all expenditures in excess of five hundred dollars (\$500) for property and equipment at cost, while donations of furniture and equipment are recorded at their estimated fair values. Such donations are reported as unrestricted unless the donor has restricted the donated asset to a specific purpose. Absent donor stipulations regarding how long those donated assets must be maintained, the Organization reports expirations of donor restrictions when the donated or acquired assets are placed in service as instructed by the donor. The Organization reclassifies temporarily restricted net assets to unrestricted net assets at that time.

Furniture and equipment are depreciated using the straight-line method over the estimated useful lives as follows:

Furniture and fixtures	7 years
Vehicles and equipment	5 years

Depreciation expense totaled \$35,277.23 for the year ended January 31, 2020.

Maintenance and repairs are charged to operations as incurred. Upon sale or disposition of property or equipment, the asset account is reduced by the cost and the accumulated depreciation account is reduced by the depreciation taken prior to the sale. Any resultant gain or loss is then recorded as income or expense.

Investments

Investments in marketable securities with readily determinable fair values and all investments in debt securities are reported at their fair values in the Statement of Assets, Liabilities, and Net Assets – Modified Cash Basis. Unrealized gains and losses are included in the Statement of Support, Revenue and Expenses – Modified Cash Basis.

These financial statements present investment balances at market value at December 31, 2019. The difference between the values at December 31, 2019 and January 31, 2020 are not reflected in these financial statements and do not have a material effect on these financial statements.

Compensated Absences

The Company has not accrued vacation pay. The Company's policy is to recognize these costs when actually paid.

NOTE 1 – NATURE OF ACTIVITIES AND SUMMARY OF SIGNIFICANT ACCOUNTING POLICIES (CONCLUDED):

Revenue Recognition

The Synod's revenues consist of contributions by Synod congregations and grant income. Revenues are recognized when earned.

Donated Services and Support

The Organization utilizes the services of volunteers throughout the year. This contribution of services by the volunteers is not recognized in the financial statements unless the services received (a) create or enhance nonfinancial assets or (b) require specialized skills which are provided by individuals possessing those skills and would typically need to be purchased if not provided by donation. The donated services for the year ended January 31, 2020, did not meet the requirements above, therefore no amounts were recognized in the accompanying financial statements.

Income Taxes

The Organization is considered a Church Organization and is tax-exempt under Section 501 (c) (3) of the Internal Revenue Code. The Organization is not required to file an income tax return with the Internal Revenue Service. The Organization is not a private foundation and had no unrelated business income for the year ended January 31, 2020.

Concentrations

The Synod maintains its commercial deposits with a local financial institution. Commercial deposits are insured by the Federal Deposit Insurance Corporation up to \$250,000. From time to time, the cash balances on deposit may exceed the FDIC insured limits. To date, the Synod has not experienced any losses in such account and believes it is not exposed to any significant credit risk on its cash deposits.

Subsequent Events

The Organization has evaluated subsequent events through July 17, 2020, which is the date on which the financial statements were available for issuance and concluded that there were no events or transactions that needed to be disclosed.

NOTE 2 – SUMMARY OF FIXED ASSETS IS AS FOLLOWS:

	<u>Cost</u>	<u>Accumulated Depreciation</u>	<u>Net</u>
Furniture and Equipment	\$ 82,275.20	\$ 61,716.79	\$ 20,558.41
Automobiles	<u>161,714.80</u>	<u>63,755.16</u>	<u>97,959.64</u>
Total	<u>\$ 243,990.00</u>	<u>\$ 125,471.95</u>	<u>\$ 118,518.05</u>

Depreciation expense for the year amounted to \$35,277.23. Additional revenue of \$-0- was charged under this category for obsolete equipment which was donated or scrapped or sold.

NOTE 3 – LEASE COMMITMENTS:

The Synod leases Bittle Hall from Roanoke College for use as its headquarters. The lease renews annually. The monthly rental is \$2,579.62, which is adjusted annually for inflation. The Synod also leases office space in Norfolk, Virginia. Rent is \$750.00 per month.

The Synod also leases a color copier/printer, postage meter and folder.

Lease commitments at January 31, 2020 consisted of the following for these items:

Payable in first succeeding year	\$57,030.78
Payable in second succeeding year	15,797.64
Payable in third succeeding year	2,632.94
Payable in fourth succeeding year	-0-
Payable in fifth succeeding year	-0-

NOTE 4 – PENSIONS:

The Synod contributes 12% of each employee's wages to the Evangelical Lutheran Church in America's National Pension Plan in each employee's behalf. The account is maintained in the employee's name. The amount remitted by the Synod to the Evangelical Lutheran Church in America for the year ended January 31, 2020 was \$51,697.60.

NOTE 5 – FUNDS HELD FOR OTHERS

Contributions that are designated for specific organizations or ministries not administered by the Synod are recorded as a current liability until forwarded to the proper organization or agency. The Synod's policy is to distribute the contributions on a monthly basis.

World Hunger	\$ 15,499.58
Designated Advance Gifts	71.76
Mission Partners	360.00
Missionary Support	375.00
ELCA Disaster Relief	3,773.00
Lutheran Family Services of Virginia	560.00
Lutheran Theo So Seminary	35.00
Virginia Lutheran Homes	85.00
Roanoke College	35.00
First Portsmouth	41,195.35
Misc. Special Benevolence VA	160.00
Local Disaster Relief	<u>12,760.45</u>
	<u><u>\$74,910.14</u></u>

NOTE 6 – FAIR VALUE:

Fair value is defined as the price that would be received to sell an asset or paid to transfer a liability in an orderly transaction between market participants at the measurement date. Accounting standards set a framework for measuring fair value using a three-tier hierarchy based on the extent to which inputs used in measuring fair value are observable in the market.

Financial assets and liabilities valued using level 1 inputs are based on unadjusted quoted market prices within active markets. Financial assets and liabilities valued using level 2 inputs are based primarily on quoted prices for similar assets or liabilities in active or inactive markets. Financial assets and liabilities using level 3 inputs were primarily valued using management's assumptions about the assumptions market participants would utilize in pricing the asset or liability. Valuation techniques utilized to determine fair value are consistently applied.

Fair Value Measurements at Reporting Date Using:

<u>December 31, 2019</u>	<u>Fair Value</u>	<u>Quoted Prices In active Markets for Identical Assets (Level 1)</u>	<u>Significant Other Observable Inputs (Level 2)</u>	<u>Significant Unobservable Inputs (Level 3)</u>
Cash	\$ 216,131.07	\$ 216,131.07	\$ -	\$ -
Pooled investment account:				
Domestic equities	3,437,113.55	3,437,113.55	-	-
International equities	-	-	-	-
Fixed income instruments	878,666.24	878,666.24	-	-
Limited partnerships	-	-	-	-
Total	<u>\$ 4,531,910.86</u>	<u>\$ 4,531,910.86</u>	<u>\$ -</u>	<u>\$ -</u>

NOTE 7 - LIQUIDITY

The SYNOD has \$417,657.59 of financial assets available within 1 year of the balance sheet date to meet cash needs for general expenditure consisting of cash of \$201,526.52 and short-term investments of \$216,131.07. None of the financial assets are subject to donor or other contractual restrictions that make them unavailable for general expenditures within one year. The SYNOD has a policy to structure its financial assets to be available as its general expenditures, liabilities, and other obligations come due.

SUPPLEMENTAL INFORMATION

VIRGINIA SYNOD, EVANGELICAL LUTHERAN CHURCH IN AMERICASTATEMENT OF SUPPORT, REVENUE, AND EXPENSES WITHOUT DONOR RESTRICTIONS
GENERAL -MODIFIED CASH BASISFOR THE YEAR ENDED JANUARY 31, 2020

	<u>Actual</u>	<u>Estimated</u>	<u>Variance</u>
Operating Revenue:			
BE/Mission Support	\$ 1,688,529.42	\$ 1,700,000.00	\$ (11,470.58)
Non-Cash Contributions	-	-	-
Interest Income	2,813.49	-	2,813.49
Dividend Income	70,765.00	-	70,765.00
Thrivent Endowment Fund Income	58,777.32	-	58,777.32
Realized Gain(Loss) on Investments	(5,447.44)	67,200.61	(72,648.05)
Unrealized Gain(Loss) on Investments	537,808.65	-	537,808.65
Gain on sale of fixed assets	13,869.87	-	13,869.87
Synod assembly	9,380.86	15,000.00	(5,619.14)
Other Revenues	<u>105,287.07</u>	<u>194,800.00</u>	<u>(89,512.93)</u>
Total Support and Revenue	<u>2,481,784.24</u>	<u>1,977,000.61</u>	<u>504,783.63</u>
Expenses:			
ELCA Apportionment	<u>674,970.04</u>	<u>706,100.00</u>	<u>(31,129.96)</u>
Virginia Synod Causes:			
Office of Bishop:			
Conference of Deans:			
Deans - Expenses	411.61	-	411.61
Deans - Compensation	11,000.00	11,000.00	-
Staff:			
Staff Salary/Housing/SS Equiv	273,443.12	273,594.08	(150.96)
Staff Pension/Health Ins.	116,676.58	111,067.31	5,609.27
Staff Continuing Education	4,640.71	6,000.00	(1,359.29)
Staff Travel Living	61,960.27	50,000.00	11,960.27
DEM Travel Expense	4,723.29	15,000.00	(10,276.71)
Call Process	1,623.00	7,000.00	(5,377.00)
Ecumenical:			
ERC - Annual VCC Retreat	178.30	-	178.30
ERC - Council of Churches - Grant	<u>5,692.50</u>	<u>6,210.00</u>	<u>(517.50)</u>
Total Office of Bishop	<u>\$ 480,349.38</u>	<u>\$ 479,871.39</u>	<u>\$ 477.99</u>

See accompanying notes to financial statements.

	<u>Actual</u>	<u>Estimated</u>	<u>Variance</u>
Programming and Communications:			
Christian Education			
CE - Roots & Wings	\$ 2,552.85	\$ 2,520.00	\$ 32.85
CE - Acts	6,306.13	-	6,306.13
CE - Power In The Spirit	3,598.38	3,000.00	598.38
Youth Ministry:			
YM - Youth Events	13,957.46	7,500.00	6,457.46
Global Missions:			
GM - Global Misson Team PNG Trip	14,695.96	15,000.00	(304.04)
Appalachian Ministries:			
AM - Grant/Amer	351.00	351.00	-
Am - Rural Ministry Internship	-	7,600.00	(7,600.00)
Mission Partners:			
MP - Mission Development Grants	33,500.00	30,000.00	3,500.00
Candidacy:			
CC - Expenses	11,309.00	10,000.00	1,309.00
CC - Financial Aid	24,750.00	25,000.00	(250.00)
CC - First Call	1,098.21	1,000.00	98.21
Leadership Support:			
LSC - Orientation	2,860.80	-	2,860.80
LSC - Day Of Ministerium	(287.73)	3,000.00	(3,287.73)
LSC - 1st Call Theological Ed	944.31	-	944.31
Communications:			
Communications Materials	3,894.96	5,200.00	(1,305.04)
Va. Lutheran - Honorarium	<u>2,800.00</u>	<u>2,800.00</u>	<u>-</u>
Total Programming and Communications	<u>122,331.33</u>	<u>112,971.00</u>	<u>9,360.33</u>
Educational Institution and Agency:			
Seminary Support	104,700.00	104,700.00	-
Roanoke College	<u>12,480.00</u>	<u>12,480.00</u>	<u>-</u>
Total Educational Institution and Agency	<u>117,180.00</u>	<u>117,180.00</u>	<u>-</u>
Campus Ministry:			
Campus Ministry Agencies	<u>68,800.00</u>	<u>74,000.00</u>	<u>(5,200.00)</u>
Total Campus Ministry	<u>\$ 68,800.00</u>	<u>\$ 74,000.00</u>	<u>\$ (5,200.00)</u>

See accompanying notes to financial statements.

	Actual	Estimated	Variance
Social Ministry Organization and Agencies:			
VICPP	\$ 2,550.00	\$ 2,550.00	\$ -
Chaplain Services/Prison/Churches - VA	9,180.00	9,180.00	-
Lutheran Family Services	14,280.00	14,280.00	-
National Lutheran Home	1,356.00	1,356.00	-
Virginia Lutheran Homes	7,999.92	8,000.00	(0.08)
Total Social Ministry Organization and Agencies	35,365.92	35,366.00	(0.08)
Outdoor Ministry:			
Caroline Furnace Camp	29,445.00	29,445.00	-
Hungry Mother Camp	12,390.00	12,390.00	-
Total Outdoor Ministry	41,835.00	41,835.00	-
Synod Council Activities:			
Synod Council - Expenses	16,335.94	7,500.00	8,835.94
Insurance Premiums	12,593.93	11,000.00	1,593.93
Legal Retainer Fees	94.74	-	94.74
Audit Support	13,980.00	14,000.00	(20.00)
Archives	6,000.00	6,000.00	-
Total Synod Council Activities	49,004.61	38,500.00	10,504.61
Regional Center	8,436.00	8,500.00	(64.00)
Synod Office:			
Support Staff Salaries	176,388.86	177,795.00	(1,406.14)
Support Staff Pensions/Health	48,848.07	49,457.22	(609.15)
Support Staff - Employer SS	13,108.57	13,500.00	(391.43)
Office Oper. - Postage/Mail	4,439.66	7,200.00	(2,760.34)
Office Oper. - Office Supplies	31,014.37	22,300.00	8,714.37
Office Oper. - Telecomm.	14,451.33	13,900.00	551.33
Office Oper. - Misc.	944.46	1,000.00	(55.54)
Office Oper. - Vanco Charges	2,744.60	1,450.00	1,294.60
Office Oper. - Maint/Repairs	7,480.80	8,700.00	(1,219.20)
Office Oper. - Bank Charges	2,095.50	1,760.00	335.50
Office Oper. - Leasing	21,254.09	23,400.00	(2,145.91)
Office Oper. - Payroll Processing	3,943.00	3,950.00	(7.00)
Office Oper. - Network	906.25	1,870.00	(963.75)
Office Oper. - East	9,079.90	9,000.00	79.90
Office Oper. - Rent	30,711.72	30,825.00	(113.28)
Total Synod Office	\$ 367,411.18	\$ 366,107.22	\$ 1,303.96

See accompanying notes to financial statements.

	<u>Actual</u>	<u>Estimated</u>	<u>Variance</u>
Contingencies and Other			
Office Furnishings & Equipment	\$ 1,602.55	\$ 3,000.00	\$ (1,397.45)
Office Oper. - Depreciation Expense	35,277.23	-	35,277.23
Office Of Planned Giving	<u>4,315.08</u>	<u>5,000.00</u>	<u>(684.92)</u>
Total Contingencies and Other	<u>41,194.86</u>	<u>8,000.00</u>	<u>33,194.86</u>
Virginia Synod Causes:			
Total Synod Causes	<u>1,331,908.28</u>	<u>1,282,330.61</u>	<u>49,577.67</u>
Total Expenses	<u>2,006,878.32</u>	<u>1,988,430.61</u>	<u>18,447.71</u>
Excess of Support and Revenue Over Expenses (deficit)	<u>\$ 474,905.92</u>	<u>\$ (11,430.00)</u>	<u>\$ 486,335.92</u>

See accompanying notes to financial statements.

VIRGINIA SYNOD. EVANGELICAL LUTHERAN CHURCH IN AMERICA

SCHEDULE OF CHANGES IN NET ASSETS WITHOUT DONOR RESTRICTIONS - COUNCIL DESIGNATED

FOR THE YEAR ENDED JANUARY 31, 2020

	Balance (Deficit) 1/31/2019	Receipts	Disbursements	Balance (Deficit) 1/31/2020
<u>Congregational Life Activities</u>				
Winter Celebration Youth Event	\$ 1,764.66	\$ 40,665.66	\$ 42,352.39	\$ 77.93
7th Day Youth Event	291.30	18,922.81	19,214.11	-
Kairos Youth Event	-	43,340.11	43,340.11	-
Launch	-	2,921.27	2,921.27	-
Lost & Found Youth Event	-	26,959.87	26,959.87	-
Power in the Spirit	-	31,068.55	31,068.55	-
Power in the Spirit Scholarships	6,835.37	-	-	6,835.37
Roots & Wings	-	52.89	52.89	-
Total Congregational Life Activities	8,891.33	163,931.16	165,909.19	6,913.30
<u>Outreach</u>				
Missions Interpreter Coordinator	-	2,051.25	2,051.25	-
PNG Scholarship	41,407.14	16,425.93	12,200.00	45,633.07
Youth to Youth Project	23,978.99	-	-	23,978.99
PNG Community Center - Ladies Project	473.54	-	-	473.54
VALMM 100 Member Club	1,752.00	3,099.00	-	4,851.00
Women In Ministry	4,513.42	7,308.90	11,473.71	348.61
Total Outreach	72,125.09	28,885.08	25,724.96	75,285.21
<u>Ministry</u>				
Day of the Ministerium	-	19,668.77	19,668.77	-
Total Ministry	-	19,668.77	19,668.77	-
<u>Miscellaneous</u>				
Synod Assembly Expenses	-	80,832.51	80,832.51	-
ACTS Scholarships	4,096.58	-	-	4,096.58
ACTS	305.85	19,362.72	19,668.57	-
Healthy Congregation Ministry	13,646.10	17,127.04	1,091.38	29,681.76
Messiah, VB Closing	870,675.18	-	-	870,675.18
Lutheran Partners In Mission	840.00	-	-	840.00
Funding For Stewardship Events	2,333.22	9,548.18	8,665.45	3,215.95
ULA-1 Carolina Furnace	1,000.00	-	1,000.00	-
ULA-6 Lutheran Theological SS	-	5.00	-	5.00
ULA-8 Roanoke College	-	5.00	-	5.00
ULA-9 Undesignated Fund	-	65.00	-	65.00
Forwarding Faith	1,341,001.82	349,403.09	314,001.17	1,376,403.74
SYNOD Vitality Grant	-	34,885.00	29,527.83	5,357.17
Holy Innovation Grant	-	22,615.44	5,613.73	17,001.71
Crib To Cross	-	11,368.77	11,368.77	-
Faith, Finance and Freedom	-	20,299.22	-	20,299.22
Total Miscellaneous	2,233,898.75	565,516.97	471,769.41	2,327,646.31
Total Net Assets Without Donor Restrictions - Council Designated	\$ 2,314,915.17	\$ 778,001.98	\$ 683,072.33	\$ 2,409,844.82

See accompanying notes to financial statements

VIRGINIA SYNOD, EVANGELICAL LUTHERAN CHURCH IN AMERICA
SCHEDULE OF CHANGES IN NET ASSETS WITH DONOR RESTRICTIONS
FOR THE YEAR ENDED JANUARY 31, 2020

	Balance (Deficit) 1/31/2019	Receipts	Disbursements	Balance (Deficit) 1/31/2020
Koontz Bequest	\$ 50,011.36	\$ -	\$ -	\$ 50,011.36
Bozeman Endowment Fund	27,108.42	-	5,567.36	21,541.06
Total Net Assets With Donor Restrictions	\$ 77,119.78	\$ -	\$ 5,567.36	\$ 71,552.42

See accompanying notes to financial statements.

VIRGINIA SYNOD, EVANGELICAL LUTHERAN CHURCH IN AMERICASCHEDULE OF CHANGES IN NOTES RECEIVABLE -- CHURCHESFOR THE YEAR ENDED JANUARY 31, 2020

<u>Parish - Congregation</u>	<u>Balance 1/31/2019</u>	<u>New Loans</u>	<u>Curtailments</u>	<u>Balance 1/31/2020</u>
St. Mark - Luray	<u>\$ 13,047.76</u>	<u>\$ -</u>	<u>\$ 13,047.76</u>	<u>\$ -</u>

See accompanying notes to financial statements.

VIRGINIA SYNOD, EVANGELICAL LUTHERAN CHURCH IN AMERICASCHEDULE OF INVESTMENTSDECEMBER 31, 2019

	<u>Cost Basis</u>	<u>Market Value</u>	<u>Unrealized Gain (Loss)</u>
Wells Fargo Advisors	\$ -	\$ -	\$ -
ELCA Pooled Investment Accounts	1,363,752.45	1,641,198.82	277,446.37
Thrivent Deferred Annuity	71,975.19	71,975.19	-
Thrivent Investment Account	1,041,758.45	1,052,863.20	11,104.75
Charles Schwab Investment Account	<u>1,639,825.76</u>	<u>1,765,873.25</u>	<u>126,047.49</u>
	<u>\$ 4,117,311.85</u>	<u>\$ 4,531,910.46</u>	<u>\$ 414,598.61</u>
Unrealized Gains/(Loss) End of Year	\$ 414,598.61		
Unrealized Gains/(Loss) Beginning of Year	<u>(123,210.04)</u>		
Unrealized Gains/(Loss) Current Year	537,808.65		
Realized Gains/(Loss) Current Year	<u>(5,447.44)</u>		
Total Realized/Unrealized Gains	<u>\$ 532,361.21</u>		

Detail - ELCA Pooled Investment Accounts

Trust For Mission #270772	\$ 227,052.12	\$ 330,679.57	\$ 103,627.45
Mission Support #270792	63,895.52	85,193.27	21,297.75
Unrestricted Copenhagen Fund #270922	226,744.00	310,013.00	83,269.00
Small Congregation Ministry Fund #270927	19,451.81	24,117.59	4,665.78
Messiah/All Saints Closing #272158	<u>826,609.00</u>	<u>891,195.39</u>	<u>64,586.39</u>
	<u>\$ 1,363,752.45</u>	<u>\$ 1,641,198.82</u>	<u>\$ 277,446.37</u>

See accompanying notes to financial statements.

VIRGINIA SYNOD, EVANGELICAL LUTHERAN CHURCH IN AMERICA

SALEM, VIRGINIA

FINANCIAL STATEMENTS

JANUARY 31, 2021

K E N N E T T & K E N N E T T P C

CERTIFIED PUBLIC ACCOUNTANTS

ROANOKE, VIRGINIA

VIRGINIA SYNOD EVANGELICAL LUTHERAN CHURCH IN AMERICASALEM, VIRGINIAFINANCIAL STATEMENTS WITH SUPPLEMENTAL INFORMATIONJANUARY 31, 2021OFFICERS AND SYNOD STAFF

Bishop
Vice-President
Secretary
Treasurer
Financial Advisor (Part Time)
Director for Youth & Young Adult Ministry

The Rev. Robert F. Humphrey
Charles Downs
Blythe Scott
Skip Zubrod
Richard Hoffman
The Rev. David K. Delaney

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Schedule of Investments as of December 31, 2020

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AMERICAN INSTITUTE OF
CERTIFIED PUBLIC ACCOUNTANTS
VIRGINIA SOCIETY OF
CERTIFIED PUBLIC ACCOUNTANTS

INDEPENDENT AUDITOR'S REPORT

To the Synod Council of Virginia Synod,
Evangelical Lutheran Church in America
Salem, VA

Opinion

We have audited the accompanying financial statements of Virginia Synod, Evangelical Lutheran Church in America (a nonprofit organization) which comprise the statement of assets, liabilities, and net assets-modified cash basis as of January 31, 2021, and the related statements of support, revenue, and expenses, functional expenses-modified cash basis and the statement of cash flows-modified cash basis for the year then ended, and the related notes to the financial statements.

In our opinion, the financial statements referred to above present fairly, in all material respects, the assets, liabilities and net assets of Virginia Synod, Evangelical Lutheran Church in America as of January 31, 2021, and its support, revenue, expenses and cash flows for the year then ended in accordance with the modified cash basis of accounting as described in Note 1.

Basis for Opinion

We conducted our audit in accordance with auditing standards generally accepted in the United States of America. Our responsibilities under those standards are further described in the Auditor's Responsibilities for the Audit of the Financial Statements section of our report. We are required to be independent of Virginia Synod, Evangelical Lutheran Church in America and to meet our ethical responsibilities in accordance with the relevant ethical requirements relating to our audit. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our audit opinion.

Basis of Accounting

We draw attention to Note 1 of the financial statements, which describes the basis of accounting. The financial statements are prepared on the modified cash basis of accounting, which is a basis of accounting other than accounting principles generally accepted in the United States of America. Our opinion is not modified with respect to this matter.

Responsibilities of Management for the Financial Statements

Management is responsible for the preparation and fair presentation of the financial statements in accordance with the modified cash basis of accounting as described in Note 1, and for determining that the modified cash basis of accounting is an acceptable basis for the preparation of the financial statements in the circumstances. Management is also responsible for the design, implementation, and maintenance of internal control relevant to the preparation and fair presentation of financial statements that are free from material misstatement, whether due to fraud or error.

In preparing the financial statements, management is required to evaluate whether there are conditions or events, considered in the aggregate, that raise substantial doubt about Virginia Synod, Evangelical Lutheran Church in America's ability to continue as a going concern within one year after the date that the financial statements are available to be issued.

Auditor's Responsibilities for the Audit of the Financial Statements

Our objectives are to obtain reasonable assurance about whether the financial statements as a whole are free from material misstatement, whether due to fraud or error, and to issue an auditor's report that includes our opinion. Reasonable assurance is a high level of assurance but is not absolute assurance and therefore is not a guarantee that an audit conducted in accordance with generally accepted auditing standards will always detect a material misstatement when it exists. The risk of not detecting a material misstatement resulting from fraud is higher than one resulting from error, as fraud may involve collusion, forgery, intentional omissions, misrepresentations, or the override of internal control. Misstatements, including omissions, are considered material if there is a substantial likelihood that, individually or in the aggregate, they would influence the judgment made by a reasonable user based on the financial statements.

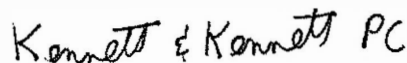
In performing an audit in accordance with generally accepted auditing standards, we:

- Exercise professional judgment and maintain professional skepticism throughout the audit.
- Identify and assess the risks of material misstatement of the financial statements, whether due to fraud or error, and design and perform audit procedures responsive to those risks. Such procedures include examining, on a test basis, evidence regarding the amounts and disclosures in the financial statements.
- Obtain an understanding of internal control relevant to the audit in order to design audit procedures that are appropriate in the circumstances, but not for the purpose of expressing an opinion on the effectiveness of Virginia Synod, Evangelical Lutheran Church in America's internal control. Accordingly, no such opinion is expressed.
- Evaluate the appropriateness of accounting policies used and the reasonableness of significant accounting estimates made by management, as well as the overall presentation of the financial statements.
- Conclude whether, in our judgment, there are conditions or events, considered in the aggregate, that raise substantial doubt about Virginia Synod, Evangelical Lutheran Church in America's ability to continue as a going concern for a reasonable period of time.

We are required to communicate with those charged with governance regarding, among other matters, the planned scope and timing of the audit, significant audit findings, and certain internal control related matters that we identified during the audit.

Report on Supplementary Information

Our audit was conducted for the purpose of forming an opinion on the financial statements as a whole. The supplemental information (see table of contents) is presented for purposes of additional analysis and is not a required part of the financial statements. Such information is the responsibility of management and was derived from and relates directly to the underlying accounting and other records used to prepare the financial statements. The information has been subjected to the auditing procedures applied in the audit of the financial statements and certain additional procedures, including comparing and reconciling such information directly to the underlying accounting and other records used to prepare the financial statements or to the financial statements themselves, and other additional procedures in accordance with auditing standards generally accepted in the United States of America. In our opinion, the information is fairly stated in all material respects in relation to the financial statements as a whole.



May 4, 2021

Certified Public Accountants
Roanoke, Virginia

VIRGINIA SYNOD, EVANGELICAL LUTHERAN CHURCH IN AMERICASTATEMENT OF ASSETS, LIABILITIES AND NET ASSETS - MODIFIED CASH BASISAS OF JANUARY 31, 2021ASSETS

Current Assets:

Cash - checking	\$ 404,834.44	
Certificates of deposit - Mission Investment Fund	<u>10,009.75</u>	\$ 414,844.19

Fixed Assets:

Furniture and equipment	82,275.20	
Automobiles	162,714.80	
Accumulated depreciation	<u>(161,204.23)</u>	83,785.77

Investments - At Market Value:

ELCA Pooled Endowment Accounts	1,763,879.24	
Thrivent Deferred Annuity	71,975.19	
Thrivent Investment Account	1,061,219.37	
Charles Schwab Investment Account - Forwarding Faith	<u>2,057,729.49</u>	4,954,803.29

Total Assets		<u>\$ 5,453,433.25</u>
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LIABILITIES AND NET ASSETS

Current Liabilities:

Payroll taxes and withholdings	\$ 588.00	
Funds held for others	<u>36,826.84</u>	\$ 37,414.84

Long-Term Liabilities:

Total Liabilities		<u>37,414.84</u>
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Net Assets:

Without Donor Restrictions - General	2,746,722.19	
Without Donor Restrictions - Council Designated	2,599,256.12	
With Donor Restrictions	<u>70,040.10</u>	<u>5,416,018.41</u>

Total Liabilities and Net Assets		<u>\$ 5,453,433.25</u>
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VIRGINIA SYNOD, EVANGELICAL LUTHERAN CHURCH IN AMERICA

STATEMENT OF SUPPORT, REVENUE, AND EXPENSES-MODIFIED CASH BASIS

FOR THE YEAR ENDED JANUARY 31, 2021

	Without Donor Restrictions		With Donor Restrictions	Total Year Ended 1/31/2021
	General	Council Designated		
Support and Revenue:				
Income from congregations (benevolence remittances)	\$ 1,643,893.09	\$ -	\$ -	\$ 1,643,893.09
Non-cash contribution income	-	-	-	-
Investment income	121,486.52	-	-	121,486.52
Realized/Unrealized gain (loss) on Investments	359,250.31	-	-	359,250.31
Synod assembly	(1,965.17)	-	-	(1,965.17)
Gain on sale of fixed assets	-	-	-	-
Payroll protection loan forgiveness	120,809.00	-	-	120,809.00
Other income	38,105.13	-	-	38,105.13
Special benevolences and other designated receipts (Schedule A-1)	-	339,934.39	-	339,934.39
Total Support and Revenue	2,281,578.88	339,934.39	-	2,621,513.27
Expenses:				
Evangelical Lutheran Church in America, apportionment	644,177.99	-	-	644,177.99
Virginia Synod Causes:				
Office of Bishop	428,107.57	-	-	428,107.57
Programming and communications	55,392.35	-	-	55,392.35
Educational institutions and agencies	117,180.00	-	-	117,180.00
Campus ministry	65,700.00	-	-	65,700.00
Social ministry organization and agencies	34,009.92	-	-	34,009.92
Outdoor ministries	41,835.00	-	-	41,835.00
Synodical council activities	33,999.28	-	-	33,999.28
Regional Center for Missions	8,671.00	-	-	8,671.00
Synod Office	372,358.01	-	-	372,358.01
Contingencies and Other	4,926.30	-	-	4,926.30
Depreciation & Gain/Loss on Disposition of Old Assets	35,732.28	-	-	35,732.28
Remittances of special benevolences and other designated disbursements	-	150,523.09	1,512.32	152,035.41
Total Expenses	1,842,089.70	150,523.09	1,512.32	1,994,125.11
Excess of support and revenue over expenses (deficit)	439,489.18	189,411.30	(1,512.32)	627,388.16
Transfer to Unrestricted Fund Balance	-	-	-	-
Net Assets January 31, 2020	2,307,233.01	2,409,844.82	71,552.42	4,788,630.25
Net Assets January 31, 2021	\$ 2,746,722.19	\$ 2,599,256.12	\$ 70,040.10	\$ 5,416,018.41

VIRGINIA SYNOD, EVANGELICAL LUTHERAN CHURCH IN AMERICASTATEMENT OF FUNCTIONAL EXPENSES-MODIFIED CASH BASISFOR THE YEAR ENDED JANUARY 31, 2021

	<u>Program Services</u>	<u>Management and General</u>	<u>Fundraising</u>	<u>Total</u>
Remittances of designated disbursements	\$ 152,035.41	\$ -	\$ -	\$ 152,035.41
Church-wide and other mission support	644,177.99			644,177.99
Salaries and related expenses	232,118.48	408,786.44	3,868.64	644,773.56
Conference of Deans	11,350.00			11,350.00
Travel	6,256.09	11,017.67	104.27	17,378.03
Call Process	81.00			81.00
Ecumenical	6,210.00			6,210.00
Programming and communications	55,392.35			55,392.35
Educational institutions and agencies	117,180.00			117,180.00
Campus ministry	65,700.00			65,700.00
Social ministry organization and agencies	34,009.92			34,009.92
Outdoor ministry	41,835.00			41,835.00
Synodical council activities		7,339.09		7,339.09
Regional center for missions	8,671.00			8,671.00
Insurance	4,124.69	7,264.04	68.74	11,457.47
Professional fees	6,569.72	11,570.00	109.50	18,249.22
Office supplies and expenses	8,173.03	14,393.62	136.22	22,702.87
Telephone and network expenses	6,692.77	11,786.70	111.55	18,591.02
Rent	14,369.33	25,306.00	239.49	39,914.82
Lease expense	9,802.86	17,263.92	163.38	27,230.16
Bank fees	1,555.98	2,740.26	25.93	4,322.17
Repairs and Maintenance	2,373.03	4,179.17	39.55	6,591.75
Donations	3,200.00			3,200.00
Depreciation	<u>12,863.62</u>	<u>22,654.27</u>	<u>214.39</u>	<u>35,732.28</u>
Total Expenses	<u>\$ 1,444,742.27</u>	<u>\$ 544,301.18</u>	<u>\$ 5,081.66</u>	<u>\$ 1,994,125.11</u>
	72.45%	27.30%	0.25%	100.00%

VIRGINIA SYNOD, EVANGELICAL LUTHERAN CHURCH IN AMERICASTATEMENT OF CASH FLOWS-MODIFIED CASH BASISFOR THE YEAR ENDED JANUARY 31, 2021

Cash Flows From Operating Activities:

Excess of support and revenue over expenses (deficiency)	\$ 627,388.16
Non Cash (income) expenses included in excess of support and revenue over expenses (deficiency):	
Depreciation expense	35,732.28
(Gain) loss on disposition of fixed assets	-
Realized (gain) loss on sale of investments	(27,534.92)
Unrealized (gain) loss on investments	(331,715.39)
(Increase) Decrease in:	
Insurance proceeds receivable	12,129.96
Increase (Decrease) in:	
Payroll taxes and withholdings	43.00
Funds held for others	(38,083.30)
Net cash provided by (used in) operations	<u>277,959.79</u>

Cash Flows From Investing Activities:

Purchase of auto and equipment	(1,000.00)
Proceeds from sale of assets	-
Proceeds from sale of investments	649,141.40
Purchase of investments	<u>(712,783.52)</u>
Net cash provided by (used in) Investing Activities	<u>(64,642.12)</u>

Cash Flows From Financing Activities:

Proceeds from new borrowings	120,809.00
Expenses paid for loan forgiveness	<u>(120,809.00)</u>
Net cash provided by (used in) Financing Activities	<u>-</u>

Increase (decrease) in Cash and Cash Equivalents	213,317.67
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Cash and Cash Equivalents 1/31/20	<u>201,526.52</u>
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Cash and Cash Equivalents 1/31/21	<u>\$ 414,844.19</u>
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Supplemental Disclosures of Cash Flows Information:

Cash payments for:

Interest	\$ -
Income Taxes	<u>\$ -</u>

Cash and Cash Equivalents consists of cash, money market accounts and certificates of deposits included in Current Assets. Money market accounts and certificates of deposits included in investments are not considered cash for this cash flow statement.

VIRGINIA SYNOD EVANGELICAL LUTHERAN CHURCH IN AMERICA
NOTES TO FINANCIAL STATEMENTS
JANUARY 31, 2021

NOTE 1 – NATURE OF ACTIVITIES AND SUMMARY OF SIGNIFICANT ACCOUNTING POLICIES:

Nature of Activities

Virginia SYNOD, Evangelical Lutheran Church in America (ELCA) is the headquarters for a grouping of over 150 Lutheran Congregations of the ELCA (The Virginia District). The Virginia SYNOD has oversight for the collection of remittances from the Virginia district members and the administration of the ELCA's programs and services for the district.

Basis of Accounting:

The financial statements are presented on a modified cash basis of accounting. Under this method of accounting, revenues are recognized in the year in which they are received and disbursements are recognized in the year in which they are paid. Accordingly, the accompanying financial statements are not intended to present financial position and results of operations in conformity with generally accepted accounting principles.

Fund Accounting

To ensure observance of limitations and restrictions placed on the use of resources available to the Synod, the accounts of the Synod are maintained in accordance with the principles of fund accounting. This is the procedure by which resources for various purposes are classified for accounting and reporting purposes into funds established according to their nature and purposes. Separate accounts are maintained for each fund; however, in the accompanying financial statements, funds that have similar characteristics have been combined into fund groups. Accordingly, all financial transactions have been recorded and reported by fund group.

Financial Statement Presentation

The financial statements present information regarding the financial position and activities according to two classes of net assets: without donor restrictions and designated with donor restrictions.

Without donor restrictions – Net assets for the general operations and not subject to donor restrictions. The Synod Council has designated, from net assets without donor restrictions, net assets for a specific use.

With donor restrictions – Net assets subject to donor-imposed stipulations that they be maintained permanently by the Organization. The income from these assets is available for either general operations or specific programs as specified by the donor.

Estimates

The preparation of financial statements in conformity with the modified cash basis requires management to make estimates and assumptions that affect the reported amounts of assets and liabilities and disclosure of contingent assets and liabilities at the date of the financial statements and the reported amounts of revenues and expenses during the reporting period. Actual results could differ from those estimates.

NOTE 1 – NATURE OF ACTIVITIES AND SUMMARY OF SIGNIFICANT ACCOUNTING POLICIES (CONTINUED):

Risks and Uncertainties

The Organization invests in various types of investment securities which are exposed to various risks, such as interest rate, market, and credit risks. Due to the level of risk associated with certain investment securities, it is at least reasonably possible that changes in the values of investment securities will occur in the near term and such changes could materially affect the amounts reported in the statements of financial position.

Cash and Cash Equivalents

Cash and cash equivalents consist of cash, money market accounts and certificates of deposit included in the Current Asset section of the Statement of Assets, Liabilities and Net Assets – modified cash basis. Any money market accounts and certificate of deposits included in the Investment section of the Statement of Assets, Liabilities and Net Assets – modified cash basis have been set aside by The Virginia SYNOD as Investments and are not considered Cash and Cash Equivalents for these financial statements.

Capitalization and Depreciation

The Organization capitalizes all expenditures in excess of five hundred dollars (\$500) for property and equipment at cost, while donations of furniture and equipment are recorded at their estimated fair values. Such donations are reported as unrestricted unless the donor has restricted the donated asset to a specific purpose. Absent donor stipulations regarding how long those donated assets must be maintained, the Organization reports expirations of donor restrictions when the donated or acquired assets are placed in service as instructed by the donor. The Organization reclassifies temporarily restricted net assets to unrestricted net assets at that time.

Furniture and equipment are depreciated using the straight-line method over the estimated useful lives as follows:

Furniture and fixtures	7 years
Vehicles and equipment	5 years

Depreciation expense totaled \$35,732.28 for the year ended January 31, 2021.

Maintenance and repairs are charged to operations as incurred. Upon sale or disposition of property or equipment, the asset account is reduced by the cost and the accumulated depreciation account is reduced by the depreciation taken prior to the sale. Any resultant gain or loss is then recorded as income or expense.

Investments

Investments in marketable securities with readily determinable fair values and all investments in debt securities are reported at their fair values in the Statement of Assets, Liabilities, and Net Assets – Modified Cash Basis. Unrealized gains and losses are included in the Statement of Support, Revenue and Expenses – Modified Cash Basis.

These financial statements present investment balances at market value at December 31, 2020. The difference between the values at December 31, 2020 and January 31, 2021 are not reflected in these financial statements and do not have a material effect on these financial statements.

Compensated Absences

The Company has not accrued vacation pay. The Company's policy is to recognize these costs when actually paid.

NOTE 1 – NATURE OF ACTIVITIES AND SUMMARY OF SIGNIFICANT ACCOUNTING POLICIES (CONCLUDED):

Revenue Recognition

The Synod's revenues consist of contributions by Synod congregations and grant income. Revenues are recognized when earned.

Donated Services and Support

The Organization utilizes the services of volunteers throughout the year. This contribution of services by the volunteers is not recognized in the financial statements unless the services received (a) create or enhance nonfinancial assets or (b) require specialized skills which are provided by individuals possessing those skills and would typically need to be purchased if not provided by donation. The donated services for the year ended January 31, 2021, did not meet the requirements above, therefore no amounts were recognized in the accompanying financial statements.

Income Taxes

The Organization is considered a Church Organization and is tax-exempt under Section 501 (c) (3) of the Internal Revenue Code. The Organization is not required to file an income tax return with the Internal Revenue Service. The Organization is not a private foundation and had no unrelated business income for the year ended January 31, 2021.

Concentrations

The Synod maintains its commercial deposits with a local financial institution. Commercial deposits are insured by the Federal Deposit Insurance Corporation up to \$250,000. From time to time, the cash balances on deposit may exceed the FDIC insured limits. To date, the Synod has not experienced any losses in such account and believes it is not exposed to any significant credit risk on its cash deposits.

Subsequent Events

The Organization has evaluated subsequent events through May 04, 2021, which is the date on which the financial statements were available for issuance and concluded that there were no events or transactions that needed to be disclosed.

NOTE 2 – SUMMARY OF FIXED ASSETS IS AS FOLLOWS:

	<u>Cost</u>	<u>Accumulated Depreciation</u>	<u>Net</u>
Furniture and Equipment	\$ 82,275.20	\$ 67,798.31	\$ 14,476.89
Automobiles	<u>162,714.80</u>	<u>93,405.92</u>	<u>69,308.88</u>
Total	<u>\$ 244,990.00</u>	<u>\$ 161,204.23</u>	<u>\$ 83,785.77</u>

Depreciation expense for the year amounted to \$35,732.28. Additional revenue of \$-0- was charged under this category for obsolete equipment which was donated or scrapped or sold.

NOTE 3 – LEASE COMMITMENTS:

The Synod leases Bittle Hall from Roanoke College for use as its headquarters. The lease renews annually. The monthly rental is \$2,579.62, which is adjusted annually for inflation. The Synod also leases office space in Norfolk, Virginia. Rent is \$750.00 per month.

The Synod also leases a color copier/printer, postage meter and folder.

Lease commitments at January 31, 2021 consisted of the following for these items:

Payable in first succeeding year	\$55,939.38
Payable in second succeeding year	14,706.24
Payable in third succeeding year	9,804.16
Payable in fourth succeeding year	-0-
Payable in fifth succeeding year	-0-

NOTE 4 – PENSIONS:

The Synod contributes 12% of each employee's wages to the Evangelical Lutheran Church in America's National Pension Plan in each employee's behalf. The account is maintained in the employee's name. The amount remitted by the Synod to the Evangelical Lutheran Church in America for the year ended January 31, 2021 was \$53,210.70.

NOTE 5 – FUNDS HELD FOR OTHERS

Contributions that are designated for specific organizations or ministries not administered by the Synod are recorded as a current liability until forwarded to the proper organization or agency. The Synod's policy is to distribute the contributions on a monthly basis.

World Hunger	\$ 9,101.80
Designated Advance Gifts	936.26
Mission Partners	2,660.00
Vission For Mission	500.00
ELCA Disaster Relief	1,265.00
Lutheran Family Services of Virginia	260.00
Lutheran Theo So Seminary	100.00
Virginia Lutheran Homes	85.00
Roanoke College	105.00
First Portsmouth	8,386.19
Misc. Special Benevolence VA	60.00
Local Disaster Relief	<u>13,367.59</u>
	<u>\$ 36,826.84</u>

NOTE 6 – PAYROLL PROTECTION LOAN FORGIVENESS

On May 2, 2020 the SYNOD was granted a loan from Wells Fargo Bank in the aggregate amount of \$120,809.00 pursuant to the payroll Protection Program (the "PPP") under Division A, Title 1 of the CARES Act, which was enacted March 27, 2020. The SYNOD applied for and has been notified that \$120,809.00 in eligible expenditures for payroll and other expenses described in the CARES Act has been forgiven. Loan forgiveness is reflected in the Support and Revenue section in the accompanying Statement of Support, Revenue and Expenses-Modified Cash Basis as well as in the accompanying Statement of Cash Flows-Modified Cash Basis.

NOTE 7 – FAIR VALUE:

Fair value is defined as the price that would be received to sell an asset or paid to transfer a liability in an orderly transaction between market participants at the measurement date. Accounting standards set a framework for measuring fair value using a three-tier hierarchy based on the extent to which inputs used in measuring fair value are observable in the market.

Financial assets and liabilities valued using level 1 inputs are based on unadjusted quoted market prices within active markets. Financial assets and liabilities valued using level 2 inputs are based primarily on quoted prices for similar assets or liabilities in active or inactive markets. Financial assets and liabilities using level 3 inputs were primarily valued using management's assumptions about the assumptions market participants would utilize in pricing the asset or liability. Valuation techniques utilized to determine fair value are consistently applied.

Fair Value Measurements at Reporting Date Using:

<u>December 31, 2020</u>	<u>Fair Value</u>	<u>Quoted Prices In active Markets for Identical Assets (Level 1)</u>	<u>Significant Other Observable Inputs (Level 2)</u>	<u>Significant Unobservable Inputs (Level 3)</u>
Cash	\$ 40,133.50	\$ 40,133.50	\$ -	\$ -
Pooled investment account:				
Domestic equities	4,067,626.54	4,067,626.54	-	-
International equities	-	-	-	-
Fixed income instruments	847,043.25	847,043.25	-	-
Limited partnerships	-	-	-	-
Total	<u>\$ 4,954,803.29</u>	<u>\$ 4,954,803.29</u>	<u>\$ -</u>	<u>\$ -</u>

NOTE 8 - LIQUIDITY

The SYNOD has \$454,977.69 of financial assets available within 1 year of the balance sheet date to meet cash needs for general expenditure consisting of cash of \$404,834.44 and short-term investments of \$50,143.25. None of the financial assets are subject to donor or other contractual restrictions that make them unavailable for general expenditures within one year. The SYNOD has a policy to structure its financial assets to be available as its general expenditures, liabilities, and other obligations come due.

SUPPLEMENTAL INFORMATION

VIRGINIA SYNOD, EVANGELICAL LUTHERAN CHURCH IN AMERICASTATEMENT OF SUPPORT, REVENUE, AND EXPENSES WITHOUT DONOR RESTRICTIONS
GENERAL -MODIFIED CASH BASISFOR THE YEAR ENDED JANUARY 31, 2021

	<u>Actual</u>	<u>Estimated</u>	<u>Variance</u>
Operating Revenue:			
BE/Mission Support	\$ 1,643,893.09	\$ 1,700,000.00	\$ (56,106.91)
Non-Cash Contributions	-	-	-
Interest Income	2,697.83	-	2,697.83
Dividend Income	58,549.73	-	58,549.73
Thrivent Endowment Fund Income	60,238.96	-	60,238.96
Realized Gain(Loss) on Investments	27,534.92	-	27,534.92
Unrealized Gain(Loss) on Investments	331,715.39	-	331,715.39
Gain on sale of fixed assets	-	-	-
Synod assembly	(1,965.17)	15,000.00	(16,965.17)
Payroll Protection Loan Forgiveness	120,809.00	-	120,809.00
Other Revenues	38,105.13	194,800.00	(156,694.87)
	<u>2,281,578.88</u>	<u>1,909,800.00</u>	<u>371,778.88</u>
Total Support and Revenue			
Expenses:			
ELCA Apportionment	644,177.99	706,100.00	(61,922.01)
Virginia Synod Causes:			
Office of Bishop:			
Conference of Deans:			
Deans - Expenses	-	11,000.00	(11,000.00)
Deans - Compensation	11,350.00	11,000.00	350.00
Staff:			
Staff Salary/Housing/SS Equiv	278,742.48	273,594.08	5,148.40
Staff Pension/Health Ins.	111,190.63	111,067.31	123.32
Staff Continuing Education	3,155.43	6,000.00	(2,844.57)
Staff Travel Living	17,378.03	50,000.00	(32,621.97)
DEM Travel Expense	-	15,000.00	(15,000.00)
Call Process	81.00	7,000.00	(6,919.00)
Ecumenical:			
ERC - Annual VCC Retreat	-	-	-
ERC - Council of Churches - Grant	6,210.00	6,210.00	-
	<u>428,107.57</u>	<u>490,871.39</u>	<u>(62,763.82)</u>
Total Office of Bishop			

	<u>Actual</u>	<u>Estimated</u>	<u>Variance</u>
Programming and Communications:			
Christian Education			
CE - Roots & Wings	\$ 2,288.49	\$ 2,520.00	\$ (231.51)
CE - Acts	4,096.71	2,500.00	1,596.71
CE - Power In The Spirit	3,959.00	3,000.00	959.00
Stewardship			
ST - Committee Expense	-	1,000.00	(1,000.00)
Youth Ministry:			
YM - Youth Events	3,254.24	7,500.00	(4,245.76)
Global Missions:			
GM - Global Misson Team PNG Trip	-	15,000.00	(15,000.00)
Appalachian Ministries:			
AM - Grant/Amer	87.75	351.00	(263.25)
Am - Rural Ministry Internship	-	7,600.00	(7,600.00)
Mission Partners:			
MP - Mission Development Grants	8,250.00	30,000.00	(21,750.00)
Candidacy:			
CC - Expenses	1,270.26	10,000.00	(8,729.74)
CC - Financial Aid	22,000.00	25,000.00	(3,000.00)
CC - First Call	3,543.51	1,000.00	2,543.51
Leadership Support:			
LSC - Orientation	-	1,500.00	(1,500.00)
LSC - Day Of Ministerium	(825.63)	3,000.00	(3,825.63)
LSC - Boundry Training	-	3,000.00	(3,000.00)
Communications:			
Communications Materials	6,518.02	5,200.00	1,318.02
Va. Lutheran - Honorarium	<u>950.00</u>	<u>2,800.00</u>	<u>(1,850.00)</u>
 Total Programming and Communications	 <u>55,392.35</u>	 <u>120,971.00</u>	 <u>(65,578.65)</u>
 Educational Institution and Agency:			
Seminary Support	104,700.00	104,700.00	-
Roanoke College	<u>12,480.00</u>	<u>12,480.00</u>	<u>-</u>
 Total Educational Institution and Agency	 <u>117,180.00</u>	 <u>117,180.00</u>	 <u>-</u>
 Campus Ministry:			
Campus Ministry Agencies	65,200.00	74,000.00	(8,800.00)
Covenant Congregations	<u>500.00</u>	<u>-</u>	<u>500.00</u>
 Total Campus Ministry	 <u>\$ 65,700.00</u>	 <u>\$ 74,000.00</u>	 <u>\$ (8,300.00)</u>

	Actual	Estimated	Variance
Social Ministry Organization and Agencies:			
VICPP	\$ 2,550.00	\$ 2,550.00	\$ -
Chaplain Services/Prison/Churches - VA	9,180.00	9,180.00	-
Lutheran Family Services	14,280.00	14,280.00	-
National Lutheran Home	-	1,356.00	(1,356.00)
Virginia Lutheran Homes	7,999.92	8,000.00	(0.08)
Total Social Ministry Organization and Agencies	34,009.92	35,366.00	(1,356.08)
Outdoor Ministry:			
Caroline Furnace Camp	29,445.00	29,445.00	-
Hungry Mother Camp	12,390.00	12,390.00	-
Total Outdoor Ministry	41,835.00	41,835.00	-
Synod Council Activities:			
Synod Council - Expenses	1,339.09	7,500.00	(6,160.91)
Insurance Premiums	11,457.48	11,000.00	457.48
Legal Retainer Fees	97.71	-	97.71
Audit Support	15,105.00	14,000.00	1,105.00
Archives	6,000.00	6,000.00	-
Total Synod Council Activities	33,999.28	38,500.00	(4,500.72)
Regional Center	8,671.00	8,500.00	171.00
Synod Office:			
Support Staff Salaries	177,769.03	177,795.00	(25.97)
Support Staff Pensions/Health	60,673.54	49,457.22	11,216.32
Support Staff - Employer SS	13,242.45	13,500.00	(257.55)
Office Oper. - Postage/Mail	3,385.00	7,200.00	(3,815.00)
Office Oper. - Office Supplies	17,491.82	22,300.00	(4,808.18)
Office Oper. - Telecomm.	16,537.95	13,900.00	2,637.95
Office Oper. - Misc.	99.75	1,000.00	(900.25)
Office Oper. - Vanco Charges	2,799.03	1,450.00	1,349.03
Office Oper. - Maint/Repairs	6,591.75	8,700.00	(2,108.25)
Office Oper. - Bank Charges	1,523.14	1,760.00	(236.86)
Office Oper. - Leasing	27,230.16	23,400.00	3,830.16
Office Oper. - Payroll Processing	3,046.50	3,950.00	(903.50)
Office Oper. - Network	2,053.07	1,870.00	183.07
Office Oper. - East	9,000.00	9,000.00	-
Office Oper. - Rent	30,914.82	30,825.00	89.82
Total Synod Office	\$ 372,358.01	\$ 366,107.22	\$ 6,250.79

	<u>Actual</u>	<u>Estimated</u>	<u>Variance</u>
Contingencies and Other			
Office Furnishings & Equipment	\$ 1,726.30	\$ 3,000.00	\$ (1,273.70)
Office Oper. - Depreciation Expense	35,732.28	30,000.00	5,732.28
Office Of Planned Giving	<u>3,200.00</u>	<u>5,000.00</u>	<u>(1,800.00)</u>
Total Contingencies and Other	<u>40,658.58</u>	<u>38,000.00</u>	<u>2,658.58</u>
Virginia Synod Causes:			
Total Synod Causes	<u>1,197,911.71</u>	<u>1,331,330.61</u>	<u>(133,418.90)</u>
Total Expenses	<u>1,842,089.70</u>	<u>2,037,430.61</u>	<u>(195,340.91)</u>
Excess of Support and Revenue Over Expenses (deficit)	<u>\$ 439,489.18</u>	<u>\$ (127,630.61)</u>	<u>\$ 567,119.79</u>

VIRGINIA SYNOD, EVANGELICAL LUTHERAN CHURCH IN AMERICASCHEDULE OF CHANGES IN NET ASSETS WITHOUT DONOR RESTRICTIONS - COUNCIL DESIGNATEDFOR THE YEAR ENDED JANUARY 31, 2021

	Balance (Deficit) 1/31/2020	Receipts	Disbursements	Balance (Deficit) 1/31/2021
<u>Congregational Life Activities</u>				
Winter Celebration Youth Event	\$ 77.93	\$ 5,996.75	\$ 6,074.68	\$ -
7th Day Youth Event	-	17,293.74	17,293.74	-
Kairos Youth Event	-	1,715.83	1,715.83	-
Lost & Found Youth Event	-	2,074.51	2,074.51	-
Power in the Spirit	-	5,383.89	3,750.00	1,633.89
Power in the Spirit Scholarships	6,835.37	-	-	6,835.37
Introductory - Worship Workshop	-	3.14	3.14	-
Roots & Wings	-	180.00	180.00	-
Total Congregational Life Activities	6,913.30	32,647.86	31,091.90	8,469.26
<u>Outreach</u>				
Missions Interpreter Coordinator	-	-	-	-
PNG Scholarship	45,633.07	17,641.61	6,500.00	56,774.68
Youth to Youth Project	23,978.99	-	-	23,978.99
PNG Community Center - Ladies Project	473.54	-	473.54	-
VALMM 100 Member Club	4,851.00	-	-	4,851.00
Women In Ministry	348.61	1,177.51	1,526.12	-
Total Outreach	75,285.21	18,819.12	8,499.66	85,604.67
<u>Ministry</u>				
Day of the Ministerium	-	2,747.76	2,747.76	-
Total Ministry	-	2,747.76	2,747.76	-
<u>Miscellaneous</u>				
Synod Assembly Expenses	-	2,451.57	2,451.57	-
Office Furnishings / Equipment	-	250.00	250.00	-
ACTS Scholarships	4,096.58	-	-	4,096.58
ACTS	-	3,013.68	3,013.68	-
Healthy Congregation Ministry	29,681.76	-	529.60	29,152.16
Messiah, VB Closing	870,675.18	-	-	870,675.18
Lutheran Partners In Mission	840.00	-	840.00	-
Funding For Stewardship Events	3,215.95	7,424.09	4,739.10	5,900.94
ULA-1 Carolina Furnace	-	-	-	-
ULA-6 Lutheran Theological SS	5.00	-	5.00	-
ULA-8 Roanoke College	5.00	-	5.00	-
ULA-9 Undesignated Fund	65.00	-	65.00	-
Forwarding Faith	1,376,403.74	164,985.30	-	1,541,389.04
SYNOD Vitality Grant	5,357.17	35,350.00	9,191.80	31,515.37
Holy Innovation Grant	17,001.71	11,650.00	16,382.41	12,269.30
Crib To Cross	-	2,418.78	1,311.39	1,107.39
Faith, Finance and Freedom	20,299.22	49,100.00	69,399.22	-
LCM ELCA Grant	-	9,076.23	-	9,076.23
Total Miscellaneous	2,327,646.31	285,719.65	108,183.77	2,505,182.19
Total Net Assets Without Donor Restrictions - Council Designated	\$ 2,409,844.82	\$ 339,934.39	\$ 150,523.09	\$ 2,599,256.12

VIRGINIA SYNOD, EVANGELICAL LUTHERAN CHURCH IN AMERICA
SCHEDULE OF CHANGES IN NET ASSETS WITH DONOR RESTRICTIONS
FOR THE YEAR ENDED JANUARY 31, 2021

	Balance (Deficit) <u>1/31/2020</u>	<u>Receipts</u>	<u>Disbursements</u>	Balance (Deficit) <u>1/31/2021</u>
Koontz Bequest	\$ 50,011.36	\$ -	\$ -	\$ 50,011.36
Bozeman Endowment Fund	<u>21,541.06</u>	<u>-</u>	<u>1,512.32</u>	<u>20,028.74</u>
Total Net Assets With Donor Restrictions	<u>\$ 71,552.42</u>	<u>\$ -</u>	<u>\$ 1,512.32</u>	<u>\$ 70,040.10</u>

VIRGINIA SYNOD, EVANGELICAL LUTHERAN CHURCH IN AMERICASCHEDULE OF INVESTMENTSDECEMBER 31, 2020

	<u>Cost Basis</u>	<u>Market Value</u>	<u>Unrealized Gain (Loss)</u>
ELCA Pooled Investment Accounts	\$ 1,364,651.29	\$ 1,763,879.24	\$ 399,227.95
Thrivent Deferred Annuity	71,975.19	71,975.19	-
Thrivent Investment Account	1,027,388.88	1,061,219.37	33,830.49
Charles Schwab Investment Account	<u>1,744,473.53</u>	<u>2,057,729.49</u>	<u>313,255.96</u>
	<u>\$ 4,208,488.89</u>	<u>\$ 4,954,803.29</u>	<u>\$ 746,314.40</u>
Unrealized Gains/(Loss) End of Year	\$ 746,314.40		
Unrealized Gains/(Loss) Beginning of Year	<u>414,598.61</u>		
Unrealized Gains/(Loss) Current Year	331,715.79		
Realized Gains/(Loss) Current Year	<u>27,534.92</u>		
Total Realized/Unrealized Gains	<u>\$ 359,250.71</u>		

Detail - ELCA Pooled Investment Accounts

Trust For Mission #270772	\$ 227,052.12	\$ 355,192.78	\$ 128,140.66
Mission Support #270792	63,895.52	91,508.63	27,613.11
Unrestricted Copenhagen Fund #270922	226,744.00	332,994.20	106,250.20
Small Congregation Ministry Fund #270927	20,350.65	26,924.11	6,573.46
Messiah/All Saints Closing #272158	<u>826,609.00</u>	<u>957,259.52</u>	<u>130,650.52</u>
	<u>\$ 1,364,651.29</u>	<u>\$ 1,763,879.24</u>	<u>\$ 399,227.95</u>



2022

Compensation

Guidelines

For

Rostered Ministers of Word and Sacrament

(Guidelines for Rostered Ministers of
Word and Service are provided separately)

The Virginia Synod
P.O. Box 70
Salem, VA 24153-0070
Phone: (540) 389-1000
Fax: (540) 389-5962



The Virginia Synod

of the Evangelical Lutheran Church in America
IN PARTNERSHIP WITH THE ISLAND DISTRICT, PAPUA NEW GUINEA

Since, then, we have such a hope [through Christ Jesus], we act with great boldness. (2 Corinthians 3:12 NRSV)

TO: Council Presidents/Vice Presidents of Congregations and Rostered Ministers
FROM: Synod Council, Virginia Synod
DATE: August 2022
SUBJECT: 2022 Recommended Minimum Compensation and Reimbursement Guidelines

We are pleased to share with you the 2022 recommended minimum compensation guidelines for Virginia Synod Rostered Ministers of Word and Sacrament. Separate guidelines are available for Rostered Ministers of Word and Service. The complete Compensation Guidelines for Rostered Ministers are available online at www.vasynod.org/resources/compensation-guidelines.

The 2022 beginning salary recommendations include a **1.3% cost of living** increase over the 2021 beginning salary recommendation. (*Note: The 2021 beginning salary recommendation was unchanged from 2020.*) Step increases in the cash compensation tables (base salary, housing, and Self-Employment Tax compensation), based on years of experience for rostered ministers, continue to be set at **1.75%** per year. All figures include the full Self-Employment Tax amount of 15.3%.

The 2022 compensation guidelines now include a method to adjust for the local cost of housing and tools to suggest adjustments for related non-pastoral experience, additional education, and complexity of call. To assist with these calculations, please download and use 2022 Compensation Workbook (Excel) at: <https://www.vasynod.org/resources/compensation-guidelines/>. There are tabs for calculating Compensation (with or without a housing allowance), Reimbursable Expenses, Benefits, and a tab providing 2021 Housing Data as a reference document to show the median cost of housing around the Synod.

In addition to the information that we have provided, you will need information from Portico Benefits regarding pension, health, and disability contributions for the coming year. That information, along with guidelines for pension contributions, will be sent directly to each parish. The Portico website is www.porticobenefits.org.

We encourage the formation of a Mutual Ministry Committee in every congregation. We also recommend *Pastor and People—Making Mutual Ministry Work*, in the [Congregational Leader](http://www.augsburgfortress.org) Series from Augsburg Fortress. www.augsburgfortress.org.

If you need any assistance from our Synod Council, please contact the Virginia Synod office at 540-389-1000.

May God continue to bless your ministry, and may you be able to see God's hand moving and guiding you in this process of compensation so that the partnership in your parish helps usher in the kingdom and brings glory to God.

Peace,
The Synod Council

COMPENSATION PLANNING

It is a special opportunity and responsibility of the Christian community for members of the congregation to work together prayerfully with their pastor to provide fair compensation. Both congregations and pastor benefit when this process is characterized by openness, honesty, and mutual care. The guidelines that follow are presented as an aid to your conversation.

A rostered minister's total compensation package should, as much as possible, be comparable to the compensation received by members of the congregation in professional occupations, considering level of education and the years of experience. In many communities, a helpful comparison can be found by looking at the salary range for a public school principal in your school system.

The modern context for ministry presents the church with a variety of challenges and opportunities that require creative and informed responses if congregations are going to thrive. It is with this in mind that the guidelines stress the importance of continuing education for pastors. Furthermore, our commitment to modeling a healthy work environment means that adequate vacation time, sick leave, parental leave, family leave, and sabbaticals are included in these guidelines.

Pastors' salaries and other benefits should be reviewed annually, and adjustments should be thoughtfully considered.

FREQUENTLY ASKED QUESTIONS

Q. Why do you use the term "rostered minister"?

A. This is a comprehensive term to include ordained pastors and deacons who are listed on the official rosters of the Evangelical Lutheran Church in America. Rostered ministers includes Ministers of Word and Service (deacons) and Ministers of Word and Sacrament (pastors).

Q. Who determines compensation?

A. The responsibility for determining compensation rests with the Congregation Council, yet it is difficult for the entire Congregational Council to undertake such a task. The annual appointment of a temporary **Compensation Committee** is recommended, with membership to include:

1. the Council President or Vice-President
2. two members of the congregation agreed upon by BOTH the pastor and the Council
3. the Chairperson of the Mutual Ministry Committee
4. the pastor

Q. Should the pastor be on the Compensation Committee?

- A.** Making your pastor part of the group that deals with compensation will provide for a more satisfactory outcome. While there may be a portion of the discussion in which it may not be appropriate for pastor to be present, there are also matters for which this help will be needed.

Q. Where does evaluation enter our deliberations?

- A.** In formulating a recommendation to the Congregation Council, the **Compensation Committee** should consult with the congregation's **Mutual Ministry Committee**. Regular evaluation of the relationship of the pastor and parish helps to maintain a supportive, vital, growing partnership for both. This kind of mutually supportive relationship between the congregation and the pastor will positively affect your quality of the ministry.

Q. What about the recommended Minimum Cash Compensation Levels for Pastors?

- A.** The Compensation Guidelines recommend a minimum "Cash Compensation" instead of a minimum "Salary" for pastors in an effort to overcome the wide disparities in the synod in total compensation, especially when it comes to housing allowances and the rate at which the Social Security Tax is compensated.

In order to be more equitable in the Virginia Synod, the Synod Council advocates the current synod guidelines as *minimum* cash compensation. We are aware that these recommendations may seem beyond the means of some of our parishes. It is particularly in these locations that we strongly encourage movement toward these levels of compensation. In addition to fair compensation for your current pastor, following the recommended guidelines will expand the pool of available candidates in a future call process.

Q. What Salary Adjustment Factors need to be considered?

- A.** Appropriate adjustment factors include congregational size and complexity, the cost of living in the area, as well as the pastor's experience, gifts for ministry, and continuing education. Additionally, previous work experience in the case of second career pastors should be considered.

To assist congregations in determining appropriate adjustments for housing costs, the Compensation Guidelines now provide a means to adjust the Minimum Cash Compensation based on the cost of housing in your area. The current median cost of a house based on a survey of 25 towns and cities is \$196,800 (Woodstock, VA) and the median housing allowance is set at \$23,616 (12% of the median cost of a home). The formula in the "Cost of Housing Adjustment" section of the 'Compensation Workbook' adjusts the minimum cash compensation by increasing or decreasing the housing allowance amount to match the cost of housing in your area.

The "Additional Compensation Added by Mutual Agreement" section uses a point system to

account for years of related non-pastoral experience, additional degrees, and the number of staff supervised. The rostered ministry completes this section of the workbook. The values entered are added (up to a max of 10 points) and that number is multiplied by \$500. While this additional compensation is not a part of the minimum compensation requirement, it provides a helpful guide for mutual conversation and agreement. Download the Compensation Workbook (Excel) at: <https://www.vasynod.org/resources/compensation-guidelines/>

Q. How do we determine Base Salary, Housing, and Social Security components from the Minimum Cash Compensation guidelines for pastors with a Housing Allowance?

- A. The Cash Compensation figure should be seen as a "pie" which may be divided in whatever way seems fair and beneficial to the pastor to cover Base Salary, Housing, and Social Security/Medicare. For example, pastors with a Housing Allowance will want to maximize this amount for tax purposes up to the limits that are set by the Internal Revenue Service. Typically, a Housing Allowance Resolution must be passed by the Council each year to set the amount of the housing allowance for the next year.

Regarding Social Security and Medicare contributions, even though pastors receive a W-2 from the congregation, the federal government considers pastors to be self-employed persons who must pay their own self-employment tax at a rate of 15.3% (Social Security 12.4% and Medicare 2.9%). In a typical employment setting, the employer pays 7.65% of these costs and the employee pays 7.65% of these costs. Some congregations chose to increase the minimum compensation by 7.65% to help cover the 'employer' portion of the Social Security and Medicare contributions made by the pastor. (Reminder: any Social Security Allowance is included as income when figuring income tax.)

Regardless of how the 'pie' is divided, it is helpful to clearly identify how much of the cash compensation is being allotted for Base Salary, Housing, and Social Security/Medicare.

Q. How do we determine Base Salary and Social Security components from the Minimum Cash Compensation guidelines for pastors with a Parsonage?

- A. The Cash Compensation figure should be seen as a "pie" which may be divided in whatever way seems fair and beneficial to the pastor to cover Base Salary and Social Security/Medicare.

Regarding Social Security and Medicare contributions, even though pastors receive a W-2 from the congregation, the federal government considers pastors to be self-employed persons who must pay their own self-employment tax at a rate of 15.3% (Social Security 12.4% and Medicare 2.9%). In a typical employment setting, the employer pays 7.65% of these costs and the employee pays 7.65% of these costs. Some congregations chose to increase the minimum compensation by 7.65% to help cover the 'employer' portion of the Social Security and Medicare contributions made by the pastor. (Reminder: any Social

Security Allowance is included as income when figuring income tax.)

Regardless of how the 'pie' is divided, it is helpful to clearly identify how much of the cash compensation is being allotted for Base Salary and Social Security/Medicare.

Note: It is possible to create an 'Equity Allowance' to save for the eventual purchase of a home. For details on establishing an Equity Allowance, talk to a Portico representative.

Q. Is the pastor self-employed or an employee of the congregation?

- A.** The IRS and the Courts have held that ministers are common-law employees for income tax purposes even though clergy are considered self-employed for social security purposes. **Pastors should be given W-2 forms (not a 1099)** by the church for income tax purposes. For more information on the congregation's Federal and Virginia income tax reporting of your pastor's compensation, please contact the synod office.

Q. How are the pastor's income and self-employment taxes figured?

- A.** The pastor's **income tax** is figured on the base salary plus the cash allowance for the self-employment tax. The pastor's **self-employment tax** is figured on the base salary, plus the housing allowance or the fair rental value of the parsonage, plus the cash allowance for the self-employment tax.

Q. Why should congregations establish "accountable reimbursement plans"?

- A.** An **accountable reimbursement plan** as described on the Expense Worksheet and in **Appendices H & I** provides the pastor 100% reimbursement for professional expenses such as business expenses, mileage, and books. If the congregation provides an allowance for professional expenses, the "allowances" are considered as income, will be subject to income tax, and must be reported on the pastor's W-2. Business expenses, mileage, books are considered business expenses and deductible as miscellaneous itemized deductions, deductible only to the extent that they exceed 2% of adjusted gross income.

Q. What about Parental Leave?

- A.** A specific **Parental Leave Plan** should be carefully drawn up in open consultation with your rostered minister. Parental leave is directed towards the birth or adoption of a child.
1. Parental Leave: twelve (12) weeks full salary, housing, benefits for both Childbearing and Adoption Parental Leave, including twelve (12) Sundays for both primary and secondary caregivers.

Factors for consideration:

- a) Twelve (12) weeks is needed for physical healing, bonding time, working out feeding schedule, and recognition that day care centers do not accept newborns.
- b) Primary and Secondary Caregivers Language – If a distinction is going be made

for different parents, please use these terms. The language is preferable to mother/father or maternity/paternity because primary and secondary do not reflect sex or gender.

2. Childcare Leave: A specific childcare leave should also be carefully drawn up in open consultation with the Synod, your rostered minister. Childcare Leave is to be used within the first year of a child's birth. Childcare Leave can be used to ease a parent back into full time hours.

Example:

Pastor A is in a fulltime call and is returning from parental leave. Pastor A has 4 weeks of childcare leave. For the first two weeks of work, Pastor A works quarter time, using 1.5 weeks of childcare leave. For Pastor A's second two weeks of work, Pastor A works half time, using another week of childcare leave. Pastor A then returns full time. Pastor A has 1.5 weeks of childcare leave left to use up until the child's first birthday.

Pastor B's child is 6 months old. Pastor B has two weeks of childcare leave, which Pastor B uses to take one extra day off each week for 10 weeks.

Factors for consideration:

- a. Sundays may or may not be included.
 - b. Age of adopted child and/or needs of a child may affect length of time (more or less) offered.
 - c. Depending on geographic location, paid childcare may not be available until babies are 12 weeks old.
 - d. Discussion of bringing baby to work for set number of hours during the week or increased hours of working from home.
3. If both parents are rostered ministers, (either in the same congregation/agency/Synod or separate ones), both should be given the recommended leave.

Q. What about Family Leave?

- A. A specific **Family Leave Plan** should also be carefully drawn up in open consultation with your rostered minister. **Family Leave** is directed towards illness or other special needs for family members, not limited to children. Such leave should include up to two (2) weeks full salary and benefits. Any other specific conditions should be clearly defined in writing.

Q. Whom do we contact if we need further information?

- A. Pensions Information is available at Portico web site: www.porticobenefits.org (Site includes a Pension Calculation program, updated annually). Portico's telephone is: 800.352.2876 .
- B. Cost of living variances for your county are available at the Bureau of Labor Statistics website: www.bls.gov.

ADDITIONAL NOTES ON COMPONENTS OF COMPENSATION FOR ROSTERED MINISTERS RECEIVING HOUSING ALLOWANCE

Minimum Cash Compensation: The Chart of Minimum Cash Compensation is based on years of service and is capped at 25 years. The figures on the chart **include** amounts for salary, housing allowance, and self-employment tax (Social Security/Medicare). The figures for 2022 include a 1.3% cost of living increase from 2021.

Adjustments to Compensation: To assist congregations in determining appropriate adjustments for housing costs, the Compensation Guidelines now provide a means to adjust the Minimum Cash Compensation based on the cost of housing in your area. The current median cost of a house based on a survey of 25 towns and cities is \$196,800 (Woodstock, VA) and the median housing allowance is set at \$23,616 (12% of the median cost of a home). The formula in the “**Housing Allowance**” section of the Excel Workbook adjusts the minimum cash compensation by increasing or decreasing the housing allowance amount to match the cost of housing in your area.

The “**Additional Compensation Added by Mutual Agreement**” section uses a point system to account for years of related non-pastoral experience, additional degrees, and the number of staff supervised. The rostered ministry completes this section of the workbook. The values entered are added (up to a max of 10 points) and that number is multiplied by \$500. While this additional compensation is not a part of the minimum compensation requirement, it provides a helpful guidance for mutual conversation and agreement. See Compensation Workbook (Excel) for details:

<https://www.vasynod.org/resources/compensation-guidelines/>

Housing Allowance: A portion of this Total Cash Compensation should be designated as Housing Allowance. A housing allowance is a tax-exempt (for income tax purposes) allocation of the pastor’s cash compensation approximating the fair rental value of a home, plus the furnishings and cost of utilities. This allowance should be sufficient to provide adequate housing as well as care for the related expenses of utilities and upkeep. The amount of this allowance that is excludable from gross income is the LEAST of 1) the amount actually used to provide a home, 2) the amount officially designated as housing allowance, or 3) the fair rental value of the home, including furnishings and utilities. To meet IRS requirements, the annual amount of housing allowance must be officially designated **prior to the time period for which it applies**. (See Appendix H)

Retirement: Regarding pensions, we recommend 12% of “Defined Compensation” as calculated on the Portico worksheet. If the congregation is currently contributing at a lower rate, we strongly encourage a movement to 12% as soon as possible at a rate of at least 0.5% each year until the full 12% level is achieved. **Please be sure to read all materials sent from Portico to determine the correct amount to include on this line.** (See Appendix I) Visit www.porticobenefits.org for the 2022 Pensions Calculator.

Health Care: For health care, the total percentage of “defined compensation” (as defined by Portico) will vary according to the selected package. The Synod Council recommends selecting either the Gold+ or Silver+ package in consultation with the Rostered Minister. The actual figures for 2022 will be mailed by Portico. **Please use the Portico materials to determine the correct amount to include on this line.** Visit their website at www.porticobenefits.org for their 2022 Health Care Costs Calculator.

Vacation: We recommend four weeks of vacation which includes four Sundays to give your pastor ample time away to maintain personal and family health.

Sick Leave. Sick leave of up to two months with full salary, housing, and benefits should be provided for the rostered minister. The Portico Disability Plan provides for 2/3 of defined compensation to be paid beginning in the third month. Each application for disability must be approved by Portico and should be made prior to the end of employment.

Continuing Education. ELCA guidelines suggest two weeks (including two Sundays) of continuing education for those in full-time calls.

Download the Compensation Workbook (Excel) at:
<https://www.vasynod.org/resources/compensation-guidelines/>

ADDITIONAL NOTES ON COMPONENTS OF COMPENSATION FOR ROSTERD MINISTERS WITH PARSONAGE PROVIDED

Minimum Cash Compensation: The Chart of Minimum Cash Compensation is based on years of service and is capped at 25 years. The figures on the chart **include** amounts for salary and self-employment tax (Social Security/Medicare). The figures for 2022 include a 1.3% cost of living increase from 2021.

Adjustments to Compensation: The “**Additional Compensation Added by Mutual Agreement**” section uses a point system to account for years of related non-pastoral experience, additional degrees, and the number of staff supervised. The rostered ministry completes this section of the workbook. The values entered are added (up to a max of 10 points) and that number is multiplied by \$500. While this additional compensation is not a part of the minimum compensation requirement, it provides a helpful guidance for mutual conversation and agreement.

A congregation providing a parsonage for its pastor is encouraged to establish an “**Equity Allowance**” of at least \$1,000 per year. These funds are set aside to help the pastor accumulate equity for the purchase of a home when that is needed or desired. Please see [Appendix B](#) for further information about equity allowances. A congregation providing a parsonage for its pastor is strongly encouraged to pay the actual expenses for the maintenance and the utilities for the parsonage. If the congregation prefers to not pay the utilities, a realistic utility adjustment should be made to the pastor’s salary. See Compensation Workbook (Excel) for details:

<https://www.vasynod.org/resources/compensation-guidelines/>

Retirement: Regarding pensions, we recommend 12% of “Defined Compensation” as calculated on the Portico worksheet. If the congregation is currently contributing at a lower rate, we strongly encourage a movement to 12% as soon as possible at a rate of at least 0.5% each year until the full 12% level is achieved. **Please be sure to read all materials sent from Portico to determine the correct amount to include on this line.** (See Appendix I) Visit www.porticobenefits.org for the 2022 Pensions Calculator.

Health Care: For health care, the total percentage of “defined compensation” (as defined by Portico) will vary according to the selected package. The Synod Council recommends selecting either the Gold+ or Silver+ package in consultation with the Rostered Minister. The actual figures for 2022 will be mailed by Portico. **Please use the Portico materials to determine the correct amount to include on this line.** Visit their website at www.porticobenefits.org for their 2022 Health Care Costs Calculator.

Vacation: We recommend four weeks of vacation, including four Sundays, so that the rostered minister has ample time away to maintain personal and family health.

Sick Leave: Sick leave of up to two months with full salary, housing, and benefits should be provided for the rostered person. The Portico Disability Plan provides for 2/3 of defined compensation to be paid beginning in the third month. Each application for disability must be approved by Portico and should be made prior to the end of employment.

Continuing Education: ELCA guidelines suggest two weeks (including two Sundays) of continuing education for those in full-time calls.

Download the Compensation Workbook (Excel) at:
<https://www.vasynod.org/resources/compensation-guidelines/>

NOTES ON REIMBURSEABLE EXPENSES

Professional expenses can be reimbursed in a number of ways. The most desirable is a fully **accountable reimbursement plan** under which the pastor submits expenses to the Treasurer and is reimbursed. Under this arrangement the pastor need not include the reimbursement as income nor be concerned that the expenses might not be deductible. See [Appendix F](#) and [Appendix G](#) for details and examples.

A. Automobile Expenses. If an automobile is not purchased or leased by the church for the pastor's use, reimbursement should be made at the prevailing IRS allowable rate.

B. Professional Expenses.

- **Continuing Education.** To facilitate the updating of skills, and thereby the strengthening of ministry, the congregation should provide at least two weeks each year, including two Sundays, (in addition to vacation time) **and** \$800 annually, both of which may accrue up to three years.
- **Books & Periodicals.** We encourage \$300 annually to keep abreast of developments in the many facets of parish ministry.
- **Synod Events.**
 - Attendance at the **Synod Assembly** is required. Therefore, all expenses (travel, lodging, and registration) should be paid. We also encourage the congregation to pay the expenses of the spouse if they desire to attend.
 - **First Call Theological Education** is required. Documents outlining this program are available through the Synod Office.
 - We strongly encourage attendance at the **Gathering of the Ministerium**. This gathering is a time away with the bishop and other rostered ministers for worship, spiritual sharing, conversation, and to learn from gifted presenters.
 - For pastors age 45-50, we also recommend participation in the **Pre-Retirement Seminar**, held in this synod or a neighboring synod in cooperation with the Board of Pensions. See the Board of Pensions website for dates and locations.
- **Other.** See [Appendix F](#) & [Appendix G](#) for examples.

Appendix A: 2022 Pastor Cash Compensation Guidelines

NOTE: The guidelines offered here are based upon CASH COMPENSATION (CC), which consists of base salary, housing and Self-Employment Tax (SET) compensation. The 2022 figures have been adjusted to include the full SET amount of 15.3%.

Pastors with Parsonage			Pastors with Housing Allowance		
Years of Experience	2021 CC	2022 CC	Years of Experience	2021 CC	2022 CC
Year 1	42,996	43555	Year 1	54,223	54928
Year 2	43,426	43991	Year 2	55,172	55889
Year 3	44,514	45093	Year 3	56,137	56867
Year 4	45,293	45882	Year 4	57,120	57863
Year 5	46,085	46684	Year 5	58,119	58875
Year 6	46,892	47502	Year 6	59,136	59905
Year 7	47,712	48333	Year 7	60,171	60953
Year 8	48,547	49178	Year 8	61,224	62020
Year 9	49,397	50039	Year 9	62,296	63106
Year 10	50,261	50914	Year 10	63,386	64210
Year 11	51,141	51086	Year 11	64,495	65333
Year 12	52,036	52712	Year 12	65,624	66477
Year 13	52,947	53635	Year 13	66,772	67640
Year 14	53,873	54573	Year 14	67,941	68824
Year 15	54,816	55529	Year 15	69,130	70029
Year 16	55,775	56500	Year 16	70,339	71253
Year 17	56,751	57489	Year 17	71,570	72500
Year 18	57,744	58495	Year 18	72,823	73700
Year 19	58,755	59519	Year 19	74,097	75060
Year 20	59,783	60560	Year 20	75,394	76374
Year 21	60,829	61620	Year 21	76,713	77710
Year 22	61,894	62699	Year 22	78,056	79071
Year 23	62,977	63796	Year 23	79,422	80461
Year 24	64,079	64912	Year 24	80,812	81863
Year 25	65,201	66049	Year 25	82,226	83295

Download the Compensation Workbook (Excel) at:
<https://www.vasynod.org/resources/compensation-guidelines/>

An equity allowance is strongly encouraged if the pastor lives in a parsonage. This may help to provide housing later in a pastor's ministry, in retirement, at death or disability or when a parsonage is no longer available. The Virginia Synod encourages congregations to establish an equity allowance of at least \$1,000 per year. This allowance can be paid directly to the pastor each year, in which case it is included in the defined compensation figures. Alternatively, the congregation can pay into a depository (agreeable to the pastor and the parish). These funds are designated for the provision of housing and remain in the depository until a parsonage is no longer available or until the pastor retires, is disabled, dies, or resigns. At this time payment is made to the pastor, his or her beneficiaries, or the funds are transferred to another parish for the pastor. These funds are taxable to the pastor when they are withdrawn for use. Other tax planning strategies such as Rabbi Trusts or Crumney Trusts, should also be explored with your pastor's personal tax advisor.

Appendix C: Pulpit Supply

We recommend the following compensation for pulpit supply:

One Service	\$ 150.00 - \$250.00
Each Additional Service	\$50.00

Plus the IRS rate for the ROUND TRIP mileage

Note: The range of the pulpit supply recommendation has also been broadened. This is in recognition of the reality that the local context and the cost of living vary widely across the Virginia Synod. We encourage congregation councils to factor in the complexity of their context when determining where they fall within this recommended range. In addition, for some congregations the pulpit supply recommendations also serve as one of the guidelines used to determine honorarium gifts for funerals and weddings. We believe that the 2022 recommendation is an accurate reflection of the actual time and effort expended in pulpit supply, and that it honors the high value which we place on the ministry of Word and Sacrament in our midst.

Appendix D: Sabbatical/Extended Study Leave

It is important for pastors as well as congregations and agencies to realize the value of continuing education through workshops, seminary courses, and personal study. ELCA congregations have long been encouraged to provide time and financial assistance to enable pastors to maintain and improve their skills. From time to time, however, pastors may desire an extended period of time for study, personal growth, and reflection without the responsibilities of regular service — thus a sabbatical leave. These guidelines are provided to assist rostered ministers and congregations, synods, and agencies in preparing for sabbatical leaves.

1. Sabbatical leaves are intended for in-depth study of one or two topics directly related to the pastor's call and should include time for personal and familial reflection.
2. The initial development will utilize the annual continuing education arrangements between the pastor and congregation, synod or agency.
3. The bishop will need to be consulted early in the process to assure adequate interim ministry during the sabbatical leave.

4. Sabbatical leaves are normally for a period of three to six months.
5. Those who may present proposals are pastors who have a minimum of seven years in the ministry and who have served in their current call for five or more years. The proposal shall include:
 - a. A rationale for the sabbatical, including personal goals, and potential value for the Church, congregation or agency.
 - b. A detailed outline of the intended course of study and use of time.
 - c. An outline of financial implications for the sabbatical, including pastoral coverage during the absence.
6. Proposals for sabbatical leaves shall be presented to the governing body of the congregation or agency not less than six months prior to the leave.
7. Careful consideration shall be given to all aspects of the proposal and implications for the congregation or agency and the pastor.
8. Congregations or agencies may give sabbatical leaves as merit benefits.
9. Normally the financial considerations for the sabbatical shall be negotiated by the pastor and the congregation/agency. It is suggested, however, that the base salary, housing and Self-employment Tax, pension/health, and vacation be maintained at the current level, with the pastor assuming responsibility for all other personal and family expenses.
10. Sabbatical grants are available from the Lilly Endowment at:
www.lillyendowment.org/religion and the Louisville Institute at www.louisville-institute.org/Grants/programs/sgpldetail.aspx.
11. When a sabbatical leave is granted, a pastor shall normally agree to serve that congregation or agency for a minimum of one year following its completion.
12. Within six weeks of the completion of the sabbatical leave, the pastor shall present to the congregation/agency and the bishop a detailed reflection on the experiences of the leave.
13. Congregations and/or pastors who want assistance in developing sabbatical plans should contact the synod office.

Appendix E: Counseling for Rostered Ministers and Their Families

Video Conferencing Counseling is now available through Employee Assistance Program (EAP). Our EAP provider is now offering EAP video counseling to all rostered ministers. These licensed counselors are specially trained in offering video counseling. Remember, you and your family members may qualify for up to six in-person EAP counseling sessions per issue per year, at no cost for you.

The Virginia Synod and ELCA support mental and emotional health care. If you need additional care beyond what is available through EAP or through your health care provider and funding is a roadblock, please contact the Office of the Bishop to inquire about potential grants.

Appendix F: Reimbursement Policy - Example

REIMBURSEMENT POLICY

In accordance with Treasury Regulations 1.162-17 and 1.274-5(e) _____ (name) _____

Lutheran Church hereby establishes reimbursement accounts and a reimbursement policy for the pastor(s) and staff members with the following terms and conditions:

1. A reimbursement account will be established with each pastor and staff member consisting of an amount designated by the congregation for the reimbursement of ministry expenses and any additional amount which the pastor or staff member wishes to add as a salary reduction.**
2. The church will reimburse only ministry-related expenses incurred by a pastor or staff member. Such expenses will include:
 - Business use of automobile, up to the current IRS standard mileage rate. It is understood that one daily round trip's commuting miles between the pastor's or staff member's home and the church will not be reimbursed.
 - Business travel away from home; transportation, lodging, and meals.
 - Convention and conference registration expenses.
 - Educational expenses, if otherwise qualified as a business expense or itemized deduction.
 - Books, journals, magazines, computer software, internet access costs, and organizational supplies if related to ministry or employment.
 - Purchase and maintenance of clerical garments.
 - Children's sermon resources.
 - Entertainment/hospitality expenses, if business/ministry connection is met.
3. The pastor or staff member will account for each allowable expense in writing monthly. Documentation will include the amount, time and place, business/ministry purpose and relationship of each expense. A receipt will accompany the documentation.
4. The pastor or staff member will return advances or reimbursements that exceed actual business/ministry expenses.
5. Under this accountable arrangement, the church will not report amounts reimbursed as taxable income on the pastor's or staff member's Form W-2. Neither will the pastor nor staff member report reimbursed amounts as income on Form 1040 for personal income tax purposes.

** Under a salary reduction plan, if the designated amount by which the salary is reduced is not used, that amount must be forfeited. It is strongly suggested that before adopting any plan your legal/tax advisor be consulted to be certain that your plan complies with the most recent regulations.

Appendix G: Reimbursement Authorization Form – Example**Reimbursement Authorization Form**

Date _____

No. _____

LUTHERAN CHURCH

Payment Authorization Form

Budget Account No. _____

Requested By: _____ Title _____

Approved By: _____ Title _____

ITEMS	COST
Auto - Mileage (_____ miles)	\$
Parking Fees/Tolls	\$
Books/Publications/Software	\$
Continuing Education Costs	\$
Maintenance of Clergy Garments	\$
Professional Gifts/Cards/Postage	\$
Meals/Entertainment – Church Business	\$
Meals/Entertainment of Out-of-Town Speakers	\$
Children Sermons	\$
Cellphone	\$
Hospitality/Social Ministry/Assistance	\$
Other:	\$
TOTAL	\$

Date Bill Paid _____ Check No. _____ Amount _____

Appendix H: Rostered Ministers' Housing Allowance Designation - ExampleInsert for Minutes of Congregation Council Meeting:

The Congregation Council of _____ Lutheran Church meeting on (date), after considering the Statement of Pastor _____, setting forth the amounts estimated to be designated as Housing Allowance beginning (date), (based upon a home valued at \$_____, with a fair rental value of the home, furnished, plus the cost of all utilities @ \$_____per month) upon motion duly made and seconded, adopted the following resolution:

Resolved, that the Rev. _____ receive payment in the amount of \$_____ designated as Parsonage Housing Allowance effective (date), as follows:

Housing-Mortgage PIT \$

Utilities and Fuel

Maintenanc

e Insurance

Furnishings

Total 2022 Housing Allowance: \$

and \$_____ shall be designated as Base Salary,

and \$_____ shall be designated as Social Security Allowance.

Notification by Secretary of the Congregation Council:

The Secretary of the Congregation Council should officially inform the Pastor of the action taken and the amounts of the designated allowances, in writing, as follows:

Notification of Parsonage Housing Allowance

Date:

Dear Pastor _____:

This is to advise you that at a meeting of the Congregation Council of _____ Lutheran Church held on (date), your Parsonage Housing Allowance beginning (date) was officially designated and fixed in the amount of \$_____.

Accordingly, \$_____ of the total payments to you beginning (date) will constitute Parsonage Housing Allowance, \$_____ will constitute base salary, and \$_____ will constitute Social Security Allowance, for a total Compensation Package of \$_____.

Under Section 107 of the Internal Revenue Code, an ordained minister of the gospel is allowed to exclude from gross income the Parsonage Housing Allowance paid as part of compensation to the extent used to rent or provide a home (meals and maid service excluded). You should keep accurate records of your expenditures to rent or provide a home in order to substantiate any amounts excluded from gross income in filing your federal income tax return.

Sincerely,

_____, Council Secretary

Appendix I: Defined Compensation for Portico Benefits Service

For 2022 Pension calculations and Medical calculations, visit the Portico Benefits Service website at www.porticobenefits.org to access their calculation programs.

Q. What is defined compensation?

A. Defined compensation is the basis that Portico Benefits Service uses to determine the amount which a congregation or sponsoring organization pays toward pension and health benefits for a pastor.

Defined compensation is calculated as follows:

- (A) cash salary - annual base salary (before reductions for tax sheltered annuities or reimbursement accounts); *plus*
- (B) clergy Social Security tax allowance; *and*
- (C) if housing/parsonage is provided, 30 percent of (A) + (B), plus furnishings and utility allowances paid directly to the member, *or* if housing is not provided, the actual cash housing allowance paid to the member.

Defined compensation also includes

- housing equity contributions, if the sponsoring congregation or organization pays them directly to the member (include in base salary);
- additional tax-sheltered annuity contributions, made by way of a voluntary salary reduction agreement reached between the member and the sponsoring congregation or organization, including tax-sheltered contributions made to other financial institutions (include in base salary);
- furnishings and utilities allowance, if the sponsoring congregation or organization pays it directly to the member.

Defined compensation **does not** include

- housing equity contributions made on the member's behalf to the Optional Pension Plan or to another financial institution;
- furnishings and utilities allowance, if the sponsoring congregation pays these expenses directly;
- additional pension contributions (above the Regular Pension Plan requirement) paid by the sponsoring congregation or organization on the member's behalf, in addition to the member's salary;
- automobile allowance/reimbursement;
- book allowance/reimbursement;
- continuing education allowance/reimbursement.

See Portico Benefits Service materials for worksheets which are usually received by congregations in August, or visit their website at www.porticobenefits.org for the latest information.



2022

Compensation

Guidelines

For

Rostered Ministers of Word and Service

(Guidelines for Rostered Ministers of
Word and Sacrament are provided separately)

The Virginia Synod
P.O. Box 70
Salem, VA 24153-0070
Phone: (540) 389-1000
Fax: (540) 389-5962



Virginia Lutherans

FAITHFUL + BOLD + SERVING

The Virginia Synod

of the Evangelical Lutheran Church in America
IN PARTNERSHIP WITH THE ISLAND DISTRICT, PAPUA NEW GUINEA

Since, then, we have such a hope [through Christ Jesus], we act with great boldness. (2 Corinthians 3:12 NRSV)

TO: Council Presidents/Vice Presidents of Congregations and Rostered Ministers
FROM: Synod Council, Virginia Synod
DATE: August 2022
SUBJECT: 2022 Recommended Minimum Compensation and Reimbursement Guidelines

We are pleased to share with you the 2022 recommended minimum compensation guidelines for Virginia Synod Rostered Ministers of Word and Service. Separate guidelines are available for Rostered Ministers of Word and Sacrament. The complete Compensation Guidelines for Rostered Ministers are available online at www.vasynod.org/resources/compensation-guidelines.

The 2022 beginning salary recommendations include a **1.3% cost of living** increase over the 2021 beginning salary recommendation. (*Note: The 2021 beginning salary recommendation was unchanged from 2020.*) Step increases in the cash compensation tables (base salary, housing, and Self-Employment Tax compensation), based on years of experience for rostered ministers, continue to be set at **1.75%** per year. All figures include the full Self-Employment Tax amount of 15.3%.

The 2022 compensation guidelines now include a method to adjust for the local cost of housing and tools to suggest adjustments for related non-ministry experience, additional education, and complexity of call. To assist with these calculations, please download and use 2022 Compensation Workbook (Excel) at: <https://www.vasynod.org/resources/compensation-guidelines/>. There are tabs for calculating Compensation, Reimbursable Expenses, Benefits, and a tab providing 2021 Housing Data as a reference document to show the median cost of housing around the Synod.

In addition to the information that we have provided, you will need information from Portico Benefits regarding pension, health, and disability contributions for the coming year. That information, along with guidelines for pension contributions, will be sent directly to each parish. The Portico website is www.porticobenefits.org.

We encourage the formation of a Mutual Ministry Committee in every congregation. We also recommend *Pastor and People—Making Mutual Ministry Work*, in the [Congregational Leader](http://www.augsburgfortress.org) Series from Augsburg Fortress. www.augsburgfortress.org.

If you need any assistance from our Synod Council, please contact the Virginia Synod office at 540-389-1000. May God continue to bless your ministry, and may you be able to see God's hand moving and guiding you in this process of compensation so that the partnership in your parish helps usher in the kingdom and brings glory to God.

Peace,
The Synod Council

COMPENSATION PLANNING

It is a special opportunity and responsibility of the Christian community for members of the congregation to work together prayerfully with their Minister of Word and Service (deacon) to provide fair compensation. Both congregations and Ministers of Word and Service benefit when this process is characterized by openness, honesty, and mutual care. The guidelines that follow are presented as an aid to your conversation.

A rostered minister's total compensation package should, as much as possible, be comparable to the compensation received by members of the congregation in professional occupations, considering level of education and the years of experience. In order to fulfill their calling, it is essential that they receive sufficient financial resources to care for themselves and their families.

The modern context for ministry presents the church with a variety of challenges and opportunities that require creative and informed responses if congregations are going to thrive. It is with this in mind that the guidelines stress the importance of continuing education for pastors. Furthermore, our commitment to modeling a healthy work environment means that adequate vacation time, sick leave, parental leave, family leave, and sabbaticals are included in these guidelines.

Deacons' salaries and other benefits should be reviewed annually, and adjustments should be thoughtfully considered.

FREQUENTLY ASKED QUESTIONS

Q. Why do you use the term "rostered minister"?

- A.** This is a comprehensive term to include ordained pastors and deacons who are listed on the official rosters of the Evangelical Lutheran Church in America. Rostered Ministers of Word and Service now include what used to be referenced as associates in ministry, deaconesses, and diaconal ministers.

Q. Who determines compensation?

- A.** The responsibility for determining compensation rests with the Congregation Council, yet it is difficult for the entire Congregational Council to undertake such a task. The annual appointment of a temporary **Compensation Committee** is recommended, with membership to include:
1. the Council President or Vice-President,
 2. two members of the congregation agreed upon by BOTH the deacon and the Council,
 3. the Chairperson of the Mutual Ministry Committee, and
 4. the deacon

Q. Should the deacon be on the Compensation Committee?

- A.** Making your deacon part of the group that deals with compensation will provide for a more satisfactory outcome. While there may be a portion of the discussion in which it may not be appropriate for deacons to be present, there are also matters for which their help will be needed.

Q. Where does evaluation enter our deliberations?

- A.** In formulating a recommendation to the Congregation Council, the **Compensation Committee** should consult with the congregation's **Mutual Ministry Committee**. Regular evaluation of the relationship between the deacon and the parish helps to maintain a supportive, vital, growing partnership for both parties. This kind of mutually supportive relationship between the congregation and the deacon will directly affect the quality of the ministry in your parish in a positive way.

Q. What about the recommended Minimum Cash Compensation Levels for Deacons?

- A.** The Compensation Guidelines recommend a minimum cash compensation instead of a minimum "Salary" for rostered ministers in an effort to overcome the wide disparities in the synod in total compensation.

In order to be more equitable in the Virginia Synod, the Synod Council advocates the current synod guidelines as *minimum* cash compensation. We are aware that these recommendations may seem beyond the means of some of our parishes. It is particularly in these locations that we strongly encourage movement toward these levels of compensation. In addition to fair compensation for your current deacon, following the recommended guidelines will expand the pool of available candidates in a future call process.

Q. What Salary Adjustment Factors need to be considered?

- A.** Appropriate adjustment factors include congregational size and complexity, the cost of living in the area, as well as the deacon's ministry experience and related non-ministry experience, gifts for ministry, and continuing education.

To assist congregations in determining appropriate adjustments for housing costs, the Compensation Guidelines now provide a means to adjust the Minimum Cash Compensation based on the cost of housing in your area. The current median cost of a house based on a survey of 25 towns and cities is \$196,800 (Woodstock, VA) and the median housing allowance is set at \$23,616 (12% of the median cost of a home). The formula in the "Cost of Housing Adjustment" section of the "Compensation Workbook" adjusts the minimum cash compensation by increasing or decreasing the Minimum Cash Compensation by an amount to match the cost of housing in your area.

The "Additional Compensation Added by Mutual Agreement" section uses a point system to account for years of related non-ministry experience, additional degrees, and the number of staff supervised. The deacon completes this section of the workbook. The

values entered are added (up to a max of 10 points) and that number is multiplied by \$500. While this additional compensation is not a part of the minimum compensation requirement, it provides a helpful guide for mutual conversation and agreement.

Download the Compensation Workbook (Excel) at:
<https://www.vasynod.org/resources/compensation-guidelines/>

Q. Is the deacon self-employed or an employee of the congregation?

- A.** Ministers of Word and Service are considered employees by the IRS for purposes of Social Security and income taxes and require standard withholdings from their salaries. A standard W-2 is issued. If you have questions about whether or not a Deacon qualifies for a housing allowance, please consult a tax professional.

Q. Why should congregations establish “accountable reimbursement plans”?

- A.** Since the deacon is considered an employee for income tax purposes, any “allowances” are considered as income and will be subject to income tax. Business expenses, mileage, books are considered business expenses and deductible as miscellaneous itemized deductions, deductible only to the extent that they exceed 2% of adjusted gross income. An **accountable reimbursement plan** as described on the Expense Worksheet and in Appendices D & E provides the rostered leader with 100% reimbursement for professional expenses such as business expenses, mileage and books.

Q. What about Parental Leave?

- A.** A specific **Parental Leave Plan** should be carefully drawn up in open consultation with your deacon. Parental leave is directed towards the birth or adoption of a child.
1. Parental Leave: twelve (12) weeks full salary, housing, benefits for both Childbearing and Adoption Parental Leave, including twelve (12) Sundays for both primary and secondary caregivers.

Factors for consideration:

- a) Twelve (12) weeks is needed for physical healing, bonding time, working out feeding schedule, and recognition that day care centers do not accept newborns.
 - b) Primary and Secondary Caregivers Language – If a distinction is going to be made for different parents, please use these terms. The language is preferable to mother/father or maternity/paternity because primary and secondary do not reflect sex or gender.
2. Childcare Leave: A specific childcare leave should also be carefully drawn up in open consultation with the Synod, your pastor/deacon. Childcare Leave is to be used within the first year of a child’s birth. Childcare Leave can be used to ease a parent back into full time hours.

Example:

Deacon A is in a fulltime call and is returning from parental leave. Deacon A has 4 weeks of childcare leave. For the first two weeks of work, Deacon A works quarter time, using 1.5 weeks of childcare leave. For Deacon A's second two weeks of work, Deacon A works half time, using another week of childcare leave. Deacon A then returns full time. Deacon A has 1.5 weeks of childcare leave left to use up until the child's first birthday.

Deacon B's child is 6 months old. Deacon B has two weeks of child care leave, which Deacon B uses to take one extra day off each week for 10 weeks.

Factors for consideration:

- a. Sundays may or may not be included.
 - b. Age of adopted child and/or needs of a child may affect length of time (more or less) offered.
 - c. Depending on geographic location, paid childcare may not be available until babies are 12 weeks old.
 - d. Discussion of bringing baby to work for set number of hours during the week or increased hours of working from home.
3. If both parents are rostered ministers, (either in the same congregation/agency/Synod or separate ones), both should be given the recommended leave.

Q. What about Family Leave?

- A.** A specific **Family Leave Plan** should also be carefully drawn up in open consultation with your deacon. **Family Leave** is directed towards illness or other special needs for family members, not limited to children. Such leave should include up to two (2) weeks full salary and benefits. Any other specific conditions should be clearly defined in writing.

Q. Who do we contact if we need further information?

- A.** Pensions Information at Portico Web Site: www.porticobenefits.org (Site includes a Pension Calculation program, updated annually). Portico's telephone is: 800.352.2876.
- B.** Cost of living variances for your county are available at the Bureau of Labor Statistics website: www.bls.gov.

ADDITIONAL NOTES ON COMPONENTS OF COMPENSATION FOR ROSTERED MINISTERS OF WORD AND SERVICE

Minimum Cash Compensation – The Deacon Minimum Salary Guidelines are based on years of service and degree/equivalent experience. The figures for 2022 include a 1.3% cost of living increase from 2021.

Adjustments to Compensation: To assist congregations in determining appropriate adjustments for housing costs, the Compensation Guidelines now provide a means to adjust the Minimum Cash Compensation based on the cost of housing in your area. The current median cost of a house based on a survey of 25 towns and cities is \$196,800 (Woodstock, VA) and the median housing allowance is set at \$23,616 (12% of the median cost of a home). The formula in the “**Cost of Housing Adjustment**” section of the Excel Workbook adjusts the minimum cash compensation by increasing or decreasing the Minimum Cash Compensation by an amount to match the cost of housing in your area.

The “**Additional Compensation Added by Mutual Agreement**” section uses a point system to account for years of related non-pastoral experience, additional degrees, and the number of staff supervised. The rostered ministry completes this section of the workbook. The values entered are added (up to a max of 10 points) and that number is multiplied by \$500. While this additional compensation is not a part of the minimum compensation requirement, it provides a helpful guide for mutual conversation and agreement. See Compensation Workbook (Excel) for details:

<https://www.vasynod.org/resources/compensation-guidelines/>

Retirement: Regarding pensions, we strongly recommend 12% of “Defined Compensation.” (The required rate for pension is determined by the ELCA.) **Please see the materials from Portico [Board of Pensions] to determine how to calculate the benefits amount.** Their website at www.porticobenefits.org contains a 2022 Pension calculator for your use. See Appendix F in this workbook for additional information.

Health Care: For health care, the total percentage of “defined compensation” (as defined by Portico) will vary according to the selected package. The Synod Council recommends selecting either the Gold+ or Silver+ package in consultation with the Rostered Minister. The actual figures for 2022 will be mailed by Portico. **Please use the Portico materials to determine the correct amount to include on this line.** Visit their website at www.porticobenefits.org for their 2022 Health Care Costs Calculator.

Vacation: We recommend four weeks of vacation which includes four Sundays to ensure that the deacon has ample time away to maintain personal and family health.

Sick Leave: Sick leave of up to two months with full salary, housing, and benefits should be provided for the rostered minister. The Portico Disability Plan provides for 2/3 of defined compensation to be paid beginning in the third month. Each application for disability must be approved by Portico and should be made prior to the end of employment.

Continuing Education. ELCA guidelines suggest two weeks (including two Sundays) of continuing education for those in full-time calls.

Download the Compensation Workbook (Excel) at:
<https://www.vasynod.org/resources/compensation-guidelines/>

NOTES ON REIMBURSEABLE EXPENSES

Professional expenses can be reimbursed in several ways. The most desirable is a fully **accountable reimbursement plan** under which the deacon submits expenses to the treasurer and is reimbursed. Under this arrangement the deacon does not include the reimbursement as income nor does the deacon have to be concerned that the expenses might not be deductible. See Appendix D and Appendix E for details and examples.

- A. Automobile Expenses.** If an automobile is not purchased or leased by the church for the pastor's use, reimbursement should be made at the prevailing IRS allowable rate.
- B. Professional Expenses.**
- **Continuing Education.** To facilitate the updating of skills, and thereby the strengthening of ministry, the congregation should provide at least two weeks each year, including two Sundays, (in addition to vacation time) **and** \$800 annually, both of which may accrue up to three years.
 - **Books & Periodicals.** We encourage \$300 annually to keep abreast of developments in the many facets of parish ministry.
 - **Synod Events.**
 - Attendance at the **Synod Assembly** is required. Therefore, all expenses (travel, lodging, and registration) should be paid. We also encourage the congregation to pay the expenses of the spouse if they desire to attend.
 - **First Call Theological Education** is required. Documents outlining this program are available through the Synod Office.
 - We strongly encourage attendance at the **Gathering of the Ministerium**. This gathering is a time away with the bishop and other rostered ministers for worship, spiritual sharing, conversation, and to learn from gifted presenters.
 - For deacons age 45-50, we also recommend participation in the **Pre-Retirement Seminar**, held in this synod or a neighboring synod in cooperation with the Board of Pensions. See the Board of Pensions website for dates and locations.
 - **Other.** See Appendix D & Appendix E for examples.

Appendix A: Deacon Minimum Salary Guidelines for 2022

Years of Experience	2022 Salary with Bachelor's Degree or similar work experience	2021 Salary with Bachelor's Degree or similar work experience	Years of Experience	2022 Salary with Master's Degree or similar work experience	2021 Salary with Master's Degree or similar work experience
Year 1	41,491	40,959	Year 1	44,337	43,768
Year 2	42,217	41,675	Year 2	45,113	44,534
Year 3	42,956	42,405	Year 3	45,903	45,314
Year 4	43,708	43,147	Year 4	46,706	46,107
Year 5	44,473	43,902	Year 5	47,524	46,914
Year 6	45,251	44,670	Year 6	48,355	47,734
Year 7	46,043	45,452	Year 7	49,201	48,570
Year 8	46,848	46,247	Year 8	50,063	49,420
Year 9	47,669	47,057	Year 9	50,939	50,285
Year 10	48,502	47,880	Year 10	51,830	51,165
Year 11	49,351	48,718	Year 11	52,737	52,060
Year 12	50,214	49,570	Year 12	53,660	52,971
Year 13	51,094	50,438	Year 13	54,599	53,898
Year 14	51,988	51,321	Year 14	55,554	54,841
Year 15	52,898	52,219	Year 15	56,526	55,801
Year 16	53,824	53,133	Year 16	57,516	56,778
Year 17	54,765	54,062	Year 17	58,522	57,771
Year 18	55,723	55,008	Year 18	59,546	58,782
Year 19	56,699	55,971	Year 19	60,589	59,811
Year 20	57,691	56,951	Year 20	61,649	60,858
Year 21	58,700	57,947	Year 21	62,806	61,923
Year 22	59,728	58,961	Year 22	63,825	63,006
Year 23	60,773	59,993	Year 23	64,942	64,109
Year 24	61,837	61,043	Year 24	66,079	65,231
Year 25	62,918	62,111	Year 25	67,235	66,372

Download the Compensation Workbook (Excel) at:
<https://www.vasynod.org/resources/compensation-guidelines/>

Appendix B: Sabbatical/Extended Study Leave

It is important for deacons as well as congregations and agencies to realize the value of continuing education through workshops, seminary courses, and personal study. ELCA congregations have long been encouraged to provide time and financial assistance to enable deacons to maintain and improve their skills. From time to time, however, these professionals may desire an extended period of time for study, personal growth, and reflection without the responsibilities of regular service — thus a sabbatical leave. These guidelines are provided to assist deacons and congregations, synods, and agencies in the contemplation and negotiation of such sabbatical leaves.

1. Sabbatical leaves are intended for in-depth study of one or two topics directly related to the call of the rostered minister and should include time for personal and familial reflection.
2. The initial development will utilize the annual continuing education covenant between rostered ministers and congregation, synod or agency.
3. The bishop will need to be consulted early in the process to ensure adequate interim ministry during the sabbatical leave.
4. Sabbatical leaves are normally for a period of three to six months.
5. Those who may present proposals are deacons who have a minimum of seven years in the ministry and who have served in their current call for five or more years. A proposal shall include:
 - a. A rationale for the sabbatical, including personal goals, and potential value for the church, congregation or agency.
 - b. A detailed outline of the intended course of study and use of time.
 - c. An outline of financial implications for the sabbatical, including pastoral coverage in their absence.
6. Proposals for sabbatical leaves shall be presented to the governing body of the congregation or agency not less than six months prior to the beginning of the leave.
7. Careful consideration shall be given to all aspects of the proposal and implications for the congregation or agency and the rostered minister.
8. Congregations or agencies may give sabbatical leaves as merit benefits.
9. Normally the financial considerations for the sabbatical shall be negotiated by the deacon and the congregation/agency. It is suggested, however, that the base salary, pension/health, and vacation be maintained at the current level, with the rostered minister assuming responsibility for all other personal and family expenses.

10. Sabbatical grants are available from the Lilly Endowment. You may access this information at www.lillyendowment.org/religion.
11. When a sabbatical leave is granted, a deacon shall normally agree to serve that congregation or agency for a minimum of one year following the completion of the leave.
12. Within six weeks of the completion of the sabbatical leave, the deacon shall present to the congregation/agency and the bishop a detailed reflection on the experiences of their leave.
13. Congregations and/or deacons who want assistance in developing sabbatical plans should contact the synod staff.

Appendix C: Counseling for Rostered Ministers and Their Families

Video Conferencing Counseling is now available through Employee Assistance Program (EAP). Our EAP provider is now offering EAP video counseling to all rostered ministers. These licensed counselors are specially trained in offering video counseling. Remember, you and your family members may qualify for up to six in-person EAP counseling sessions per issue per year, at no cost for you.

The Virginia Synod and ELCA support mental and emotional health care. If you need additional care beyond what is available through EAP or through your health care provider and funding is a roadblock, please contact the Office of the Bishop to inquire about potential grants.

Appendix D: Reimbursement Policy Example

REIMBURSEMENT POLICY

In accordance with Treasury Regulations 1.162-17 and 1.274-5(e), _____ (name) _____ Lutheran Church hereby establishes reimbursement accounts and a reimbursement policy for the deacon(s) and staff members with the following terms and conditions:

1. A reimbursement account will be established with each rostered minister and staff member consisting of an amount designated by the congregation for the reimbursement of ministry expenses and any additional amount which the rostered minister or staff member wishes to add as a reduction of salary.**
2. The church will reimburse only ministry-related expenses incurred by a rostered minister or staff member. Such expenses will include:
 - Business use of automobile, up to the current IRS standard mileage rate. It is understood that one daily round trip's commuting miles between the pastor's or staff member's home and the church will not be reimbursed.
 - Business travel away from home; transportation, lodging, and meals.
 - Convention and conference registration expenses.
 - Educational expenses, if otherwise qualified as a business expense or itemized deduction.
 - Books, journals, magazines, computer software, internet access costs, and organizational supplies if related to ministry or employment.
 - Purchase and maintenance of clerical garments.
 - Children's sermon resources.
 - Entertainment/hospitality expenses, if business/ministry connection is met.
3. The deacon or staff member will account for each allowable expense in writing monthly. Documentation will include the amount, time and place, business/ministry purpose and relationship of each expense. A receipt will accompany the documentation.
4. The deacon or staff member will return advances or reimbursements that exceed actual business/ministry expenses.
5. Under this accountable arrangement, the church will not report amounts reimbursed as taxable income on the rostered minister's or staff member's Form W-2. Neither will the rostered minister nor staff member report reimbursed amounts as income on Form 1040 for personal income tax purposes.

** Under a Salary Reduction Plan, if the designated amount by which the salary is reduced is not used, that amount must be forfeited. It is strongly suggested that before adopting any plan your legal/tax advisor be consulted to be certain that your plan complies with the most recent regulations.

Appendix E: Reimbursement Authorization Example

Date_____

No.

_____ LUTHERAN CHURCH

Payment Authorization Form

Budget Account No.

Requested By: _____ Title _____

Approved By: _____ Title _____

ITEMS	COST
Auto - Mileage (_____ miles)	\$
Parking Fees/Tolls	\$
Books/Publications/Software	\$
Continuing Education Costs	\$
Maintenance of Professional Garments	\$
Professional Gifts/Cards/Postage	\$
Meals/Entertainment – Church Business	\$
Meals/Entertainment of Out-of-Town Speakers	\$
Children Sermons	\$
Cell Phone	\$
Hospitality/Social Ministry/Assistance	\$
Other:	\$
TOTAL	\$

Date Bill Paid _____ Check No. _____ Amount _____

Appendix F: Defined Compensation for the ELCA - Portico Benefit Services

For 2022 Pension calculations and Medical calculations, visit the Portico website at www.porticobenefits.org to access their calculation programs.

Q. What is defined compensation?

- A.** As a deacon, annual defined compensation includes your base salary, before any pretax benefit contributions are deducted.

Defined compensation exclusions

Annual defined compensation does not include :

- employer contributions including those made to the ELCA Retirement Plan or another eligible retirement plan
- non-taxable reimbursements or expense allowances (such as auto and mileage, continuing education, book or professional expenses)

SEE Portico materials for worksheets which are usually received by congregations in August, or visit their website at www.porticobenefits.org for the latest information.

Virginia Synod Council

The Virginia Synod Council serves a visionary role in the Virginia Synod. In conjunction with the Office of the Bishop, the Council reviews and coordinates all planning proposals and establishes synod priorities. The members of Synod share their various gifts for the purposes of God's mission and ministry through the Virginia Synod and through the churchwide organization of the ELCA.

The Synod Council also serves as the board of directors of the Virginia Synod and meets quarterly to supervise the administration of the Synod. These leaders are elected by the Synod Assembly. The Synod Council is composed of members of congregations from across the Virginia Synod, including both rostered ministers (pastors and deacons) and laypeople (those not ordained).

2020 Virginia Synod Council Roster

Officers of the Virginia Synod

Bishop	The Rev. Robert F. Humphrey	First Term, concludes 2023		
Vice President	Charles Downs	Second Term, concludes 2023	Christ, Roanoke	Southern-Blue Ridge
Secretary	Blythe Ann Scott	Second Term, concludes 2023	First, Norfolk	Tidewater-Coastal
Treasurer	Dan Kahill	First Term, concludes 2022	Christ, Roanoke	Southern-Blue Ridge

Term Concludes 2020

The Rev. Chris Carr	Second Term	First English, Richmond	Richmond-Piedmont
Judy Castele	First Term	Good Shepherd, Lexington	Southern Valley-Blue Ridge
The Rev. Meredith Williams	Second Term	Grace & Glory, Palmyra	Germanna-Piedmont
The Rev. Lauren Eanes	First Term	Muhlenberg, Harrisonburg	Southern Valley-Blue Ridge

Timothy Hoffstaetter	Youth member	Faith, Suffolk	Tidewater-Coastal
Youth Member (1-year term)			

Term Concludes 2021

The Rev. Jonathan Boynton	First Term	Grace, Winchester	Northern Valley-Valley
Rick Corliss	First Term	St. Timothy, Norfolk	Tidewater-Coastal
The Rev. Leslie Weber	Second Term	Grace, Chesapeake	Tidewater-Coastal
Tyler Wertman	First Term	Grace, Waynesboro	Southern Valley-Blue Ridge

Term Concludes 2022

Molly Beyer	Second Term	Bethel, Winchester	Northern Valley-Valley
The Rev. Harry Griffith	First Term	Our Saviour, Virginia Beach	Tidewater-Coastal
Carlton Hardy	First Term	St. Mark, Yorktown	Peninsulas-Coastal
Pat Hunter	First Term	Redeemer, Bristol	Highlands-Appalachia
Liz Leonard	First Term	St. Philip, Roanoke	Southern-Blue Ridge
Darrell Short	Second Term	St. Paul, Shenandoah	Page- Valley
Isaac Wilson	Young Adult	Christ, Fredericksburg	Germanna-Piedmont

2021 Virginia Synod Council
Officers of the Virginia Synod

Bishop	The Rev. Robert F. Humphrey	First Term, concludes 2023		
Vice President	Charles Downs	Second Term, concludes 2023	Christ, Roanoke	Southern- Blue Ridge
Secretary	Blythe Ann Scott	Second Term, concludes 2023	First, Norfolk	Tidewater-Coastal
Treasurer	Dan Kahill	First Term, concludes 2022	Christ, Roanoke	Southern- Blue Ridge

Term Concludes 2021

The Rev. Jonathan Boynton	First Term	Grace, Winchester	Northern Valley-Valley
Rick Corliss	First Term	St. Timothy, Norfolk	Tidewater-Coastal
The Rev. Leslie Weber	Second Term	Grace, Chesapeake	Tidewater-Coastal
Tyler Wertman	First Term	Grace, Waynesboro	Southern Valley-Blue Ridge
**Jack Graves Youth Member (1-year term)	Youth member	St. Michael, Blacksburg	New River-Appalachia

Term Concludes 2022

Molly Beyer	Second Term	Bethel, Winchester	Northern Valley-Valley
The Rev. Harry Griffith	First Term	Our Saviour, Virginia Beach	Tidewater-Coastal
Carlton Hardy	First Term	St. Mark, Yorktown	Peninsulas-Coastal
Pat Hunter	First Term	Redeemer, Bristol	Highlands-Appalachia
Liz Leonard	First Term	St. Philip, Roanoke	Southern-Blue Ridge
Darrell Short	Second Term	St. Paul, Shenandoah	Page- Valley
Isaac Wilson	Young Adult	Christ, Fredericksburg	Germanna-Piedmont

Term Concludes 2023

**The Rev. Phillip Martin	First Term	Epiphany, Richmond	Richmond-Piedmont
**Judy Castele	Second Term	Good Shepherd, Lexington	Southern Valley-Blue Ridge
**The Rev. Monica Weber	First Term	Luther Memorial, Blacksburg	New River-Appalachia
**The Rev. Colleen Montgomery (resigned March 2021)	First Term	Holy Trinity, Wytheville	Highlands-Appalachia

***The above were appointed in 2020, due to the canceled Synod Assembly. All positions will be elected in 2021.*

Expectations of a Member of the Virginia Synod Council

1. Attend all meetings of the Synod Council. Presently these include:
 1. Two regular meetings, usually an evening of first day and half of next day.
 2. A meeting on the afternoon and evening on Thursday preceding the Synod Assembly and a brief meeting immediately following the Assembly.
 3. One annual retreat (evening of the 1st day through noon of the 3rd day)
 4. Synod Assembly (noon Friday through noon Saturday)
 5. Special meetings as called.
2. Serve a three-year term commencing at the adjournment of the assembly at which elected.
3. Maintain active membership in a congregation of the Synod.
4. Study the agenda and advance materials received before each meeting.
5. Study the agenda and advance materials received before the Synod Assembly.
6. Participate in committees, task forces, and individual assignments as directed by the Council.
7. Be familiar with the Synod constitution insofar as it affects the activities of the Council, the Assembly, and the Synod.
8. Share the vision and mission of the Virginia Synod with congregations, rostered ministers, ministry partners, and all members of the Synod.
9. Be a representative of the synod in your home congregation, conference, and throughout the synod, as appropriate as an advocate of the mission and ministry of the Synod.
10. Assume responsibility occasionally for opening and closing devotions at meetings.
11. Serve without compensation.
12. Receive expense reimbursement for transportation, housing and meals, and other expenses directly related to the responsibility, but such reimbursement does not include personal arrangements necessary for the member to be away from home.
13. Make your congregations aware of these expectations if you are a pastor or deacon serving on the Synod Council.

*For more information and who serves on synod council go to: vasynod.org/about/synod-council/
Expectations are defined in the [Virginia Synod's Constitution, Bylaws, & Continuing Resolutions](#)*

Report of the Nominating Committee

The Synod Assembly Nominating Committee for the 2021 Synod Assembly, chaired by the Rev. Martha Miller Sims, reviewed all positions to be filled and attempted, where possible, to present more than one nominee for each position to be filled in a particular category. The committee presents the following slate of nominees for each category.

Synod Council

- Youth Member (1-year term)
- Class of 2023
 - Piedmont Conference Partnership (1 Rostered Minister/Man to be elected)
 - The Rev. Phillip Martin
 - Appalachia Conference Partnership (1 Rostered Minister/Woman to be elected)
 - The Rev. Monica Weber
 - Blue Ridge Conference Partnership (1 Rostered Minister/Woman to be elected)
 - The Rev. Laura Swanson
 - Blue Ridge Conference Partnership (1 Lay Member/Woman to be elected)
 - Judy Castele
- Class of 2025
 - Valley or Coastal Conference Partnership (1 Rostered Minister/Man to be elected)
 - The Rev. Jonathan Boynton
 - The Rev. Joel Neubauer
 - Coastal Conference Partnership (1 Rostered Minister/Woman to be elected)
 - The Rev. Leslie Weber
 - Appalachia Conference Partnership (1 Lay Member/Woman to be elected)
 - Pat Hunter
 - Piedmont Conference Partnership (1 Lay Member to be elected)
 - Blue Ridge Conference Partnership (1 Person of Color and/or whose primary language is other than English to be elected)
 - Liz Leonard
 - At-Large Member (1 Lay Member/Man to be elected)
 - Rick Corliss
 - Robert Perry
 - Young Adult (1 to be elected)
 - Isaac Wilson

2022 ELCA Churchwide Assembly

- Rostered Minister/Woman (1 to be elected)
 - The Rev. Janice Marie (JMe) Lowden
 - The Rev. Viktoria Parvin
- Rostered Minister/Young Adult (1 to be elected)
 - The Rev. Joshua Copeland
- Rostered Minister/ Person of Color and/or whose primary language is other than English (1 to be elected)
 - The Rev. Jeniffer Tillman
- Lay Member/Man (1 to be elected)
 - Robert Perry
- Lay Member/Woman (2 to be elected)
 - Debbie Mintiens
 - Patricia Corliss
- Lay Member/Young Adult (1 to be elected)
- Lay Member/ Person of Color and/or whose primary language is other than English (1 to be elected)

Committee on Discipline

Class of 2025

- Rostered Minister/Woman (1 to be elected)
 - The Rev. Pat Nabers
- Lay Member/Man (1 to be elected)
 - Simon Scott
- Lay Member/Woman (1 to be elected)
 - Gloria Fennell
- Lay Member (1 to be elected)
 - Jody Smiley

Class of 2027

- Rostered Ministers (2 to be elected)
 - The Rev. Keith Olivier
 - Deacon Lisa Geiger
- Lay Members (2 to be elected)

Roles to be Elected at the 2021 Synod Assembly

Virginia Synod Council

The Virginia Synod Council serves a visionary role in the Virginia Synod. In conjunction with the Bishop's Office, the Council reviews and coordinates all planning proposals and establishes synod priorities. The Synod Council members share their various gifts for the purposes of God's mission and ministry through the Virginia Synod and the churchwide organization of the ELCA.

The Synod Council also serves as the Virginia Synod board and meets quarterly to supervise the Synod administration. The Synod Assembly elects these leaders. The Synod Council is composed of congregations members from across the Virginia Synod, including rostered ministers (pastors and deacons) and laypeople (those not ordained).

Unless otherwise noted, all Synod Council terms are 4 years (pending the approval of proposed VA Synod Constitution changes). Members may be elected to a second consecutive term.

What are the conference partnerships in the Virginia Synod?

In January 2019, Synod Council approved the following conference partnerships:

- Coastal (Tidewater and Peninsulas Conferences)
- Piedmont (Richmond and Germanna Conferences)
- Valley (Northern Valley, Central Valley, and Page Conferences)
- Blue Ridge (Southern Valley and Southern Conferences)
- Appalachia (New River and Highlands Conferences)

Synod Council Members to be Elected in 2021:

Youth – 1 member (currently in 10th - 12th grade)

- Any gender; Any Conference Partnership
- 1-year term, concludes June 2022

Class of 2023 – 4 members *(Because there was no 2020 Synod Assembly, Synod Council appointed members in 2020)*

- **THREE Rostered Ministers (Pastor or Deacon):** TWO women and ONE man
- One each from these Conference Partnerships:
 - Appalachia
 - Blue Ridge
 - Piedmont
- **ONE Lay Person**
 - Blue Ridge - woman

Class of 2025 – 7 members

- **TWO Rostered Ministers (Pastor or Deacon):** ONE woman and ONE man
- One each from these Conference Partnerships:
 - Valley
 - Coastal
- **FIVE Lay Members:**
 - Appalachia - woman

- Piedmont - any gender
- Person of Color and/or Whose Primary Language is other than English
- At-Large member (any conference) - man
- Young Adult - any gender; age 18-30

Churchwide Assembly

The ELCA Churchwide Assembly, the primary decision-making body of the church, is a process of communal spiritual discernment that happens every 3 years. This event is invitation-only, but always available via live stream for the general public. The next one will take place in Columbus, Ohio on August 12-18, 2022.

The Virginia Synod has a total of 10 voting members - two of the ten are automatically allocated to the synod bishop and vice president. The other eight will be elected at the 2021 Virginia Synod Assembly.

2022 ELCA Churchwide Assembly - 8 voting members to be elected

- **Rostered Ministers (Pastor or Deacon): THREE**
 - One woman
 - One Young Adult (any gender; 30 or younger)
 - One person of color and/or whose primary language is other than English (any gender)
- **Lay Voting Members: FIVE**
 - One man
 - Two women
 - One Young Adult (any gender; 30 or younger)
 - One person of color and/or whose primary language is other than English (and gender)

The Nominating Committee's goal is to consider individual skills and qualifications, as well as our Synod's and Churchwide Assembly inclusivity goals. These goals address the balance between laypersons and rostered ministers, gender, status as a youth or young adult, and racial/ethnic background. Achieving some geographical diversity of nominees will also be a factor in the Nominating Committee's decisions.

Responsibilities of Voting Members of our Churchwide Assembly

The Churchwide Assembly of the Evangelical Lutheran Church in America is its highest legislative authority. Its responsibilities, as described in constitutional provision 12.21, include the following:

1. Review the work of the churchwide officers, and for this purpose require and receive reports from them and act on business proposed by them.
2. Review the work of the churchwide units, and for this purpose require and receive reports from them and act on business proposed by them.
3. Receive and consider proposals from synod assemblies.
4. Establish churchwide policy
5. Adopt a budget for the churchwide organization.
6. Elect officers, board members, and other persons as provided in the constitution or bylaws.

7. Establish churchwide units to carry out the functions of the churchwide organization. Have the sole authority to amend the constitution and bylaws.
8. Have the sole authority to amend the constitution and bylaws.
9. Fulfill other functions as required by the constitution and bylaws.
10. Conduct such other business as necessary to further the purposes and functions of the churchwide organization.

Voting members are elected by Synod Assemblies to serve at the Churchwide Assembly. Their individual responsibilities are to:

1. Represent the interests of this whole church to facilitate its mission and ministry
2. Seek the guidance of the Holy Spirit and approach the Churchwide Assembly's work with reflection and prayer
3. Participate in orientation, both that provided by the synod and that provided by the churchwide organization
4. Be present during the entire Churchwide Assembly, attending plenary sessions, worship, hearings, and other assembly-related activities
5. Study in advance the *Pre-Assembly Report*, particularly the reports of officers and the matters on which the Churchwide Assembly will take action
6. Listen to presentations and discussion and be prepared to participate responsibly
7. Exemplify servant leadership in words, life-style, and manner of leadership, recognizing accountability to the Triune God, the whole Church, each other, and to the Churchwide Assembly as a whole
8. Provide reports about the Churchwide Assembly to congregations and others within the synod

Committee on Discipline

The Virginia Synod Committee on Discipline serves the Consultation and Discipline Process in this church. The consultation and discipline process assures due process and due protection for the accused, other parties, and this church in the discipline process, which governs officers, rostered ministers, congregations, and members of congregations.

Class of 2025 (6-year term) - *(appointed by the Synod Council in 2019; did not have a 2020 Assembly to elect them)*

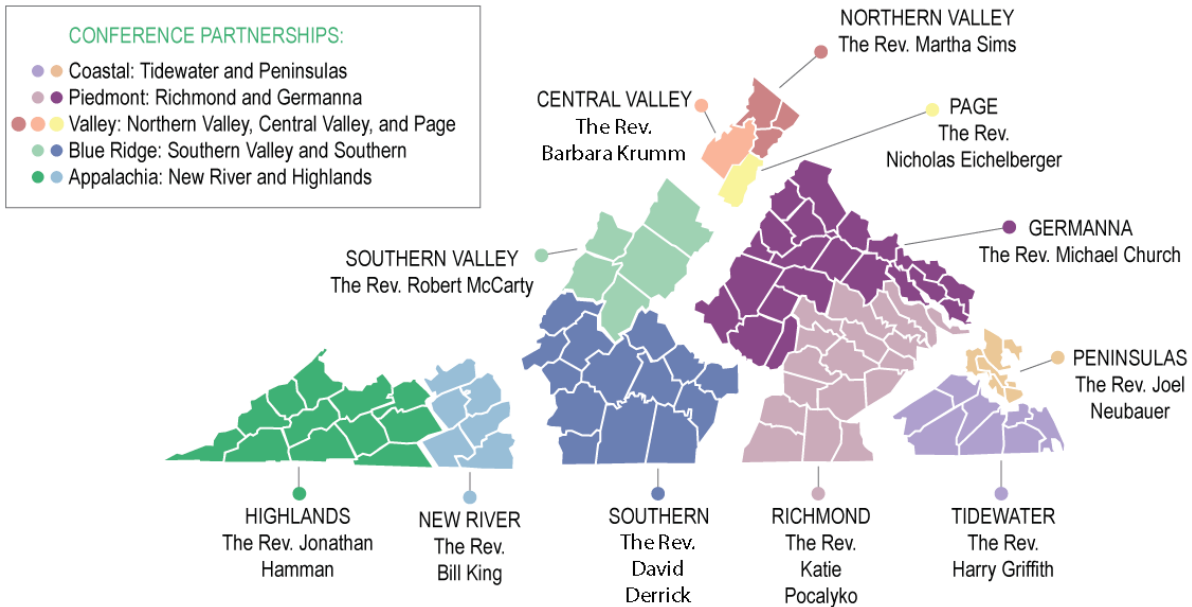
- THREE Lay members: at least 1 man and 1 woman
- ONE Minister of Word and Sacrament: a woman

Class of 2027 (6-year term) - **terms ended for Class of 2021**

- TWO Lay Members
- TWO Ministers of Word and Sacrament

Virginia Synod Conferences and Abbreviation Guide

In January of 2019 Synod Council approved the creation of five Conference Partnerships (listed below) to provide for communication between this synod and conferences, promote or provide assistance for programs or projects, and provide balanced representation to certain organizational units. (S12.01.52.).



The Virginia Synod is divided into eleven conferences. Deans serve as representatives, advisors, and communication links between Rostered Ministers (pastors and deacons) and Lay leaders in each of the conferences and the Office of the Bishop.

The 11 conferences that make up the Virginia Synod and the abbreviation we use for each:

Central Valley-NV
 Germanna-GR
 Highlands-HI
 New River-NR
 Northern Valley
 Page-PG
 Peninsulas-PN
 Richmond-RI
 Southern-SO
 Southern Valley-SV
 Tidewater-TD



The Rev. Phillip Martin



Nomination Form for Synod Assembly 2021

Nominee For: Synod Council: Class of 2023- Rostered Minister from Piedmont Partnership

Person of Color and/or Language other than English No

Gender Man

Are you a rostered minister or layperson Rostered Minister

Nominations Contact Congregation/Conference

Congregation/Parish Name and Location Epiphany, Richmond

Conference Richmond

Conference Partnership Piedmont (Richmond & Germanna)

Nominee Experience

Nominee Occupation Parish Pastor

List experiences or factors that you believe have prepared you for service in this position (up to three)
 Holy Baptism
 serving as a parish pastor for 17 years
 served on Board of Epiphany Lutheran Nursery School for 5 years

List current or past congregational, synod or churchwide activities related to qualification for this position (up to three)
 served on camp staff (Lutheridge, NC) for four summers
 attended 2013 ELCA Churchwide Assembly as voting member for Virginia Synod
 served on Outreach Committee for my former Synod (SWPa)

List current or past community-related service activities (up to three)
 active member of North Boroughs (Pittsburgh) Ecumenical group (2003-2009)
 Coordinated multiple church service projects for William Byrd Community House, YMCA, Virginia, CARITAS, Virginia Supportive Housing,

Will serve is elected

Yes

Submission

Name of person submitting the form

Phillip Martin

Signature



Date Submitted:

Jun 02, 2020



The Rev. Monica Weber



Nomination Form for Synod Assembly 2021

Nominee For: Synod Council: Class of 2023- Rostered Minister from Appalachia Partnership

Person of Color and/or Language other than English No

Gender Female

Are you a rostered minister or layperson Rostered Minister

Nominations Contact Congregation/Conference

Congregation/Parish Name and Location Luther Memorial, Blacksburg

Conference New River

Conference Partnership Appalachia (Highlands & New River)

Nominee Experience

Nominee Occupation Pastor serving Luther Memorial-Blacksburg

List experiences or factors that you believe have prepared you for service in this position (up to three)

I served 3+ years as an ELCA Mission Developer pastor in a congregation undergoing redevelopment, assisting to define mission purpose, develop strategic goals and evaluate progress, resulting in a 50% increase in congregation growth and vitality.

I am excited to participate in what God's Spirit is doing as the Church evolves to be truly inclusive, to proclaim the Gospel in ways that are meaningful for new generations of Lutheran Christians, many of whom distrust institutions.

I am passionate about vibrant, effective communication between Synods and congregations to convey and reinforce the importance of the Synod as one of three expressions of the Church.

List current or past congregational, synod or churchwide activities related to qualification for this position (up to three)

I served 2 terms on Synod Council in the Southeastern Synod as a rostered minister.

I participated in the ELCA Poverty & Social Justice Network as an ELCA Vicar, administrating a food bank and feeding program sponsored by an urban congregation

I graduated from the ELCA's Hispanic Ministry & Outreach program at Seminary of the Southwest

List current or past community-related service activities (up to three)

I currently lead an interfaith contemplative prayer ministry for the communities surrounding Blacksburg.

I volunteered as a hospice chaplain for an in-patient facility while pastoring a congregation in Memphis, TN.

I served my local community food bank in Memphis and currently serve the Blacksburg Interfaith Food Pantry on a regular basis.

Will serve is elected

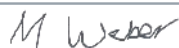
Yes

Submission

Name of person submitting the form

Monica Weber

Signature



Date Submitted:

Mar 04, 2020



The Rev. Laura Swanson



Nomination Form for Synod Assembly 2021

Nominee For:	Synod Council
Synod Council Position	Class 2023-Rosterd Minister, Woman (from Appalachia, Blue Ridge, or Piedmont)
Person of Color and/or Language other than English	No
Gender	woman
Are you a rostered minister or layperson	Rostered Minister

Nominations Contact Congregation/Conference

Congregation/Parish Name and Location	St. Philip, Roanoke
Conference	Southern
Conference Partnership	Blue Ridge (Southern & Southern Valley)

Nominee Experience

Nominee Occupation	Rostered Minister
List experiences or factors that you believe have prepared you for service in this position (up to three)	I have served in a variety of leadership roles in various settings that have prepared me for serving on Synod Council. Presently, I am in my first call serving as a Pastor at St. Philip in Roanoke. In this position, I am simultaneously leading and learning how the church is to proclaim the gospel in our current times. Previously, I have served on the leadership team of the United Lutheran Seminary student government and on senior staff at Camp Lutheridge in Arden, NC.
List current or past congregational, synod or churchwide activities related to qualification for this position (up to three)	I currently serve on the Virginia Synod Ministerium Team, supporting our rostered ministers and planning the annual Gathering of the Ministerium event. I have previously served on the South Carolina Synod nominating committee for synodical positions.
List current or past community-related service activities (up to three)	Currently I am serving on a leadership team in the Roanoke Valley working to form a local chapter of Virginia Interfaith Center for Public Policy. Through my congregation, I also serve with Elijah's Backpack, providing meals for underserved children in Roanoke County schools.

Will serve is elected

Yes

Submission

Name of person submitting the form

David Derrick

Signature



Date Submitted:

May 12, 2021



Judy Castelee



Nomination Form for Synod Assembly 2020

Nominee For: Synod Council: Class of 2023-Lay Member from Blue Ridge Partnership

Person of Color and/or Language other than English No

Gender Female

Are you a rostered minister or layperson Lay Person

Nominations Contact Congregation/Conference

Congregation/Parish Name and Location Good Shepherd, Lexington

Conference Southern Valley

Conference Partnership Blue Ridge (Southern & Southern Valley)

Nominee Experience

Nominee Occupation Non-profit Agency Director

List experiences or factors that you believe have prepared you for service in this position (up to three)

- Degrees in Human Resource Management and Social Work
- Over 30 years' experience in the field of gender-based violence
- Experience in all levels of the churchwide expression - congregational, synodical and churchwide

List current or past congregational, synod or churchwide activities related to qualification for this position (up to three)

- Member of Synod Council & Executive Committee
- Secretary of the Virginia Synodical Women's Organization
- Congregational Vice-President

List current or past community-related service activities (up to three)

- Baking for the Community Table
- President (past) of the Rockbridge Area Community Services Board

Will serve is elected Yes

Submission

Name of person submitting the form Judy Castelee

Signature

Date Submitted: Mar 09, 2020



The Rev. Jonathan Boynton



Nomination Form for Synod Assembly 2021

Nominee For:	Synod Council
Synod Council Position	Class 2025-Rostered Minister, Man (from Valley or Coastal)
Person of Color and/or Language other than English	No
Gender	Male
Are you a rostered minister or layperson	Rostered Minister

Nominations Contact Congregation/Conference

Congregation/Parish Name and Location	Grace, Winchester
Conference	Northern Valley
Conference Partnership	Valley (Central Valley, Northern Valley, & Page)

Nominee Experience

Nominee Occupation	Pastor
List experiences or factors that you believe have prepared you for service in this position (up to three)	<ul style="list-style-type: none"> - Served a variety of styles of congregational settings: Rural Multi-Congregation Parish, and Downtown City Church. - Interest in organizational structure and administration using my business experience prior to seminary. - Current participation as a Synod Council member 2018-2021
List current or past congregational, synod or churchwide activities related to qualification for this position (up to three)	<ul style="list-style-type: none"> - Currently on Virginia Synod Council 2018-2021 and Synod Executive Committee 2020-2021 - Chair of the Virginia Synod Youth Ministry Committee 2016-2021 - ELCA Mission Development/Redevelopment Training 2014 & 2021
List current or past community-related service activities (up to three)	<ul style="list-style-type: none"> - Currently coordinate congregational effort to serve at Highland Food Pantry in Winchester, VA. - Past Board of Directors for the Shenandoah County Chamber of Commerce. - Past Volunteer Fire Department Chaplain.

List current or past community-related service activities (up to three)

- Currently coordinate congregational effort to serve at Highland Food Pantry in Winchester, VA.
- Past Board of Directors for the Shenandoah County Chamber of Commerce.
- Past Volunteer Fire Department Chaplain.

Will serve is elected

Yes

Submission

Name of person submitting the form

Jonathan Boynton

Signature



Date Submitted:

May 17, 2021



The Rev. Joel Neubauer



Nomination Form for Synod Assembly 2021

Nominee For:	Synod Council
Synod Council Position	Class 2025-Rostered Minister, Man (from Valley or Coastal)
Person of Color and/or Language other than English	No
Gender	Male
Are you a rostered minister or layperson	Rostered Minister

Nominations Contact Congregation/Conference

Congregation/Parish Name and Location	St. Mark, Yorktown
Conference	Peninsulas
Conference Partnership	Coastal (Tidewater & Peninsulas)

Nominee Experience

Nominee Occupation	Pastor
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List experiences or factors that you believe have prepared you for service in this position (up to three)

1. I rely on grace, valuing a commitment to love Christ, the church, and a God's people and creation.
2. I have experienced our synod's commitment to living out the gospel Virginia variously as a: college student receiving life-changing campus ministry; pastor called for 20 hours/week to a numerically smaller congregation (yet a giant in its faith!); senior pastor among gifted lay and rostered partners in a busier congregation.
3. I continue to grow in my understanding of family systems (like that God's family in the church) and how these might foster peace and support justice. Through graduate study, coursework (including our synod's 2017 Pastoral Leadership Consulting Group), and my own personal counseling relationship, I have been learning to focus on our faith and life shared together with deeper curiosity for others' truth, openness to holding vast diversities in valued relationships, and advocating for safe boundaries for mutual respect.

List current or past congregational, synod or churchwide activities related to qualification for this position (up to three)

1. I served as a member of the board of the School of Lay Ministry of the New England Synod for several years prior to moving to Virginia with my family in 2011.
2. I am a staff alumnus and have loved being a visiting chaplain (and now a camper's parent as our daughter explores that sacred space!) with our Caroline Furnace Lutheran Camp and Retreat Center; I have served since November 2019 on the executive committee as secretary with its board.
3. I have sought to witness and engage the wider church in my spiritual life and ministry, ranging from local conference life (as dean of the Peninsulas Conference since 2016) to participation with the 2017 Lutheran World Federation Assembly in Windhoek, Namibia.

List current or past community-related service activities (up to three)

1. I am an active member of the York County Ministers coalition; I have edited our annual ecumenical daily Lenten devotional since 2016, shared among roughly a dozen local ecumenical congregations.
2. Through a period of bivocational pastoral ministry, I worked in public education as a special education paraprofessional and later as a substitute teacher with New Kent Middle School.
3. I have served consistently as a York County election officer since 2015, as assistant poll book chief for the past five years and additionally as an Assistant Registrar since 2020.

Will serve is elected


This is a self-nomination

Submission

Name of person submitting the form

Joel Neubauer

Signature



Date Submitted:

May 06, 2021



The Rev. Leslie Weber



Nomination Form for Synod Assembly 2021

Nominee For:	Synod Council
Synod Council Position	Class 2025-Rostered Minister, Woman (from Valley or Coastal)
Person of Color and/or Language other than English	No
Gender	Female
Are you a rostered minister or layperson	Rostered Minister

Nominations Contact Congregation/Conference

Congregation/Parish Name and Location	Grace, Chesapeake
Conference	Tidewater
Conference Partnership	Coastal (Tidewater & Peninsulas)

Nominee Experience

Nominee Occupation	Pastor
List experiences or factors that you believe have prepared you for service in this position (up to three)	1) Passionate about sharing the gospel of Jesus Christ in word and deed 2) Interested in discerning what it means to be church today and living into it 3) Team-player: organized, detail oriented, and willing to ask the tough questions
List current or past congregational, synod or churchwide activities related to qualification for this position (up to three)	1) Served on VA Synod Council (2018-2021) 2) Served on New England Synod Council (2014-15) 3) Served on Advisory Board for "All Right Ministry" (2013-15)
List current or past community-related service activities (up to three)	1) Regular donor of blood and platelets 2) Support Grace Lutheran Food Pantry 3) Distribute "Blessing Bags" to people in need

Will serve is elected

This is a self-nomination

Submission

Name of person submitting the form

Leslie Weber

Signature



Date Submitted:

May 03, 2021

**Liz Leonard****Nomination Form for Synod Assembly 2021**

Nominee For:	Synod Council
Synod Council Position	Class 2025-Person of Color and/or Whose Primary Language is Other Than English
Person of Color and/or Language other than English	Yes
Gender	Female
Are you a rostered minister or layperson	Lay Person

Nominations Contact Congregation/Conference

Conference	Southern Valley
Conference Partnership	Blue Ridge (Southern & Southern Valley)

Nominee Experience

Nominee Occupation	Teacher/Education
List experiences or factors that you believe have prepared you for service in this position (up to three)	Love of my church and previous synod council member.
List current or past congregational, synod or churchwide activities related to qualification for this position (up to three)	Social ministry Lay leadership
List current or past community-related service activities (up to three)	St. Philip Preschool Board President
Will serve is elected	Yes

Submission

Name of person submitting the form Elizabeth Leonard

Signature



Date Submitted: May 17, 2021



Rick Corliss



Nomination Form for Synod Assembly 2021

Nominee For:	Synod Council
Synod Council Position	Class 2025-At-Large Member, Man (any conference partnership)
Person of Color and/or Language other than English	No
Gender	Male
Are you a rostered minister or layperson	Lay Person

Nominations Contact Congregation/Conference

Congregation/Parish Name and Location	St. Timothy, Norfolk
Conference	Tidewater
Conference Partnership	Coastal (Tidewater & Peninsulas)

Nominee Experience

Nominee Occupation	Transportation coordinator for Head Start, teacher assistant at Norfolk public schools, Assistant management of a wholesale building supplies.
List experiences or factors that you believe have prepared you for service in this position (up to three)	Presently on Synod Council.
List current or past congregational, synod or churchwide activities related to qualification for this position (up to three)	<p>Current member of Virginia Synod Council. Current treasurer of St Timothy, Norfolk, exceeding 20 years.</p> <p>Sunday School teacher at St John and St Timothy in Norfolk. Previous delegate to the Churchwide Assembly.</p> <p>Lay reader at St John Lutheran, Robstown Texas, on Pentecost Sunday, reading in German.</p>
List current or past community-related service activities (up to three)	<p>Leading St Timothy, God's work, our hands day.</p> <p>Thrivent/Habitat for Humanity participant in El Salvador (twice) and the Dominican Republic.</p> <p>Former Aid Association of Lutherans local treasurer.</p> <p>Member of choir at St Timothy, and former member of the choir at St John, both in Norfolk.</p>

Will serve is elected

This is a self-nomination

Submission

Name of person submitting the form

Richard Corliss

Signature



Date Submitted:

May 17, 2021


Robert Perry


Nomination Form for Synod Assembly 2021

Nominee For:	Synod Council
Synod Council Position	Class 2025-At-Large Member, Man (any conference partnership)
Person of Color and/or Language other than English	No
Gender	Male
Are you a rostered minister or layperson	Lay Person

Nominations Contact Congregation/Information

Congregation/Parish Name and Location	Zion, Edinburg Parish
Conference	Central Valley
Conference Partnership	Valley (Central Valley, Northern Valley, & Page)

Nominee Experience

Nominee Occupation	<ul style="list-style-type: none"> • United States Coast Guard (Retired Military Engineer) • United State Marine Corps Civilian Engineer • Corporate Director • Corporate Logistician
List experiences or factors that you believe have prepared you for service in this position (up to three)	<ul style="list-style-type: none"> • Deep faith in God, devotion to and love of family, and a lifelong commitment to being a servant leader in my church and community • Participation in the governance of our synod • Career positions of service and leadership
List current or past congregational, synod or churchwide activities related to qualification for this position (up to three)	<ul style="list-style-type: none"> • Lay delegate many times to VA Synod Assembly • Parish Council and Church Council service as both member, chair o Constitutional Review Committee, and President • Sunday School Teacher and tutor in our Spring Forward after-school program at Zion Lutheran Church, Edinburg Parish
List current or past community-related service activities (up to three)	<ul style="list-style-type: none"> • Rotary International - Paul Harris Fellow • Ruritan National • Prince William County VA Education Foundation and Commission on the Future

Will serve is elected	Yes
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Submission

Name of person submitting the form	Pastor Katie Gosswein
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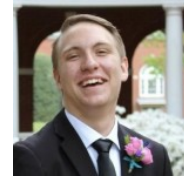
Signature

Pastor Katie Gosswein

Date Submitted:	May 12, 2021
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Isaac Wilson



Nomination Form for Synod Assembly 2020

Nominee For: Synod Council: Young Adult Member (age 18-30)

Person of Color and/or Language other than English No

Gender Male

Are you a rostered minister or layperson Lay Person

Nominations Contact Congregation/Conference

Congregation/Parish Name and Location Luther Memorial, Blacksburg

Conference New River

Conference Partnership Appalachia (Highlands & New River)

Nominee Experience

Nominee Occupation Isaac Scott Wilson

List experiences or factors that you believe have prepared you for service in this position (up to three)

- Virginia Tech Orion Living Learning Community Teaching Assistant
- Virginia Tech PNPY Hall Council Director of Finance
- Virginia Tech Cassell Guard Executive Board

List current or past congregational, synod or churchwide activities related to qualification for this position (up to three)

- Christ, Fredericksburg Youth Group Member
- The Well at Virginia Tech Lutheran Campus Ministry
- Region 9 and Lutheran Student Movement (National) Campus Ministry attendee

List current or past community-related service activities (up to three)

- The Big Event at Virginia Tech
- Knights of Pythias, Fredericksburg Volunteer
- Virginia Tech Science Olympiad Volunteer

Will serve is elected

This is a self-nomination

Submission

Name of person submitting the form

Isaac Wilson

Signature



Date Submitted:

May 13, 2020



The Rev. Janice Marie Lowden



Nomination Form for Synod Assembly 2021

Nominee For: Churchwide Assembly

Churchwide Assembly Position Rostered Minister Woman

Person of Color and/or Language other than English No

Gender Female

Are you a rostered minister or layperson Rostered Minister

Nominations Contact Congregation/Conference

Congregation/Parish Name and Location Trinity, Stephens City

Conference Northern Valley

Conference Partnership Valley (Central Valley, Northern Valley, & Page)

Nominee Experience

Nominee Occupation Rostered Minister

List experiences or factors that you believe have prepared you for service in this position (up to three)

Served as pastor or interim pastor in more than one Synod, giving a broader outlook of needs and desires of the people of the ELCA.

Served in a multi-denominational setting honing the spirit of cooperation and understanding among members and clergy alike.

Served as Missionary in Tanzania broadening my horizons to see Christ and the ELCA at work throughout the world.

List current or past congregational, synod or churchwide activities related to qualification for this position (up to three)

Served, in the past, on various Synod committees and boards in Maryland and Pennsylvania.

Co-chair of 2005 Global Mission Event Planning team (Baltimore, MD)

Attended 1996 ELCA Churchwide Assembly as representative from the Delaware/Maryland Synod.

List current or past community-related service activities (up to three)

Actively participating in the church's outreach since accepting call to Trinity in late 2019. Helping to provide food and other necessities to those in critical need during the pandemic.

Member of the Board and a Trustee for Shenandoah Foundation Fellowship (Winchester House), a non-profit corporation providing affordable housing for seniors.

Member of Lutheran Disaster Response Team (Lower Susquehanna Synod) to Puerto Rico in 2018.

Will serve is elected

This is a self-nomination

Submission

Name of person submitting the form

Janice Marie Lowden

Signature



Date Submitted:

Apr 21, 2021



The Rev. Viktoria Parvin



Nomination Form for Synod Assembly 2021

Nominee For:	Churchwide Assembly
Churchwide Assembly Position	Rostered Minister Person of Color and/or Primary Language Other than English (any gender)
Person of Color and/or Language other than English	Yes
Gender	Women
Are you a rostered minister or layperson	Rostered Minister

Nominations Contact Congregation/Conference

Congregation/Parish Name and Location	St. Mark, Charlottesville
Conference	Germanna
Conference Partnership	Piedmont (Richmond & Germanna)

Nominee Experience

Nominee Occupation	Pastor
List experiences or factors that you believe have prepared you for service in this position (up to three)	I have been a pastor since 2003 and have served in rural and small town congregations as a pastor and as an interim. I am from Hungary and had studied theology in Budapest Hungary and Chicago USA. I bring the experience of serving in a Reconciling in Christ Congregation.
List current or past congregational, synod or churchwide activities related to qualification for this position (up to three)	In the past I was part of the synod group on diversity and mission through the Central Southern Illinois Synod. Presently I am engaged in parish ministry with a campus ministry and preschool.
List current or past community-related service activities (up to three)	Working with local food pantries, volunteering with the International Rescue Committee and United Ministries, a clergy group ministering to UVA students.

Will serve is elected

This is a self-nomination

Submission

Name of person submitting the form

Viktoria Parvin

Signature

A handwritten signature in black ink that reads "Viktoria Parvin". The signature is written in a cursive style with a large initial "V".

Date Submitted:

May 11, 2021



The Rev. Joshua Copeland



Nomination Form for Synod Assembly 2021

Nominee For:	Churchwide Assembly
Churchwide Assembly Position	Rostered Minister Young Adult (any gender; 30 or younger)
Person of Color and/or Language other than English	No
Gender	Man
Are you a rostered minister or layperson	Rostered Minister

Nominations Contact Congregation/Conference

Congregation/Parish Name and Location	Our Saviour, Christiansburg
Conference	New River
Conference Partnership	Appalachia (Highlands & New River)

Nominee Experience

Nominee Occupation	Pastor
List experiences or factors that you believe have prepared you for service in this position (up to three)	<p>I have been involved in the ELCA my entire life!</p> <p>I have a great passion for the ministry of the larger church.</p> <p>I attended the 2019 Churchwide Assembly. I would be honored to be a part of the next one!</p>
List current or past congregational, synod or churchwide activities related to qualification for this position (up to three)	<p>Served on several NC Synod Committees and working groups.</p> <p>Attended the 2019 Churchwide Assembly as a voting member.</p> <p>Voting Member of the NC Synod Assembly from 2009-2017</p>
List current or past community-related service activities (up to three)	<p>Volunteer for To Our House - A community homeless shelter hosted by churches in the Christiansburg, VA area.</p> <p>Volunteer at Trinity Village - a Lutheran Nursing Home in NC - by spending time with residents and helping them with their meals.</p> <p>Served on the board of the A Cappella Choir of Lenoir-Rhyne University</p>

Will serve is elected

This is a self-nomination

Submission

Name of person submitting the form

Joshua Copeland

Signature



Date Submitted:

Mar 16, 2021



The Rev. Jeniffer Tillman



Nomination Form for Synod Assembly 2021

Nominee For:	Churchwide Assembly
Churchwide Assembly Position	Rostered Minister Person of Color and/or Primary Language Other than English (any gender)
Person of Color and/or Language other than English	Yes
Gender	Female
Are you a rostered minister or layperson	Rostered Minister

Nominations Contact Congregation/Conference

Congregation/Parish Name and Location	Apostles, Gloucester
Conference	Peninsulas
Conference Partnership	Coastal (Tidewater & Peninsulas)

Nominee Experience

Nominee Occupation	Pastor
List experiences or factors that you believe have prepared you for service in this position (up to three)	YAGM Missionary Mission Developer Stewardship program designer
List current or past congregational, synod or churchwide activities related to qualification for this position (up to three)	Power in the Spirit Presenter for "Growing Young" and "Seasons of Stewardship" Reconciling in Christ Community Leader Politics and Preaching ("The Talk") Mediator
List current or past community-related service activities (up to three)	Worship and Accompaniment for Incarcerated Detainees Facing Deportation Reconciling in Christ Scriptural Analysis Seasons of Stewardship Coordinator
Will serve is elected	This is a self-nomination

Submission

Name of person submitting the form Jeniffer Tillman

Signature

Jeniffer Tillman

Date Submitted: May 06, 2021



Robert Perry



Nomination Form for Synod Assembly 2021

Nominee For: Churchwide Assembly

Churchwide Assembly Position Lay Man

Person of Color and/or Language other than English No

Gender Man

Are you a rostered minister or layperson Lay Person

Nominations Contact Congregation/Conference

Congregation/Parish Name and Location Zion, Edinburg Parish

Conference Central Valley

Conference Partnership Valley (Central Valley, Northern Valley, & Page)

Nominee Experience

Nominee Occupation • United States Coast Guard (Retired Military Engineer) • United States Marine Corps Civilian Engineer • Corporate Director • Corporate Logistician

List experiences or factors that you believe have prepared you for service in this position (up to three)

- Deep faith in God, devotion to and love of family, and a lifelong commitment to being a servant leader in my church and community
- Participation in the governance of our synod
- Career positions of service and leadership

List current or past congregational, synod or churchwide activities related to qualification for this position (up to three)

- Lay delegate many times to VA Synod Assembly
- Parish Council and Church Council service as both member, chair of Constitutional Review Committee, and President
- Sunday School Teacher and tutor in our Spring Forward after-school program at Zion Lutheran Church, Edinburg Parish

List current or past community-related service activities (up to three)

- Rotary International - Paul Harris Fellow
- Ruritan National
- Prince William County VA Education Foundation and Commission on the Future

Will serve is elected

Yes

Submission

Name of person submitting the form

Pastor Katie Gosswein

Signature

Pastor Katie Gosswein

Date Submitted:

May 12, 2021



Debbie Mintiens



Nomination Form for Synod Assembly 2021

Nominee For: Churchwide Assembly

Churchwide Assembly Position Lay Woman

Person of Color and/or Language other than English No

Gender Female

Are you a rostered minister or layperson Rostered Minister

Nominations Contact Congregation/Conference

Congregation/Parish Name and Location Emanuel, Woodstock

Conference Central Valley

Conference Partnership Valley (Central Valley, Northern Valley, & Page)

Nominee Experience

Nominee Occupation Shenandoah County Public Schools Transportation

List experiences or factors that you believe have prepared you for service in this position (up to three)

Volunteering to serve at previous Churchwide Assemblies.

Great and expansive knowledge of the National level of church.

Support and endorsement of the ELCA within our congregation and keeping our church connected with the ministry of the wider church expressions.

List current or past congregational, synod or churchwide activities related to qualification for this position (up to three)

Attended National Youth Gathering

Served on Synod Council

Served as our Congregational Council President

List current or past community-related service activities (up to three)

Webmaster for the Church

Youth Group Leader

Power in the Spirit committee member

Will serve is elected Yes

Submission

Name of person submitting the form Nathan Robinson

Signature



Date Submitted: Apr 20, 2021



Patricia Corliss



Nomination Form for Synod Assembly 2021

Nominee For: Churchwide Assembly

Churchwide Assembly Position Lay Woman

Person of Color and/or Language other than English No

Gender Female

Are you a rostered minister or layperson Lay Person

Nominations Contact Congregation/Conference

Congregation/Parish Name and Location St. Timothy, Norfolk

Conference Tidewater

Conference Partnership Coastal (Tidewater & Peninsulas)

Nominee Experience

Nominee Occupation Nurse

List experiences or factors that you believe have prepared you for service in this position (up to three)

1. Life long active member of the Lutheran Church
2. Previous delegate to Virginia Synod Assembly
3. Church Council Member
4. Previous Sunday School Superintendent
5. Two Thrivent Habitat for Humanity Projects (El Salvador and Dominican Republic)

List current or past congregational, synod or churchwide activities related to qualification for this position (up to three)

1. Previous delegate to Virginia Synod Assembly
2. Church Council Member
3. Previous Sunday School Superintendent

List current or past community-related service activities (up to three)

1. Thrivent Activity to fund Food Pantry
2. Participated in ELCA's "God's Work, Our Hands" activities in the Norfolk Community
3. Covid 19 Testing

Will serve is elected Yes

List current or past community-related service activities (up to three)

1. Thrivent Activity to fund Food Pantry
2. Participated in ELCA's "God's Work, Our Hands" activities in the Norfolk Community
3. Covid 19 Testing

Will serve is elected

Yes

Submission

Name of person submitting the form

Patricia Corliss

Signature



Date Submitted:

May 10, 2021



The Rev. Pat Nabers



Nomination Form for Synod Assembly 2020

Nominee For: Committee of Discipline: Rostered Minister-Woman

Person of Color and/or Language other than English No

Gender F

Are you a rostered minister or layperson Rostered Minister

Nominations Contact Congregation/Conference

Congregation/Parish Name and Location Resurrection, Fredericksburg

Conference Germanna

Conference Partnership Piedmont (Richmond & Germanna)

Nominee Experience

Nominee Occupation Retired Rostered Minister

List experiences or factors that you believe have prepared you for service in this position (up to three)

1. served 15+ years as called pastor to Rapidan Lutheran Parish
2. Maturity and life experience
3. 22 years manufacturing management experience at General Electric, Buss Fuse and AMP , Inc

List current or past congregational, synod or churchwide activities related to qualification for this position (up to three)

1. 6 years VA Synod Council Member
2. Former member of ACTS Steering Committee, VA Synod Finance, Synod Leadership Support Team
3. Served as Vice-pastor and Listening Group Member

List current or past community-related service activities (up to three)

1. Former Vice-chairperson Orange County Department of Social Services Board (11 years)

2. Formerly active member of 3 ecumenical ministerium

3. preach at local Retirement Communities

Will serve is elected

Yes

Submission

Name of person submitting the form

Patricia Nabers

Signature

Patricia Nabers

Date Submitted:

Mar 06, 2020

**Gloria Fennell**

Nominee For:	Committee on Discipline: Lay Member-Women
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Person of Color and/or Language other than English	Yes
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Gender	female
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Are you a rostered minister or layperson	Lay Person
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Nominations Contact Congregation/Conference

Congregation/Parish Name and Location	Good Shepherd, Lexington
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Conference	Southern Valley
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Conference Partnership	Blue Ridge (Southern & Southern Valley)
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Nominee Experience

Nominee Occupation	Maury Service Water Authority Treatment Operator
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List experiences or factors that you believe have prepared you for service in this position (up to three)	Call Committee Member Commitment to diversity and inclusion
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List current or past congregational, synod or churchwide activities related to qualification for this position (up to three)	Synod Assembly Voting Member Renew 145 Team Member Property Committee Chair
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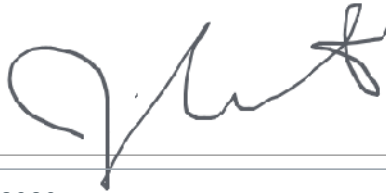
List current or past community-related service activities (up to three)	Lexington Pride Festival
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Will serve is elected	Yes
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Submission

Name of person submitting the form Judy Castelee

Signature



Date Submitted: Mar 14, 2020



Jody Smiley



Nomination Form for Synod Assembly 2021

Nominee For: Committee on Discipline

Committee on Discipline Position Class 2025-Lay Woman

Person of Color and/or Language other than English No

Gender Female

Are you a rostered minister or layperson Lay Person

Nominations Contact Congregation/Conference

Congregation/Parish Name and Location St. Michael, Blacksburg

Conference New River

Conference Partnership Appalachia (Highlands & New River)

Nominee Experience

Nominee Occupation Retired-Analytical Chemist, VA Tech-CEE

List experiences or factors that you believe have prepared you for service in this position (up to three)

During my working career I have been a manager and supervisor. In those capacities I have had to deal with situations that might be similar to those encountered by this committee. Also during my time employed at VA Tech I have had students share with me issues they maybe having and I helped them deal with them.

List current or past congregational, synod or churchwide activities related to qualification for this position (up to three)

I have served on my congregational council in various position

I have served on synod council and have taken part in several listening teams. I also served on the Bishop Election/Transition committee.

I am currently serving as president of the VA Synodical Women's organization and have served both as a board member and officer in the churchwide Women of the ELCA.

List current or past community-related service activities (up to three)

I serve on the Campus Ministry committee for the Lutheran Campus Ministry at VA Tech.

I volunteered with AARP in helping with 2020 tax preparations.

I am volunteering to assist with registration and data entry at mass vaccination clinics in the New River Valley .

Will serve is elected

This is a self-nomination

Submission

Name of person submitting the form

Jody Smiley

Signature

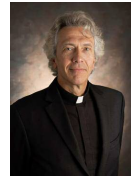
A handwritten signature in black ink that reads "Jody Smiley". The signature is written in a cursive style with a long horizontal line extending from the end of the name.

Date Submitted:

May 10, 2021



The Rev. Keith Olivier



Nomination Form for Synod Assembly 2021

Nominee For: Committee on Discipline

Committee on Discipline Position Class of 2027-Rostered Minister of Word and Sacrament

Person of Color and/or Language other than English No

Gender Male

Are you a rostered minister or layperson Rostered Minister

Nominations Contact Congregation/Conference

Congregation/Parish Name and Location All Places Together

Conference Southern

Conference Partnership Appalachia (Highlands & New River)

Nominee Experience

Nominee Occupation Chaplain, Virginia Lutheran Homes

List experiences or factors that you believe have prepared you for service in this position (up to three) Conflict Resolution Training
Harassment in the the Workplace Training Workplace Discrimination Training

List current or past congregational, synod or churchwide activities related to qualification for this position (up to three) Ecumenical Relations

List current or past community-related service activities (up to three) Alzheimer's Family Support Group Facilitator

Will serve is elected Yes

Submission

Name of person submitting the form Keith Olivier

Signature

Date Submitted: May 12, 2021



Deacon Lisa Geiger



Nomination Form for Synod Assembly 2021

Nominee For:	Committee on Discipline
Committee on Discipline Position	Class of 2027-Rostered Minister of Word and Service
Person of Color and/or Language other than English	No
Gender	Female
Are you a rostered minister or layperson	Rostered Minister

Nominations Contact Congregation/Conference

Congregation/Parish Name and Location	St. Michael, Virginia Beach
Conference	Tidewater
Conference Partnership	Coastal (Tidewater & Peninsulas)

Nominee Experience

Nominee Occupation	Deacon
List experiences or factors that you believe have prepared you for service in this position (up to three)	Current service in parish ministry, as well as more than thirty years of supervisory experience in the IT industry, which included extensive personnel supervision.
List current or past congregational, synod or churchwide activities related to qualification for this position (up to three)	Congregation Council Call Committee Candidacy Committee
List current or past community-related service activities (up to three)	Outreach ministry liaison
Will serve is elected	This is a self-nomination

Submission

Name of person submitting the form	Lisa Geiger
Signature	

Date Submitted: May 12, 2021

D -Report of Reference and Counsel

Committee of Reference and Counsel

There were no resolutions submitted for consideration at the 2021 Synod Assembly. The Virginia Synod Office of the Bishop thanks those who volunteered to serve on this committee .

E -Reports of Teams, Committees, and Other Units

Adult Faith Formation Report, 2021 Assembly

2020 was a year of transition and re-imagining worship and ministry for all of us. One theme that kept finding its way into our discussions was, “transformation.” For more than fifteen years, the Ambassadors Community for Theological Study (ACTS) was one of the Synod’s two primary adult faith formation events. ACTS was created for the education of lay people who would then have the tools to serve as leaders in our congregations.



Through many discussions and prayer, the visioning team embarked on the task of transforming and expanding the Synod’s Adult Faith Formation ministry offerings to provide events that would have appeal across a variety of platforms (in-person, virtual, retreats, outdoor activities, etc.). Unfortunately, the restrictions of COVID-19 limited the ability to gather for ministry events in-person. The spring retreat with Dr. Jill Crainshaw on biblical models of leadership, “For Such a Time as This,” was cancelled. However, thanks to some creativity and a willingness to “try new things,” Dr. Crainshaw re-formatted the in-person retreat theme to a four-session video series that was made available for individual and small group use just prior to Advent. The series was well received, and we look forward to partnering with Dr. Crainshaw again in the future.

One of the most exciting things the team accomplished in 2020 was working with Sarah Vogl to design and create a new logo for the ministry (pictured above). The image of the tree with its deep roots reflects the idea of being deeply grounded and rooted in biblical and theological studies, with the multi-colored leaves representing “new life” in a variety of areas.

The visioning team is using the six categories from Portico Benefits “Wholeness Wheel” as areas of concentration. The six areas are: Vocational Well-being, Physical Well-being, Financial Well-being, Emotional Well-being, Intellectual Well-being, and Social/Interpersonal Well-being. All of these areas are connected to each other through Christ and our baptism into the faith. The circular pattern of the wheel represents our life-long faith journey that continually finds us focused and in need of intentional development in any one or more of these areas. As our faith matures, the focus and need also changes – helping us “transform” every aspect of our faith to be more Christ-centered.

The team joyfully and faithfully embarked on Our Journey to Emmaus in Spring 2021. A Bible-study based transformational journey with movement of all kinds, art and poetry reflection, study questions, and even a finger labyrinth. People participated in groups or as individuals, because we all journey with Jesus in ways that reflect our own Christ-like uniqueness.

The team hopes to offer at least one significant event each quarter – and will also look to partner with other key ministries such as Power in the Spirit and EPIC Leadership Seminars.

I give great thanks for the many people who continue to pour their love and work into this ministry. Members of the visioning team include: The Rev. Kelly Bayer Derrick, Deacon Lisa Geiger, Joy Edmonds, Janet Gomez, Kayley Greenday, and Dr. Mark Warner.

Gratitude is extended to all the presenters, host churches, and small group leaders over the years and, most of all, to everybody who has taken part in this ministry and made it the success that it is. Thank you all.

Peace and love,
Deacon Lisa J. Geiger,
St. Michael, Virginia Beach
Adult Faith Formation Coordinator

Report of the Candidacy Committee

The Candidacy Committee of the Virginia Synod seeks to support, encourage and counsel any baptized member of this synod who would undertake the preparation needed for rostered ministry in the ELCA. Our purpose is to be a constructive and critical resource in helping candidates discern their sense of call, gifts for ministry, and readiness for service. At the same time, our charge is also to serve as an advocate for the needs and hopes of the whole church and to exercise, on behalf of the church, our best discernment of a candidate's readiness for a particular area of call or rostered service.

While overseeing the candidacy process, we are attentive to the vital participation of the home congregation and rostered minister(s), the seminary community, and the mentors and friends in Christ—all of whom have important ministries to and interactions with a candidate. Home pastors are specifically invited to our August Vocations Conference so that our committee may share with them the church's candidacy process and develop an early working relationship with them. Either in person or through regular written reports, a seminary informs us of a candidate's progress in classes, clinical pastoral education, and internship. Every candidate is matched with a committee member who serves as a contact person for regular communication of a candidate's concerns, questions, discoveries, and struggles.

The candidacy process in our church now stipulates that our committee makes three decisions during candidacy:

1. The **Entrance** decision indicates our judgment concerning a person's readiness for seminary work and study and should normally be made by June of the year prior to entrance into seminary.
2. The **Endorsement** decision is a crucial step in the candidate's progress through the Candidacy process. Members of the Candidacy Committee meet with the candidate's seminary advisor to discuss theological and personal growth and readiness for an internship. This panel is sometimes held on the campus where the seminarian attends, and the recommendation of the panel is made to the committee for its approval. It normally comes in the first semester of a candidate's second year at seminary, usually following a unit of clinical pastoral education (CPE).
3. The **Approval** decision indicates our judgment concerning a candidate's readiness for rostered ministry and is contingent upon graduation from seminary and receipt and acceptance of a call.

These decisions apply to all candidates.

The committee meets three times during the year: December, March/April, and August for entrance, endorsement, and approval decisions. Over the last year, these meetings were held remotely.

The August meeting takes place during our annual Church Vocations Conference. This is an event all candidates are encouraged to attend, especially "inquirers" who may desire to learn more about rostered ministry and further discern their call to service in the church. For those candidates who are already in the process, it is a time for sharing their sense of call with others who are at various stages of the candidacy process.

Sometimes Candidacy Committee members travel to ELCA seminaries for Endorsement Panels as well as visiting candidates on site during the year of internship. These visits have been well received by the seminary faculty, candidates, supervisors, and internship committees. These connections are invaluable resources to the committee in preparation for endorsement and approval decisions.

We are very pleased to report that in 2019 five candidates were approved for ordination: Danielle Bosdell-McCleary, Paisley LeRoy, Kayla Edmonds, Robin Ferree, Daniel Hess (Word & Sacrament). There were two positive endorsement decisions, and ten positive entrance decisions. In 2020, four candidates were approved for ordination: Emily Edmonds (Word & Service), Bryan Katz, Dalton Ruggieri, Alyssa Kaplan (Word & Sacrament). There were four positive endorsement decisions, and four positive entrance decisions. At any given time, we have approximately twenty inquirers, individuals who are actively discerning their call to ministry.

Our committee is grateful for the Virginia Synod Seminary Scholarship fund, established under the umbrella of the ELCA Fund for Leaders in Mission, and its financial support of Virginia Synod candidates. We are pleased and thankful that the fund continues to receive support from churches and individuals within our synod.

Southern Seminary, as well as our seminaries in Gettysburg and Philadelphia, the seminaries most often attended by our candidates, are undergoing significant structural and programmatic changes. Keeping track of these changes as they affect our seminarians' education will be a significant challenge in the years ahead. Also, the ELCA has issued a new Candidacy Manual that we will be implementing in the coming years.

Ned Wisnefske, Chair

Report from the Companion Synod Program with the New Guinea Islands (NGI) District of Papua New Guinea (PNG)

It has been the worst of times and also the best. Our partnership over this past year has grown, especially in our commitment to pray for one another. Even when the Covid restrictions are lifted, we will strive to continue in this growth.

In spite of the challenges, we are thankful for the faithful partnership leaders such as the Rev. Franklin Ishida, ELCA Global Mission Asia/Pacific Desk, the Rev. Kinim Soloi, ELC-PNG International Church Relations, the Rev. Bobby Eleasar, NGI District President, and the Rev. Kelly Bayer Derrick, Virginia Synod for their encouragement and support in keeping all parties connected. Videos and greetings were extended to one another for Christmas 2020 and Easter in both 2020 and 2021. These expressions of being kindred spirits “One in Christ” were shared with VA Synod Congregations.

Once again, the Virginia Synod congregation’s outstanding response to the “PNG Dollars 4 Scholars” campaign enabled our continued support for Seminarians and PNG Pastor’s Children to attend school. However, this past year there have been times when classes were suspended for a few weeks at a time to deter the spread of Covid. In addition, schools implemented social distancing and mandatory mask-wearing when they have been in session.

Much like in the Virginia Synod, the numbers allowed to gather for worship in NGI were restricted. We shared the feeling of One in Mission for a common cause.

Covid 19 also interrupted the completion of Phase 2 of the Malaria Awareness/Mosquito Net distribution Project. Phase 2 required travel to other circuits/provinces, and the travel ban restrictions put a halt on moving forward. This resulted in a domino effect for the District Centre construction because of the requirement to complete one project before another begins.

It was reported last year that Pastor Bobby Eleasar was finishing his last term as President of the District. However, due to the lack of nominations for candidates, a resolution was made that Pastor Bobby would continue his leadership. A district nomination committee was appointed by the district council to work with circuits to get nominations for their District Conference election this year.

Covid 19 is a serious problem in PNG too. West New Britain Province (the heart of NGI District) was the first area to go into lockdown in January of this year. Restrictions have affected travel and having large gatherings (more than 10 people). Fortunately, Australia and other countries have donated vaccines. Front line workers are just now being vaccinated. They are experiencing vaccination hesitancy concerning side effects. Because of their need for more health workers, there have been some volunteers from the USA and Australia arriving to support PNG doctors and nurses. Just recently, two members of Pastor Bobby’s congregation tested positive for Covid 19 and are in quarantine. Naturally, church attendance has declined, and they don’t have access to all the technology necessary to use Zoom, Facebook, and such. Perhaps prayers are our greatest resource now, and we have plenty.

Respectfully submitted by Diane Giessler

Report from the Ecumenical Relations Committee

2020-2021

With the cancellation of the 2020 Synod Assembly because of COVID-19, I am reporting on two years of ecumenical activity by our committee. In this time that brings turmoil to our world and profound change in our churches, I am reminded of St. Paul's charge to all Christians, "(Make) every effort to maintain the unity of the Spirit in the bond of peace." (Ephesians 4:3)

We held our third Lutheran-Episcopal Conference, *From Crib to Cross*, on June 24-26, 2019, at Shrine Mont (near Orkney Spring, VA). Dr. Alyson Barrett-Cowan led the discussion of Incarnational theology, and Dr. Timothy Wengert led the Theology of the Cross piece. There were also sessions to help begin or go deeper with cooperative ministries, along with time for our bishops to discuss the regular call, interim and supply processes between our two traditions. I thank Bishop Humphrey for his vital part in the conference and the synod staff for coordinating registration. We have a dynamic and talented synod office.

Since that conference, the Lutheran-Episcopal Joint Committee (2 Lutheran synods and 3 Episcopal dioceses) has evaluated its missional opportunities. In a world that faces many challenges, the church can be a renewing voice in a society where the church often has little voice. This can happen as Christians speak and act not only as individual, autonomous congregations and denominations but also as one voice that maintains "the unity of the Spirit."

We have determined: "Our purpose is to serve as an advisory/consultation arm to our judicatories to reinforce a culture of ecumenism. We are also programmatic...we provide strategies for helping our congregations, pastors, and bishops to live into full communion" as agreed upon in the document, *Called to Common Mission* (2001). To accomplish this vision, we will work with the leaders of our two traditions to deepen the spirit and reality of ecumenism, cooperation, and involvement; develop educational opportunities to expand shared ministries; and better communicate our common/best practices that exist among our parishes. Contact me (804-517-3073; ericjohnmoehring@gmail.com) if you are interested in helping in any part of this strategy. You need not join the committee to have a vital role.

We will host a virtual day-event in September for laity and rostered ministers to define our unity through CCM, discuss why such an agreement matters and explore what working together might look like. We hope the participants will go back to their parishes and develop co-operative ministries to meet the challenges of an increasingly complex and anxious world.

There were two LARCUM (Lutheran-Anglican-Roman Catholic-United Methodist) conferences since my last report. On November 22-23, 2019, in Virginia Beach, 130 laypersons and rostered ministers worshiped, networked, and heard from Fr. James Loughran, S.A., a Franciscan Friar of the Atonement and Director of Graymoor Ecumenical and Interreligious Institute that produces the annual Week of Prayer for Christian Unity materials. He stated clearly, "Christ joins us as one, so unity is already. We work to see that full unity, not uniformity, but reconciled diversified unity. Our common prayer is the heart and soul of ecumenism." After describing his varied religious upbringing, Bishop Humphrey said in his Friday evening sermon, "I am rooted! My faith, my sense of who God is, who I am, and who we are together I owe to a whole rich tapestry of the church." Then he gave the clarion call, "We have work to do! Let us show and teach the world what Jesus gave us."

The 2020 LARCUM Conference, held on December 4-5, had 107 rostered leaders and laity attending on zoom. Dr. Phillip Cary, professor of philosophy at Eastern University and author of *Good News for Anxious Christians* and *The Meaning of Protestant Theology: Luther, Augustine, and the Gospel That Gives Us Christ*, spoke on the topic, “*Being Formed by the Gospel in a Post-Christian Age.*” Beginning with the premise of the Gospel’s sacramental nature that reveals Christ, Dr. Carey explored the church’s unity and mission in our present time of anxiety through the lens of Martin Luther’s own experience. He concluded his talks by commenting on being a Christian today: “We no longer have control of our culture and are without the benefit of a sympathetic and partnered society.” He called upon the church to “look for some of the skills the Jewish people always have had as a cognitive minority in a society hostile to them.”

The next LARCUM Conference is planned for December 3-4, 2021, and will be on Zoom and hopefully in person. The pandemic and the call for racial, social, and economic justice have raised spiritual and social issues in our churches (and beyond) that can only be sorted out by an understanding of the nature and structure of a Church rooted in baptism. How does our unifying baptism prevent our growing division and bring us together as a “caregiving” Church? For more information about LARCUM and the covenant, log onto www.virginalarcum.org.

The Rev. Mary Anne Glover serves the Virginia Council of Churches as Interim General Minister. She is a dynamic, gifted, and faithful disciple who leads the VCC into a bright new future. I am pleased that Bishop Humphrey has asked me to actively participate in the council’s Coordinating Cabinet. One program Pastor Glover has initiated is a “Next Generation of Ecumenists” group to raise up new ecumenically-minded pastors. For more information, including a conversation with Bishop Humphrey, log onto vacouncilofchurches.org

The effort put forth by our committee is astonishing. They work tirelessly as a committee, and in their own communities to fulfill our Lord’s call “that all may be one.” I encourage you also, to “be steadfast, immovable, always excelling in the work of the Lord, because you know that in the Lord your labor is not in vain.” (1 Corinthians 15:58)

Darlene Allen: Christ, Fredericksburg; darleneallen2015@gmail.com

Pastor Dennis Andersen: First English; Richmond, satisest@aol.com

Pastor Lou Florio: Christ, Fredericksburg; lou@christ-lutheran-church.org

Pastor Eric Moehring: Christ, Fredericksburg; ericjohnmoehring@gmail.com

Pastor Bill Nabers: Parish of the Valley; Mt. Crawford, billnabers@hotmail.com

Pastor Joel Neubauer: St. Mark, Yorktown; pastor.joel.neubauer@gmail.com

Pastor Keith Olivier: Chaplain at Brandon Oaks, Roanoke; kolivier@vlhnet.org

Pastor Terrie Sternberg: Trinity, Pulaski; trinitypulaski@gmail.com

Pastor Suzanne Stierwalt: St. Andrews, Portsmouth; jsrugby@aol.com

Pastor Eric Moehring
Ecumenical Representative, VA Synod

Investment Committee Report

The Virginia Synod Council established the Investment Committee to oversee the investment decisions for the Forwarding Faith Endowment. The committee meets yearly and receives regular reports from the managers of the endowment, Blue Edge Capital.

The **Investment Committee met on Thursday, January 14, 2021** to review the investments and policies. Details on the Forwarding Faith Endowment can be found in the Treasurer's Report in the Bulletin of Reports.

Current members of the Investment Committee are:

1. Robert (Bob) F. Humphrey, Bishop
2. John Krallman
3. Kent Bond
4. Kim Begnaud
5. Rev. Kent Peterson
6. Richard Hoffman (ex-officio)
7. Skip Zubrod
8. Dan Kahill, Virginia Synod Treasurer, Chair

Updates to the Forwarding Faith Endowment Fund ISP

Over the last year, the Synod Council made the following updates to the Forwarding Faith Endowment Fund of the Virginia Synod, ELCA Investment Policy Statement (ISP).

Updated Part III of the ISP statement to clarify the committee membership and length of service:

Part III. ROLE OF THE FORWARDING FAITH ENDOWMENT COMMITTEE

The committee is comprised of the Bishop of the Virginia Synod, the Synod Treasurer who also serves as the Chair, and those members of the Virginia Synod as appointed by Synod Council to serve on the committee. There is no set number of members that can be on the committee. The term shall be for one (1) year commencing on the 1st day of each calendar year. There are no limits to how long a member may serve, but each member will be asked in December of each year if they are willing to serve for another 12-month term. This does not apply to the Bishop or the Treasurer as their terms on the committee are limited to as long as they are in their positions as Bishop and Treasurer.

Updated Part VI of the ISP statement to clarify the calculation for distributions from the fund:

Part VI. ENDOWMENT FUND SPENDING POLICY

The annual spending by the Endowment Fund in support of its mission shall not exceed [4%] of the average year-end Fund balance for the preceding three fiscal years, except for the first year, where spending shall not exceed 4% of the first year-end fund balance, or the second year, where spending shall not exceed 4% of the average year-end fund balance for the preceding two fiscal years. Fiscal year end is December 31st of each year which corresponds to Fund Manager's year end.



The Ministerium Team Annual Report 2019-2020

The Ministerium Team of the Virginia Synod exists to lift up, strengthen, support and care for all rostered ministers throughout the Commonwealth. When rostered ministers purposefully and faithfully foster relationship, strengthen collegial connections, and live in healthy and hope-filled ways, congregations mirror that practice. We are intentionally in covenant with one another as professional leaders in the church so that we can lead in connected ways with the people of the Virginia Synod.

During the past year the Ministerium Team has served as champions supporting, empowering, and caring for rostered ministers of the Virginia Synod.

Because the Covenant of the Ministerium (see attached) is the foundation for our work, we have lovingly lived out that covenant in the following ways:

- **2019 Gathering of the Ministerium** The Gathering of the Ministerium is the annual gathering of rostered ministers for learning, sharing, and renewing. The Gathering was held in October at Virginia Beach. Our keynote speaker, the Reverend Dave Daubert, facilitated conversation on congregational vitality.
- **2020 Gathering of the Ministerium**. The Gathering was held online using Zoom. Our keynote speaker, the Reverend Tiffany Chaney, facilitated conversation on implicit and explicit racism. Pastor Chaney's presentation title was, "Seeing Through the Lens of Another: Shifting Ministry with an Expanded Lens"
- **First Call Rostered Ministers Retreat** in November 2019 and 2020.
- **Boundaries Training** throughout 2020 was held in conference partnerships.

The Covenant of the Ministerium honors the relationship between healthy leaders and healthy congregations.

I give great thanks for the gifts, devotion, and faithfulness of the members who served on the Ministerium Team for 2019 and 2020. The 2019 team included: Bishop Bob Humphrey, the Reverend Joseph Bolick, and the Reverend Colleen Montgomery. The 2020 team included: Bishop Bob Humphrey, the Reverend Kelly Bayer Derrick, Assistant to the Bishop, the Reverend Joseph Bolick, the Reverend Scott Mims, and the Reverend Laura Swanson.

Respectfully submitted,

Reverend Anne Jones Martin
Chairperson of the Ministerium Team

Mission Table

Developing and implementing Renew 145, the Virginia Synod's congregational vitality emphasis, has been the primary focus of the Mission Table for the last two years. Renew 145 is an intentional effort to strengthen congregations by helping individuals and congregations focus on growing deeper in relationship with God, in relationship with one another, and in relationship with their community.

The Renew 145 pilot project launched with an in-person weekend retreat at Eagle Eyrie on March 6-7, 2020, and then three days later the world began to shutdown for COVID-19. The Mission Table and the congregational teams made the decision to move forward with Renew 145 and adapt the pilot as needed. The updated format involved emailed reflections, shorter Zoom retreats, and work with coaches. The initial pilot program finished in March 2021. While the pandemic limited the ability of congregational teams to implement what they were learning in a local context, the feedback from participants indicated that Renew 145 provided helpful for tools for individuals and congregations to use. Renew 145 is being adapted based on what was learned in the pilot with the hope of a new cohort in Fall 2021.

In addition to working with Renew 145, the Mission Table assists with the development of new mission starts within the Virginia Synod. Currently, the Virginia Synod has three mission starts: Micah Street Church, All Places Together, and Peace and Hope.

Yours in Christ,

Pastor Tim Crummitt
St. Paul's, Hampton
Chair, Mission Table

Power in the Spirit Report to the Virginia Synod Assembly, 2021

Power in the Spirit is a gathering hosted by the Virginia Synod for anyone and everyone interested in learning, serving, worshiping, and enjoying fellowship in the name of the Father, Son, and Holy Spirit. Lay members and rostered ministers typically gather at Roanoke College in Salem, Virginia, each July for three days and two nights.

The last year has been far from typical. The Power in the Spirit planning team instead led an online event July 6-10, 2020. Registration was free, and those who registered began their day with an e-devotional that included readings, recorded messages, and crafts one could complete in their own home. Every evening, we gathered live on Zoom for a lecture followed by worship. Live attendance ranged from 60 to 85 households.

The positive reception of this online event spurred the creation of the first-ever “Midwinter Power in the Spirit Online.” The hope is that even when the pandemic is a thing of the past, this midwinter event will continue as a joyful time for gathering online in an otherwise gloomy time of year. Midwinter Power in the Spirit was held January 31 to February 4, 2021. The format was much the same as the July 2020 event, with the addition of optional workshops during the live zoom gathering. Over 130 households registered for the event, and live participation was typically over 90 households each weeknight. The event was again held free of charge, and an offering of \$2,750 was gathered to be used through the ELCA Good Gifts program.

Power in the Spirit 2021, “Advent in July,” will again be held as an online event July 11-15, 2021. The planning team continues to think creatively about online engagement and is grateful for technology which allows our ministry to continue. The staff of the Virginia Synod continue to make this event possible with their additional efforts, and we are very thankful. Most of all, we give thanks for the Holy Spirit’s guidance.

Yours in Spirit,

The Rev. David C. Drebes
Pastor, College Lutheran Church, Salem
Coordinator, Power in the Spirit

Tapestry Team
2021 Synod Assembly Report for 2019/2020

2019

The Tapestry Team hosted two online book studies. The first was a 6 week study using the book *White Fragility* by Robin D'Angilo. The second was a 6 week study of Rev. Lenny Duncan's book, *Dear Church*. Both provided good conversation and learning for those who attended. After participating in these studies, we realized that not all congregations are starting the conversation on racial justice in the same place. We realized that while some folks may be ready to delve into a book like *White Fragility*, others might benefit more from starting with the basics of racial justice issues. The Tapestry Team then developed a resource guide for having racial justice discussions for congregations and ranked movies, podcasts, anti-racism studies, museum exhibits, books and movies using a ranking borrowed from collegiate class rankings – 101 level resources are for congregations just starting the conversation, 201 level resources are for congregation further along in their conversations about race, and 301 level resources are for congregations well-versed in their understanding of racial equity. This resource guide is available on the Tapestry tab of the VA Synod website.

2020

In recognition that the ELCA passed a resolution calling for A Day of Commemoration of the Emanuel 9, we began planning early in 2020 to do that on the anniversary of the day Dylan Roof murdered 9 people at Mother Emanuel AME in Charleston, SC, June 17, 2015. Starting just as the pandemic was beginning, we held meetings on Zoom weekly, and planned for an all virtual commemoration on Zoom as well. In conjunction with the Zoom event, we also created a video commemorating the Emanuel 9 for congregations to use as they saw fit. During our Zoom commemoration we invited the Rev. Etoria Goggins and the Rev. Christian Savage, two AME pastors, to share any reflections on the day of commemoration with us. We also invited Andrea Miller of People Demanding Action, to talk and give information about the Poor People's Campaign virtual march on Washington D.C. which was the Saturday following the Emanuel 9 commemoration. The team who worked diligently to create both Zoom and video resources was: the Rev. Harry Griffith, Emily Pilat, the Rev. Kelly Bayer Derrick, the Rev. Sandy Wisco, Merrie Jo Milner, Sue Clemens, Ellie Fenerty, and the Rev. Heidi David-Young. These resources were well received by those who attended.

In September, Luther Memorial Church in Blacksburg hosted the Rev. Lenny Duncan for a webinar on racial justice and preaching via recorded video at their Sunday morning worship. They opened up registration to anyone interested. The VA Synod and Tapestry helped provide support for the event, and with the Rev. Monica Weber, Pastor of Luther Memorial, Dr. Oris Griffin and the Rev. Heidi David-Young, they facilitated a zoom conversation for those interested in de-briefing and discussing the Rev. Duncan's presentation on the Sunday evening following his presentations.

In 2020, Tapestry also offered questions for pastors to discuss in their small group conversations during The Ministerium in October about how they might be encouraged to have discussions on race and privilege in their own context, and what resources they might need.

Later in 2020, the Tapestry Team began work on two surveys to get feedback from VA Synod pastors and congregational members about what the needs are in each of their contexts for resources to start or continue conversations/actions around white privilege/racial justice.

2021

With the Capital Insurrection happening on January 6th, Tapestry found the need to respond. Instead of coming out with a statement condemning the riot, which Bishop Humphrey had already very eloquently done, we decided to place our response within the context of our Lutheran liturgy and a call to action. With the Rev. Monica Weber leading the effort, we took our rite of Affirmation of Baptism and added particular ways a congregation can respond to the call for racial justice related to our baptismal promises. We made this available for congregations to use in any way they saw fit – during whatever worship or other event it made sense. This resource is still available on the VA Synod website Tapestry page.

We completed the surveys we began developing in fall of 2019 and publicized them in VA Synod Publications. We received response from 40+ congregants and 14 pastors. Those responses have been shared and Tapestry is using them to plan for the future.

We are actively planning our 2nd annual Day of Commemoration of the Emanuel 9 on June 17th.

We are partnering with enCircle's (formerly Lutheran Family Services of Virginia) Director of Equity, Diversity & Inclusion, Maurice Gallimore, to offer more resources on Racial Justice. He and Phyllis Cox, a member of Tapestry and seminary student, will offer a discussion of the book, *Uncomfortable Conversations with a Black Man* by Emmanuel Acho via Zoom this June.

We are also looking toward the creation of a more comprehensive plan to address diversity and inclusion from the VA Synod.

Respectfully submitted May 4th, 2021 by the Rev. Heidi David-Young

2021 Report of the Youth Ministry Committee

2020-2021 Committee members (including congregation, conference, and year appointed):

Chair: Pastor Joseph Bolick (Epiphany, Richmond) - 2018

Clergy: Pastor Tina Melusky (Trinity, Newport News) - 2019

lay adult: (vacant)

12th grade: Rachel Bohannon (St. Michael, Virginia Beach - TD) - 2018

11th grade: Micah Keyser-Rothgery (Christ, Roanoke - SO) - 2018

10th grade: Mariella Kern (St. Luke, Culpeper – GR) - 2019

9th grade: (vacant)

8th grade: Gavin Diehl (Reformation, New Market – CV) - 2019

7th grade: (vacant)

Synod Council Young Adult: Isaac Wilson (Christ, Fredericksburg; The Well at VT, Blacksburg)

Synod Council Youth Rep: Jack Graves (St. Michael, Blacksburg)

CHARGE (Young Adult) Convener: Alec Alderman (St. Philip, Roanoke)

Lutheran Youth Organization Board (Youth are elected at the annual Youth Assembly and also serve as members of the YMC)

Chaplain: Pastor Meredith Williams (Grace & Glory, Palmyra-GR)

Advisor: Tim Wilson (Christ, Fredericksburg - GR)

Advisor: Christina Hodges (St. Timothy, Norfolk - TD)

12th grade: Chas Downs (Christ, Roanoke - SO)

11th grade: Rebekah Williams (Ascension, Danville - SO)

10th grade: Nathan Rummel (Trinity, Newport News - PN)

9th grade: Asher Porter (Our Saviour, Christiansburg - NR)

8th grade: Susanna Carr (Christ the King, Richmond - RI)

Multicultural rep: Hunter Simpkins (Grace, Chesapeake - TD)

tAble: (vacant)

Synod Staff Support: Pastor Dave Delaney

2020-2021 Synod and Churchwide Youth Events:

June 13, 2020 – Youth Assembly: 75 youth and 12 adults (online)

July 19-23, 2020 – Kairos: 38 youth and 17 adults (online)

Nov. 20-21, 2020 – Lost and Found: 31 youth and 20 adults (online)

Jan. 24, 2021 – Winter Celebration: 52 youth and 19 adults (online)

March 6, 2021 – Seventh Day: 25 youth and 18 adults (online)

2021-2022 will be a year of rebuilding for youth events as we plan to resume in-person activities.



Report of the Virginia Synodical Women's Organization

As a community of women created in the image of God, called to discipleship in Jesus Christ, and empowered by the Holy Spirit, we commit ourselves to grow in faith, affirm our gifts, support one another in our callings, engage in ministry and action, and promote healing and wholeness in the church, the society, and the world.

The women of the Virginia synod are an active and faithful community. We were last able to gather together in person at First Lutheran Church in Norfolk on August 2-3, 2019. The theme was "All Are Welcome at the Table" following our convention scripture verse, Galatians 3:28. We started our weekend of faith, fellowship, and of course some business, with a wonderful opening devotion by our convention chaplain, The Rev. Leslie Weber of Grace, Chesapeake. During our business sessions on Friday, voting members elected a president, treasurer, and board members. Also elected were voting members to the 11th Triennial convention. During the business sessions non-voting members were able to attend three different workshops: "Reenergizing Your Congregational Unit", led by Linda Hawks and Erin Bain Hagar, "Congregating Digitally", led by Emily Pilat the Director of Communications for the Virginia Synod, "Deskercise" led by Martha Swirzinski. On Friday evening our banquet speaker, Stephen Walker, entertained us with his stories and challenged us change our vision to be more welcoming and loving. Morgan Thomas led us in the Holden Evening Prayer service with accompaniment by Deacon Lavelva Stevens.

On Saturday, awareness sessions were held for all participants: "Music Connects Us" led by Becky Watson, "An Immigrant's Story" led by Fio Lewis, the Rev. John Wertz, Jr., Director for Evangelical Mission and Assistant to the Bishop led the day's bible study. Our closing worship service was led by the Rev. Jean Bozeman and assisted by Edith Blake. Participants brought school supplies collected by their congregations which were donated to Norfolk area schools. In addition, during the year congregational units and individuals took part in projects to support children. These included but were not limited to making blankets and quilts for the Linus Project, making hats for Knots of Love and pillow cases Ryan's Case for Smiles.

Of course, 2020 greatly changed the way congregational units, conferences, and the synodical organization gathered and stayed connected. Many of the units continued their bible studies and meetings by Zoom. The New River conference even had their annual conference gathering by Zoom. The VSWO held a Thankoffering service, again by Zoom, that was attended by over 40 women across the state and even some visitors from other synods. Our women have continued they faithful support of ministries within their congregations and ministries of Women of the ELCA.

Unfortunately, due to the pandemic, the Triennial Convention and Gathering scheduled for the summer of 2020 was cancelled. The Women the ELCA at the churchwide level has also had to find creative ways to reach out and stay connected to congregational units and synodical organizations. They hosted a wonderful virtual gathering for synodical presidents and board members. The theme was, "Pivot Don't Panic-a Leadership Event" and they plan a virtual convention to be held in August.

The VSWO board is planning for a virtual convention and retreat in the summer of 2021.

Submitted by:
Jody Smiley, VSWO President

Report from the Virginia Synod Hunger Team 2020-2021

The synod hunger team came together in July 2020 to regroup and reform. Our initial goal was to review and make recommendations on the Domestic Hunger Grants. We started with a team of three and a few ideas. The team grew quickly and boldly moved forward with an action plan.

Within the first few months, the team had conceived and planned a lunch and learn series entitled “Food and Faith”. The Holy Spirit pushed us forward with boldness and creativity. The team was never at loss for a new idea! Monthly online presentations were held starting in January 2021. Enrollment and attendance at the programs was encouraging.

Topics for the Food and Faith series included:

- Getting Started with Feeding Programs,
- ELCA Hunger Grants, Finding Resources in the Community and Beyond,
- How to Connect with Feeding America, and
- What We’ve Learned Along the Way.

Each presentation was recorded for future viewing by those who were unable to attend in real time. These presentations can be found at the VA synod website, vasynod.org/resources/world-hunger.

The team is currently working on future programs for Fall 2021 and Winter 2022. We hope to focus on advocacy. We hope to be able to promote Bread for the World offerings of letters and help congregations advocate for people experiencing food insecurity in their neighborhoods.

The current team members are: Garry Lautenschlager, Sandy Hagman, Chuck Hays, Pr Chuck Miller, Phyllis Cox, Pr Kelly Bayer Derrick, John Stramiello, and Betsy Liljeberg. Lenae Osmondson is our faithful techie and all around support person. We are looking for new members particularly from the southern and eastern parts of the synod. We would love to have you join us. Consider making a bold move and join this energetic and creative team!

Thanks be to God for the creativity and love of serving of this team!

Betsy Liljeberg
Hunger Team Leader

F -Reports of Mission Partners

Report of the Region 9 Candidacy and Leadership Manager

What does a Candidacy and Leadership Manager do?

A Candidacy and Leadership Manager (CALM) accompanies people who are seeking to become rostered ministers in the ELCA, whether Word and Service (deacons) or Word and Sacrament (pastors) in their journeys toward ordination. The CALM also works with Synod Candidacy Committees as they help guide, prepare, and assess these candidates. At any given time, the six synods of Region 9 (Virginia, North Carolina, South Carolina, Southeastern, Florida-Bahamas, and the Caribbean) have around 250+ people in candidacy.

What's new this year?

On Feb. 1, the ELCA churchwide organization implemented Future Church, a new working structure focused on motivating the entire church to actively share the way of Jesus with more people so that they might experience community, justice and love. The design emphasizes the belief that members, congregations, synods, the churchwide organization and its partner organizations all have important roles in the church's mission.

This new design stresses three goals:

- A welcoming church that engages new, young, and diverse people.
- A thriving church rooted in tradition but radically relevant.
- A connected, sustainable church that shares a common purpose and direction.

To implement the Future Church design, structural changes were made that resulted in a 5% reduction in staff and the creation of new departments, called home areas. Candidacy is now part of the Christian Community and Leadership home area.

Anything else happening?

The ELCA Conference of Bishops initiated a new First Call Process, a three-year experiment designed to match, in a timely way, candidates who are ready for a first call with congregations who are ready for a new deacon or pastor.

What else is going on?

The Candidacy Leadership Team organized and hosted in March 2021 a two-day virtual Candidacy Summit, with workshops on a wide variety of topics and keynote addresses by Bishop Kevin Strickland of the Southeastern Synod and Dr. Terri Martinson Elton of Luther Seminary. Participants and panelists exchanged ideas about how to be more welcoming, knowledgeable, and effective as they worked with candidates for ministry. More 400 people attended, and another summit is being planned for this fall.

How can I help?

- Support your synod's Candidacy Committee with time, talent, and treasure.
- Be alert for people in your congregation who have gift for ministry and ask them, "Have you thought about being a deacon or a pastor?"
- Consider being a teaching parish or an internship site so that you can help shape a new generation of rostered leaders.



MARCH 2021

CAROLINE FURNACE

Lutheran Camp & Retreat Center

ANNUAL UPDATE

Faith, Education, and Renewal in God's creation for all God's people

As the abundant life of spring approaches, we are humbled to reflect on this year of generosity and grace. The collective work of the many generations listed in this newsletter keeps us on a path of optimism and opportunities for the future.

In 2020, we blazed new trails to provide purpose and understanding. We found new ways to share outdoor ministry with all of God's people. Together, we all learned how to experience growth in our faith, tried new things, and renewed our spiritual senses through family groups, virtual platforms, and socially distanced events. It is amazing to reflect on our accomplishments in building community and supporting one another in the midst of a pandemic.



On June 18, 2020, we got the news that overnight summer camp was cancelled across the state. Despite this, we decided to continue as planned with the trail clearing afternoon on our staff training schedule. Not knowing what summer would bring, our senses and emotions were heightened. We needed time to process. An afternoon of trail work and manual labor was exactly what we needed.

COME, LET US GO UP TO THE MOUNTAIN OF THE LORD, TO THE HOUSE OF THE GOD OF JACOB; THAT HE MAY TEACH US HIS WAYS AND THAT WE MAY WALK IN HIS PATHS. ISAIAH 2:3

We set out to clear the South end of Nature Trail, which was overgrown and blocked with fallen trees. Bryan led us through a safety talk, shared expectations, and assigned work crews. The day was slow, hot, buggy, and filled with hard work, yet attitudes remained upbeat. The trail was filled with singing and storytelling. As we were finishing up at the end of the day, one large pine tree still blocked the trail, and although we only had hand tools and little time left to complete the task, the group was determined. We communicated with one another, shared the physical labor, and uplifted each other so that we could complete our work along the trail. This day was our mountain. We found the house of God among nature itself. This day served as the beginning of new paths which led our way to hear and be taught how to "walk in his paths" last summer.



As we reflect on the year, we are grateful for YOU. Thank you for your help in hiring 16 young adults last summer, so that they could grow in faith, be guided on new paths, discern their future, and build our community in new ways. These staff were instrumental in trailblazing opportunities for family retreats, virtual camp at home, collaboration with other camps, and improving accessibility, allowing us to gather safely from anywhere.

As you travel new paths this spring, we are excited to be your guide and provide a sense of direction. Join us in small group summer camp and retreat opportunities, virtual camp at home, family retreats, hybrid programs, and safe outdoor events. We welcome you to celebrate with us and live, connect, affirm, and gather with a renewed sense of purpose in the name of our Lord and Savior.

2239 CAMP ROOSEVELT RD FORT VALLEY VA 22652

(540) 449-0012

WWW.CAROLINEFURNACE.ORG

SUMMER 2021



Summer Camp is a place that supports new experiences, close friendships, limitless fun, and faith made tangible. Campers engage in daily worship and Bible study, plus a wide range of activities. They get to swim, canoe, fish, creekwalk, play group games, hike, cook over a campfire, create crafts, and so much more! Each week, volunteer chaplains from nearby Lutheran congregations join us in supporting faith development.

In 2021, campers will experience Summer Camp as small group cohorts, which means that each group will travel, eat, and play together for the week. All small groups will follow a basic schedule that emphasizes outdoor activities and faith development. Adventure Camps have some additional activities scheduled (such as rock climbing or horseback riding). Depending upon current restrictions and best practices this summer, we hope to gather all campers for a few safely distanced activities throughout the week.

COVID-19 Note: Caroline Furnace follows the guidelines and requirements of CDC, VDH, and American Camp Association (ACA), in consultation with our healthcare advisory team. Risk mitigation for Summer 2021 includes use of small group cohorts, staff and guest health screening, hygiene and personal protective equipment (PPE), a designated quarantine space, limited off-site activities, a no visitor policy, and more.

*Where two or three are gathered in my name,
I am there among them. Matthew 18:20*

**Overnight Camp***Every Sunday to Thursday***Family Retreats***Every Thursday to Sunday***Family Camp***During Week Zero & Week Eight***Camp at Home***(Virtual) Three Week Sessions***Confirmation Camp***June 20-24 (Contact your Pastor)***NEW! Service + Adventure Week***For Youth Groups, July 4-8***Summer Staff Season***May 30 to August 14***YEAR AT A GLANCE**

- 4/10** Work Day, 9-5p
- 5/2** Outdoor Worship Series, 4:30p
- 5/8** Work Day, 9-5p
- 5/14-16** Wild Women Retreat
- 5/22** BBQ Picnic Celebration, 12-6p
- 6/2** Outdoor Worship Series, 4:30p
- 6/13** First Day of Summer Camp!
- 9/24-26** Faith Where You Are: Young Adults
- 10/2** Quiet Day, 10-2p
- 10/8-11** Adventure Weekend
- 10/16** Work Day, 9-5p
- 10/21-22** Pre-Advent Retreat
- 1/28-30** BeerReformation Retreat

LEARN MORE & REGISTER AT WWW.CAROLINEFURNACE.ORG

2020 IN REVIEW: A YEAR OF CHANGE & ADAPTATION

We continue to be amazed by the generosity and blessings that flowed into this year, even as we all struggled with the impacts of COVID-19. Although Caroline Furnace experienced significant loss with a lack of year round retreat groups and overnight summer camp, we are still in a stable financial position. We began to experience our new purpose without even knowing it - how, you ask?

WE LIVED - our mission of faith, education, and renewal, by committing to development of our young adult summer staff, leading a successful six month fundraising campaign, and updating our core values based upon feedback from the Power the Future Summit held in fall 2019.

WE CONNECTED - virtually through both Summer and Winter Camp at Home, Pre- Advent and Lenten Retreats, town hall updates, and countless collaborations with camp and retreat networks. We now offer new hybrid model capabilities on-site, with Wi-Fi available for retreat groups in Marston and the Upper Room.

WE AFFIRMED - our commitment to continued growth in diversity by sharing our new welcome statement, accepting a Total Inclusion! grant from the ELCA, and by continuing to reclaim the history of this sacred space, including an acknowledgement of the tragedy of enslaved people on this land in the 1800s.

WE GATHERED (SAFELY) - for family retreats, outdoor worship, work days, day use, and small group retreats.

REVENUE: \$466,552 EXPENSES: \$228,721

Moyer Lodge was renovated to include a new entrance, large deck, and a reception area in the Fireside Room. Later, we removed the old bathrooms, created a staff eating nook, and added a program leader office.

The Health Center was expanded and remodeled to include two separate bunk rooms and HVAC, made possible by donations in honor of Virginia (Ginny) Berry's 90th birthday. It is now named the Berry Health Center.

Staff and volunteers cleared Nature Trail and the lake dam, completed the Prayer Path by the Memorial Garden, created Sanctuary campsite and fire circle in the pine tree farm, and built Big Rock fire circle by Cabins 3 and 4.

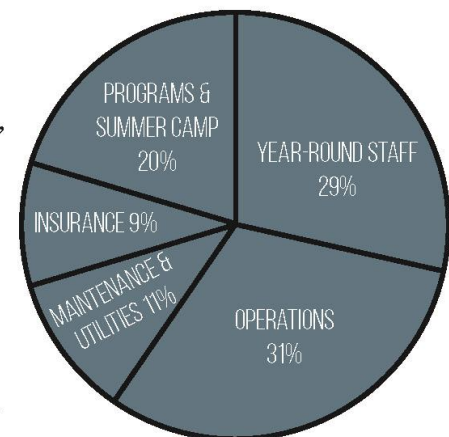
The Loft was made available for groups of 5 or less. This modern space above the Office is perfect for personal and family retreats.

Our staff worked with the Coalition of Virginia's Overnight Summer Camps in collaborating and engaging with our state leaders on industry funding and reopening guidelines.

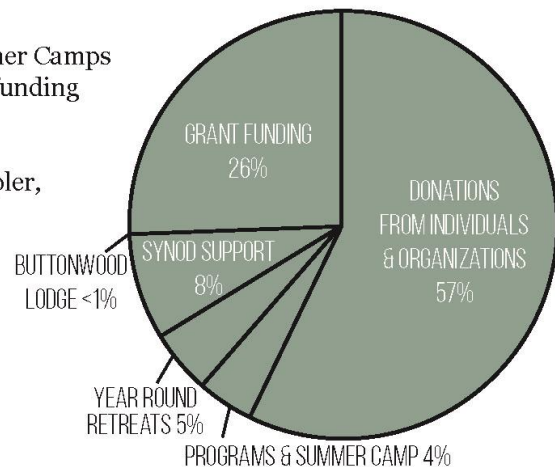
We welcomed a new Board member, Rev. Brett Wilson. Dave Appler, Rev. Kate Costa, and Rev. Scott Zimmerer were recognized for their faithful service on our Board of Directors.

We hosted the (first ever virtual) Virginia Camp and Retreat Leaders' Gathering in December and participated in the virtual Lutheran Outdoor Ministries (LOM) Conference in November and virtual ACA National Conference in January.

2020 EXPENSES



2020 REVENUE



THANK YOU FOR YOUR CONTINUED SUPPORT!

The Lord has provided us with wonderful gifts, that we may proclaim the gospel boldly through Caroline Furnace. Perhaps the most important gift as we seek to minister to a world in need is YOU. We respectfully ask for your donations and that you continue to support the incredible work done here. By providing, participating, and praying for Caroline Furnace, you share Christ's love with a world in need and provide a sacred space for all. Individual donors are listed below in alphabetical order by giving level, based upon donations from January 1 to December 31, 2020. Churches and organizations are listed in order by amount given in 2020. As always, we are so grateful for the continued support of our three Synods. We are one as the body of Christ, and we are so very blessed by your abundant generosity.

Big Spring (Gifts of \$3,000+)

Deborah Bowers
Gerald & Sandra Cobb
Chris & Bill Crouch
Todd & Kelly Domaleski
Joyce Peifer Forbes & Charlie Forbes
John & Elena Handley
David Nestleroth
Nancy Simon

In Memory Of

George Handley
Bill Mantz
Dwayne Westermann

In Honor Of

Susan McAfee Baxter's retirement
Virginia (Ginny) Berry's 90th birthday
Rev. Stephen Bohannon
Rev. Julia Boudrye's ordination
Debbie Bowers
Nic Brown
Terri Cobb
Matt & Angie Covington
Anna Derrick
Rev. Sarah Hess' ordination
George Kegley
Adam Quinn & Alexandra Werner Winslow
Heather Slade & Steve Pace
Ian & Diana Slade
Andy Taminger's enthusiastic campus ministry
Rev. Wayne & Cecilia Williams
Susan Zendt
The Wonderful Staff of Caroline Furnace
Read-a-Thon Participants
LOM Run4Camp 5K Participants

Shenandoah River (\$1,000-3,000)

Mark & Annabelle Allard
Anja & Raymond Allen
David & Pamella Appler
Norma Armentrout & Cindy Allen
Scott & Babs Benson
Richard & Virginia Berry
Elise Bowman
John & Terri Breslin
Terri Cobb
Kimberly Rae Connor
Matthew & Angie Covington
Patricia Covington
Daniel & Molly Crouch
Catherine DeLesDernier
David Hendrix
Bob & Barbra Humphrey
Cheryl Istvan
George Kegley
Edward & Paula Kern
Cary & Jeanne Mangus
Lisa Miller
David & Kathy Natysin
Richard Niedermayer
Kenneth & Doreen Nilsen
Sally Powell
Tom & Lee Ann Powell
Thomas & Robin Prinz
Sherry & Barry Ritenour
Lorrie Runion
Allison Ryals & Ray Long
John Schlegel
Martin & Josephine Shorter
Donald & Kathryn Slade
Robert & Betsy Springman
Kelly & Artie Strunk
Karen & Brian Taminger
Laura & John Trembl
Wendy Van Fossen
Kristen Van Stee
Ron Zschoche

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BECAUSE THE WORLD NEEDS CAROLINE FURNACE TOMORROW

CAMPAIGN TOTAL: \$225,085

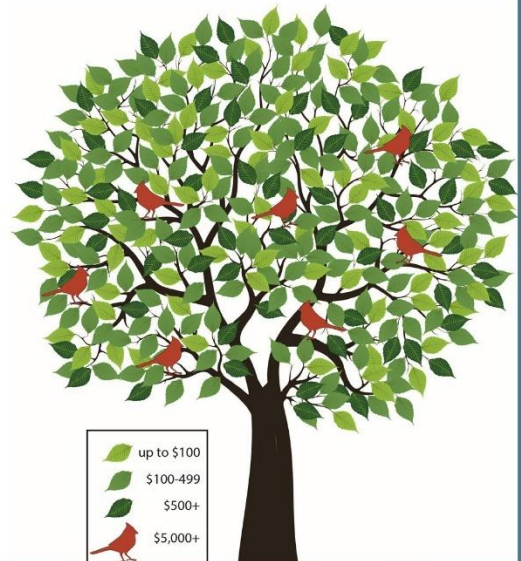
We did it! We are so grateful for your abundant generosity! With your help, we exceeded our six month goal of \$200,000. With your partnership in outdoor ministry, Caroline Furnace will continue to reach next summer, year after year. Campers, counselors, and retreat guests are returning once again this year, to sing by a campfire, run through the fields, swim in the lake, look up at the stars, and build community together - for decades to come. You make this ministry possible and we thank you.

COME AND CELEBRATE WITH US!

MAY 22, 12-6PM

Join us in celebrating the Caroline Furnace community on May 22! We will provide a BBQ picnic dinner, worship, time outdoors, and live music. No cost to participate. Feel free to bring games, activities, and musical instruments. Overnight lodging and camping is available by household; book at least 14 days in advance. Day guest RSVP is requested by May 15.

- 12-6p Open House
 - 1p Staff-led Property Hike
 - 3:30p Donor Recognition
 - 4p Dinner*
- *Worship and live music to follow*



Churches and Organizations

Virginia Synod, ELCA
 Metro DC Synod, ELCA
 WV-WMD Synod, ELCA
 Lutheran Cooperative Ministry in the Roanoke Area
 Shepherd of the Hills Lutheran Church, Haymarket
 St. Michael Lutheran Church, Virginia Beach
 Emmanuel Lutheran Church, Vienna
 Epiphany Evangelical Lutheran Church, Richmond
 Christ Lutheran Church, Fredericksburg
 Gifts of Hope - ministry of the Metro DC Synod
 Christ the King Lutheran Church, Richmond
 St. Matthew's Lutheran Church, Woodbridge
 St. Mark's Lutheran Church, Springfield
 Good Shepherd Lutheran Church, Gaithersburg MD
 Faith Lutheran Church, Arlington
 Reformation Lutheran Church, New Market
 Faith Lutheran Church, Fort Valley
 St. Mark Lutheran Church, Yorktown
 Good Shepherd Lutheran Church, Alexandria
 Thrivent Financial - Choice Dollars & Matching Gift
 First Lutheran Church, Norfolk
 Good Shepherd Lutheran Church, Virginia Beach

Christ Lutheran Church, Roanoke
 Trinity Evangelical Lutheran Church, Newport News
 Saint Andrew Lutheran Church, Centreville
 Emanuel Lutheran Church, Woodstock
 Luther Memorial Lutheran Church, Blacksburg
 Salem Evangelical Lutheran Church, Mount Sidney
 Lord of Life Lutheran Church, Fairfax
 Zion Lutheran Church, Edinburg
 King of Kings Lutheran Church, Fairfax
 Christ the King Lutheran Church, Great Falls
 Resurrection Lutheran Church, Arlington
 Directech LLC
 St. John Lutheran Church, Abingdon
 St. Jacob Lutheran Church, Edinburg
 Prince of Peace Lutheran Church, Basye
 Rader Evangelical Lutheran Church, Timberville
 St. Luke's Evangelical Lutheran Church, Culpeper
 St. Mary's Pine, Mount Jackson
 Morning Star Women of the ELCA, Luray
 Good Shepherd Lutheran Church, Front Royal
 Mt. Calvary Lutheran Church, Mount Jackson
 Clark Construction

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ALL DONORS HAVE GONE ABOVE AND BEYOND IN SUPPORT OF OUTDOOR MINISTRY THIS YEAR! ALL OF YOUR GIFTS COME TOGETHER IN CREATING THIS MINISTRY. WE ARE SO GRATEFUL FOR EACH OF YOU!

Passage Creek (Gifts of \$500-999)

Donna & CK Ambrose
Charles & Naoko Aschmann
Amy & Shaun Chelgreen
Kate & Jon Costa
Dave & Nancy Delaney
Arlene Domaleski
Bill & Patty Franz
Kathleen Getaz
Douglas & Eileen Gwin

Sarah Handley
Mark & Bobbie Hartman
Nancy Hartman
Jeffrey & Marcia Ihnen
Jim & Holly Jewell
Julie Kroll
Tammie & Jim Kroll
Brenda & Joe Lucas
Patricia McAfee

Jane & Jack McAllister
Elizabeth Meyer
Daniel & Stacy Moll
George Orr
Cetan & Theresa Tameris
Sharon & Roger Vines
Tammy & Dave Warner
Richard & Edwina Westin
Heidi David-Young & David Young

Camp Lake (Gifts of \$101-499)

Carol & Thomas Bailey
David & Jelise Ballon
Ludwig Benner
Susan Benzinger
Megan & Justin Booth
Joy & Paul Booth
Donald & Nancy Boyer
Susan Bracken
Dennis Brown
Ken & Regina Brumback
Marvin & Peggy Buterbaugh
William & Sara Butler
Gretchen Caldwell
Douglass Callihan
Diane Casola
Janet Celly
Mark & Sabrina Chandler
Jack & Jill Christensen
Thomas Clarke
Sara Cochran
Judi Cooper
James & Karen Costie
Victoria & Joey Dahl
Matthew & Diane Day
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Charlie & Melissa Dodge
Rebecca (Sager) Dolan
Patrick & Jennifer Dwigins
Alma Edgerly
Connie & Phillip Fauber
John Feldman
Linda Foreman
Matt & Amy Foreman
Patrick & Katie Freund
CJ & Noel Frye
Bruce & Bonita Garringer

Joan Golden
Barbara & Warren Hammer
Alex Handley
Daniel Hess & Sarah Lyon Hess
Peter Hesse
Ann-Alyssa & Brian Hill
Ethan Hodges
Lynn & Todd Holtzman
Charles & Judith Hughes
Barry & Julie Hutchison
Benjamin Istvan
Elizabeth Ivins
Pam Kitner
Dale Lambert & Marcia Hamley
Brent & Anne Kemp
Victor & Frances King
Greg & Paula Lambert
Kenneth Lane, Jr. & Deborah Lane
Lance & Jennifer Langston
Timothy Larson
Kyle & Beth Lawrence
Jeremy & Kristin Lisenby
Ian & Karen Lowdon
Terence Lucero
Scott & Amy Lyon
William & Claire Mahoney
Adam & Marie Malinchak
John Medowell
Roger & Linda Milburn
Matthew & Shannon Miskowski
Sounthone & Wendy Mynoymany
Catherine Natonski
Denise & Justin Nave
David Nelson
Michael Noll
Erik Normark & Margaret Rose

Megan Orient
Keith O'Rourke
Jane Overstreet
William Phillips
Steve Ranson
Norma Reed
Lynn & Bert Roepe
Lynn Rogers
Alan & Alfreda Rulis
Jane & Corey Runnels
Derrick Russell
Kenneth Ryals
John & Lisa Scheid
Kelly & Andrew Schober
Sara & Greg Schoenborn
Thomas & Beverly Schulz
Vikki & Wayne Shelor
Kirsten & Josh Shields
Oma Gail Simmons
Karl & Barbara Smith
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Glen Stietzel
Charles Stock
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Tricia Walker
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BUT WHO AM I, AND WHO ARE MY PEOPLE, THAT WE SHOULD BE ABLE TO GIVE AS GENEROUSLY AS THIS?
EVERYTHING COMES FROM YOU AND WE HAVE GIVEN YOU ONLY WHAT COMES FROM YOUR HAND. 1 CHRONICLES 29:14

Headwaters (Gifts of \$1-100)

Verena Albertin	James & Valerie Freund	Cynthia Marshall & Jason Roberts
Tina Allen	Michael & Tabitha Fuelling	Kimberly & Jonathan Mattiello
David & Darla Anderson	Will & Keisha Gangwer	James & Lynda Mauney
Michael & Melissa Atkins	Shawn & Beth Garner	Willis McCloud
Ken Barbieri	Jason & Amy Goodloe	LaVerne McDonald
David & Judith Basco	Stuart Gosswein	Leslie & Pat McDunn
James & Peggy Baseler	Shannon & Shane Gray	Linda McElroy Thomas & Robert Thomas
Susan Bennett	Gary Greathouse & Mary Corcoran	Thomas & Diane Milburn
Brian & Amy Bergh	Lauren & Mark Greinke	Edmund & Lorna Miller
Stephen & Kathryn Bohannon	Mary Haas	David & Melissa Morgan
Michele & Matthew Borst	Gloria Haheer	Jan & Rob Mouw
Kenton Bosserman	Donald & Joyce Hamrick	Melissa Mumaw
Mark & Pamela Briehl	Laura Handley	Scott Oaks
Khristine & Peter Brookes	Ellie & Jeremy Hardnack	Frederick Oelrich
David Brown & Sue Hantwerker-Brown	C. John & Kristine Hartlaub	Karen Peifer
Lizzie & Thomas Campus	Leah & Ryan Hatcher	Jason Pendleton
Sam Carpio	Ginger & Adrian Hawkins	David & Alicia Petersen
Margarita Castillo	William & Joy Henning	Pamela Pizarro
Todd & Heather Christian	Spencer Hodges	Earl & Nancy Racer
Sarah Chumley	Gregory & Wanda Hoge	Amy Richardson
Virginia Clark	Kathy Holm & Scott Jost	Gail Richardson
Ellen & Don Coney	Karen Hostetter Jackson	Nate & Kylene Robinson
Gene Copenhaver	Irving & Frances Hottle	Floyd & Imogene Ryman
Richard Corliss	Mark & Stephanie Hudy	Katherine Seburnia
Bill Cox & Jodi Kirchberg-Cox	John Humphries	Lorenz Schoff
Kathryn Cray	Elena & Ardie Ilardi	Dorothy Sheaffer
George Cusson	Charles Ironmonger	Charles & Judith Skarie
Mary Day	Carol Johnson	Leonard & Joyce Skoglund
Layna & Chris Diehl	Jennifer & Kevin Jones	Ray & Jane Sparnon
Stacey & Phil Dorsey	Elizabeth Kaylor	Lena & Corey Steiner
Angela Dunn	William & Trisha Kipps	Michael & Mary Elizabeth Stumpf
Daniel Eckermann	Sue Kline	Janet Stypula
Keith & Nancy Egloff	James & Karla Kokkonen	Paul & Linda Sweet
Nadine Epstein	Susan & Keith Kuhn	Brenda & James Todd
Laura & Anthony Farmer	Charles & Helen Leach	Mary & Gary Tucker
Louis Florio	Steven Lee	Meiko Ueyama & Nikhil Gupta
Connor Ford	Rebecca Lenzo	Lella Wake
Michael & Claudia Forde	Angie Lord	Kelley Williams
Brooke Freiheit	Bianca & Mike Lozier	Patti Wilson
Stewart & Nancy Fretz	Alexandra MacCracken	Ed & Sue Wymer
	Jonathan & Tracy Magwire	

In-Kind Gifts

Virginia Clark	Cecil & Ella Heishman	Kathy Morefield & Mike Hinch
Teresa Cloyd	David Hendrix	Sally Powell
Bill & Chris Crouch	Bryan & Erica Hepner	Tom & Lee Ann Powell
Dan Crouch	Susan Hepner	Quilt Group of St. Mark's, Springfield
Nancy Dawdy	Jim & Tammie Kroll	Heather Slade
Dee Dawson	Julie Kroll	Wendy Van Fossen
Robert Faulk	Karen Lowdon	Ernie & Linda Walters

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GET INVOLVED! BOARD & COMMITTEES

Use your skills and experience to give back to your outdoor ministry! Caroline Furnace committees include: Finance, Marketing, Program, Property, and Resource. Anyone affiliated with Caroline Furnace is eligible to volunteer on a committee. Some committees require appointment by the Board of Directors due to access to confidential information. If you are interested in serving on the Board of Directors, your information will be shared with the nominating task force. [Learn more and share your interest.](#)

ADDITIONAL WAYS TO GIVE BACK

- **NEW! Stock Shares** - Did you know there are tax advantages to donating shares of stock to a nonprofit such as Caroline Furnace? Contact your financial advisor to learn more.
- **Legacy Giving** - Let us refer you to a trusted financial consultant who can help you set up Legacy Giving through your will, trust, retirement account, insurance, property, and more. Invest in your own legacy; your beneficiaries may not support the same organizations you do. Just 10% of your estate can support your favorite nonprofit for years to come. [Learn more about Legacy Giving.](#)
- **Required Minimum Distribution (RMD)** - If you have an individual retirement account (IRA), you can choose to give up to \$100k per year to a nonprofit. This donation is pre-tax, can be done at any time of year, and counts toward your minimum. Requirements vary by plan but may begin upon retirement, at age 70 1/2, or within one year of inheritance. Contact your financial advisor to learn more.
- **Gifts of Hope** - A ministry of the Metro DC Synod, Gifts of Hope helps connect donors with nonprofit organizations. We receive donations for camper scholarships and program equipment during their Advent campaign. [Learn more about Gifts of Hope.](#)
- **Thrivent Financial** - Action Teams & Choice Dollars - Eligible members of Thrivent may apply for up to two Action Teams per year, which provides \$250 in starter funds for a project. These are perfect for Work Weekends and retreat group service projects! Choice Dollars are tier-based and 2020 funding may be designated **until March 31st**. If you haven't designated yours yet, log in and update your account today! Learn more about [Action Teams](#) and [Choice Dollars](#).
- **Corporate Matching** - Check with your employer to see if you are eligible for matching gifts to a 501(c)3. Tax exemption form available upon request.
- **AmazonSmile** - Use the URL [smile.amazon.com](https://www.smile.amazon.com) for your Amazon orders, and Amazon will automatically give back 0.5% to your favorite charity. [Choose Caroline Furnace on AmazonSmile.](#)
- **Kroger Community Rewards** - Enroll your Kroger Plus card online and support Caroline Furnace. Our code is VL934. Every time you shop, Kroger donates to Caroline Furnace! [Set up your account.](#)
- **In-Kind Donations** - We have an ongoing wish list for in-kind donations, if you prefer to donate supplies or equipment. Many new items are added each spring in preparation for Summer Camp, in addition to other ongoing projects. Contact us to learn more about a specific item listed. [View Wish List.](#)

THANK YOU FOR YOUR CONTINUED SUPPORT OF YOUR OUTDOOR MINISTRY!

TOM POWELL, EXECUTIVE DIRECTOR
 JULIE KROLL, DIR. SALES, MARKETING & COMMUNICATIONS
 REV. HEIDI DAVID-YOUNG, DIR. RESOURCE & PROGRAM DEV.

LEE ANN POWELL, DIRECTOR OF FOOD SERVICE OPERATIONS
 BRYAN HEPNER, DIRECTOR OF FACILITIES & MAINTENANCE
 LUANN WOODARD, BOOKKEEPER & HOUSEKEEPING



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

Churchwide Organization 2020 ANNUAL REPORT

COVID-19 RESPONSE IN THE UNITED STATES



Teams from across the organization worked together to launch the COVID-19 Response Fund, which supports the ministries of this church that are most in need and best positioned to make an impact. To date, the fund has received more than \$1.8 million from generous ELCA members, which has been granted to 63 synods and has provided additional support for ELCA World Hunger's Daily Bread Grants.

- 452 vulnerable congregations considered best strategically positioned to respond in particular ministry contexts received grants.
- Priorities include pastors' salaries, children/youth ministry, virtual-technological skills and concern over the future of the local church.

As congregational feeding ministries faced increased and urgent need in their communities due to COVID-19 and its economic fallout, ELCA World Hunger responded with the launch of two emergency rounds of Daily Bread Matching Grants this past spring and fall. **Three hundred sixty grants equipped congregations across 60 synods and 41 states**, plus Puerto Rico and Washington, to fundraise online toward their ministries. Through these efforts, participating congregations **raised**

more than \$355,000 to add to the \$180,000 of support through Daily Bread Matching Grants, nearly tripling the impact of the grants and resulting in more than \$535,000 going directly toward local, congregation-led initiatives addressing urgent needs brought on by the pandemic. ELCA World Hunger also responded by releasing new and adapted resources, including [guides for finding community assistance resources by state](#) and an at-home adaptation for the “[On Earth As in Heaven](#)” vacation Bible school curriculum. Constituents connected with [ELCA Advocacy Alerts](#) for opportunities to raise their voices in support of COVID-19 relief legislation, aiming to ensure that efforts focus on the people and communities hit hardest by the crisis. The [ELCA World Hunger blog](#) also provides opportunities to learn about and act on the relationship between the pandemic and hunger in communities.

Lutheran Disaster Response (LDR) identifies those who have been affected by disaster as “disaster survivors.” With COVID-19, we are all survivors in some way. Domestically, LDR responded to the COVID-19 pandemic by **supporting 32 synods and three Lutheran social service agencies in 40 states with grants totaling over \$900,000**. The grants supported ministries in their efforts to reach out and serve their communities with food, daily necessities and other forms of assistance.



Churchwide Organization – Technology

- IT was able to transition staff to work from home over a single weekend at start of pandemic with minimal technical issues
- Launched COVID-19 chatbot on [elca.org](#) to assist with pandemic response information and prayer requests
- Digitized expense reporting in new Workday System launched during COVID-19
- Improved collaboration using Microsoft Teams during pandemic

GLOBAL PANDEMIC RESPONSE

The COVID-19 pandemic triggered worldwide turmoil and caused major setbacks in progress around food security, nutrition, health, education, gender justice and livelihood, especially in the most affected communities. LDR made a bold commitment internationally to support companion churches and ecumenical partners not only in providing immediate relief but also in continuing support for recovery, disaster preparedness, trauma counseling, implementing innovative programs to adapt to what could be the new normal, and focusing on populations pushed into vulnerable situations such as those affected by gender-based violence, people with disabilities, older adults, migrants and refugees. In 2020, LDR awarded over **\$4.79 million** in **125 grants** to **49 countries**; **84 of the grants (\$2.45 million)** were in response to COVID-19, reaching nearly **800,000 people** around the world.

For example, we provided assistance to the Evangelical Lutheran Church in Tanzania's Education for the Deaf schools in Mwanza where hearing impaired students learned through sign language, images and videos about COVID-19 in order to prevent the spread of the virus. In Lebanon, we contributed toward relief efforts led by the Contact and Resource Center for people with disabilities who are unable to leave home due to the government lockdown. Cash vouchers were provided to help pay for utilities, phone bills and drinking water. For migrants at the border of Mexico and the United States, we provided assistance to Casa del Migrante de Saltillo that provided food, hygiene kits and temporary shelter for people seeking asylum in the United States. In India, people living with HIV and AIDS



Syrian women learn how to stay safe from Covid-19 and receive education materials for their children. Photo: StARS

and transgender people are highly vulnerable to COVID-19. We supported the United Evangelical Lutheran Churches in India in providing food and hygiene kits, in addition to information about COVID-19 prevention, to members of these communities in Chennai. In Egypt, refugees are particularly susceptible to pervasive xenophobia and being intentionally excluded from necessary services. We supported St. Andrew's Refugee Services as it increased distribution of cash assistance, switched education programs from in-person to online, offered wellness and mental health checks, and provided COVID-19 information. And in Madagascar, we contributed to the work of the Malagasy Lutheran Health Department (SALFA) in helping patients with disabilities obtain treatment and pastoral care. Pastors, volunteers and doctors were provided sanitation supplies, masks and essential medicine for the patients. In their visits, pastors report sharing from Matthew 25:40, "Truly I tell you, just as you did it to one of the least of these who are members of my family, you did it to me."

In March 2020, mission personnel were asked to return to the United States, including participants in the YAGM program. By the end of 2020, it was also decided to cancel YAGM for the upcoming 2021-22 year. A travel ban was also established for staff, who have continued engagement with companion churches and organizations online.

ECUMENICAL & INTER-RELIGIOUS & THEOLOGICAL DISCERNMENT

Bilateral Dialogue with the Christian Church (Disciples of Christ)

The ELCA and the Christian Church (Disciples of Christ) resumed bilateral dialogue on Wednesday, March 10. The ELCA dialogue team includes Bishop Bill Gafkjen, co-chair, Pastor Bridget Piggue (Southeastern Synod), Prof. Carl Hughes (Southwestern Texas Synod), and Prof. Kris Kvam (Central States Synod). Bishop Don Kreiss (chair, EIR Committee) and Presiding Bishop Elizabeth Eaton will serve ex-officio. For details, click [here](#).

ELCA Pastoral Guidelines for Ministry in a Multi-Religious World

Thank you to all who participated in the survey related to the development of pastoral guidelines for ministry in a multi-religious world, as part of the implementation of “A Declaration of Inter-Religious Commitment.” The survey was open from September 12–October 12, with over 2,600 responses collected – a remarkable response rate of 27%. The ad-hoc committee is actively working with the results. The first set of guidelines to be developed will focus on prayer services, as that was the primary area of need according to the survey.

THEOLOGICAL DISCERNMENT: JUSTICE FOR WOMEN

Quality of Call initiative

Two Justice for Women staff members are serving as director and team member on this multi-partner

initiative. The first phase focuses on responding to ways sexism affects women in calls to Word and Sacrament ministry. The strategic efforts this year are on relationships and policy.

Study Guide for *Faith, Sexism, and Justice: A Call to Action*

About a dozen ministry sites tested the draft study guide until the end of February. The guide will help readers to engage the social statement and to act on it through group and individual activities, videos, and links to resources. It will be available in 2021.

50/40/10 ordination anniversaries

The commemoration of the anniversaries of the ordination of women

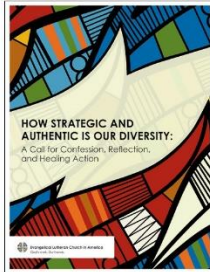
(50th and 40th) is concluding this year with a story collection featuring submissions from pastors who are women from across the ELCA. Resources from the anniversary year will remain up at [ELCA.org/50yearsofordainedwomen](https://elca.org/50yearsofordainedwomen).



Lutheran Women's Works in Religion (LWWR)

This database is online at <https://learn.elca.org/lwrr/> and includes references to monographs, chapters, articles, and reviews; works from popular literature; sermons; Bible study guides; and more. It further connects Lutheran women in religion and serves to diversify and enrich Lutheran scholarship and teaching. Submission forms for entries are found on the website.

THEOLOGICAL DISCERNMENT: RACIAL JUSTICE



Strategic Authentic Diversity Implementation

In 2019 the ELCA Churchwide Assembly adopted “[How Strategic and Authentic is our Diversity?: A Call for Confession, Reflection, and Healing Action.](#)”

Lead staff across the churchwide organization are working to implement these actions in the areas of: Theological Framing and Equipping, Healing Action, Structural Accountability, Theological Education and Leadership Development, and Partnerships with Full Communion, Ecumenical and Interreligious Partners, and Related Organizations.

Diversity Goal Reporting Tool for Synods

The churchwide organization continues to work with synods as they assist congregations in achieving those goals. The action requires annual reports to the Church Council and reports every three years to the Churchwide Assembly.

Anti-Racism and Condemning White Supremacy

The ELCA recognized June 17 as a day to commemorate the Mother Emanuel 9 and to repent of racism and white supremacy. Planning is underway for the second annual commemoration. Additional events focused on combatting white supremacy are under development.

THEOLOGICAL DIVERSITY AND ENGAGEMENT

Theological Roundtable

The Theological Roundtable, a gathering of all of the official theological networks of the ELCA, met

in March, focusing on how Covid has affected our various communities and how the networks are responding. We will also have a conversation with the CWO executives about the role of theology in the Future Church redesign.

Freedom of a Christian

We are finishing the Spanish version of the Study Guide for the Freedom of a Christian, which will be available with the English one at www.elca500.org.

Combatting White Supremacy

We are conducting research on how to proceed to develop a theological Statement on Combatting White Supremacy and a process for racial healing across the ELCA.

THEOLOGICAL ETHICS

Social Statement Task Force

In November 2020, the ELCA Task Force on Church, State, and Civic Participation began a series of intensive meetings during the listening and study phase of the social statement process. Meeting topics through March have included close attention to the social message “Government and Civic Engagement in the United States: Discipleship in a Democracy,” Lutheran theology and Confessions, as well as sessions with ELCA bishops and other ELCA staff whose work is closely tied to ELCA social teaching. Members of the task force are beginning to host listening events in order to garner input from across our church while ELCA staff are developing a network of process builders who are volunteers within synods trained to build awareness, conversation, and engagement with this process. Biographies of the 18-member task force, social statement timeline, and additional information are available [here](#).

ENGAGING COMMUNITIES & RELATIONSHIPS

2020 New Starts and Mission Developers



Children, Youth and Young Adult Ministry



Synod leaders started **30 new ministries in 2020** and **13 in 2021**, in diverse settings.

Unique partnership: Neighborhood Church, a new start in the Arkansas-Oklahoma Synod, is training all leaders in the Milwaukee Area Synod on virtual church and partnering to train mission developer leaders across the country.

Online Congregational Vitality **training events** were held for more than **1,000 leaders**.

ELCA Children's Ministry updated elcafaithformation.org and created resources related to ministry during the pandemic and also addressing Black Lives Matter.

Growing Young: Over **250 leaders** from across the ELCA participated in online trainings through a two-day intensive course, monthly gatherings with the ELCA Coaching Network, and the ELCA Youth Ministry Network Book Club.

ELCA Youth Ministry pivoted leadership training virtually, with the Youth Core Leadership Team meeting monthly, creating "Candletime," a weekly online gathering and resource for youth. The ELCA Youth Leadership Summit was held virtually in November, and "Passage," a small group, was created for graduating seniors. The ELCA Youth Ministry Network annual training event, the Extravaganza, had **1,750 leaders participate**, the highest number ever.

Abide: More than **1,000 young adults** across the country gathered for the first time in over 100 small groups, with content entirely created by young people. Young leaders led groups, created liturgies, held online graduation parties for each other, and formed a nimble, innovative community — significantly bolstering their spiritual and mental health.

#NoPlasticsforLent 2020: This initiative on creation care and intersecting issues, **created by young people and reached more than 100,000 followers** and was featured in the New Yorker magazine.

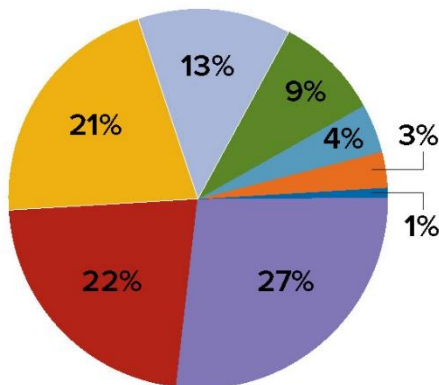
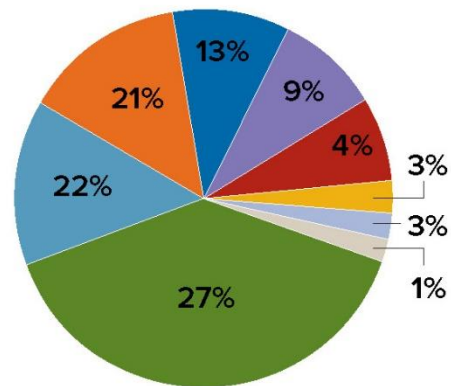
Holy Innovations



Thanks to the Campaign for the ELCA, the ELCA Congregational Vitality Team **partnered with synods** to continue **creating 21 collaborative Holy Innovation projects** that will share their learnings across the ELCA.

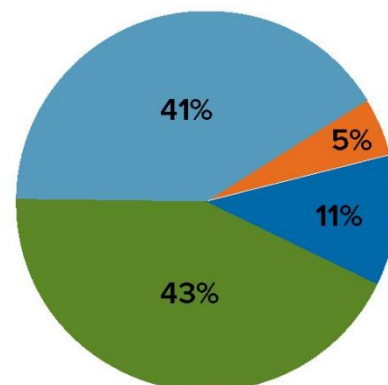
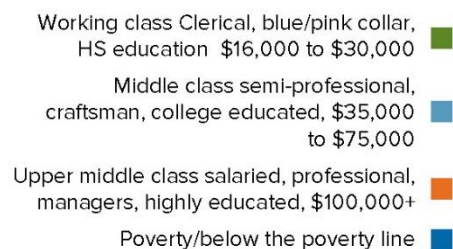
For one of these, “The Grief and Transitions Project”, ten leaders from around the country came together to share strategy and resources. This website is the culmination of the Holy Innovations project and offers a resource for all synods and leaders walking with congregations through significant change. <https://elcaresources.org/help/>

Geographic Setting of New Starts



Ethnicity of New Starts

New Starts by Economic Group Type



Latinx L3 Initiative



The Latinx Lutheran Leadership Initiative (L3) is a project to identify, equip and accompany Latinx leadership in the ELCA. The initiative has a goal to **create a network of 300 Latinx leaders** to feed the three expressions of our church within two years. It has three focus areas: leadership, formation and development. The preliminary launching date for this initiative is Pentecost Sunday, May 23, 2021.

Lutheran Theological Center of Atlanta (LTCA)



In order to help the ELCA reach a more diverse population, this ELCA-sponsored center will identify, support and guide lay leaders and candidates for rostered and congregational ministry, with an intentional focus on African descent leaders. It will give leaders an experience in historically black seminaries at the Interdenominational Theological Center (ITC) in Atlanta.

Digital Resources for Congregations



An additional **650 congregations signed up for services** from our preferred partners who offer digital church management and giving options.

[ELCA.org/publichealth](https://elca.org/publichealth) was created in response to the pandemic as a resource hub for congregations and members. To date, we have **nearly 80,000 page views**.

Social Media Engagement



Over the last year, ELCA social media platforms collectively saw a **20% increase** in impressions and a 30% increase in engagements from the previous year.

Twitter engagements **increased by 90%** and **Instagram increased by 150%**.

ELCA social media platforms have seen continued growth in audience size. **Facebook** has **140,000 followers**, **Twitter** has **26,000 followers**, and **Instagram** has **17,000 followers**.

In 2020, **ELCA social media accounts** had more than **55 million impressions**.

2020 Media Coverage

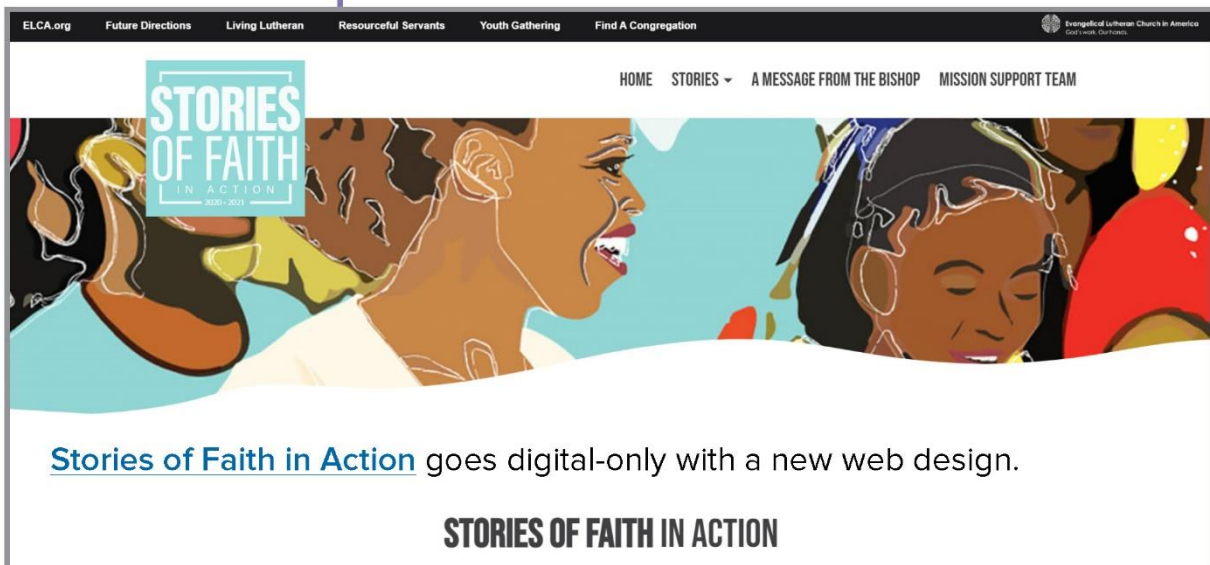


Bishop Eaton appeared on CNN to discuss navigating worship during the pandemic.

The ELCA was **mentioned in 6,570 articles**.

This is an **increase of 116%** compared to 2019 media coverage.

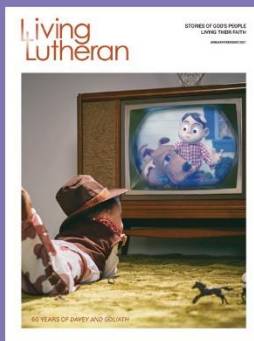
This media exposure resulted in **10.1 billion potential viewers** exposed to the ELCA.



Stories of Faith in Action goes digital-only with a new web design.

STORIES OF FAITH IN ACTION

Living Lutheran magazine got a fresh new look to start 2021, the year it turns five years old.



CANDIDACY AND FIRST CALL

There are currently **1,852 active candidates** in the candidacy process.

Of the nearly 300 candidates entranced into candidacy in 2020, **14%** self-identified as non-white and **86%** as white.

There are **107 active TEEM candidates**. They have self-identified as:



254 candidates were approved and assigned so they could begin interviewing for first calls. **232** of those candidates were candidates for **Ministry of Word** and Sacrament. **22** were candidates for **Ministry of Word and Service**.

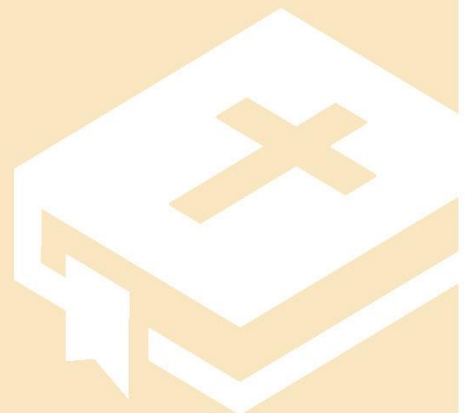
The Candidacy Team partnered with COB and other assignment partners to redesign the Assignment Process. In Fall of 2020, the COB approved the proposed First Call Process. Following that decision, a new system of assignment was strategically implemented, the Roster Manual, Candidacy Manual and First Call documents were updated and training resources were provided to synods, seminaries and candidates to provide education about the new process.

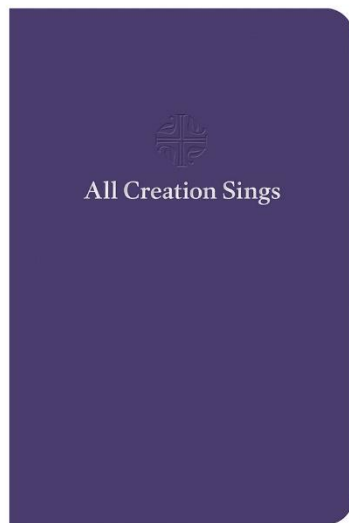
The Horizon Apprenticeship Program, which provides summer internship opportunities for young people of color or whose primary language is that other than English, quickly pivoted to offer completely online education and community building and helped congregations identify remote internship opportunities.

14 congregations and **29 apprentices** were accepted into the summer program in 2020; three of the participating congregations were new to the program.

Visions & Expectations

Visions & Expectations was repealed in 2020. Once Definitions and Guidelines is updated by Church Council, The Conference of Bishops will be asked again if a new document of any kind is needed and for what purpose. An update will be provided to the Church Council in the fall.





All Creation Sings is a new curated set of worship resources in the *Evangelical Lutheran Worship* family, developed as part of the ELCA's commitment to the ongoing renewal of worship by supporting congregations' mission in these changing times. This supplement was released at the end of 2020 by Augsburg Fortress / 1517 Media after a nearly three-year process of research, development, editing, and a broad liturgical and theological review. Over 50 people from throughout the ELCA had direct involvement in the development, not including the gifts of the many contributors of prayers, hymn texts, and music.

All Creation Sings includes a fully bilingual Spanish-English setting of Holy Communion, a setting of Holy communion especially appropriate for evening, a service of word and prayer adaptable for many occasions, and a section of topical prayers, thanksgivings, and laments. The supplement also includes 200 hymns and songs, offering

a fresh and diverse selection to enliven worship and the people's song in a new day. Learn more at augsburgfortress.org/AllCreationSings.



GENEROSITY



Members of this church were incredibly generous in their support of ELCA ministries in 2020. Overall giving to fundraising priorities in 2020 finished the year at nearly 99% compared to 2019 totals. We saw an increase of nearly 25% in numbers of individual donors in 2020 (163,931 donors in 2019 vs. 188,735 donors in 2020). While some programs saw an understandable decrease in support due to programmatic disruption (Young Adults in Global Mission and International Women Leaders specifically), other programs saw increased support. Support for “Where Needed Most” saw an increase of nearly 23% compared to 2019 support (\$2.8 million in 2019 vs. \$3.4 million in 2020). ELCA World Hunger, due to an intentional focus mid-year as a feared decrease in support loomed, was able to not only keep pace but also surpass support levels seen in 2019. ELCA Fund

for Leaders also saw increased support compared to 2019 numbers, finishing the year with nearly \$3.7 million in donations to the program. The two most significant stories for 2020 have been the COVID-19 Response Fund and Mission Support. Despite fears that Mission Support would see a dramatic decrease due to congregations meeting virtually, the final numbers tell a different story. At year-end, total Mission Support hovers at 98% of the anticipated 2020 goal (a goal set prior to COVID-19 realities). Around \$41 million in Mission Support was shared with the churchwide organization to be used to support the ministries we do together as a church. This number is an incredible testament to the generosity of our members and the commitment we have to being church together. God is good, and our members are generous.

Development Events Go Virtual

Each year, we hold more than 10 donor events, including leadership tables and immersion trips, but in 2020, the pandemic caused us to pivot to create online events where donors could still interact with programs and other donors. Here are the stats from 2020:

[7 Virtual Events and 4 Virtual Leadership Tables]

Total Event Reach:

172,787
constituents

Total Event Participation:

4,800
constituents

Total Event Generosity:

\$673,810

Giving

The ELCA had its best single day of fundraising on Giving Tuesday (Dec. 1) in 2020, raising more than

\$600,000!

ELCA INNOVATION LAB

Launched by Presiding Bishop Eaton in January 2020, the ELCA Innovation Lab is a space for the church to generate ideas, unleash creativity and create positive change in the world God so loves. In 2020, the ELCA Innovation Lab has provided innovation-related support, facilitation, and leadership of projects throughout the church and churchwide organization. Here are some highlights:

2020 ELCA Innovation Lab Goals

1. Develop the willingness and culture (i.e., purpose, values, rules of engagement) and ability (i.e., abrasion, resolution and agility) for innovation throughout the church.
2. Champion and drive innovation denomination: connected leaders who inspire and drive co-creation and make new and useful things.
3. Prove and encourage that a good idea can come from anywhere, take shape and be tested by co-creators at velocity.

2020 Engagement Snapshot

Participation



50% of churchwide staff have participated in a Lab project or learning event.

Reach



3,201 individuals and ministries reached by Lab projects and activities.

Leadership



Projects supported by the Lab involved the **leadership of 27 unique project leaders**.

Generosity



Secured a nearly \$1 million grant to launch the Congregations Lead Initiative.

What did the Lab learn in 2020?

Sharing our stories is an important part of generating ideas and problem solving.

The Church has always been a place for storytellers. At the Lab, we have found that telling the story of a new idea or can help us explore important questions. One activity to help shape these stories is to create your own [“origin story.”](#)

We are not always sure if we are exploring the right problem or question.

The Lab is a space to explore the biggest questions the church is facing, both today and tomorrow. Often, it can be hard to know if we are asking the right questions. At the Lab we always ask questions using the [“how might we”](#) method and if the question being asked doesn’t seem quite right, then an [abstraction ladder](#) can help to reframe the problem!

The ideas we support should take us closer to the future we want to see.

A good idea can come from anywhere! The Lab is a space for the church to co-create positive change in the world God so loves and is guided by the priorities of the [ELCA’s Future Church priorities](#).

A new chapter.

Building on the learnings from year one, the ELCA Innovation Lab is now part of the Innovation home area of the churchwide organization. Stay tuned for more!

FUTURE CHURCH

Purpose

Activate each of us so more people know the way of Jesus and discover community, justice and love.

Vision

A world experiencing the difference God's grace and love in Christ make for all people and creation.

Priority 1

**A Welcoming Church:
Engaging new, young
and diverse people**

"Your young ... shall see
visions, and your old ...
shall dream dreams."

Acts 2:17

Priority 2

**A Thriving Church:
Rooted in tradition and
radically relevant**

"You are the salt of the
earth; but if salt has lost
its taste, how can its
saltiness be restored? ...
You are the light of the
world."

Matthew 5:13-14

Priority 3

**A Connected,
Sustainable Church:
Raising the bar
together**

"I am the vine, you are
the branches. Those who
abide in me and I in them
bear much fruit, because
apart from me you can do
nothing."

John 15:5

Goal

Share the story of Jesus and the ELCA by engaging with one million new people as we grow the church together.



ELCA Federal Credit Union
Evangelical Lutheran Church in America

Celebrating our fifth anniversary as a financial ministry of the ELCA

The ELCA Federal Credit Union was founded in 2016 to provide a fuller suite of financial products and services to the members, congregations and ministries of the ELCA. The Credit Union offers a rich variety of products—from savings and checking accounts and CDs ... to loans, lines of credit and credit cards. The Credit Union is the first of the ELCA's financial ministries to offer loans to individuals. Because we exist solely to serve our members, we can offer better rates and lower fees than many traditional banks, and we have demonstrated success in providing significant savings to our borrowers. Our strong online presence allows members to access their funds anytime, anywhere—as consumers expect today.

In the early days of the COVID-19 pandemic in 2020, as congregations and ministries closed their doors, the Credit Union responded swiftly to growing needs for financial assistance. We took the step to become certified by the Small Business Administration to provide loans through the Paycheck Protection Program, a federal program of the CARES Act. These PPP loans— continuing compensation for pastors and staff and covering other operating expenses during the pandemic— have proved to be a lifeline for congregations and ministries experiencing diminished revenue during this unprecedented time. Cooperating with our financial partner, the Mission Investment Fund of the ELCA, we have already provided more than 350 PPP loans totaling almost \$14 million to congregations and ministries across the church. We continue working together to help PPP loan recipients file applications for loan forgiveness.

In 2021, we ushered in the third cohort of participants in the ELCA's Resourceful Servants program, designed to improve financial wellness and assist rostered leaders in building emergency savings funds. In this matching program, ELCA rostered leaders make ongoing deposits to their Credit Union emergency savings accounts, and our partner MIF matches those funds up to an established amount. Together, we already have served more than 400 rostered ministers who, collectively, have made emergency savings deposits of more than \$1 million.

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

elcafcu.org



(Formerly Lutheran Family Services of Virginia)

At enCircle, we believe that everyone deserves an abundant life, full of meaning and purpose. Our goal is to make the world a more loving place and that's why we have worked for more than 130 years to ensure that children, adults, and families have the supports and services they need.

We were born out of the faith and service of the Lutheran Church in Virginia, and we maintain close ties to the faith community. With God's guidance and over decades of growth, we have worked to widen our circle to include people of all backgrounds, faiths, and abilities. We create a diverse, equitable, and inclusive culture in our organization through listening, relationships, training, policies, procedures, and practices. When we find a new way to support people in our communities, we simply enlarge our circle. We have services in all regions of Virginia, spanning 430 miles, and serving more than more than 800 people each day.

Today, our 600 staff and caregivers across Virginia and West Virginia educate students in our Minnick Schools who need additional supports, empower people with developmental disabilities through a variety of community-based services, recruit and train loving foster parents for youth in care, and provide trauma-informed counseling to children and families. We are also part of a network of agencies that reunite unaccompanied immigrant children with family or sponsors in the United States.

Our circle is wide, and all are included. We are grateful to be a mission partner of the Virginia Synod.

Minnick Schools succeed through remote learning

Our Minnick School educators, staff, and students had to learn quickly to make the most of an unusual school year in 2020-2021. Like public schools, Minnick Schools have pivoted between remote and in-person instruction in the last year due to adherence to health and safety standards and best practices. This schedule has obvious challenges for students who benefit from in-person support, however, educators have empowered students to take on new roles, enhancing the student experience. For instance, older students now present their own Individual Education Plans in their regular IEP meetings, using smart board and Zoom technology. Through hard work and persistence, Minnick students continue to grow and thrive, despite the pandemic, and, fortunately, most of our 200+ students are back in the classroom now.

Immigration and Refugee Services grow rapidly

In 2018, enCircle began a partnership with Lutheran Immigrant and Refugee Services (LIRS) initiating the Safe Release Program, providing fingerprinting to families who act as guardians to immigrant children separated from their parents. With the dramatic increase in children migrating to the U.S. this year, we received another LIRS grant to provide home study assessments of sponsor homes and case management for children. We have also received a grant through Lutheran Social Services of the National Capital Area to provide counseling to adult immigrants. The enCircle team is growing, and we are looking forward to helping more children, youth, and adults who are new Americans. We expect more need in this area in the coming months, and we stand ready to serve.

Counselors pivot to online therapy

EnCircle's experienced counselors have reached more than 200 clients during the pandemic since expanding services through tele-health software. Now counselors can be accessed from anywhere across the state reaching rural areas, which previously were under-served, and clients who are unable to access in-person services. They offer a trauma-informed and integrative approaches to individual and family counseling. Our counselors are trained in treatment interventions for children, teens, young adults, adults, and families dealing with emotional and behavioral issues.

Treatment Foster Care and Adoption Services find new ways to connect

EnCircle continues its training, support and recruitment of Foster Parents who are flexible, open-minded, and eager to share "life firsts" with children who are in need a loving home. Placing youth in new families was challenging as we had to think outside the box for visits and tours of homes and bedrooms; however, we found seven children loving homes this past year. Six families adopted or are currently finalizing an adoption. These families didn't necessarily come into foster parenting to adopt but gladly accepted the child as part of their family and were committed to providing a permanent place.

With the support of Julie's Abundance Project, the Treatment Foster Care team created a "Party in a Box" to be delivered to each family, since we can't celebrate in person. During this past year we also redesigned our foster parent training to be more concise as we conducted training virtually. This has enabled our staff and families to "meet" with one another, share ideas, and provide support from the Tidewater area to Richmond. In addition, our staff became creative in how we provided support to our foster families and youth: masks and gloves were provided to our staff, youth and families, and visits were conducted virtually and in front yards and driveways! We supported many families, as they were navigating not only working from home, but also helping children participate in school virtually. Our foster families are now experts in how to work Teams and Zoom!

EnCircle expands to Martinsburg, WV with the Stonebrook Group Homes

On January 1, 2021, enCircle finalized the acquisition of Stonebrook, Inc. in Martinsburg, West Virginia. Like enCircle, Stonebrook is well known in its region for the high quality of care provided to adults with disabilities. EnCircle CEO Ray Ratke has known the owners of the Stonebrook homes for many years, and when the time came for them to retire, a seamless continuation of care for the people they supported and employed was a priority. With the addition of Stonebrook, enCircle expanded its operations into West Virginia, doubling its group homes from seven to fourteen. Both Stonebrook and enCircle share many of the same values, goals, and philosophies. This congruence of culture allows enCircle to build on Stonebrook's excellent reputation and consider additional ways to serve in West Virginia in the future.



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 Rev. J. Randy Myers, President

GRACEINSIDE 2021

2020 will undoubtedly be remembered as a walk through the Valley of the Shadow with the COVID-19 pandemic and the personal, social and economic suffering wrought by the scourge. GraceInside's mission to *"save lives from the inside out"* has been challenged on an existential basis with the lockdown of religious programs and banning of chaplains and volunteers. However, every time that circumstances appeared to block the way, God made a NEW way. GraceInside's chaplains have been allowed to communicate with their inmate parishioners via emails, written correspondence and crisis care/pastoral phone calls. This has been a difficult year for the inmates, with no contact visiting, programs, congregational worship or Bible studies, and extremely limited movement. Added to these stressors is the shadow of the coronavirus, which has taken over 50 inmate lives. Never has the need for pastoral care been greater, and I am humbled to say that our chaplains have risen to the occasion and proven that remote ministry can reach incarcerated men and women in amazing and miraculous ways!

Amidst the tumult, in 2020 GraceInside celebrated a century of providing chaplains to Virginia's state correctional facilities. From a single chaplain assigned to the Virginia State Penitentiary in 1920 to 30 full and part-time chaplains serving 30 correctional facilities in 2021, GraceInside's continuing mission is to provide professional chaplain services to incarcerated men and women in Virginia's state correctional facilities. In regular times (as opposed to the pandemic lockdown), these "prison pastors" plan weekly worship services, preach the Gospel, administer Holy Communion, provide pastoral care/counseling as well as coordinate religious volunteers and maintain accurate records as mandated by the Virginia Department of Corrections. During the pandemic, the chaplains fulfill these services within the scope of the limitations necessitated by the COVID-19 crisis.

At this juncture, our priorities are to minister to inmates and accompany them through this difficult journey. To that end, the funding provided by the Virginia Synod of the ELCA has been a vital part of the interdenominational support structure that has enabled the continued existence of GraceInside and, of prison ministry in Virginia. I thank you for helping to found this ministry in 1920, and for over 100 years of faithful support! I humbly ask for your continued prayers, partnership and support so we can "hit the ground running" once this pandemic has passed and the world enters the era of "the new normal."

Rev. J. Randy Myers,
 President
 (0) 804.358.7650
randymyers@graceinside.org

James R. Crumley Jr. Archives 2020-2021 Report

Administration

Personnel

Currently, the Archives employs four part-time workers: Shannon Smith, director and archivist; Trudy Bouknight, office manager; Ellen Triplett, archivist aid; and Ashley Ragland, junior archivist.

Limited Access

Our policy for patrons to access the records at the Crumley Archives conforms to LR's policy for Lineberger Library patrons.

Office Hours

Staff is available M, T, Th, from 9:00-3:00, and W, F, from 9:00-1:00.

New and Ongoing Projects

"Lutheran Church Visitor"

The "Lutheran Church Visitor" has been digitized from microfilm. We are working with USC's "Historical Newspapers of South Carolina" project to index this material so that the newspaper can be eventually placed online.¹ Progress has been made in this area.

"Historic Lutheran Theological Southern Seminary Collection"

We are in the process of sending archives in digital format to USC. Originally, this project was to take the form of an exhibit. The University informed us this spring that it will be cataloged by ContentDM (instead. Currently, we have 119 items uploaded. Our limit is 445 items ranging from recordings, documents, photographs, and manuscripts. The collection, which is still under construction, can be found at <https://digital.tcl.sc.edu/digital/collection/ltss/search>.

Oral Histories

Our team had planned to launch a new oral history project. The aim of this project would be to interview Lutherans across the South and "spotlight" the interview in the "Archival Survey". Our first interviewee was with the Rev. David Keck of North Carolina (LTSS, class of 1964).

Rev. J.P. Margart Journals

A generous benefactor has sponsored the digitization of Rev. J.P. Margart Papers. The journal can be accessed, with other manuscripts, at <https://www.crumleyarchives.com/manuscripts>.

¹ <http://historicnewspapers.sc.edu/>

Development

Banquet

This year's banquet has been rescheduled to Oct. 30, 2021. The Crumley Archives will honor and congratulate the Rev. and Mrs. Don and Brenta Poole, Lutheridge, and the N.C. Synod.

Networking and Outreach

Patronage

The Archives continues to receive weekly requests regarding church histories, records, genealogies, and Lutheran heritage. Most requests are made *via* our website, though phone calls are not unusual. Research fees are paid mainly through PayPal.

Memberships

The Crumley Archives belongs to two archival organizations in South Carolina: PALMCOP (Palmetto Archives, Libraries, Museums, Council on Preservation) and SCAA (South Carolina Archival Association). I presently serve on both boards. We've also maintained our membership with the Lutheran Historical Conference.

Web Presence

Our website has changed! Find us at www.crumleyarchive.com.

We have uploaded a complete inventory to our website, which documents every collection we have in the Archives. This tool allows patrons to check if we have a collection on-site. Online collections are being added continuously.

In addition to the complete inventory, we have also uploaded a catalogue of our library. All inventories and finding aids can be accessed at <https://www.crumleyarchives.com/finding-aids>.

"Archival Survey"

The "Archival Survey" continues to circulate semi-annually. If you would like to receive a printed newsletter in the mail, please submit a request with your address at <https://www.crumleyarchives.com/contact-us>. Home addresses will be kept private.

Congregational Workshops

If your congregation would like to receive consultation regarding its historic records and how to properly preserve and maintain them, please contact us via our website at <https://www.crumleyarchives.com/contact-us>.

Respectfully submitted,

Shannon L. Smith

Lutheran Immigration and Refugee Service 2019 Annual Report

"So then you are no longer strangers and aliens, but you are citizens with the saints and also members of the household of God." Ephesians 2: 19

Rich Legacy Shapes Current Work

In 2019, LIRS marked its 80th year of welcome in the name of Christ. Luther speaks of the "left hand kingdom of God" as our involvement in God's care for the world. The Board of LIRS affirmed its commitment to be on the front lines of public engagement with the world, as it welcomed a new President and CEO, Krish O'Mara Vignarajah.

Through partnership with community based social services, LIRS resettled refugees; placed unaccompanied children and youth in foster care; arranged for asylum seekers in immigration detention to receive comfort from pen pals and visitors; assisted congregations and individuals to understand current immigration issues and discern ways to get involved.

Respite and Welcome Centers in Phoenix and Albuquerque received asylum seekers as they were released from detention visitation and provided one- or two-nights shelter, food, clothing, and coordination of travel to their final destination.

"Hope for the Holidays" card campaign resulted in congregations and individuals submitting 14,000 cards and \$30,000 for gifts for children spending the Christmas holidays in detention with their families.

On World Refugee Day, 10 Migrant and Refugee Leadership Academy alums joined 5 ELCA synod bishops in making 40 visits to members of congress to ask for higher refugee admissions and more funding to help refugees make a good start in the United States.

Blessing of Partnership Empowers Us to Continue

We are living through the largest refugee crisis the world has ever seen. Extreme weather, poverty and violence are pushing people in various parts of the world to leave their homes in search of food, safety, and welcome. In these challenging times, LIRS *relies on congregations to support our work; and offers assistance as people of faith discern their call to welcome the stranger*

Congregations prayed and preached and learned about migrants and refugees through the wealth of resources available on the LIRS Migrant and Refugee Sunday web page.

(<https://www.lirs.org/migrant-refugee-sunday/>)

Lutherans called and wrote letters to Members of Congress urging higher refugee admissions and proper care for children at our southern border

Congregations proclaimed God's presence to families and children held in immigration detention by sending Christmas cards and money for gifts through LIRS' Hope for the Holidays campaign; and volunteered as pen pals or detention visitors.

Lutherans wrestled with God's call to welcome all as members of the household of God through "Entertaining Angels" training events, and discernment of their role in a sanctuary church body

Lutherans supported the work of LIRS with offerings and individual donations.

As members of the household of God, we encourage you and your congregation to explore how you will welcome the stranger in the coming year, and to contact LIRS for information and resources to assist you.



Lutheran Immigration and Refugee Service

Greetings siblings in Christ of the Virginia Synod,

It has been a difficult year for all of us. Despite restrictive policy changes and the challenges of the COVID-19 pandemic, however, LIRS has remained committed to our biblical mandate to welcome the stranger.

In the last year:

- 2,782 refugees were welcomed through LIRS affiliates in 23 states.
- 440 unaccompanied migrant children were served through our foster care services and placed in lovinghomes during and after legal proceedings.
- 9,500 asylum seekers received Safe Release and Post Release services at our Southern border. Even in these darkest of days, thousands of people from across the country partnered with LIRS to express their support for migrants and refugees through our annual programs and advocacy efforts. The compassion of our neighbors gives us hope, and we are proud to report that in the last year:
- 16,000 holiday cards and 500 gifts were sent to migrant children and families in detention through our annual Hope for the Holidays program.
- More than 600 ELCA clergy and lay leaders signed a letter drafted by the ELCA and LIRS urging Congress to work collaboratively to advance comprehensive immigration legislation.
- LIRS' work was featured on national platforms like *NPR*, the *Washington Post*, *Center for American Progress*, *Religion News Service*, *The Christian Century*, and *Sojourners*.
We are especially grateful for the congregations and communities in the Virginia Synod who have continued their generous and prayerful support. We could not do this work without you.

Now, that work is expanding. In the coming year, the U.S. expects to welcome 125,000 refugees to our shores. LIRS is actively looking to congregations and faith leaders to partner with us in ways big and small, including donations, volunteer work, and participation in our annual programming. **Emmaus: Congregational Discernment Network** launches this spring for congregations to discern how they can best walk alongside refugees and migrants in their community, and **Stand Up Speak Up**, coming in Pentecost, is a new interfaith prayer vigil focused on advocacy. We encourage you to stay up to date on opportunities for individual and congregational engagement at the **LIRS Action Center**, found at www.lirsconnect.org/get_involved

With your support, we will continue to live our mission: witnessing to God's love for all people, standing with and advocating for migrants and refugees, and transforming communities through ministries of service and justice. Thank you for accompanying LIRS and our migrant and refugee siblings through 2021 and beyond. God bless you.

In peace,

A handwritten signature in black ink that reads "Kristin Witte".

Dr. Kristin Witte Director for Outreach



LTSS Rector and Dean's Report to the Region 9 Synods – 2021

Greetings from Lutheran Theological Southern Seminary! We continue teaching and learning within constraints imposed by the pandemic. For the most part, our seminary community has been extremely fortunate. We have not lost students, faculty, or staff members to the virus. Students have adapted well to learning and to sustaining community life at a distance from one another.

Faculty have innovated in ways we would not have done without the imperative to do so. We are largely providing course content online and “flipping” the classroom, so that time with the professor is mostly time in discussion (on Zoom, for now). This innovation in pedagogy will inform our practice beyond the time of social distancing.

Enrollment

In the 2020-21 school year, 73% of our students are ELCA candidates for ministry. Our community is enriched also by those among us from other expressions of Christianity. “Diversity” for us means differences in age, gender, sexual orientation, race, class, and location in ministry. We learn much from each other.

LTSS Enrollment stands at 71 for spring 2021, a net loss of three from fall 2020. To put that in recent historical perspective, in the spring of 2015, LTSS enrollment was 97. That year, the last pre-merger entering class graduated. Since then, enrollment has trended down until the last few years, when it has started, slowly, to recover. One of the ways we all support the future of the church is by noticing those whom God may be calling and connecting them with theological education. We are grateful for your work with us to identify Christian leaders and support their discernment.

Faculty

Last fall, we welcomed the Rev. Dr. Justin Nickel as the Frances and Baxter Weant Assistant Professor of Lutheran Studies. This spring, we opened a search for a new faculty member in the fields of African American Studies and Practical Theology. We expect that a new colleague will be in place for the start of the fall 2021 term. Finally, thanks to a generous estate gift, we have begun building an endowment whose draw will fund a faculty chair in worship.

Financial Aid

This academic year, LTSS has offered **more than \$900,000 in scholarship aid** to our students. This number includes dozens of full-tuition scholarships. We can do this only because donors, past and present, have directed millions of dollars in gifts designated for student aid. We are grateful to be able to offer this aid to students. Thank you!

ATS Accreditation

We received official word from the Association of Theological Schools/Commission on Accrediting that LTSS academic programs are accredited for another ten years. This is great news! The accreditors cited as a particular strength the seminary's “relationship with the university that significantly strengthens the seminary's resources, including the Center for Teaching and Learning and expertise in educational assessment.”

Staying in Touch

Thank you for all the ways you support the mission of Lutheran Theological Southern Seminary to “teach, form, and nurture women and men for public ministry in a context that is Christ-centered, faithfully Lutheran, and ecumenically committed.” Please stay in touch with us by signing up to receive our e-news for alumni and friends at www.lru.edu/ltss.

Grace and peace.

Mary Hinkle Shore, Rector and Dean

2019-2020 Report from Mission Investment Fund



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



The Mission Investment Fund (MIF) is the lending ministry of the ELCA. MIF makes low-interest loans to ELCA congregations and ELCA-related ministries for building and renovation projects. With MIF loans, congregations and ministries can purchase property, construct new buildings, and expand or renovate existing facilities.

MIF loans expand the capacity for ministry. MIF loans help create expanded worship spaces, updated space for education and youth ministry, new kitchens for community meals, affordable housing units and much more.

At year-end 2019, MIF had 898 loans outstanding, totaling \$575.1 million.

To fund these loans, MIF offers a portfolio of investments for congregations, their members, synods and ELCA-related ministries to purchase. At year-end 2019, MIF investment obligations totaled \$493.4 million.

MIF is a financially strong and stable organization, with a record of steady, controlled growth. With total assets of \$712.3 million and net assets of \$211.9 million at year-end 2019, MIF maintains a capital ratio of 29.75 percent—positioning MIF in the top tier of well-capitalized church extension funds. For more information, visit mif.elca.org.

MIF loans and investments in the Virginia Synod (as of December 31, 2019):

- 21 Mission Investment Fund loans, with a balance of \$13,783,388
- \$5,276,108 in Mission Investment Fund investment obligations

MIF representative:

The Rev. Kent Peterson, Regional Manager, Tel: 276-698-7970; email: kent.peterson@elca.org

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

2020-2021 Report from Mission Investment Fund



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

Partnering in Faith

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 ministries.



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.

During the year-long pandemic, MIF provided assistance to investors who needed immediate access to their funds and to borrowers who needed flexibility with their loan payments. We collaborated with our ministry partner, the ELCA Federal Credit Union, to offer expedited loans for congregations, ministries and individuals, as well as Paycheck Protection Program loans for congregations and ministries to keep employees on the payroll and continue operations.

Our capabilities and capacity have never been stronger. At year-end 2020, MIF had 883 loans outstanding, totaling \$596.4 million. Investment obligations totaled \$543.1 million. With total assets of \$773.8 million and net assets of \$218.2 million at year-end 2020, MIF maintains a capital ratio of 28.20 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 care for a world in need. We are honored and humbled to walk alongside you as a trusted partner.

For more information about MIF capabilities,
 please visit our website, mif.elca.org.

MIF at work in the Virginia Synod (as of December 31, 2020):

- 18 Mission Investment Fund loans, with a balance of \$9,131,248
- \$5,803,739 in Mission Investment Fund investment obligations

MIF representative: The Rev. Kent Peterson, Regional Manager, Tel: 276-698-7970; email: kent.peterson@elca.org

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



National Lutheran Communities & Services Ministry Update May 2021

One definition of boldness on dictionary.com is this: the fact or quality of going beyond the usual limits of conventional thought or action. The journey to provide services and care to residents and clients at National Lutheran Communities & Services (NLCS) throughout 2020 exemplified boldness in every step of the way. The actions of the entire organization – residents, clients, team members, family members and care partners – continues to be a testament to the grace and strength that God provides each day.

Like many organizations that focus on serving and caring for older adults, we had no idea that we would spend 2020 performing thousands of COVID-19 tests, procuring several thousand surgical masks and other personal protective equipment, preparing creative staffing solutions and providing innovative ways to keep residents connected with their families through virtual visits, glass door visits and in-person visits.

Our teams embraced new technologies and maneuvered to quickly-changing regulations. Our residents and families exhibited patience and perseverance, also learning to visit with one another through FaceTime and Google Meets. Everyone sacrificed so much to keep one other safe.

As a thank you to those in the trenches daily, who provided direct care and services to residents, guests, and clients during the health crisis of COVID-19, in April 2020, NLCS established Operation Gratitude, which provided bonuses to hourly, frontline team members. This allowed NLCS to recognize team members for their commitment to our organization as they were called upon and accepted the challenge to serve during this unprecedented time. In mid-2020 as our communities began phased re-openings, we invited team members and residents to commit to our “Love Your Neighbor” pledge. This pledge encouraged residents and team members to consider their personal impact on our communities and our ability to move forward through the established phases. “Love Your Neighbor” provided unity throughout the organization during this period of time, as each realized their personal responsibility for keeping everyone safe and that their own behaviors impacted those with whom we worked and served.

As the COVID-19 pandemic lengthened, NLCS recognized that many older adults continued to find themselves cut off from one of their greatest sources of companionship and comfort, their regular worshipping communities. As decisions were made to limit staff travel and in-person meetings, **Impact1890—A National Lutheran Program** informed synods of the availability of Rapid Response grants. Three nominations were received from Virginia congregations, and after reviewing the proposals, the Impact1890 Board of Directors decided to award grants to all three. The 2020 rapid response congregational grant recipients were:

Muhlenberg Lutheran Church in Harrisonburg, Virginia

To gather the stories of their older adult members to recognize their lives and then honor these members in a socially-responsible way

St. Stephen Lutheran Church in Williamsburg, Virginia

To upgrade the sound system to enable older adults to better participate in remote worship services

Trinity Ecumenical Parish in Moneta, Virginia

To assist their 18 geographically-based ministry groups which support, in particular, socially isolated older adult members.

Impact1890 conducts periodic needs assessments to identify areas of critical need facing older adults who are aging in their homes. All grants must address at least one of the six areas of needs. Since 2014, the number one, most critical area of need has been social isolation. However, the pandemic has caused increased social isolation, which can lead to declines in both mental and physical health. NLCS is grateful for the opportunity to provide these Rapid Response grants as a continuation of our mission to honor, inspire and support choice and opportunity in partnership with older adults.

In December 2020, the sequence of COVID-19 vaccine clinics launched throughout the organization and were completed by mid-March 2021. Through partnerships with Walgreens and CVS, vaccines were available all residents and team members.

At the start of 2021, longtime NLCS team member and Impact1890 Executive Manager Kathryn Baerwald retired and relocated to Idaho, passing the reigns of Impact1890 on to Hannah Albers, who has been involved with Impact1890 since its inception.

In other organizational news... In November 2019, **The Village at Orchard Ridge—A National Lutheran Community** in Winchester, Virginia, hosted their inaugural Stellar 7 Over 70 Awards to highlight the achievements of older adults. Promoted throughout Winchester and the counties of Frederick and Clarke, 18 nominees were recognized for their efforts in seven different categories that promote engagement and successful aging. The 2019 winners were announced at the awards ceremony on November 7, 2019. Due to the pandemic, the event was not held in 2020, but the [2021 Stellar 7 Over 70 Awards](#) program is scheduled for fall of 2021. This has been a great way to feature positive stories about the ways that older adults are improving the lives of others in their communities.

In April 2021, Orchard Ridge welcomed John Loop as their executive director in April 2021. Serving in numerous roles in the senior living industry over the past 15 years, John most recently served as the

director for health services at Falcon's Landing Military Retirement Community in Sterling, Virginia. NLCS is pleased to have John guiding Orchard Ridge in their continued growth and expansion of services.

The Legacy at North Augusta—A National Lutheran Community in Staunton, Virginia, opened their memory care and assisted living expansion in June 2020. The memory care neighborhood is the culmination of a 10-year vision for The Legacy. When NLCS acquired then-Bentley Commons in 2011, it only offered independent living apartments with dining and social activities. However, NLCS knew that adding a memory care program would be essential to providing a stronger continuum of care for residents living at The Legacy, enabling residents to remain within the caring community that they had become familiar with despite their cognitive challenges. With the support of The Legacy Board of Directors and the efforts of a great team, they broke ground for the expansion in April 2019, and in June 2020, they welcomed their first residents into the neighborhood. During the pandemic, The Legacy was recognized by the Department of Health for a deficiency-free survey, which is the best any community can do in a survey. [Link to The Legacy's show case featuring the memory care neighborhood.](#)

In 2020, **The Village at Rockville—A National Lutheran Community** marked its 40-year anniversary of the move from its original location in Washington, D.C., to Rockville, Maryland. The Philanthropy team published ["Reflections on 40 Years in Rockville: Voice of Lives Who Have Been Touched"](#) to memorialize the impact that the community has had on so many. In January 2021, The Village at Rockville opened Glenmere, a 130 independent living apartment expansion that includes a three dining venues, an aquatics center, fitness center, and more. Glenmere has become the hub of community life for all independent living residents. In May 2021, Alice Benson, philanthropy director, retired from her role with The Village at Rockville. Alice had been with the community since 2017. Prior to joining The Village at Rockville, she served as a regional gift planner with the ELCA. [Link to Glenmere's Ribbon Cutting Celebration](#)

In January 2020, NLCS completed an affiliation with Baltimore, Maryland-based Augsburg Lutheran Home and Village. Now known as **The Village at Augsburg—A National Lutheran Community**, Augsburg dates back to 1892, just two years after the National Lutheran Home was founded, when Baltimore resident Caroline Lang opened it as an orphanage. The ministry quickly expanded its vision to include caring for older adults, and in 1970, Augsburg shifted its focus completely toward older adults. Currently, Augsburg offers independent living, assisted living, short-term rehabilitation and skilled nursing and continues their previously-established affiliation with both the ELCA and The Lutheran Church—Missouri Synod. In 2021, NLCS will complete an upgrade of the independent living neighborhood, modernizing their village center including renovations of their bistro and fitness center. Earlier this year, the community welcomed Executive Director Rusty Mitchell, who brings over 20 years of experience in senior living.

The Village at Providence Point—A National Lutheran Community in Annapolis, Maryland, continues with their pre-sales efforts on their continuing care retirement community. More than 200 future residents have joined the community's Priority Club to be first in line to place a reservation on an apartment or cottage. Reservations began in May 2021 and the opening of our sales center is expected this summer. Construction on the community is expected to begin in late 2022.

Throughout the pandemic, **myPotential at Home—A National Lutheran Service**, continued on the front lines providing home care to residents at The Village at Orchard Ridge and The Village at Rockville and to clients in the greater community so they can age with choice safely in their homes. Their service also provided additional support for family members who could not visit as often because of visitation restrictions. Their involvement during the months of state stay-at-home-orders was crucial in providing socialization to their clients. myPotential at Home is now also providing home care services at The Village at Augsburg.

Efforts to develop an **NLCS Clinical Pastoral Education (CPE)** program continues. NLCS remains in partnership with Eastern Mennonite Seminary's CPE program and operate under their ACPE Accreditation. Chaplain Bill Boldin at Orchard Ridge has independently conducted two virtual units of CPE during the pandemic and is currently conducting a summer intensive unit (June 1 – August 12, 2021) with five students. Three students are doing clinical hours at The Village at Orchard Ridge, and two are doing their rotations at The Legacy at North Augusta.

Lastly, in November 2020, NLCS President and CEO Larry Bradshaw announced his decision to retire later in 2021. All connected with NLCS will deeply miss Larry's unwavering commitment and focus on furthering the 130-year NLCS mission and ministry since he became a part of the organization in 2009. Without a doubt, Larry's decades of senior living leadership will be extremely hard to replicate. NLCS is grateful to him for the significant amount of time that he provided to the NLCS Board of Trustees so that a thorough and deliberative search for his successor could begin. In May 2021, the Board of Trustees announced that current NLCS Chief Operating Officer Cyndi Walters, will succeed Larry as the next President and CEO, effective August 1, 2021.

Throughout our entire organization, we are grateful for the efforts and sacrifices that our team members, residents and family members have made over the past 18 months. While we continue to practice our health and safety protocols, we move forward with continued boldness, forging ahead on our path forward in creating thriving communities, not just with those living in our communities but also to those we serve outside of our communities.

So You Can Embrace Every Day

PORTICO®
Benefit Services | A Ministry of the ELCA

We are a church that takes care of each other. Portico Benefit Services is proud to continue a 200+ year Lutheran legacy of caring for those who serve, from pastors and their families to staff at social ministry organizations. As the ELCA's benefit ministry, seeing the diverse needs of our national church community drives us to innovate: to control health care costs and increase total well-being, to help plan members retire with confidence, to advocate on behalf of church organizations, and to serve more people well.

At Portico, we're inspired daily by those who commit to a life of service, and we're grateful to walk alongside our plan members — providing benefits designed to help you embrace every day.



The Rev. Jeff Thiemann
President & CEO

Church Benefits Making a Difference

65%

Members Preparing for the Future*

by making their own pretax retirement contributions during 2019 in addition to the contributions from their sponsoring organization.

10,648

Pounds Lost*

by ELCA-Primary health plan members since 2018, when we added a chronic condition management program by Omada® to help reduce the risk of type 2 diabetes and heart disease.

1,728

New Members Welcomed

to Portico's benefit plans in 2019 when we added three ELCA social ministry organizations.

3

Pro-Church Bills

enacted into federal law in 2019 thanks to Portico working alongside other denominations to advocate for legislation favorable to church benefit plans.

605

Members Made the Leap

into retirement in 2019. Over 80% of ELCA retirees report feeling financially prepared for this next chapter of their lives. Well done!

65%

Members Being Proactive

with their health by using ELCA-Primary preventive services in 2019.

70%

Members With Diabetes See Improvement

in their ability to manage their condition due to participation in our Livongo® Diabetes Management program.

1,297

Additional Students

attending schools in low-income Midwestern communities thanks in part to a social purpose fund investment.

96%

Users Satisfied*

or very satisfied with their experience on Portico's member and employer websites.

*Data as of Dec. 31, 2019; sources available upon request.

60-302 (2/2020)

Supporting Those Who Serve Now More Than Ever

PORTICO®
Benefit Services | A Ministry of the ELCA

Portico Benefit Services is a holistic benefits ministry serving those who serve — from rostered ministers and their families to staff at social ministry organizations. We strive to help our members grow their overall well-being.

We could not have predicted this pandemic. But the virtual benefits we've introduced before and after its arrival, the benefit adjustments we've made since, our successful navigation of volatile financial markets, and the consistency of our customer service have made a powerful difference.

During this pandemic, ELCA benefits are helping to lower stress levels, create safer access to health care, and increase financial flexibility — all to strengthen the resilience of those who serve and, by extension, the resilience of this church.



The Rev. Jeff Thiemann
President & CEO

Building Resilience in 2020

26%

**More Calls to
Our Financial
Planners**

During last year's market volatility and our introduction of target date funds.

559

**Took a Penalty-Free
Distribution**

Thanks to quick modification of our retirement plan rules for 2020.

49

**Sought Student
Loan Help**

Through no-cost counseling via our partner, LSS of Minnesota Financial Counseling.

3,230

**Medical Visits
Via Text**

Through 98point6, our new virtual 24/7 primary health care service — with \$0 copay.

98%

**Satisfaction With
New Mental
Health Option**

Our self-directed online program, Learn to Live.

10%

**Of Members
Streamed a Course**

On topics like resilience, mindfulness, and beating burnout via Being, our new wellness video platform.

90%

Very Satisfied

With our Customer Care service — delivered by Portico employees working remotely.

22

**Target Date Funds
Introduced**

To help members maintain an age-appropriate asset mix over time — and better weather volatility.

3.1%

**Annuity Payment
Increase**

Received, in these difficult times, by ELCA annuitants during 2021.

Data as of Dec. 31, 2020; sources available upon request. Availability of and eligibility for benefits will vary.

60-302 (2/2021)



Roanoke College Report for Virginia Synod Assembly - 2021

Roanoke College develops students as whole persons and prepares them for responsible lives of learning, service, and leadership by promoting their intellectual, ethical, spiritual, and personal growth. The College aims to produce resourceful, informed, and responsible citizens prepared for productive careers and for leadership in their community, with an understanding of society, recognizing the diversity of our world today, and to the increasingly global experience of the 21st century.

It has been a challenging year at Roanoke College. In March 2020, due to the outbreak of COVID-19, we sent students home to continue their semester online. The next several months proved difficult as we wrestled with whether or not we could bring students back for the fall semester. Additionally, we sought to secure all the funding that was available to institutions of higher education at the federal, state, and local levels. After receiving guidance from the Governor of Virginia for reopening in the fall, the College planned for a hybrid schedule of virtual and in-person instruction. We decided to give students the option of returning to campus or staying at home. A good majority of our students returned to Salem, though life certainly looked different on campus with CDC policies in place.

During the fall and spring semesters, active cases have spiked on occasion. We have been close to the breaking point a couple of times. However, due to the tremendous work of our Student Health and Counseling Services, Residence Life and Housing staff, our Dining Services staff, our faculty, and especially our students, we have been able to weather the storm thus far.

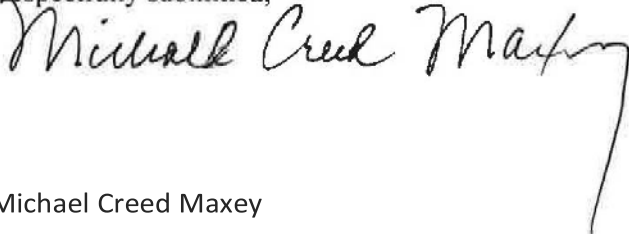
In the midst of these trying times, we have seen some amazing things happen. I am pleased to share some of these highlights with you.

- The Center for Spiritual Life & Campus Ministry Fellows Program currently has 16 Fellows, five of whom are Lutheran. There are 19 incoming freshman applicants for fall 2021!
- Weekly gatherings at Antrim Chapel have been a blend of virtual and in-person worship.
- RCLutherans created a virtual Bible study and invited pastors from their home Synods to lead these studies.
- The College continues to support Synodical events including Synod Assembly, Kairos, and Power in the Spirit among others.
- The Rev. Paul Hinlicky will be retiring at the end of spring 2021. His contributions to the College and our community have been numerous!
- Our faculty responded to COVID by developing online versions of courses and offering support to students in that unfamiliar course mode. Our recently established Teaching Collaborative did tremendous work helping faculty develop technology and online pedagogy.

- We have added new majors in Engineering Science and Data Science, as well as 13 major programs in education. Additionally, we added a concentration in Management that allows students to pair any major on campus with practical management skills.
- Programming that helps our students *Live on Purpose* has been integrated across their four years starting with pre-orientation programs and continuing through a post-graduation workshop called *Launch Lab*, which helps uncommitted seniors figure out their next steps.
- Our students continue to be successful in securing major scholarships and fellowships:
 - 2019-20: Seven awards. Two Fulbrights, one Gilman, one Fulbright Summer institute, two Freeman-Asia, and one Phi Beta Kappa Key into Public Service
 - 2020-21: Two Fulbright awards so far. We are still awaiting results from Gilman and Freeman-Asia.
 - Greater focus is being placed on diversity and inclusion initiatives across campus. Within academics, our focus has been on faculty development, course development, and student support.
- Our Alumni Relations has worked hard to engage our alumni all over the world with virtual events and lectures that have been live streamed.
- Resource Development conducted three 24-hour giving periods in spring 2020, fall 2020, and spring 2021. Together, the College raised nearly \$2.2 million!
- We continue to raise funds for the transformation of our outdated Science buildings. We are envisioning a new, state-of-the-art Science Center complex that will help aid our faculty and staff in their pursuit of academic excellence.
- Our pandemic year enrollment was lower than typical years as many students opted to stay close to home or to take a gap year. The official fall 2020 enrollment was 1,921.
- New student enrollment for fall 2021 will likely be stronger than it was last year. We expect a freshman class of 510-530 and a transfer class of about 60.
- As the pandemic eases and people receive vaccinations, campus visits are increasing. This will be especially important in recruiting the entire class of fall 2022.
- All intercollegiate athletic activity came to an abrupt end in March 2020. Of the 12 teams that were able to complete their seasons, 10 finished in the upper half of the ODAC standings.
- Our men's swimming team won the 2021 ODAC championship.
- The College added its 22nd NCAA Division III sponsored athletic program. Men's wrestling will begin competition in fall 2021. Nate Yetzer was hired as the program's first head coach.
- 190 of Roanoke's student-athletes were named to the ODAC All-Academic Team, which recognizes academic achievement above the 3.25 mark for the entire academic year.

While this has undoubtedly been a difficult year, Roanoke College continues to be an institution where students discover the freedom that comes with knowledge and the purpose each of us has to live a responsible life in service to others. We are optimistic about what the future holds for Virginia's Lutheran College and appreciate your prayers.

Respectfully submitted,

A handwritten signature in black ink that reads "Michael Creed Maxey". The signature is written in a cursive style with a long, sweeping vertical line extending downwards from the end of the name.

Michael Creed Maxey



VICPP 2019 & 2020 Report to the ELCA Virginia Synod

The Virginia Interfaith Center for Public Policy (VICPP) is proud to be the ELCA Advocacy Office for Virginia. VICPP values its partnership with the Virginia Synod as together we seek to engage people of faith in advocating economic, racial, social and environmental justice in Virginia's policies and practices.

Policy Highlights

from the 2020 and 2021 General Assemblies, reflecting 2019 and 2020 work:

- **Abolition of the Death Penalty (2021).** VICPP helped lead the successful effort to make Virginia the first state in the South to abolish the death penalty. Thanks to the more than 427 clergy who signed a public letter, the dozens of chapters and congregations that met with legislators and participated in five prayer vigils around the state, and the thousands of people who responded regularly to alerts.
- **Prenatal Care for Immigrant Women (2021).** VICPP helped draft and support budget amendments to provide prenatal care for undocumented immigrant women that were included in the House and Senate budget proposals. This will provide prenatal healthcare to more than 1000 immigrant women.
- **Water is a Human Right Resolution (2021).** The Virginia Interfaith Power and Light (VAIPL) team led the work on passage of this resolution that amplifies the importance of clean, safe, affordable drinking water as a human right for all residents of the Commonwealth. This resolution will frame VAIPL's future work on water issues.
- **Paid Sick Days for Home Health Care Workers (2021).** VICPP led a coalition effort to get paid sick days for essential workers. Although the initial bill was reduced in scope, the bill that was approved provides 30,000 home health care workers with up to five paid sick days a year.
- **Equitably Modernize Public Transit Study (2021).** VAIPL led work to get a study on equitable public transportation and modernization passed.
- **Stopping and deterring wage theft (2020).** VICPP has worked for last four years to address the crisis of wage theft in Virginia. Two wage theft bills passed the 2019 General Assembly and four more passed 2020. Together, these bills have dramatically strengthened the ability of workers in low-wage jobs to retain and recover more of their legally owed wages.
- **Predatory Lending (2020).** VICPP worked with the Virginia Poverty Law Center to pass two comprehensive reform bills to curb predatory lending in Virginia.

- **Minimum Wage (2020).** VICPP was active in the statewide coalition to raise the minimum wage in Virginia. The first increase went into effect on May 1, 2021, raising the minimum wage from \$7.25 to \$9.50 per hour. This will raise wages for 400,000 Virginians.
- **Environmental Justice (2020).** VAIPL led policy efforts to codify the Environmental Justice Council and create a statewide policy that agencies must use around environmental justice.
- **Making Virginia more welcoming to immigrants (2020).** VICPP supported coalition efforts to enable immigrant students who meet Virginia's residency requirements to receive in-state tuition and create a driver's license for immigrants.

Organizing and Congregational Highlights

- **Advocacy Days.** The 2020 Day for All People Advocacy Day was in Richmond and drew more than 300 people. With the onset of the pandemic, the 2021 Advocacy "day" became a week-long virtual advocacy program. It was a great program and more than 420 people registered and participated.
- **Campus Advocacy Day.** VICPP hosted a campus advocacy day in March 2021 for the first time ever that engaged 60 young advocates in learning about the advocacy process and meeting with legislators.
- **Living Wage Certification programs.** VICPP continued throughout 2019 and 2020 to build its living wage certification programs although at a slower pace in 2020 due to the pandemic. Active programs operate in Richmond, Charlottesville and Harrisonburg. To learn more about these programs or help with one of the local committees, email Jase Hatcher at Jase@virginiainterfaithcenter.org.
- **Congregational Liaisons.** VICPP is recruiting Congregational Liaisons to better help connect congregations with VICPP. There are more than 100 congregations with liaisons. If your congregation does not yet have a liaison with VICPP, please volunteer or recruit someone to serve as a liaison. Email Dora Muhammad at Dora@virginiainterfaithcenter.org.
- **Focusing on Racial Equity.** VICPP uses a racial equity lens for all its policy work. VICPP is also providing educational tools and resources to assist congregations in looking at racial justice and what faith communities can do to address the inequities caused by racism.
- **Building Civic Engagement Work.** VICPP ran Civic Engagement Summer and Civic Engagement Fall in 2020, which focused on nonpartisan voter registration and turnout. Given that Virginia has an election every year, we have opportunities to make all our congregations' 100 percent voting congregations. Be sure to follow our weekly roundups to get more information. (Sign up at www.virginiainterfaithcenter.org.)

Respectfully submitted by,

Kim Bobo, Executive Director of VICPP