

**Bulletin of Reports**  
for the  
**Thirty-third Annual Assembly**  
of the  
**NEW JERSEY SYNOD, ELCA**

May 7 – 8, 2021

*Springing Forth*



Virtual Assembly



**New Jersey Synod**  
**Evangelical Lutheran Church in America**  
God's work. Our hands.

# WELCOME

Welcome to the Thirty-third New Jersey Synod Assembly. Please read this Bulletin of Reports so you may be an informed Voting Member.

## *Assembly Vocabulary No Accident*

It is important to note and remember that no delegates will be present for the assembly. “Voting members” are not delegates!

- The terminology related to the legislative process of this church is no accident.
- The words “Synod Assembly,” rather than convention, and “Voting Members,” rather than delegates, were deliberately chosen for our governing documents.

These words not only fulfill certain legal requirements, but also reflect that the ecclesial understanding of the three primary expressions of this church—congregations, synod, and church-wide organization—exist and serve within this *one church*.

The people of this synod are not sent as delegates; they are *not* gathered to act as some politicized delegates to a regional party convention. Rather, they *assemble* as duly selected members of this church with *voting* responsibilities for governance and elections on behalf of the synod. The Synod Assembly is just that, an assembly of the people of this church, some of whom have been granted the responsibility of being *Voting Members* of the *Synod Assembly*.

The people of this church, when gathered as *Voting Members* of the Synod Assembly, have the responsibility of electing the voting members of the *Church-wide Assembly*. Persons so chosen are given the responsibility of doing the work of the Church-wide Assembly on behalf of the Evangelical Lutheran Church in America.

They are *not* sent to participate as politicized delegates from some regional or agenda-specific caucus at some national party convention.

The vocabulary that we use both shapes and reflects our understanding of this church.

We need to (a) understand more clearly, and (b) embrace more completely the conviction that the Evangelical Lutheran Church in America “shall seek to function as people of God through congregations, synods, and the church-wide organization, all of which shall be interdependent. Each part, while fully the church, recognizes that it is not the whole church and, therefore, lives in a partnership relationship with the others.” (ELCA Church-wide Constitutional Provision 8.11.)

Indeed, we together affirm and declare the primary principle of organization of our church, namely: “The Evangelical Lutheran Church in America shall be one church.” (ELCA Church-wide Constitutional Provision 5.01)

Within this one church, we, as voting members, advisory members, non-voting members, visitors, and staff will gather to carry out the work of this Synod Assembly.

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**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



**Evangelical Lutheran Church in America**

God's work. Our hands.

“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

## **Meet our ELCA Churchwide Representative**



### **The Rev. Dr. Philip C. Hirsch**

Office of the Presiding Bishop,  
Executive for Christian Community and Leadership

Pastor Hirsch is working to bring about the revitalization of ELCA congregations in the United States by recruiting, training and supporting leaders. He has a passion for the Gospel of Jesus Christ and for helping new people find faith and Christian community. He believes the church can and will grow younger and more diverse and that there is nothing more powerful than God's love because it can transform first the human heart and then the world.

As Executive Director of Christian Community and Leadership, his responsibilities include; starting new churches, developing congregational vitality, leadership and candidacy, seminaries and colleges, youth and young adult ministries including the national youth gathering, multicultural ministries, disability ministries, and the directors for evangelical mission who work in synods for congregations.

Pastor Hirsch graduated from Susquehanna University, Selinsgrove PA in Sociology and Psychology and received a Master of Divinity degree from the Lutheran School of Theology in Chicago. He earned a Doctor of Ministry from United Theological Seminary in Dayton Ohio in preaching with a focus on alleviating violence in the inner city. He was awarded a Leadership Grant from the Lily Foundation to continue his work and study in South Africa.

Pastor Hirsch was assistant to the bishop and Director of Evangelical Mission for the Metropolitan Washington DC Synod where they launched an effort to grow the synod by 10% and started new churches to make that happen 2009-2019. He was pastor at Bethlehem Lutheran Church in Fairfax, VA 2000-2009 and of Christus, Epiphany, Grace, La Trinidad and New Life Lutheran Churches in Camden, NJ 1990-2000.

He was Vice President of the Camden Lutheran Housing and President of Dooley House, a series of homes for sick children and their families. He was a leader in Camden Churches Organized for People, a church-based community organizing effort that brought millions of dollars to the city for housing, safety and job creating businesses. He worked on the burned churches project with the National Council of Churches.

He is married to Dana M. T. Hirsch and they have three adult sons. He is a cabinet maker and enjoys bicycling, hiking, skiing and photography. He and Dana live in Chicago, IL.

**NEW JERSEY SYNOD  
EVANGELICAL LUTHERAN CHURCH IN AMERICA  
THIRTY-THIRD ANNUAL ASSEMBLY  
May 7-8, 2021**

**VIRTUAL ASSEMBLY  
GENERAL INFORMATION**

**1. VIRTUAL CHECK-IN:**

Voting members are encouraged to login into the “zoom room” early beginning Friday at 6:15 PM. (One half hour before worship begins) **Prompt** check-in is requested as a quorum is needed to open the Assembly at 7:45 PM.

The “zoom room” will open on Saturday by 8:30 AM.

**2. VOTING STATUS:**

Each Voting Member **MUST** be logged into the zoom meeting on their own device in order to cast a ballot. Voting by zoom polls will appear on your screen at the appropriate time.

**3. WORSHIP:**

A live worship service will take place on Friday, May 7<sup>th</sup> at 6:45 PM. Visitors may view the livestream via our YouTube page. ([youtube.com/NJSynodELCA](https://youtube.com/NJSynodELCA))

**4. GERMANE MOTIONS FROM THE FLOOR:**

When a Voting Member makes a motion “from the floor”, the Voting Member must present the motion using the raise hand feature.



## 2021 NJ Synod Assembly Agenda

May 7 -8, 2021  
**“Springing Forth”**

**Isaiah 43:19** *“I am about to do a new thing; now it springs forth, do you not perceive it? I will make a way in the wilderness and rivers in the desert.”*

### Friday, May 7

2:00-3:15 pm Pre-Assembly Workshops

and

3:30-4:45 pm *EMU, Abundance and You* Sessions 1 and 2  
*From NJ to MN Youth Gathering 2022* Session 2  
*God.Is.Doing.New.Things* Sessions 1 and 2  
*Government - Love It or Hate It?* Session 2  
*Springing Forth into Right Relationship* Sessions 1 and 2  
*What Then Shall We Say to These Things?* Sessions 1 and 2  
*Youth Ministry in the NJ Synod* Session 1

6:45 pm **Opening Worship** (LIVESTREAM)

7:45 pm **Session One – *God Gathers us in Jesus’ Name***

Welcome and Introduction to Assembly

Consent Agenda – Rules of Procedure, Minutes, Assembly Committees

Report of Nominating Committee

Rostered Ministers New to the Synod

Report of Synod Council

Spending Plan Presentation

Report of the Secretary

Congregational Anniversaries

9:00 pm **Closing Prayer**

**Saturday, May 8**

9:00 am      **Dwelling in the Word – *Isaiah 43:19***

9:30 am      **Session Two – *Celebrating God’s Action among Us***

Report of the Bishop

Reference and Counsel

Report of the Treasurer

Report of Synod Council

Introduction of Bishop’s Challenge

10:30 am      **Break**

10:45 am      **Session Three – *God connects us beyond ourselves***

Elections – Ballot 1

Report of the Churchwide Representative

Cross Roads Camp and Retreat Center

Bosnia Ministry

LEAMNJ

Rostered Leaders Anniversaries and Retirements

12:15 pm      **Break**

12:45 pm      **Spending Plan Hearing**

1:15 pm      **Session Four – *God makes a way***

Elections - Ballot 2

Anti-Racism Activity

2:30 pm      **Break**

2:45 pm      **Session Five – *God is doing a new thing!***

Elections - Ballot 3 (if needed)

Report of the Churchwide Representative: Dr. Phil Hirsch – Future Church

Report of Synod Council

Adoption of Spending Plan

Dates for 2022 Assembly

3:30 pm      **Closing Prayer and Commissioning for Mission**



**THIRTY-THIRD NEW JERSEY SYNOD ASSEMBLY**  
**FRIDAY AFTERNOON WORKSHOPS**  
**“Springing Forth”**

**Isaiah 43:19** *“I am about to do a new thing; now it springs forth, do you not perceive it? I will make a way in the wilderness and rivers in the desert.”*

**Friday, May 7, 2021**

Session 1 - 2:00 PM – 3:15 PM

Session 2 - 3:30 PM – 4:45 PM

❖ **EMU, Abundance and You (Sessions 1 or 2)**

This workshop will give insights into economic challenges facing pastors and congregations, and some of the good work the NJ Synod's *Excellence in Ministry Unleashed* (EMU) initiative offers to help pastors and congregations flourish. This workshop will also share concrete ideas to assist with annual stewardship appeals as well as year-round cultivation of congregational generosity.

*Leaders: The Rev. Fred Becker, Trinity, Dover, and EMU Team Leader, and The Rev. Dean Brown, Assistant to the Bishop*

❖ **From NJ to MN – Youth Gathering 2022: boundless: God Beyond Measure (Session 2)**

Every 3 (right now 4!) years, 30,000 Lutheran youth and their adult leaders gather together for a week of Faith Formation that includes learning, service, worship, Bible study, fellowship, and fun! Come join the conversation about what the Gathering in 2022 will look like, and how we as a synod can best support you to bring your young people to this inspiring event.

*Leaders: Youth Ministry Mission Team*

❖ **God.Is.Doing.New.Things (Sessions 1 or 2)**

The Holy Spirit is in the business of doing new and amazing things. As the world continues to change, we are called to “activate each of us so more people know the way of Jesus and discover community, justice and love.” As people of faith we are invited to ask who we are, why God placed us here and what difference that makes to the world. God is inviting us to get on board with the new things God is doing!

*Leader: The Rev. Maristela Freiberg, Assistant to the Bishop and Director for Evangelical Mission and Partners*

❖ **Government – Love It or Hate It? (Session 2)**

What do Lutherans have to say about government and our role as disciples in the process of democracy? Join us as we take a look at a new social message, “[Government and Civic Engagement in the United States: Discipleship in a Democracy](#).” A Spanish translation of the message can be downloaded [here](#).

*Leader: The Rev. Sara E. Lilja, Director, Lutherans Engaging in Advocacy Ministry*

❖ **Springing Forth into Right Relationship (Sessions 1 or 2)**

Scripture calls us to be repairers of the breach when relationships are broken. This workshop will explore the issue of reparations for those of African descent in order to begin to repair the breach which began with the institution of slavery and continues with inequities still in place in our country.

*Leaders: Bishop's Challenge Team*

❖ **What Then, Shall We Say to These Things? Congregational Life Beyond COVID-19**

***(Sessions 1 or 2)***

As we begin to imagine post-pandemic life, what does this mean for our testimony about Jesus? What pre-pandemic activities will we discontinue or re-invent, what new ideas will we continue, and how will these enhance our call to tell about Jesus and invite others into God's beloved community?

*Leaders: The Rev. Kimberly Vaughn, Assistant to the Bishop and The Rev. Phil Hirsch, ELCA, Executive for Christian Community and Leadership*

❖ **Youth Ministry in the New Jersey Synod (Session 1)**

Ministering to our youth in NJ has certainly taken on different forms in this past year. Come learn how the NJ Synod has continued to support our youth and youth leaders through this pandemic. Join the conversation as we plan for events in the upcoming year for youth and young adults in NJ. We will also talk about our partnership with Cross Roads and our Growing Young Initiative.

*Leaders: Youth Ministry Mission Team*



# ROBERT'S RULES OF ORDER MOTIONS CHART

Based on Robert's Rules of Order Newly Revised (1990 Edition)

The motions below are listed in order of precedence.  
A motion can be introduced if it is higher on the chart than the pending motion.

YOU WANT:	YOU SAY:	INTERRUPT?	2ND?	DEBATE?	AMEND?	VOTE?
Close meeting	I move to adjourn	No	Yes	No	No	Majority
Take break	I move to recess for...	No	Yes	No	Yes	Majority
Register complaint	I rise to a question of privilege	Yes	No	No	No	None
Make follow agenda	I call for the orders of the day	Yes	No	No	No	None
Lay aside temporarily	I move to lay the question on the table	No	Yes	No	No	Majority
Close debate	I move the previous question	No	Yes	No	No	2/3
Limit or extend debate	I move that debate be limited to...	No	Yes	No	Yes	2/3
Postpone to a certain time	I move to postpone the motion to...	No	Yes	Yes	Yes	Majority
Refer to committee	I move to refer the motion to a committee	No	Yes	Yes	Yes	Majority
Modify wording of motion	I move to amend the motion by...	No	Yes	Yes	Yes	Majority
Kill main motion	I move that the motion be postponed indefinitely	No	Yes	Yes	No	Majority
Bring business before assembly (a main motion)	I move that (or "to)...	No	Yes	Yes	Yes	Majority

Motions that bring a question again before the assembly - no order of precedence.  
Introduce only when nothing else is pending.

YOU WANT:	YOU SAY:	INTERRUPT?	2ND?	DEBATE?	AMEND?	VOTE?
Take matter from table	I move to take from the table...	No	Yes	No	No	Majority
Cancel previous action	I move to rescind...	No	Yes	Yes	Yes	2/3 or Majority with notice
Reconsider motion	I move to reconsider...	No	Yes	Varies	No	Majority

Incidental Motions - no order of precedence.  
Arises incidentally and are decided immediately.

YOU WANT:	YOU SAY:	INTERRUPT?	2ND?	DEBATE?	AMEND?	VOTE?
Enforce rules	Point of Order	Yes	No	No	No	None
Submit matter to assembly	I appeal from the decision of the chair	Yes	Yes	Varies	No	Majority
Suspend rules	I move to suspend the rules	No	Yes	No	No	2/3
Avoid main motion altogether	I object to the consideration of the question	Yes	No	No	No	2/3
Divide motion	I move to divide the question	No	Yes	No	Yes	Majority
Demand a rising vote	I call for a division	Yes	No	No	No	None
Parliamentary law question	Parliamentary inquiry	Yes	No	No	No	None
Request for information	Point of information	Yes	No	No	No	None

**NEW JERSEY SYNOD, ELCA**  
**RULES OF PROCEDURE FOR THE THIRTY-THIRD SYNOD ASSEMBLY**

1. Fifty percent (50%) of voting members who have confirmed registration upon the beginning of the assembly shall constitute a quorum as required by constitution (S7.14.). Registered Voting Members will receive the access link for Zoom participation. Visitors may view via livestream on the New Jersey Synod website. Microphones should be muted unless a person is recognized by the chair.
2. In order to vote, Voting Members must be registered and logged into the virtual Assembly.
3. Each attendee is responsible for his or her connection to the internet and the meeting room; no action shall be invalidated on the grounds that the loss of, or poor quality of, a member's individual connection prevented him or her from participating in the meeting.
4. Two (2) lay representatives of Synodically Authorized Worshipping Communities and Ministries under Development on the territory of the New Jersey Synod shall be given voice and vote during the Assembly.
5. Persons who are on the roster of the New Jersey Synod, ELCA, On Leave From Call or Retired, Living Out-of-State, but who are serving New Jersey Synod congregations/worshipping communities by special appointment, and those Retired Pastors Living Out-of-State who are actively engaged in the life and ministry of the New Jersey Synod shall be given voice and vote during the Assembly.
6. Persons on the roster of the Evangelical Lutheran Church in America (ELCA) in a Synod other than the New Jersey Synod, but who are serving New Jersey Synod congregations by special appointment, shall be given voice, not vote, during the Assembly.
7. Persons who are not on the roster of the ELCA, but who are serving New Jersey Synod congregations/worshipping communities by special appointment, shall be given voice, not vote, during the Assembly.
8. Persons who are not on the roster of the ELCA, but who are serving New Jersey Synod congregations/worshipping communities by special appointment and are ordained ministers of another Lutheran church body that is a member of the Lutheran World Federation or of a church body with which a relationship of full communion has been declared and established by a Churchwide Assembly of the ELCA shall be given voice and vote during the Assembly.
9. Chairs of Mission Teams and Committees listed by the Synod Council shall be given voice, not vote, on matters pertaining to their work during the Assembly.
10. Voting will take place in a variety of ways throughout the assembly. These will include: unanimous consent, google forms, the poll function of zoom, and raised hands. To have an abstention recorded, notify the secretary via the chat function. Abstentions do not count in the vote totals.
11. A voting member wishing to make a motion must first be recognized by the chair and then post the motion in the chat box to the secretary so it is in writing.

12. When an item of business is opened by the chair for discussion, those voting members wishing to speak shall so do as instructed. Before speaking, each person must indicate their name and congregation name and location. Members must specify if they are speaking for or against the item under consideration.
13. Debate shall be limited to two minutes per person per issue. Time will be kept by the Secretary. Debate will terminate when three speakers have been heard on each side, unless otherwise determined by a majority vote of the voting members present and voting of the assembly.
14. The deadline for submitting resolutions was March 8, 2021. Late resolutions will not be accepted; any resolutions received after the deadline will be considered by the Synod Council at its next meeting. The Synod Council and/or Executive Committee may submit resolutions directly to the Assembly.
15. All resolutions shall be reviewed by the Committee of Reference and Counsel, which, when reporting to the Assembly, may:
  1. recommend approval;
  2. recommend disapproval;
  3. recommend referral to the Synod Council; or
  4. recommend a substitute motion to the Assembly
16. Due to the online nature of the assembly this year, nominations from the floor will not be accepted.
17. All reports published in the Bulletin of Reports shall be received by the Assembly by virtue of that fact without vote.

#### **RULES OF PROCEDURE FOR ADOPTION OF THE 2022 SPENDING PLAN**

1. At the time of the introduction of the Spending Plan, discussion shall be limited to questions for clarification and information and the serving of notices of intent to move an amendment to the Spending Plan.
2. Voting Members desiring to present motions germane to the Spending Plan shall be given until **1:00pm, Saturday, May 8** to submit written notice of such intent to the Chair of the Fiscal Management, Administration, and Property Committee or Treasurer, using the chat function of the meeting platform.
3. The Fiscal Management, Administration, and Property Committee shall meet with voting members proposing an amendment.
4. At the time appointed for the adoption of the Spending Plan, the Fiscal Management, Administration, and Property Committee shall report to the Assembly all proposed amendments, with the Committee's recommendations.
5. When motions germane to the Spending Plan are presented on the Floor of the Assembly, the Fiscal Management, Administration, and Property Committee shall have an opportunity to respond to the recommendations. Any Voting Member wishing to increase a line item in any area of the Spending Plan shall propose a source of funding.



## Proposed 2022 Spending Plan

February 1, 2022 through January 31, 2023

The proposed spending plan supports the synod's missions and objectives. This plan was developed in collaboration with the Fiscal Management, Administration and Property Committee. **The Synod Council recommends approval of this plan by the Synod Assembly.**

### Income Supporting the Spending Plan

Synod income includes Mission Support from congregations, distributions from endowed funds, support from the national church and income from other sources.

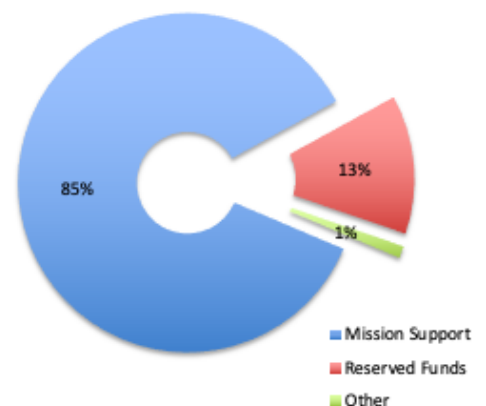
	2019 Actual		2020 Actual		2021 Approved Spending Plan		2022 Proposed Spending Plan	
<b>Mission Support</b>	1,863,256	88%	1,751,453	88%	1,790,000	86%	1,800,000	86%
<b>Restricted Fund draws</b>		9%		9%		13%		13%
Synod Council Deficit Reduction	-		-		-		4,739	
Restricted support for Mission Development	104,602		95,927		170,000		170,000	
Health Benefit Assistance	5,000		-		10,000		10,000	
United Seminary Endowment support	-		5,000		10,000		10,000	
Endowment support for Candidacy	24,042		20,706		25,400		27,000	
Stewardship support	652		-		1,000		1,000	
Endowment for Staff Housing Support	5,000		-		6,000		6,000	
Endowment to Support Cross Roads	20,000		20,000		20,000		20,000	
Wurfel Administrative Support	6,700		7,800		6,700		6,700	
EMU Support	8,600		8,600		8,600		-	
Mission Development - Property Manager	19,941		19,108		21,000		21,000	
<b>ELCA support to the NJ Synod</b>		0.5%		0.7%		0.5%		0.5%
ELCA support for Mission Director	10,000		10,000		10,000		10,000	
ELCA NJ Synod support			4,000		-		-	
<b>Other income</b>		2%		2%		1%		1%
Individual Contribution Support	1,000		3,917		-		-	
Special Giving Operations Support	2,148		5,294		-		-	
Thrivent Choice	239		912		1,000		1,000	
Interest Income - All Banks	35,259		37,647		13,000		13,000	
<b>Expected Income</b>	<b>2,106,439</b>		<b>1,990,363</b>		<b>2,092,700</b>		<b>2,100,439</b>	

**Mission Support** is the gifts provided by congregations to support the work of our synod. Mission Support provided 88% of the spending plan income in 2019 and is forecast to be 86% of income in 2022.

**Restricted Fund draws** describes money distributed from restricted funds to synod programs that satisfy those funds' restrictions. This income supports missions within New Jersey, the ULS seminary and Candidacy, Cross Roads Camp, Stewardship programming, and synod property management.

**Bank interest** was significantly higher in 2019 and 2020 because we set aside money to remove the Cross Roads dam and that money earned interest. We expect to spend that money in 2021.

### 2022 Projected income



## Spending Plan

### Section 1: ELCA Churchwide and Ministry Partners

The New Jersey Synod supports our partners in ministry within New Jersey, throughout our region and across the churchwide organization. Half of all Mission Support gifts go directly to ELCA churchwide.

	2019 Actual		2020 Actual		2021 Approved Spending Plan		2022 Proposed Spending Plan
ELCA Share of Mission Support	930,920		872,476		895,000		900,000
United Lutheran Seminary	90,000		90,000		90,000		90,000
Cross Roads Outdoor Ministries	20,000		20,000		20,000		20,000
Lutheran Archives Center	2,500		2,500		2,500		2,500
New Jersey Interfaith Coalition	2,500		500		500		500
Region 7 Center for Mission	-				1,000		1,000
Upsala at Wagner Program	4,000				2,000		-
Seafarers and International House	2,000		2,000		2,000		2,000
Diakonia	1,500		1,500		1,500		1,500
Lutheran Episcopal Advocacy Ministry of NJ	19,992		19,992		20,000		20,000
	1,073,412		1,008,968		1,034,500		1,037,500
Percentage of spending plan	51%		54%		49%		49%

Partners in ministry include the United Lutheran Seminary, Cross Roads Camp and Retreat Center, and the Lutheran Episcopal Advocacy Ministry of New Jersey (LEAMNJ). Overall, 49% of the spending plan supports the ELCA Churchwide and Ministry Partners.

### Section 2. Strengthening Congregations

This section focuses on the processes and programs that strengthen congregations' capabilities and facilitate collaborative ministry across our synod.

	2019 Actual		2020 Actual		2021 Approved Spending Plan		2022 Proposed Spending Plan
Assistants to the Bishop and staff support	310,384		273,450		267,547		288,547
Youth Ministry program	16,475		3,543		40,500		40,500
Synod Continuing Education	220		(1,511)		2,000		2,000
Discipling and Witness Team	199		-		1,000		1,000
Justice and Peace Mission Teams	456		-		1,000		1,000
Synod Communications	8,578		6,426		9,000		9,000
Stewardship Resource Development	652		-		1,000		1,000
	336,964		281,909		322,047		343,047
Percentage of spending plan	16%		15%		15%		16%

Strengthening Congregations within the New Jersey Synod includes:

- Assistants to the bishop and other personnel supporting congregational needs
- Youth Ministry programs and grants
- Support for the Discipleship and Witness Mission Team
- Support for the Justice and Peace Mission Team
- Development and production of congregational Stewardship resources
- Synod-wide communications

Resources devoted to strengthening our Synod congregations make up 16% of our 2022 plan.

### Section 3: Congregational Vitality

	2019 Actual		2020 Actual		2021 Approved Spending Plan		2022 Proposed Spending Plan
New Jersey Missions	125,991		96,627		170,000		170,000
Percentage of spending plan	6%		5%		8%		8%

This section enables new expressions of ministry in our Synod, assists the start-up of new churches and revitalizes existing ministries. During 2021 this section supported Bridge of Peace in Camden, Christus in Camden, St. Luke in Dunellen, Santa Isabel in Elizabeth, St. Stephan Grace in Newark, Misión Pan de Vida in Passaic, Morning Star in Ridgefield, and Santa Isabel Ministry to Immigrants in Detention.

### Section 4: Office of the Bishop

The Office of the Bishop supports and guides congregations and clergy, coordinates church and legal processes and nurtures synodical leadership.

	2019 Actual		2020 Actual		2021 Approved Spending Plan		2022 Proposed Spending Plan
The Bishop and staff support	216,598		219,408		225,615		227,361
Candidacy and seminarians	24,042		20,706		25,400		27,000
Pastoral supply coordination	3,000		3,000		3,000		3,000
Ecumenical and interfaith programs	1,547		-		1,300		1,300
Synod ordinations and special events	3,112		1,601		3,000		3,000
Synod Assembly and Assembly reserve	23,915		-		12,500		12,500
	272,215		244,715		270,815		274,161
Percentage of spending plan	13%		13%		13%		13%

The bishop's office leads and administers:

- Congregational vacancy and call processes
- Seminarian formation and identifying clergy candidates
- Interaction and dialogue with other church and ministry partner organizations
- Gatherings such as the Synod Assembly

13% of the proposed synod spending plan supports the Office of the Bishop.

### Section 5: Oversight and Planning for the Sake of the Mission

Section 5 supports the administrative aspects of running the synod organization including managing our resources and properties, fulfilling legal and regulatory requirements, and planning for our future.

	2019 Actual		2020 Actual		2021 Approved Spending Plan		2022 Proposed Spending Plan
Staff support	86,397		88,387		91,275		88,631
Staff Travel Expenses	42,078		18,901		42,000		36,000
Volunteers Meeting & Travel	5,432		889		8,000		6,000
Audit, Legal and Insurance	61,357		51,497		45,000		36,500
Property management	65,885		56,226		68,300		69,000
Supplies and services	35,740		35,963		39,300		39,600
	296,889		251,862		293,875		275,731
Percentage of spending plan	14%		13%		14%		13%

13% of the spending plan funds Oversight and Planning.

## 2022 Proposed expenses

Summarizing this spending plan:

49% will support Churchwide and Mission Partners.

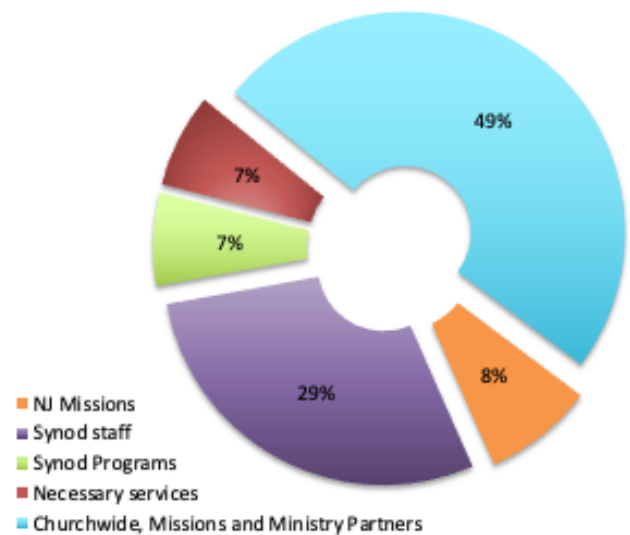
29% for the synod staff who enable our goals and missions

8% to support missions within the NJ Synod

7% for synod programs such as continuing education, teams and Youth Ministry programs.

7% for electricity, phone services, the photocopier, cleaning, legal and audit services, and insurance.

In this spending plan, an increase in health insurance costs is assumed and a staff salary increase is included.



## 2022 Spending Plan Summary

The proposed Spending Plan supports the key Synod missions and program, balancing expenses with expected revenue.

	2019 Actual		2020 Actual		2021 Approved Spending Plan		2022 Proposed Spending Plan
<b>TOTAL EXPENSES</b>	2,105,470		1,884,081		2,091,238		2,100,439
<b>TOTAL INCOME</b>	2,106,439		1,990,363		2,092,700		2,100,439
<b>SURPLUS (DEFICIT)</b>	969		106,282		1,462		-

**The Synod Council recommends approval of this proposed 2022 spending plan.**





## Report of the Bishop New Jersey Synod Assembly 2021

*I am about to do a new thing, now it springs forth, do you not perceive it?  
I will make a way in the wilderness and rivers in the desert. (Isaiah 43:19)*

What words would you use to describe this past year? I've heard several words too many times; the word unprecedented might lead the list. But we've had to use other words as well. Words that cause us pain like: pandemic, quarantine, white supremacy, positivity rate, insurrection, and Christian nationalism. Positive words have crept into our vocabulary with more regularity: online worship opportunities, Black lives matter, equity, neighborliness, vaccines, and possibilities. The weariness of this past year is seen, and heard, and felt by all of us.

It is into this reality, that we gather as church to hear God's word and celebrate the promises made to our faith ancestors and to us: *"I am about to do a new thing, now it springs forth, do you not perceive it? I will make a way in the wilderness and rivers in the desert."* More than any of our words, this word from God's own lips carries us through the challenges we face into the future that is waiting for us. God's declaration of divine activity allows us to breathe a little easier.

As you read through the Bulletin of Reports, you will get a glimpse of the many ways we have continued serving the mission we are called to share throughout the New Jersey Synod. It is a remarkable record of lives changed and shaped by our common ministry. Thank you for being the church this synod, this state, this world needs us to be.

Throughout the year, I met virtually with parish pastors and deacons as well as with lay leaders on several occasions. Each time we met, I heard again of both the great burden you bear and the creative ways you carry on. We welcomed new pastors into our synod, congregations called pastors to serve and bid farewell to those leaving, lay leaders stepped up to become technicians for livestreaming and online education. Our camp, Cross Roads, began online Sunday School each week, which continues to this day and many of you are still participating. Church lawns and town parks became worship and education spaces. Mission Clusters provided joint online worship opportunities while new partnerships among congregations formed to strengthen neighborhood outreach.

As COVID19 continued to wreak havoc on family economics, you stepped up to fill in the gaps, especially with feeding ministries. We dispersed over \$55,000 in grants for congregational food pantries and ministries in vulnerable communities, thanks to the ELCA churchwide organization. Our own synod council approved using designated funds for relief to congregations, issuing over \$156,000 to 26 congregations by mid-March 2021. Many of these loans, which can be converted to grants, have been used for expanded technology so congregations can reach more people with the gospel; some have been used for alleviating financial distress in the congregation.

God is, indeed, doing a new thing and is making a way in the wilderness of this past year. Racist words and actions caught on camera opened eyes to the reality of being Black in America. What some have known all along, others are just beginning to understand – racism is a sin that is baked into our very way of life and something that white people in this church need to confess and eradicate. Our synod has a long history of doing this work and we will continue. At this assembly, we will launch a bishop's challenge

called The Jehu Jones Mission, to educate and repair relationships torn apart by institutional slavery on which this country was founded. Our goal is to raise \$50,000 for leadership opportunities for young Black members of this synod.

Our work to be an anti-racist church isn't just focused on racism against African-Americans; as we have seen, anti-Asian hatred is on the rise, and prejudice against immigrants, especially towards the Latinx community, is real. We are committed to working for the day when all people celebrate the diversity which is part of God's good creation and where we see a church which reflects in its leadership and membership, the full spectrum of humanity.

A year ago, your synod staff began working from home – and we continue there. Creating home office space, which we hoped would be for the short-term, has allowed us to walk with you seamlessly. Phone calls and emails are answered promptly, twice weekly Zoom staff meetings enable us to collaborate, and being connected to the cloud means we have our files at our fingertips. We put together several online worship opportunities that allowed our synod to connect on a Sunday morning in prayer and praise. Questions about how and when we come back in-person are ongoing, but rest assured knowing wherever we are, we are committed to serving with you. I can't thank them enough for the ways they answer the call to serve in Christ's church.

Please join me in thanking your staff: LuAnn Barnes, Executive Administrative Assistant; Lois Parrett, Director of Operations; Dawn Appelget Roberts, Administrative Assistant for Mission and Ministry; Assistants to the Bishop, Pastors Kimberly Vaughn and Dean Brown; Director for Evangelical Mission and Assistant to the Bishop (deployed by the ELCA), Pastor Maristela Freiberg. Pastor Sara Lilja is the Director for LEAMNJ, and this year also took on the role of interim pastor at Holy Communion, Berlin.

Our part-time/contract staff includes: Pastor Becky Resch, Candidacy Support; Matt McDevitt and Robert Poole, Property Managers; Beth Peroni, Supply Pastor Coordinator; and Nicholas and Eugenia Sapon, Custodians.

Thank you for the opportunity to serve as your bishop. Even when the days are long and the road is bumpy, this is the best call in the ELCA. I long to be back in person with you – to worship and celebrate, to sing and dance, to learn and teach, to marvel at the wondrous new things God is doing in your midst. Until that day, I hold you in my prayers and trust you do the same.

Your sister in Christ,

A handwritten signature in cursive script, reading "Tracie L. Bartholomew". The signature is written in dark ink on a light-colored background.

The Rev. Tracie L. Bartholomew, Bishop

## **JUNE 2019 THROUGH MAY 2020 PARISH AND ROSTER EVENTS**

### **ENTERED THE CHURCH TRIUMPHANT**

The Rev. Sue Ann Riley	June 8, 1950 – July 24, 2019
The Rev. Margaret L. Hayes	April 8, 1949 – September 8, 2019
The Rev. Edgar G. Wiker	July 26, 1932 – December 23, 2019
The Rev. Ruth Elsa Mohring	July 24, 1935 – April 20, 2020

### **ORDINATION AND INSTALLATION**

The Rev. Peter C. Edwardsen	Apostles, Turnersville	09/15/2019
The Rev. Miles S. Hopgood	Abiding Presence, Ewing	02/08/2020

### **ELCA CALL**

The Rev. Joshua Semovoski	Chaplain, United States Air Force	07/21/2019
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### **CONGREGATION CALL**

The Rev. Peter C. Edwardsen	Apostles, Turnersville	07/21/2019
The Rev. Bernard Kelly	Grace, Phillipsburg	06/30/2019
The Rev. Amy Hotter	Zion, Saddle River	09/16/2019
The Rev. Andrew Gordon	Holy Nativity, Wenonah	10/06/2019
The Rev. Gary C. LeCroy	St. Matthew Trinity, Hoboken	10/13/2019
The Rev. Miles S. Hopgood	Abiding Presence, Ewing	02/08/2020

### **SYNOD COUNCIL CALL**

The Rev. Alexandra C. King	St. Matthew, Moorestown	06/06/2019
The Rev. Jeffrey D. May	Zion, Oldwick	08/01/2019
The Rev. Dean R. Brown	Assistant to the Bishop	09/01/2019
The Rev. Young Kyu (Tristan) Shin	Christ Episcopal Church, Short Hills	09/16/2019
The Rev. Gomes Pedro	Holy Trinity, East Orange	09/21/2019
The Rev. John E. Mack, Jr.	Holy Trinity, Red Bank	11/15/2019
The Rev. Linnéa K. Clark	Emanuel, New Brunswick	12/02/2019
The Rev. Michael L. Poole, Jr.	First, Montclair	12/08/2019

### **RETIREMENT**

The Rev. William Zimmermann	07/23/2019
The Rev. Michael C. Gebhart	08/01/2019
The Rev. Birgit Solano	11/01/2019
The Rev. William C. Moser	11/18/2019
The Rev. Jeffrey H. Rickards	02/01/2020
The Rev. Nancy L. Ruckert	03/01/2020
The Rev. David H. Wagner	05/01/2020

### **TERMINATION OF CALL**

The Rev. William Zimmermann	Faith, Hillsborough	07/22/2019
The Rev. Hans Arnesen	St. Matthew, Jersey City	07/28/2019
The Rev. Michael C. Gebhart	St. Michael, Cherry Hill	07/31/2019
The Rev. Erin Kinahan (James Jacob)	Holy Trinity, Wildwood	08/14/2019
The Rev. Dean R. Brown	Holy Trinity, Red Bank	08/31/2019
The Rev. Jennifer M. McLellan	Calvary, Allendale	09/22/2019
The Rev. Mark David "Em" Johnson	Emanuel, New Brunswick	09/30/2019
The Rev. Andrew T. Gordon	Chaplain, Greenwood Hospice, Ewing	10/05/2019
The Rev. Birgit Solano	Good Shepherd, Weehawken	10/31/2019

The Rev. Alexandra King	St. Matthew, Moorestown	11/14/2019
The Rev. John E. Mack, Jr.	Redeemer, Jersey City	11/14/2019
The Rev. William C. Moser	First, Montclair	11/17/2019
The Rev. Jacqueline Belzer	St. John, Passaic	11/30/2019
The Rev. David H. Wagner	Hackensack Meridian Health Care	12/31/2019
The Rev. Amy S. Hotter	Zion, Saddle River	02/01/2020
The Rev. Jeffrey H. Rickards	Grace, Somers Point	01/31/2020
The Rev. Nancy Ruckert	St. Matthew, Secaucus	02/29/2020
The Rev. Lee Zandstra	Living Waters, Ringoes	03/15/2020
The Rev. Elijah Mwitanti (Interim Pastor)	Lord of Life, Tabernacle	04/30/2020

#### **ON LEAVE FROM CALL**

The Rev. Hans Arnesen		07/29/2019
The Rev. Erin Kinahan		08/15/2019
The Rev. Mark David "Em" Johnson		10/01/2019
The Rev. Jennifer M. McLellan		10/01/2019
The Rev. Alexandra King		11/15/2019
The Rev. Jacqueline Belzer		11/30/2019
The Rev. Amy S. Hotter		02/01/2020

#### **TRANSFER TO ANOTHER SYNOD**

The Rev. Carol A. Petersen	Delaware Maryland Synod, ELCA	06/20/2019
The Rev. William Zimmermann	Northeastern PA Synod, ELCA	09/18/2019
The Rev. Jennifer M. McLellan	Southeastern Synod, ELCA	10/01/2019
The Rev. Lee Zandstra	Southeast Michigan Synod, ELCA	04/01/2020
The Rev. David H. Wagner	Florida Bahamas Synod, ELCA	05/01/2020

#### **TRANSFER FROM ANOTHER SYNOD**

The Rev. Alexandra C. King	Metropolitan Washington DC Synod, ELCA	06/06/2019
The Rev. Jeffrey P. May	Virginia Synod, ELCA	08/01/2019
The Rev. Amy Hotter	Southeast PA Synod, ELCA	09/16/2019
The Rev. Linnéa Clark	Southeast PA Synod, ELCA	12/02/2019
The Rev. Michael L. Poole, Jr.	Metropolitan New York Synod, ELCA	12/08/2019

#### **VICE PASTOR/STATED SUPPLY APPOINTMENT**

The Rev. Donald Egan	Bethany, Jersey City	07/01/2019
The Rev. Thomas J. Kildea	Spruce Run, Glen Gardner	07/01/2019
The Rev. James R. Krombholz	Our Savior's, Edison	07/01/2019
The Rev. Dale C. Selover	Faith, Hillsborough	07/22/2019
The Rev. Arnd Braun Storck	St. Matthew, Jersey City	08/01/2019
The Rev. Mark P. Bruesehoff	Holy Trinity, Wildwood	08/15/2019
The Rev. Nancy Nardi	Ascension, New Brunswick	08/15/2019
The Rev. Matthew Cimorelli	Holy Trinity, Red Bank	09/01/2019
The Rev. Patt Kauffman	St. Paul, Teaneck	09/05/2019
The Rev. Michael Linderman	Calvary, Allendale	09/23/2019
The Rev. Donald Stiger	Emanuel, New Brunswick	10/02/2019
The Rev. Laura Esposito	St. Paul, Collingswood	11/01/2019
The Rev. J. Ignaki Unzaga	Good Shepherd, Weehawken	11/01/2019
The Rev. Paul Miller	Zion, Saddle River	11/11/2019
The Rev. Donald Egan	Redeemer, Jersey City	11/15/2019
The Rev. Mona Fitch-Elliott	St. Matthew, Jersey City	11/18/2019
The Rev. Moacir Weirich	St. John, Passaic	12/01/2019

The Rev. Kristine Ertl	Redeemer, Jersey City	01/01/2020
The Rev. Jeffrey Rickards	Messiah, Cape May Court House	01/06/2020
The Rev. Kristine Ertl	Bethany, Jersey City	02/01/2020
The Rev. Stephen Yambor	St. James, Phillipsburg	02/15/2020
The Rev. Susan Nelson-Colaneri	St. Matthew, Secaucus	03/01/2020

#### **TRANSITIONAL/INTERIM PASTORAL MINISTRY APPOINTMENT**

The Rev. Margaret M. Marks	St. Michael, Cherry Hill	08/01/2019
The Rev. Jeffrey D. May	Zion, Oldwick	08/01/2019
The Rev. Moritz Menacher	Christ the King, Kendall Park	08/15/2019
The Rev. Russell Haab	St. Michael, Cherry Hill	10/01/2019
The Rev. John E. Mack, Jr.	Holy Trinity, Red Bank	11/15/2019
The Rev. Margaret M. Marks	St. Matthew, Moorestown	12/01/2019
The Rev. Michael McKillip	Messiah, Parlin	12/01/2019
The Rev. Linnéa Clark	Emanuel, New Brunswick	12/02/2019
The Rev. Michael L. Poole	First, Montclair	12/08/2019
The Rev. Kevin Hilgendorf	Grace, Somers Point	02/01/2020
The Rev. Scott C. Schantzenbach	Living Waters, Flemington	03/15/2020

#### **INSTALLATION**

The Rev. Dale Selover	Prince of Peace, Princeton Junction	09/08/2019
	The House Next Door	
The Rev. Heidi Link	Reformation, Absecon	10/13/2019
The Rev. Beau Nelson		11/09/2019
	St. Mark, Morristown/Good Shepherd, Florham Park	
The Rev. Bernard Kelly	Grace, Phillipsburg	11/10/2019
The Rev. Gary LeCroy	St. Matthew Trinity, Hoboken	12/01/2019
The Rev. Andrew Gordon	Holy Nativity, Wenonah	01/12/2020
The Rev. Young Kyu (Tristan) Shin	Christ Episcopal Church, Short Hills	03/01/2020

#### **CONGREGATION CLOSING**

Lutheran Church of Our Redeemer, Dumont	06/02/2019
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#### **CONGREGATION RELOCATION**

St. Paul Lutheran Church (1200 River Rd., Teaneck, NJ 07666) to New Milford	12/01/2019
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## **MAY 2020 THROUGH MAY 2021 PARISH AND ROSTER EVENTS**

### **ENTERED THE CHURCH TRIUMPHANT**

The Rev. Henry A. Ireland, Jr.	December 8, 1935 – August 16, 2020
The Rev. Louisa D. Groce	June 10, 1918 – March 1, 2021

### **ORDINATION AND INSTALLATION**

The Rev. Erich Kussman	St. Bartholomew, Trenton	10/24/2020
The Rev. Kimberly J. Schmidt-Cooper	St. Timothy, Wayne	03/21/2021
Seminarian Mary "JJ" Simpson-Keelan	Living Waters, Ringoes	05/22/2021

### **CONGREGATION CALL EXTENDED**

The Rev. Christopher Bruesehoff	St. Michael, Cherry Hill	09/01/2020
The Rev. Lisa S. Holliday	Trinity, Bogota	09/01/2020
The Rev. Eric J. Trozzo	St. Matthew, Moorestown	09/01/2020
The Rev. Wendolyn Trozzo	Lord of Life, Tabernacle	09/01/2020
The Rev. Jill E. Collict	Faith, Hillsborough	09/14/2020
The Rev. John E. Mack, Jr.	Holy Trinity, Red Bank	11/01/2020
The Rev. Althea Albright	Grace, Somers Point	11/15/2020
The Rev. Eloise M. Shanley	Our Saviour, Stone Harbor	11/20/2020
The Rev. Christopher Halverson	Spruce Run, Glen Gardner	11/29/2020
Seminarian Kimberly J. Schmidt-Cooper	St. Timothy, Wayne	02/01/2020
The Rev. Mark David "Em" Johnson	St. Matthew, Jersey City	02/01/2021
Seminarian Mary "JJ" Simpson-Keelan	Living Waters, Ringoes	02/01/2021
The Rev. Julia Haspel	Grace, Mendham	03/01/2021

### **TERMINATION OF CALL**

The Rev. Jeffrey Ziegler	Holy Communion, Berlin	05/21/2020
The Rev. Eric Trozzo	ELCA Global Ministry	05/22/2020
The Rev. Kristina L.L. Reyes	Shepherd of the Hills Sparta	06/14/2020
Deacon Kathryn Prinz, Chaplain	Morristown Med. Center, Morristown, NJ	06/17/2020
The Rev. Rachel Semovoski	Our Saviour, Stone Harbor	06/30/2020
The Rev. Jaye S. Newbold	Redeemer, Succasunna	06/30/2020
The Rev. Robert M. Mountenay	St. Timothy, Wayne	06/30/2020
The Rev. Christopher Bruesehoff	Holy Counselor, Sussex	08/31/2020
The Rev. Lisa S. Holliday	Gloria Dei, New Milford	08/31/2020
The Rev. Jill E. Collict	Nativity, East Brunswick	09/13/2020
The Rev. Laura Esposito	Lutheran Social Ministries of NJ	09/17/2020
The Rev. Rebecca Truland	Holy Trinity, Burlington	09/30/2020
The Rev. Gary Costa	Cross of Glory, Aberdeen	10/14/2020
The Rev. Christopher Halverson	St. Stephen, South Plainfield	11/28/2020
The Rev. Kathryn Irwin	Holy Trinity, Nutley	11/28/2020
The Rev. Janet Blair	Zion, Ridgefield	12/23/2020
The Rev. J. Paul Rajashekar	United Lutheran Seminary, PA	12/31/2020
The Rev. Gladys G. Moore	St. John, Summit	01/31/2021
The Rev. Daniel Congleton	St. Ambrose, Pennsville	02/28/2021
The Rev. Julia Haspel	Messiah, Oakland	02/28/2021
Deacon William A. Lawrence *	St. Matthew, Moorestown	02/28/2021

\*Will remain under congregation contract through June 2021

The Rev. David L. Stoner	Temple, Pennsauken	04/04/2021
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**SYNOD COUNCIL CALL**

The Rev. Nancy Nardi (Interim Pastor)	Nativity, East Brunswick	09/15/2020
The Rev. Kathryn Irwin (Interim Pastor)	St. Stephen, South Plainfield	11/29/2020

**RETIREMENT**

The Rev. Jaye S. Newbold		07/01/2020
The Rev. Robert M. Mountenay		07/01/2020
The Rev. David Bennett		10/01/2020
The Rev. Jeffrey D. May		11/01/2020
The Rev. J. Paul Rajashekar		01/01/2021
The Rev. Gladys G. Moore		02/01/2021
The Rev. Daniel Congleton		03/01/2021
Deacon William A. Lawrence		03/01/2021
The Rev. David L. Stoner		04/05/2021

**RESIGNATION FROM THE ELCA CLERGY ROSTER**

The Rev. Ryan Paetzold		10/15/2020
The Rev. Gerald Kramer		02/04/2021

**ON LEAVE FROM CALL GRANTED**

The Rev. Elijah Mwitanti		05/01/2020
The Rev. Eric Trozzo		05/22/2020
The Rev. Jeffrey Ziegler		05/22/2020
The Rev. Kristina L.L. Reyes		06/15/2020
Deacon Kathryn Prinz		06/18/2020
The Rev. Rebecca Truland		10/01/2020

**ON LEAVE FROM CALL CONTINUATION**

The Rev. A. Rebecca Resch		06/18/2018
The Rev. Hans Arnesen		08/11/2019
The Rev. Erin R. Kinahan		08/15/2019
The Rev. Mark David "Em" Johnson		10/01/2019
The Rev. Alexandra King		11/15/2019
The Rev. Jacqueline Belzer		11/30/2019

**TRANSFER TO ANOTHER SYNOD**

The Rev. Elijah Mwitanti	Metropolitan Washington DC Synod, ELCA
The Rev. Amy S. Hotter	Southeastern Pennsylvania Synod, ELCA
The Rev. Kristina L.L. Reyes	Central States Synod, ELCA
The Rev. Sharon Eckhardt	New England Synod, ELCA
The Rev. Joshua Semovoski	Sierra Pacific Synod, ELCA
The Rev. Rachel E. Semovoski	Sierra Pacific Synod, ELCA
The Rev. David H. Wagner	Florida Bahamas Synod, ELCA
The Rev. Gary Costa	Southeastern Pennsylvania, ELCA
The Rev. Jacqueline Belzer	St. Paul Area Synod, ELCA
The Rev. Janet Blair	Sierra Pacific Synod, ELCA
Deacon Abigail M. Ferjak	Metropolitan New York Synod, ELCA
The Rev. Bruce H. Davidson	Southeastern Pennsylvania Synod, ELCA

**TRANSFER FROM ANOTHER SYNOD**

The Rev. Michael McKillip	Southeastern Pennsylvania Synod, ELCA
The Rev. Althea Albright	Northeastern Pennsylvania Synod
The Rev. Eloise M. Shanley	Lower Susquehanna Synod, ELCA

**PASTORAL COVERAGE/INTERIM AND VICE PASTOR APPOINTMENT**

The Rev. Gary Grindeland	Redeemer, Jersey City	05/14/2020
The Rev. Mary Jane Hastings	Prince of Peace, Rockaway (Denville)	06/01/2020
The Rev. John DiMatteo	Shepherd of the Hills, Sparta	06/01/2020
The Rev. Sara E. Lilja	Holy Communion, Berlin	06/01/2020
The Rev. Timothy Wengert	Grace, Mendham	07/01/2020
The Rev. Julia Haspel	St. Timothy, Wayne	07/01/2020
Seminarian Erich Kussman	St. Bartholomew, Trenton	07/01/2020
The Rev. Patricia Medley	Good Shepherd, Holmdel	07/15/2020
The Rev. Bernd Weishaupt	St. Timothy, Wayne	08/15/2020
The Rev. Frederick Becker	Holy Counselor, Sussex	09/01/2020
The Rev. Arnd Braun Storck	Gloria Dei, New Milford	09/01/2020
The Rev. Heidi Link	Good Shepherd, Little Egg Harbor	09/01/2020
The Rev. Damaris Ortega	Ascension, New Brunswick	09/01/2020
The Rev. Nancy Nardi	Nativity, East Brunswick	09/15/2020
The Rev. Russell Haab	Holy Trinity, Burlington	09/20/2020
The Rev. Leigh Pezet	Cross of Glory, Aberdeen	10/15/2020
The Rev. John DiMatteo	Shepherd of the Hills, Sparta	11/01/2020
The Rev. Kevin Hilgendorf	St. John, Ocean City	11/05/2020
The Rev. Katherine Steinly	Zion, Oldwick	11/02/2020
The Rev. Kathryn Irwin	St. Stephen, South Plainfield	11/29/2020
The Rev. Nancy Truscott	Holy Trinity, Nutley	11/29/2020
The Rev. Margaret Niederer	Zion, Ridgefield	12/07/2020
The Rev. Andrew Gordon	St. Ambrose, Pennsville	01/01/2021
The Rev. Wendy Abrahamson	Messiah, Oakland	02/10/2021

**INSTALLATION**

The Rev. Linnea Clark	Emanuel, New Brunswick	09/20/2020
The Rev. Lisa Holliday	Trinity, Bogota	11/15/2020

**CONGREGATION CLOSING**

Our Savior's Lutheran, Edison (1868 -2020)	12/24/2020
Gloria Dei, New Milford (1953 -2021)	04/11/2021

**REMOVAL FROM ELCA ROSTER OF CONGREGATIONS**

St. John, Union City	04/30/2020
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**CONGREGATION RELOCATION**

St. Paul Lutheran Church, New Milford to 1200 River Rd., Teaneck, NJ	02/20/2021
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**2020/2021 ROSTERED LEADERS NEW TO THE SYNOD**

**Ordained for First Call in New Jersey**

Kimberly J. Schmidt-Cooper, Peter Edwardsen, Miles Hopgood,  
Mary “JJ” Simpson Keelan, Erich Kussman

**Received by Transfer from Another Synod**

Althea Albright, Linnéa Clark, Michael McKillip, Eloise Shanley, Michael Poole

**Rostered in Another Synod/Lutheran Churchbody**

Russell Haab, Kevin Hilgendorf, Patt Kauffman, Moritz Menacher, Leigh Pezet,  
Katherine Steinly, and Stephen Yambor

**2020/2021 ROSTERED LEADER ANNIVERSARY REPORT**

We are blessed with many faithful servants. We rejoice with them in their many achievements through the years, and assure them of our prayers that God will continue to bless them richly with many more years of fruitful service.

**ANNIVERSARIES OF WORD AND SERVICE MINISTRY**

**Thirty-five Years**

2020

Carol Kasabach

2021

George Moser, Virginia Shepherd, and Linda Walker

**Twenty Years**

2021

Lynne Rogers

**Fifteen Years**

2020

Susan Gerrard

**ANNIVERSARIES OF WORD AND SACRAMENT MINISTRY**

**Seventy Years**

Arthur Bauer

**Sixty-eight Years**

Dallas Dorward

**Sixty-seven Years**

Howard Norris

**Sixty-six Years**

Paul Strockbine and Robert Wilson

**Sixty-four Years**

John Johnson and Richard Tupy

**Sixty-three Years**

Richard Holzer, Otto Jacobson, and David Mangiante

**Sixty-two Years**

Harvey Peters, Joseph Molnar

**Sixty-one Years**

Walter Maier and Burton Vincent

**Sixty Years**

George Brand and Gordon Huff

**Fifty-five Years**

**2020**

Louis Dunkle, Robert Kriesat, Rudolph Schneider, Russell McIntyre, and William Hanson

**2021**

Ulrich Columbus and Richard Kitz

**Fiftieth Anniversary of Ordination**

**2020**

Paul L. Brndjar and Robert G. Zimmermann

**Forty-five Years**

**2020**

Raymond Elberson, Glenn Englehardt, Neil Jaggie, and Ronald Miller

**2021**

Randolph Etwaroo, John Fischer, Larry McCormick, Bill McGowan, and Patricia Medley

**Forty Years**

**2020**

Gary Grindeland, Charles Romanowski, Christine Stiger, and Thomas Tomlinson

**2021**

Robert Moutenay, Jerold Nugent, and Paul Rorem

**Thirty-five Years**

**2020**

Peter Froehlke, Daniel Johansson, Edward Kropa, and Margaret Marks

**2021**

Russell Haab, Karina Ramins, David Stoner, Pamela Werner, and Stephen Yambor

**Thirty Years**

**2020**

Elaine Quincey, Christine Regan, Matt Thiringer, and Robert Wilms

**2021**

Michael Edwards-Ronning, Cynthia Fazzini, Julia Hapsel, Linda Larson, Gary LeCroy, Tiina Nummela

**Twenty-Fifth Anniversary of Ordination**

**2020**

Wayne Brady, Lisa Holliday, and Michael Linderman

**2021**

Brett Ballenger, Jon David Knecht, Damaris Ortega, Ingrid Wengert, and Linda Wood

**Twenty Years**

**2020**

Jill Collicot, John Mack, Michele Smith, Jennifer Sweitzer, and Karol Van Wulfen

**2021**

Patt Kauffman, Thomas Kildea and Kent Klopheus

**Fifteen Years**

**2020**

Heather Sugden

**2021**

Christine Bridge, Giselle Coutinho, James Kromholz, Gomes Pedro, Eric and Wendolyn Trozzo

**Ten Years**

**2020**

Ramon Collazo and Agnes Gbardoe

**2021**

Laura Esposito, Christopher Halverson, Susan Jones, and Beau Nelson

**Five Years**

**2020**

John Berry, Linnéa Clark, Donald Egan, Kathleen Harris, Mark David “Em” Johnson,  
Alexandra King, Young Kyu (Tristan) Shin, and Rachel Zarnke

**2021**

Hayley Bang, Tammy Harmer, Kathryn Irwin, Raymond Kolison, and Katherine Steinly

## RETIRED MINISTERS OF WORD AND SACRAMENT AND MINISTERS OF WORD AND SERVICE

The following rostered leaders retired since our 2019 Assembly:

The Rev. David Bennett, The Rev. Daniel Congleton, The Rev. Michael C. Gebhart,  
Deacon William A. Lawrence, The Rev. Jeffrey D. May, The Rev. Gladys G. Moore, The Rev. William C. Moser,  
The Rev. Robert M. Mountenay, The Rev. Jaye S. Newbold, The Rev. J. Paul Rajashekar,  
The Rev. Jeffrey H. Rickards, The Rev. Nancy L. Ruckert, The Rev. Birgit Solano, and The Rev. David L. Stoner

### **Roster of Ministers of Word and Sacrament with Retirement Status in the ELCA**

Thirty-nine pastors have been ordained fifty years or more (indicated by \*)

The Rev. Gunnar L. Anderson	1974	The Rev. Otto W. Jacobson, Jr.	1958 *
The Rev. Bruce W. Bassett, Jr.	1984	The Rev. Neil Jaggie	1975
The Rev. Arthur O. F. Bauer	1951 *	The Rev. Carl E. Joecks	1969 *
The Rev. David Bennett	1978	The Rev. John W. Johnson, Jr.	1957 *
The Rev. Barry N. Benson	1977	The Rev. David W. Jones	1978
The Rev. Stephen F. Blank	1967 *	The Rev. Richard W. Kitiz	1966 *
The Rev. H. Wayne Brady	1995	The Rev. John D. Kleist	1979
The Rev. George H. Brand	1961 *	The Rev. Kent R. Klopheus	2001
The Rev. Carol L. Brighton	1972	The Rev. Robert O. Kriesat	1965 *
The Rev. Mark P. Bruesehoff	1977	The Rev. John D. Larson	1973
The Rev. Paul L. Brndjar	1970 *	The Rev. Daniel R. Leslie	1968 *
The Rev. Richard C. Brunsell	1972	The Rev. Walter J. Maier	1960 *
The Rev. David G. Burke	1964 *	The Rev. David D. Mangiante	1958 *
The Rev. Ulrich C. Columbus	1966 *	The Rev. Margaret M. Marks	1985
The Rev. David F. Confer	1977	The Rev. Jeffrey May	1984
The Rev. Daniel Congleton	1979	The Rev. Russell L. McIntyre	1965 *
The Rev. Jack A. Denys	1967 *	The Rev. Michael McKillip	2007
The Rev. Peter J. DeRuiter	1963 *	The Rev. James H. McKinley	1969 *
The Rev. Dallas D. Dorward	1953 *	The Rev. Patricia S. Medley	1976
The Rev. Louis W. Dunkle	1965 *	The Rev. Ronald R. Miller	1975
The Rev. Jeffrey C. Eaton	1972	The Rev. Joseph Molnar III	1959 *
The Rev. Raymond J. Elbertson	1975	The Rev. Gladys G. Moore	1984
The Rev. Stanley E. Ellison	1969 *	The Rev. Nancy S. Moore	1984
The Rev. John M. Elstad	1963 *	The Rev. Rafaela Morales-Rosa	1983
The Rev. Glenn Englehardt	1975	The Rev. William C. Moser	1989
The Rev. Gary V. Ettlemeyer	1984	The Rev. Robert M. Mountenay	1981
The Rev. D. Randolph Etwaroo	1976	The Rev. Ronald C. Nelson	1964 *
The Rev. Bruce T. Ewen	1979	The Rev. Jaye S. Newbold	2013
The Rev. Cynthia Fazzini	1991	The Rev. Howard M. Norris	1954 *
The Rev. Triffel L. Felske	1977	The Rev. Jerold L. Nugent	1981
The Rev. Charles A. Ferreri	2004	The Rev. Richard W. Overcash	1974
The Rev. John C. Fischer	1976	The Rev. John E. Pearce	1977
The Rev. Mary Forell-Davis	1978	The Rev. Harald Peeders	1974
The Rev. George W. Freyberger	1962 *	The Rev. Harvey S. Peters, Jr.	1959 *
The Rev. Janet Gasbarro	1999	The Rev. Penelope Pusateri-Stechmann	1992
The Rev. Michael C. Gebhart	1989	The Rev. J. Paul Rajashekar	1983
The Rev. William A. Hanson	1965 *	The Rev. Karina Ramins	1986
The Rev. Mary Jane Hastings	2002	The Rev. Kenneth Regan	1983
The Rev. Richard B. Holzer	1958 *	The Rev. Jeffrey H. Rickards	1973
The Rev. Jesse G. Houck III	1968 *	The Rev. E. Roy Riley, Jr.	1974
The Rev. Gordon L. Huff	1961 *	The Rev. Nancy L. Ruckert	1992
The Rev. Robert G. Hughes	1962 *	The Rev. Jose Israel Sanchez	1993
The Rev. Peter Hutchinson	1999	The Rev. Scott C. Schantzenbach	1978

The Rev. Rudolph M. Schneider	1965 *	The Rev. David W. Vikner	1973
The Rev. Glenn Schoenberger	1977	The Rev. Burton H. Vincent	1960 *
The Rev. Jack Slotterback	1979	The Rev. Glenn A. Waskow	1998
The Rev. Birgit R. Solano	1994	The Rev. Timothy J. Wengert	1977
The Rev. Christine A. Stiger	1980	The Rev. Walter Wiklund	1963 *
The Rev. Donald Stiger	1979	The Rev. Robert H. J. Wilms	1990
The Rev. David L. Stoner	1986	The Rev. Robert H. Wilson, Jr.	1955 *
The Rev. Karen E. Strietelmeier	2008	The Rev. Linda F. Wood	1996
The Rev. C. Paul Strockbine	1955 *	The Rev. Robert Zimmermann	1970 *
The Rev. Mark Summer	1977		
The Rev. Thomas Tomlinson	1980		
The Rev. Richard R. Tupy, Jr.	1957 *		

### **Retired Ministers of Word and Service with Retirement Status in the ELCA**

One deacon has been ordained fifty years or more (indicated by \*)

Deacon Geraldine Frank	1969 *
Deacon Carol Kasabach	1985
Deacon William A. Lawrence	2008
Deacon George W. Moser	1986
Deacon Lynne M. Rogers	2001
Deacon Virginia Sheppard	1986
Deacon Lindsay Shopland	1987
Deacon Linda K. Walker	1986

## NECROLOGY REPORT

Since our last Synod Assembly, many beloved saints of this Synod have entered the Church Triumphant; among them, six pastors: The Rev. Sue Ann Riley, The Rev. Peggy Hayes, The Rev. Edgar Wiker, The Rev. Ruth Mohring, The Rev. Henry Ireland, and The Rev. Louisa Groce.



**THE REV. SUE ANN RILEY**  
JUNE 8, 1950 – JULY 24, 2019  
ORDAINED: MAY 6, 2004

Deacon – Redeemer, Hicksville, NY (AELC)  
Associate in Ministry, Parish Worker – Christ, Bridgeton  
Pastor – Christ, Bridgeton: 2004 – 2008  
Interim Pastor – Ascension, New Brunswick: 2011 – 2019

Pastor Riley, born in Mitchell Field, NY, earned an Associate of Arts Degree from Concordia College, Bronxville, NY, and her Bachelor of Arts Degree from Valparaiso University, Valparaiso, Indiana. Sue Ann was consecrated as a deacon of the Association of Evangelical Lutheran Churches (AELC) serving Redeemer Lutheran Church, Hicksville, NY. As an Associate in Ministry in the newly formed ELCA, she continued formal education at Lutheran Theological Seminary at Philadelphia, graduating in 1993 with a Master of Arts in Religion. The New Jersey Synod Council called her to serve as Parish Worker at Christ Lutheran Church in Bridgeton and during that time pursued a call as a TEEM (Theological Education for Emerging Ministry) candidate.

On May 6, 2004, at the New Jersey Synod Assembly, she was ordained to Word and Sacrament ministry and served as pastor of Christ, Bridgeton, through May 2008. In 2011, the Synod Council extended Pastor Riley's current call to serve as Interim Pastor of Ascension Lutheran Church in New Brunswick. Sue Ann also served as a supply pastor for our vacant congregations.

Sue Ann entered the Church Triumphant while recuperating at home after being hospitalized. She is survived by her sister Myra Cayea of Levittown, NY, and close friend Pat Schubert.

**THE REV. MARGARET (PEGGY) L. HAYES**  
APRIL 8, 1949 – SEPTEMBER 8, 2019  
ORDAINED: SEPTEMBER 7, 2008

Pastor – Lutheran Church of Our Redeemer, Dumont: 2008 – 2019  
Retired: February 1, 2019



Pastor Hayes, born in Reading, PA, earned her Bachelor of Science Degree in Music Education from West Chester University, West Chester, PA. She began her career as a music educator in the public school system in Camden. Her congregation membership was at Holy Communion in Berlin, where she served in many leadership roles. In the 1980's, she and her husband Ed operated their own business, Contractors Insurance Agency in Atco, NJ. A few years after Ed's death in 2001, Peggy sold the business and pursued a call to Word and Sacrament ministry. She graduated from the Lutheran Theological Seminary at Philadelphia (ULS) with a Master of Divinity in 2007.

Before ordination, her field experiences were with the congregations of Lord of Life, Tabernacle, and

St. Paul, Hainesport. Peggy later served as vicar at Bridge of Peace in Camden, as well as interim director for the LSMNJ ministry New Visions in Camden.

On September 7, 2008, after accepting a call to serve as pastor of Lutheran Church of Our Redeemer in Dumont, Pastor Hayes was ordained to Word and Sacrament ministry. She served as pastor of the congregation until her retirement in February 2019. The congregation of Lutheran Church of Our Redeemer held their closing worship service on June 2<sup>ND</sup>. Peggy entered the Church Triumphant while in hospice care.



**THE REV. EDGAR GUY WIKER**  
JULY 26, 1932 –DECEMBER 23, 2019  
ORDAINED: MAY 28, 1963

Pastor- Elim-Anita, Lebanon-Dubois, PA:  
Director of Camping- LSS of NY, Camp Wilbur Herrlich, Towers, NY  
Pastor – Emanuel, Elmer: 1969 – 2002  
Retired: July 1, 2002

Pastor Wiker was born in Philadelphia, PA and a 1954 graduate of Gettysburg College, Gettysburg, PA. He was an insurance underwriter and served in the US Army before entering Lutheran Theological Seminary at Philadelphia (ULS). He was ordained on May 28, 1963, in Ocean City, NJ after accepting a call to serve as pastor of Elim-Anita Lutheran Church, Lebanon-Dubois, PA. A call to outdoor ministry led him to serve as Director of Camping for Lutheran Social Services of New York – directing Camp Wilbur Herrlich in Towners, NY.

Ed returned to parish ministry after accepted a call to Emanuel Lutheran Church in Elmer (Freisburg), NJ, where he remained as pastor until his retirement in July 2002. In his retirement, he served as vice pastor of Christ, Bridgeton, for eight years.

He was an avid fan of the Philadelphia Eagles and Phillies and continued to play fast pitch softball until the age of 65. Pastor Wiker entered the Church Triumphant while in hospice care. He is survived by his wife of 61 years Irene and daughters Mona Wiker-Hess (Thomas) and Christine Wiker-Smith (Scott) and four grandchildren.

**THE REV. RUTH ELSA MOHRING**  
JULY 24, 1935 – APRIL 20, 2020  
ORDAINED: MARCH 28, 1982

Pastor- Prince of Peace, Denville: 1982 - 1993  
Adjunct Faculty – The Theological School, Drew University: 1996 -1998  
Retired: February 1, 1999



Pastor Mohring, born in Fair Lawn, NJ, earned her Bachelor of Arts Degree from Montclair State University and Master's Degree from Patterson State University. With additional post-graduate studies, she was also certified as an elementary and secondary social studies educator, supervisor of instruction, as well as a public school administrator. Ruth attended Immaculate Conception Seminary, South Orange, and received her M. Div. from Trinity Lutheran Seminary, Columbus, Ohio in 1981.

On March 28, 1982, after accepting a call to serve as pastor of Prince of Peace Lutheran Church, Denville (Rockaway), Pastor Mohring was ordained to Word and Sacrament ministry. Ruth served at Prince of Peace until February 1993. In 1994, Ruth accepted an invitation and was called by the Synod Council to join the seminary faculty at Drew University in Madison. Approved for retirement status in 1999, she remained actively engaged in ministry serving as Associate Priest at Church of the Saviour Episcopal in Denville; interim pastor of Good Shepherd, Florham Park; ecumenical team member at Merry Heart Nursing Home in Succasunna; chaplain of the Denville Fire Department, and supply preaching in our Synod as well as the Diocese of Newark.

Pastor Mohring, predeceased by her husband James Lappegaard in 2015, is survived by her sister Alice Huiszega of Lincoln Park, NJ.



**THE REV. HENRY A. IRELAND, JR.**  
DECEMBER 8, 1935 – AUGUST 16, 2020  
ORDAINED MAY 24, 1964

Pastor- St. Matthew, Springfield, PA: 1964 - 1968  
Pastor- Temple, Pennsauken: 1968 - 1980  
Pastor- Messiah, Sea Isle City: 1980 – 2000  
Retired: January 1, 2001

Pastor Ireland was baptized at St. James Lutheran Church, Pottstown, PA. After high school, Henry served in the United States Air Force from 1954 through 1958. He is a graduate of Temple University and the Lutheran Theological Seminary at Philadelphia (now ULS). On May 24, 1964, he was ordained to the Ministry of Word and Sacrament and after being called as pastor to St. Matthew in Springfield PA. Pastor Ireland then transferred to the New Jersey Synod and was pastor at Temple, Pennsauken, and then Messiah, Sea Isle City, where he served until his retirement in December 2000. During the last three years of ministry in Sea Isle City, he also served as chaplain to the Lutheran Home at Ocean View.

He is survived by his wife Joann and their children: Alex (Jeanne-Marie), Megan (Dirk), and Linda, as well as four grandchildren.

**THE REV. LOUISA DAVIS GROCE**  
JUNE 10, 1918 – MARCH 1, 2021  
ORDAINED: September 12, 1999

The Rev. Louisa D. Groce, entered the Church Triumphant surrounded by her family, at the age of 102.



Pastor Groce spent most of her life in education, beginning at age 12 teaching Sunday School. Louisa was educated in the city schools of Philadelphia and was a 1956 graduate of Temple University, receiving a BA Degree in Elementary and Special Education. She then attained a



Master's Degree in Special Education from Columbia University. Continuing in the education field with post graduate work at Temple, Louisa received certification as a school counselor followed by serving as a special education administrator for the School District of Philadelphia. Following retirement from that position, Louisa became administrator for graduate studies for Antioch University's Philadelphia satellite program in education and counseling.

Retiring once again from the education field, Louisa began congregational ministry as a lay associate and parish worker at St. Luke, Willingboro, followed by positions with the Camden Lutheran Parish, facilitator for Region 7's multicultural ministry, and parish work at Emanuel Lutheran in South Philadelphia. In 1991, she began her studies at the Lutheran Theological Seminary, Philadelphia where she received a Certificate of Study in 1999, having completed all of the requirements for Word and Sacrament ministry. At the age of 81, the congregation of Redeemer, Jersey City, extended the call as pastor, and on September 12, 1999, according to known Lutheran records, Pastor Groce became the oldest ordinand in the history of the ELCA and its predecessor bodies.

Pastor Louisa Groce retired as pastor of Redeemer in 2009, and moved back to Willingboro. Still very active in ministry, she continued serving as a supply pastor, as well as volunteering with crisis intervention, hospital chaplaincy, and hospice care. Within the Synod, Pastor Groce served on the Bishop's Mutual Ministry Committee, Synod Council, Division for Outreach, and the Namibia Companion Synod team.

Louisa is survived by her daughters Lillian, Evelyn, Joyce, Yvonne and Yvette, and their families.

*With these we also remember the loss of wonderful partners in ministry whose witness stands before us as well:*



***Dolores Kleese Strockbine***

Spouse of Pastor Paul Strockbine and  
mother of Karen and Pastor Matt Cimorelli  
February 26-1934 – October 8, 2019



***Danita Bauer***

Spouse of Pastor Arthur Bauer  
July 16, 1930 – December 22, 2019



***Vernon M. Elliott***

Spouse of Pastor Mona Fitch-Elliott  
October 8, 1948 – January 12, 2020



***Donald Kenneth Maehl***, Retired  
Staff, Lutheran Church in America  
November 6, 1926 – September 1, 2020



***Catherine Balgowan***, Retired  
Staff, New Jersey Synod  
March 12, 1928 – March 12, 2021

***Jane E. McKinley***  
Spouse of Pastor Jim McKinley  
November 8, 1941 – April 4, 2021



***Rest eternal grant them, O Lord; and let light perpetual shine upon them.***

## Report of the New Jersey Synod Vice President

### 2021 Synod Assembly Report

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May love and faith guide and lead you on a path of peace and understanding toward you and your community, for the rest of our days. Amen

In the movie “WALL-E”, due to extensive pollution, the Earth’s best chance to be saved would be for it to be allowed to regenerate without any more human interference. So, a ship christened the “Axiom” was built to hold humanity for a projected 5 years’ time. 700 years later, Earth was sustainable for humans to return.

As of May 7, 2021, we would be on day 409 of our 14-day stay-at-home pandemic advisory. This is nowhere near as long as people were on the Axiom, but for some it felt that way. From blessing to disaster, everyone was impacted and no matter how hard one would resist, change gave exception to no one.

Church continues to evolve and be reshaped. God is with us for the journey, and provides us the tools through various means to aid us along the way. During this “era” of church, the mileage of our experiences varied.

Some were challenged us to exercise grace, meditate and reflect in the living testament to “love thy neighbor”. Members who normally didn’t get involved shine and provide something to bring to the table. There were also moments where congregations were faced with making tough decisions because there were items that need to be addressed and could no longer be pushed off, but they did it together.

For some, the unintended change was more than just the change of the world and the reality we were comfortable and use to. We were made strong through ideas and determination, held by fear and uncertainty, or perhaps a mix of both depending on the moment. With each day that passed, some have even hit a point where the mix between love, empathy, anger and hate get mixed. The list can go on, but our faith can keep us strong.

During my time, I have participated in some of the Synod hosted services with the Bishop, her Assistants, and Staff. Watch services of other congregations online. All of my online meetings included the district meeting in March, a month gathering of Vice Presidents throughout the ELCA to share knowledge and experience, and the Anti-Racism Team. I continue providing accompaniment to congregations and planning with the use of the tools and aid provided by the NJ Synod Coaching Team.

As we move forward in this year, and we continue to reconvene and recover from the impact of this past year, my hope for all of us as we enter this new “normal” is that we reflect from what we have learned and witness. Both from within the church and the communities we serve. With all this obtained knowledge and/or experiences, that we are willing to talk with one another, help one another to understand what it all means, and speculate how it ties in with God’s word.

Faithfully Submitted,

Arundel Clarke

Vice President of the New Jersey Synod, ELCA



**New Jersey Synod**

**Evangelical Lutheran Church in America**

God's work. Our hands.

**Report of the Synod Secretary  
2021 NJ Synod Assembly**

It is an honor to serve as Secretary of the New Jersey Synod, ELCA and I am grateful to all those who have assisted me in this responsibility. Thank you to LuAnn Barnes and Dawn Roberts whose patience, sharing and caring make it possible for me to fulfill this ministry. Thank you to all the wonderful staff at the Synod office for lending a helping hand in preparing the documents for the Synod Assembly.

I also thank Bishop Bartholomew and her assistants for their leadership in ministry to myself as Synod Secretary and to everyone in the New Jersey Synod.

It is an honor serving on Synod Council with Bishop Bartholomew, the Executive Committee, and the members of Council. I respect and admire the dedication to serving the Church that they exhibit.

In these times of reflection, trial and consternation I remember the New Jersey Synod Core Values- Faithfulness, Respect, Diversity, Generosity, Change, and Interdependence. As I pray continually for God's guidance throughout my daily walk, sorrow and mourning over the pain of COVID-19 fills my thoughts. I think upon the value of generosity, "To live is to give. Giving beyond expectation or reason can reflect the grace and compassion of the One in whose image we are made." I reflect on the feelings of the families as they mourn their loss, suffer with hunger, and in some cases become homeless. During my prayer, I remember the instructions Moses gave to the new generation of Israelites, "If there is among you anyone in need, a member of your community in any of your towns within the land that the LORD your God is giving you, do not be hard-hearted or tight-fisted toward your needy neighbor. You should rather open your hand, willingly lending enough to meet the need, whatever it may be." (Deuteronomy 15:7-8) My spirit is lifted as I continue to participate with ministers and congregations that fully demonstrate this generosity through their connection with parishioners and the community, using all forms of advocacy. It is also an honor to contribute to the advancement of our mission as I join in pray with other faith groups to confirm our commitment of being in this together. Every act of kindness, gift of generosity, and sympathetic gesture shows the world that we are "Springing Forth" in an interdependent manner from this dark time toward the light of Christ.

In conclusion, I thank God for helping me fulfill this church ministry as Synod Secretary and for giving me such a loving family that supports this important work.

God's Peace and Blessings to All,

Cassandra Mack  
Secretary, New Jersey Synod, ELCA



## **Treasurer's Report to the 2021 New Jersey Synod Assembly**

This report summarizes the New Jersey Synod financial results for 2020. Details of revenue, spending and financial assets are available in the **2020 Financial Statements and Independent Auditor's Report**, and as part of the **Proposed 2022 Spending Plan**.

The New Jersey Synod is 159 congregations and 3 missions that share the ministry of the Evangelical Lutheran Church in the state of New Jersey. Synod programs and staff are supported by monetary gifts from the synod congregations. The synod staff serve to unite, interconnect and support the work of ELCA congregations within New Jersey, and to guide pastoral candidates. All of us together are the New Jersey Synod.

**The 2020 Spending Plan** was approved at our 2019 Synod Assembly. The spending plan supported:

- ELCA Churchwide ministries and our ministry partners
- Congregations and mission groups within our synod
- Candidacy, pastoral vacancy, congregational call and other synodical processes
- Youth Ministry, Continuing Education and synod action teams

The 2020 year was a challenge to us all. The pandemic created economic uncertainty and health restrictions prevented us from gathering. Although we had to implement many changes to cope with our 2020 realities and we experienced great uncertainty about our circumstances, our financial year turned out okay.

Total 2020 spending plan revenues were \$1.99 million including \$1.75 million in Mission Support. With programs curtailed, no assembly and no gatherings, expenses were less than planned. We ended the year with a \$106,000 surplus.

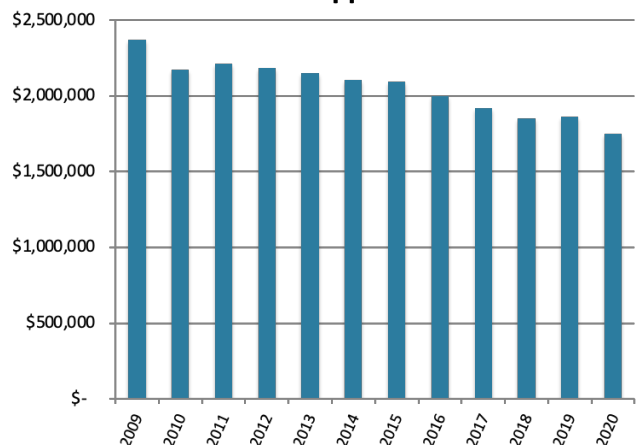
### **Mission Support**

Mission Support provided 88% of the money for running the synod; 2020 giving totaled \$1.75 million. This was a:

- \$112 thousand decrease compared to 2019
- \$335 thousand decrease compared to 2015
- \$422 thousand decrease compared to 2010

Half of Mission Support goes directly to Churchwide programs; support for churchwide office and international mission programs declined proportionate to the decline in Mission Support. Reduction in synod programs and staff has been a necessary response to mission support declines.

**Mission Support Trend**



## **Restricted Funds**

In addition to the spending plan, the synod administers money which has been given in trust and designated for specific purposes. Examples of these restricted funds include the Fund for Mission, the Wurffel Fund, the Candidacy Endowment and the Brueckner Outdoor Ministry fund.

The money associated with these funds is managed by an investment committee that reports to the Synod Council. Fund disbursements were approved by the Synod Council and reviewed by our outside auditors. The synod council disbursed about \$913,000 in restricted funds during 2020. Total restricted funds totaled \$10.65 million at the end of fiscal year 2020 compared with \$9.66 million at the beginning of the year.

The synod office also received monies given toward World Hunger and other mission causes. During 2020 we received and forwarded on \$228,000 in restricted gifts for ELCA World Hunger and other mission programs.

## **Balance Sheet**

The balance sheet is a snapshot of the synod's financial condition. At the end of fiscal year 2020:

- Assets totaled \$15.5 million compared to \$14.7 at the end of 2019.
- Fixed assets totaled \$3.86 million.

The synod balance sheet demonstrates that the NJ Synod remains financially healthy.

## **Financial Audit**

The synod contracted Tait Weller & Baker, LLP certified public accountants to review our financial processes and our 2020 financial transactions, and to create our annual financial reports. Tait Weller is new with us this year.

At the conclusion of their examination the auditors will express an opinion on whether the Synod's financial statements were complete and accurate. The synod Audit Committee planned the audit calendar with the goal of publishing the final audit report before this Synod Assembly.

## **Governance Committees**

Thanks to the members of

- The Audit Committee,
- The Investment Committee, and
- The Fiscal Management, Administration and Property Committee

who gave generously of their time and talents as they oversaw the administration of Synod financial assets, resources, and properties. These ministries were a key part in enabling the New Jersey Synod to advance the goals and mission of our Evangelical Lutheran Church.

Thanks to Lois Parrett who conscientiously and faithfully executed the financial procedures, reconciled accounts and maintained records for the synod. The synod staff and programs would be unable to function without her dedicated efforts.

Respectfully submitted,  
James Harris, Treasurer

**New Jersey Synod of the ELCA  
Balance Sheet Comparison  
January 2021**

Accounts	Balance Jan 31, 2020	Current Balance Jan 31, 2021
<b>Assets</b>		
<b>Current Assets</b>		
Cash	\$ 3,239,425.62	\$ 3,532,872.09
Investments	6,853,464.12	7,711,574.52
Receivables	241,322.75	342,330.29
Other Current Assets	27,623.90	16,228.66
<b>Total Current Assets</b>	<b>\$ 10,361,836.39</b>	<b>\$ 11,603,005.56</b>
<b>Fixed Assets</b>	4,260,851.99	3,858,864.24
<b>Mortgages and Liens</b>	63,839.12	55,568.12
<b>Total Assets</b>	<b>\$ 14,686,527.50</b>	<b>\$ 15,517,437.92</b>
<b>Liabilities, Fund Principal, &amp; Restricted Funds</b>		
<b>Liabilities</b>		
Current Liabilities	\$ 315,765.40	\$ 295,182.34
<b>Total Liabilities</b>	<b>\$ 315,765.40</b>	<b>\$ 295,182.34</b>
<b>Fund Principal</b>		
290000 - Beginning Balance - Operating	\$ 1,367.72	\$ (365,780.23)
291000 - Net Investment In Fixed Assets	4,260,851.99	3,858,864.24
Excess Cash Received	969.35	603,228.39
<b>Total Fund Principal and Excess Cash Received</b>	<b>4,263,189.06</b>	<b>4,096,312.40</b>
<b>Restricted Funds</b>		
Total Temporary Restricted	\$ 9,631,005.97	\$ 10,649,376.11
Total Permanent Restricted	476,567.07	476,567.07
<b>Total Restricted Funds</b>	<b>10,107,573.04</b>	<b>11,125,943.18</b>
<b>Total Liabilities, Fund Principal, &amp; Restricted Funds</b>	<b>\$ 14,686,527.50</b>	<b>\$ 15,517,437.92</b>

New Jersey Synod of the ELCA  
Spending Plan - Summary  
January 2021

	Fiscal Year ended Jan 2020		Fiscal Year ended Jan 2021	
	Actual	Budget	Actual	Budget
Revenues				
Income Supporting the Mission	\$ 2,106,439.19	\$ 2,033,691.00	\$ 1,990,363.08	\$ 1,974,125.21
Total Revenues	\$ 2,106,439.19	\$ 2,033,691.00	\$ 1,990,363.08	\$ 1,974,125.21
Expenses				
Churchwide and Ministry Partners	\$ 1,073,411.50	\$ 1,035,807.00	\$ 1,008,968.38	\$ 1,015,145.61
Strengthening Congregations	336,963.71	340,795.99	281,908.89	328,603.07
Outreach for Congregations	125,990.72	133,269.00	96,626.68	100,133.98
Office of the Bishop	272,214.62	250,386.00	244,714.69	249,637.00
Oversight of the Mission Plan	296,889.29	279,750.00	251,862.03	286,288.00
Total Expenses	\$ 2,105,469.84	\$ 2,040,007.99	\$ 1,884,080.67	\$ 1,979,807.66
Net Total	\$ 969.35	\$ (6,316.99)	\$ 106,282.41	\$ (5,682.45)



## REPORT OF THE SYNOD COUNCIL 2020 NJ Synod Assembly

This report gives a summary of the New Jersey Synod Council at its regular meetings since the 2019 Synod Assembly (July 15, September 21 and December 7, 2019; February 22, April 30, June 13, September 3, and December 5, 2020; February 20, 2021). We give thanks to God for the leadership and faithful service of members of the Synod Council.

### EXECUTIVE COMMITTEE

The Rev. Annemarie Cook, having received sufficient number of votes, was declared elected as Member-at-Large to the Executive Committee for 2019-2020.

**(ADOPTED 09/21/2019)**

The Rev. Annemarie Cook, having received sufficient number of votes, was declared elected as Member-at-Large to the Executive Committee for 2020-2021.

**(ADOPTED 09/03/2020)**

### ST MATTHEW TRINITY, HOBOKEN

We received a gift of \$50,000 from St Matthew Trinity, Hoboken to be used at the bishop's discretion.

It was moved and seconded:

THAT the Synod Council approve the following distribution of the proceeds:

ELCA Churchwide Mission Support	\$ 5,000.00
Bishop's Discretionary fund	\$ 5,000.00
Staff Bonus Fund (gives an end of year gift to staff when raises are not possible)	\$10,000.00
Mission on the Move	\$10,000.00
Cross Roads Reserve	\$10,000.00
Bishop's Challenge for anti-racism - the challenge launches at the 2021 assembly.	\$10,000.00

**(ADOPTED 01/19/2021)**

### REPORT OF THE BISHOP

#### 2019-2020 and 2020-2021 NEW JERSEY SYNOD COUNCIL COMMITTEE AND TEAM ASSIGNMENTS

##### Executive Committee

The Rev. Tracie L. Bartholomew, Bishop, LEADER; Arundel Clarke, Vice President; James Harris, Treasurer, and Cassandra Mack, Secretary

##### Fiscal Management, Administration, and Property Committee (FMAP):

**2019** - The Rev. Tracie L. Bartholomew, Bishop; James Harris, Treasurer; Robert Bowden, Maurice Willoughby, Sandra Dean, Steve Hernandez and Rev. Sue Jones

**2020** - The Rev. Tracie L. Bartholomew, Bishop; James Harris, Treasurer, Maurice Willoughby, Sandra Dean, , Steve Hernandez and Rev. Sue Jones

Assembly Program Committee:

**2019** – Ralph Avar, Linda Magill, Rev. Ramon Collazo, Carol Dorn, Andrea Gerrard, Rev. Ingrid Wengert, Rev. Carol Lindsay

**2020** - Robert Bowden, Linda Magill Murphy, Rev. Ramon Collazo, Carol Dorn, Andrea Gerrard, Rev. Ingrid Wengert, Rev. Carol Lindsay

Personnel: Carla Hoenigmann, and Rev. Raymond Kolison

Discipleship and Witness: Josie Sanchez

Justice and Peace:

**2019** - Rev. Michael Linderman

**2020** - Rev. Ramon Collazo

Leadership:

**2019** - Rev. Giselle Coutinho

**2020** - Rev. Michael Linderman, Rev. Giselle Coutinho

Mission Advocacy Table: Haydée Colón-Hernandez , William Emerson

Youth Ministry:

**2019** – Rev. Annemarie Cook

**2020** - Rev. Annemarie Cook, Rev. Michael Linderman

Ecumenical and Interfaith: The Rev. Tracie L. Bartholomew, Bishop; James Nelson, Rev. Ingrid Wengert

It was moved and seconded:

THAT the Synod Council approve the reorganization and list of teams, committees, and task groups for 2020-2021.

**(ADOPTED 09/21/2019)**

**(ADOPTED 09/03/2020)**

**SYNOD COUNCIL MEETING DATES 2019-2020**

It was moved and seconded:

THAT Synod Council (regular) meeting dates be set as follows:

- Saturday, September 21, 2019, 10:00 AM, Resurrection, Hamilton Square
- Saturday, December 7, 2019, 10:00 AM, St. Mark, Oaklyn  
(*Snow Date -Synod Office – Thurs. December 12, 2019, 5:00 PM*)
- Saturday, February 22, 2020, 10:00 AM, St. Paul, Jersey City
- Thursday, April 30 , 2020, 7:00 PM, Westin Forrestal Village, Princeton, NJ
- Fri.-Sat., May 1 -2, 2020 33<sup>rd</sup> Annual New Jersey Synod Assembly, Westin Forrestal Village, Princeton, NJ.
- Fri.-Sat., June 12-13, 2020, 4:00 PM, Synod Council Retreat, Cross Road Outdoor Ministries, 29 Pleasant Grove Rd., Port Murray, NJ

**(ADOPTED 06/06/2019)**

Addendum to the 190<sup>th</sup> Meeting Minutes

An additional meeting was subsequently added to the schedule of Synod Council meetings. The 191<sup>st</sup> Meeting of the Synod Council will take place on Monday, July 15, 2019, at 7:00pm via Conference Call or Zoom. The 192<sup>nd</sup> Meeting of the Synod Council will take place on Saturday, September 21, 2019, at Resurrection, Hamilton Square.

**(ADOPTED 07/15/2019)**

## **SYNOD COUNCIL MEETING DATES 2020-2021**

It was moved and seconded:

THAT the Synod Council (regular) meeting dates be set as follows:

- Thursday, September 3, 2020, 7:00 PM
- Saturday, December 5, 2020, 10:00 AM – 2:00 PM
- Saturday, February 20, 2021, 10:00 AM – 2:00 PM
- Thursday, May 6, 2021, 7:00 PM – 9:00 AM, Westin Forrestal Village, Princeton, NJ
- Fri.-Sat., May 7 -8, 2021, 34th Annual New Jersey Synod Assembly Westin Forrestal Village, Princeton, NJ; and

THAT the Executive Committee (electronic) meeting dates be set as follows:

- Oct 20 – 7:00 – 8:00pm
- Jan 19 – 7:00-8:00pm
- April 6 – 7:00-8:00 pm

**(ADOPTED 06/13/2020)**

### **ST. PAUL, TEANECK**

It was moved and seconded:

THAT the Synod Council approve the relocation of St. Paul, Teaneck, AKA St. Paul, New Milford, to Gloria Dei, New Milford, effective December 1, 2019.

**(ADOPTED 12/07/2019)**

It was moved and seconded:

THAT the Synod Council approve the relocation of St. Paul, New Milford, back to 1200 River Rd., Teaneck, effective 02/20/2021.

**(ADOPTED 02/20/2021)**

### **ST. JOHN, UNION CITY**

It was moved and seconded:

THAT the Synod Council appoint the following members as a task force to investigate and intervene at St. John, Union City and bring a report to the December 2019 meeting – Arundel Clarke, Maurice Willoughby, Pastor Susan Jones, Pastor Ramon Collazo. Pastor Maristela Freiberg will serve as staff to this team.

**(ADOPTED 09/21/2019)**

It was moved and seconded:

THAT the following recommendations be adopted and communicated to Mr. Richard Patterson and the congregation of St. John, Union City:

1. Richard Patterson should be given the opportunity to be reinstated to the roster of the ELCA and provided with assistance in understanding the process. He must initiate the process through the Southwest California Synod but it should then be transferred to the New Jersey Synod in the best interests of the people of St. John. He should be required to file the reinstatement application by January 1, 2020.
2. The Congregation Council of St. John should be shepherded into an understanding of their own Constitution and in the establishment of updates to this and other important governing documents as they are currently functioning in a unique way that is not in keeping with ELCA congregations.
3. If at any point Mr. Patterson fails to meet or follow through on the requirements of reinstatement to the roster, representatives of the New Jersey Synod will need to discuss appropriate next steps with the Congregation Council.

4. Synod Council should identify the task group as the ongoing interface with the congregation regarding these matters. Another meeting with the St. John's Council should be scheduled as soon as possible after Synod Council approves these recommendations.

**(ADOPTED 12/07/2019)**

It was moved and seconded:

THAT the Synod Council vote to remove St. John, Union City from the roster of ELCA congregations pursuant to ELCA Constitution 9.23 and that the Secretary of the ELCA be informed of this action. Additionally, the Bishop of the NJ Synod will inform the municipal government of Union City of this action.

**(ADOPTED 04/30/2020)**

#### **HOLY CROSS, SPRINGFIELD**

It was moved and seconded:

THAT the Synod Council approve the relocation of Holy Cross from Springfield to Cranford.

**(ADOPTED 04/30/2020)**

*The Rev. Carol Lindsay asked that her abstention be noted in the meeting Minutes.*

#### **WESTERN CLUSTER**

It was moved and seconded:

THAT the Synod Council approve the elimination of the Western Mission Cluster and the congregations of that cluster be redistributed as follows: Faith, Hillsborough and Good Shepherd, Somerville to the Raritan Cluster; all others to the Northwest Cluster.

**(ADOPTED 09/21/2019)**

#### **MORNING STAR FELLOWSHIP, RIDGEFIELD**

It was moved and seconded:

THAT the Synod Council approve \$25,000.00 developer salary and \$12,000.00 housing for Mission Developer Eunyoung Kim for fiscal year 2021 from the Meadowlands Mission Fund.

**(ADOPTED 02/20/2021)**

#### **ASSISTANT TO THE BISHOP**

It was moved and seconded:

THAT The Rev. Dean R. Brown be called as Assistant to the Bishop for Stewardship and Faith Formation, according to the terms agreed upon, effective September 1, 2019. Call is co-terminus with the Bishop.

**(ADOPTED 07/15/2019)**

#### **APPOINTMENT OF THE NOMINATING COMMITTEE**

It was moved and seconded:

THAT the New Jersey Synod Council appoint the Mission District Deans to serve as the Nominating Committee. The Synod Bishop and Synod Secretary shall serve ex-officio with voice, but not vote.

**(ADOPTED 02/22/2020)**

It was moved and seconded:

THAT the New Jersey Synod Council appoint the Mission District Deans to serve as the Nominating Committee. The Synod Bishop and Synod Secretary shall serve ex-officio with voice, but not vote.

**(ADOPTED 02/20/2021)**

## **NEW JERSEY SYNOD YOUTH MINISTRY**

It was moved and seconded:

THAT scholarships be awarded as follows: 1/3 of the total cost needed be awarded as scholarship, 1/3 paid by the congregation and the remaining 1/3 paid by the youth's family; and that the same formula be used for the adult chaperone as well.

Requests for scholarships will be made in writing or via email/google form from the adult leader for the congregation (youth worker, pastor, parent chaperone). We are asking that the adult leader determine the financial need prior to asking for the scholarship. The adult leader should supply the name of the youth, their age at the time of the event, and their home congregation.

Programs we will offer scholarships for include, but are not limited to:

- LIT: Leaders in Training Cross Roads Outdoor Camp and Retreat Center
- SEEK (Service Exploration Education Knowledge): A Senior High Youth initiative
- Bosnia IST: A youth can apply for a one-time scholarship award
- Synod Youth Retreat
- Overnight or day youth events
- Servant trips run by the synod
- Other synodical events where youth are invited (FHL)

It was noted the following programs where scholarships are not offered include but are not limited to:

- Youth Gatherings (there is a separate ELCA scholarship)
- Confirmation Camp (financial assistance is incorporated in the Cross Roads budget)

**(ADOPTED 02/22/2020)**

### **MAKING RESOURCES AVAILABLE TO CONGREGATIONS FACING FINANCIAL DISTRESS**

Bishop Bartholomew and Treasurer Jim Harris led the discussion of resources for congregations facing financial distress, AKA Covid-19 Loans, beginning with information related to the restricted Funds for Mission, up to \$1 million, that are available. The conversation continued with the criteria and application process, which is for all of 2020, recognizing that a more critical time may come later in the year for some congregations. Treasurer Jim Harris made the point that the loans may be forgiven, converted to grants as a congregation continues in ministry -- for each year of continued vital ministry by 25%, rather than would be forgiven if the situation arose with loan recipients not fulfilling their obligations. The language in the application would reflect the requirements. Congregations may apply for up to \$10,000 each.

Criteria:

1. Active ministries that benefit the community (esp but not limited to feeding programs, preschool as a ministry of congregation, homeless housing, community gathering place for 12 step groups, etc.)
2. Capacity to continue ministries for several years beyond the pandemic; Involvement in NJ Synod – mission support, attendance at assembly, collegial participation of pastor, etc.
3. Staff that includes a pastor at least 1/2 time.

It was moved and seconded:

THAT the Synod Council approve the framework and finances described above for congregations in the NJ Synod.

**(ADOPTED 04/30/2020)**

It was moved and seconded:

THAT the Minutes of the April 30, 2020, Meeting of the Synod Council be amended as follows:

Meadowlands \$150,000+

Delaware \$50,000

Transformational Legacies \$350,000+

Mission on the Move \$500,000

**(The Minutes were ADOPTED as Amended 06/13/2020)**

The Rev. Ingrid Wengert asked that her abstention be noted in the meeting Minutes.

It was moved and seconded:

THAT applications for NJ Synod Covid-19 loans from congregations be accepted through April 2021.

**(ADOPTED 12/05/2020)**

It was moved and seconded:

THAT the Synod Council approve sending \$65,000.00 to Seafarers and International House as emergency relief. This money would be taken from the funds set aside for congregational Covid-19 loans/grants.

**(ADOPTED 12/05/2020)**

#### **MAKING RESOURCES AVAILABLE TO ROSTERED MINISTERS FACING FINANCIAL HARDSHIP**

It was moved and seconded:

THAT the Synod Council approve transferring up to \$100,000 from the Compensation Aid Fund to EMU (Excellence in Ministry Unleashed) for the purposes of making grants available to rostered ministers in the NJ Synod who are facing financial hardship during this pandemic.

**(ADOPTED 04/30/2020)**

#### **AFFIRMATION OF MISSION DISTRICT ELECTIONS**

The Synod Council reviewed the document *Affirmation of 2020 Mission District Elections*. The Synod Council, as outlined in the Constitution, ByLaws and Continuing Resolutions of the New Jersey Synod, can affirm these elections when an annual Assembly does not take place.

It was moved and seconded:

THAT the following Synod Council nominees elected by Mission Districts be affirmed:

##### SYNOD COUNCIL ~ 2nd term

Mission District Elections Terms Expiring 2023 (to be ratified by assembly):

Delaware	The Rev. Annemarie Cook, Holy Trinity, Maple Shade
Gateway	James Nelson, St. Paul, Jersey City
Middle	The Rev. Raymond Kolison, Redeemer, Trenton
Northern	The Rev. Michael Linderman, Redeemer, Ramsey
Shore	The Rev. Susan S. Jones, Holy Cross, Toms River
Western	Robert Bowden, Abiding Peace, Budd Lake

At-Large Member of the Synod Council serving until the 2021 Assembly

The Rev. Ingrid Wengert, Zion, Long Valley

**(ADOPTED 09/03/2020)**

Bishop Bartholomew shared a letter from Pastor Peter Olsen (formerly pastor of Trinity, Bogota, and now retired and transferred to the New England Synod) asking all synods commit to sending 10% of all unrestricted income (for 5 years) to support Black churches in the United States as a reparational tithe. It was recommended to put together a task group to address this request. Possible members of the task

group are: Steve Hernandez, Carla Hoenigmann, Pastor Sara Lilja, Pastor Michael Linderman, and Maurice Willoughby.

It was moved and seconded:

THAT the NJ Synod Council authorize a task group to bring a recommendation to the December 5, 2020 Synod Council meeting regarding a reparational tithe.

(ADOPTED 09/03/2020)

Treasurer James Harris asked that his abstention be noted in the meeting Minutes.

THAT the recommendations of the Task Group on a Reparational Tithe be received, and a planning team formed for introduction of a Bishop's Challenge at the 2021 Synod Assembly.

(ADOPTED 12/05/2020)

## ROSTER CONCERNS

### Rostered leader family leave policy

It was moved and seconded:

To approved the New Jersey Synod Guidelines, Family Leave for Rostered Leaders, and post with the 2020 Clergy and Deacon Compensation Guidelines.

(ADOPTED 07/15/2019)

### Ministers of Word and Sacrament – Request For On Leave From Call Status

**PLEASE REFER TO 2020 ROSTER AND PARISH EVENTS IN THE BISHOP'S REPORT FOR "Minister of Word and Sacrament on Leave from Call", ADOPTED PRIOR TO 05/01/2020.**

**PLEASE REFER TO 2021 ROSTER AND PARISH EVENTS IN THE BISHOP'S REPORT FOR "Minister of Word and Sacrament on Leave from Call", ADOPTED PRIOR TO 12/05/2020.**

It was moved and seconded:

THAT The Rev. Laura Esposito, whose call as chaplain for Lutheran Crossings Enhanced Living has ended, and has been in conversation with the Bishop, be placed in the roster category of "Minister of Word and Sacrament on Leave from Call", effective 09/18/2020.

(ADOPTED 12/05/2020)

### Ministers of Word and Service – Request For On Leave From Call Status

**PLEASE REFER TO 2021 ROSTER AND PARISH EVENTS IN THE BISHOP'S REPORT FOR "Minister of Word and Service on Leave from Call".**

### Minister of Word and Sacrament – Request for Continuation of On Leave from Call Status

**PLEASE REFER TO 2021 ROSTER AND PARISH EVENTS IN THE BISHOP'S REPORT FOR "Minister of Word and Sacrament on Leave from Call Continuation".**

### Ministers of Word and Sacrament – Retirement

**PLEASE REFER TO 2020 ROSTER AND PARISH EVENTS IN THE BISHOP'S REPORT FOR "Retirement".**

**PLEASE REFER TO 2021 ROSTER AND PARISH EVENTS IN THE BISHOP'S REPORT FOR "Retirement".**

### Ministers of Word and Service – Retirement

**PLEASE REFER TO 2021 ROSTER AND PARISH EVENTS IN THE BISHOP'S REPORT FOR "Retirement".**

Minister of Word and Sacrament – Call to Specialized Ministry

**PLEASE REFER TO 2020 ROSTER AND PARISH EVENTS IN THE BISHOP'S REPORT FOR "Synod Council Call", ADOPTED PRIOR TO 05/01/2020.**

**PLEASE REFER TO 2021 ROSTER AND PARISH EVENTS IN THE BISHOP'S REPORT FOR "Synod Council Call.**

It was moved and seconded:

THAT the New Jersey Synod Council affirm the following rostered leaders called to specialized ministry:

- I.** Calls to Synod Ministry Partners (terms stipulated by employment)  
The Rev. Laura E. Esposito, LSM/NJ, Chaplain, Lutheran Crossings Enhanced Living, Moorestown  
The Rev. Nancy E. Truscott, LSM/NJ, Chaplain, Crane's Mill, West Caldwell  
The Rev. Sara E. Lilja, Director, Lutheran Episcopal Advocacy Ministry of New Jersey
- II.** Calls to Pastoral and Interim Parish Ministry (terms stipulated by letter of agreement)  
The Rev. Glenn Boisclair, First, Kearny, and Grace, North Arlington  
The Rev. Jesse W. Brown, Jr., Christus, Camden  
The Rev. Donald Egan, Christ Our Savior, Jersey City  
The Rev. Lisa S. Holliday, Gloria Dei, New Milford  
The Rev. John E. Mack, Jr., Holy Trinity, Red Bank  
The Rev. Jeffrey May, Zion, Oldwick  
The Rev. Elijah Mwitanti, Lord of Life, Tabernacle  
The Rev. Gomes Pedro, Holy Trinity, East Orange  
The Rev. Elaine Quincey, St. Paul, Hainesport  
The Rev. Young Kyu (Tristan) Shin, Christ Episcopal Church, Short Hills
- III.** Calls to Ministry as Pastor/Developer (terms set in consultation with ELCA DEM)  
The Rev. Ramon A. Collazo, Santa Isabel, Elizabeth  
The Rev. José Escalera, Epiphany, Pleasantville

**(ADOPTED 12/07/2019)**

*The Rev. Ramon Collazo asked that his abstention be noted in the meeting Minutes.*

- I.** Calls to Synod Ministry Partners (terms stipulated by employment)  
The Rev. Nancy E. Truscott, LSM/NJ, Chaplain, Crane's Mill, West Caldwell  
The Rev. Sara E. Lilja, Director, Lutherans Engaging in Advocacy Ministry of New Jersey
- II.** Calls to Pastoral and Interim Parish Ministry (terms stipulated by letter of agreement)  
The Rev. Glenn Boisclair, First, Kearny, and Grace, North Arlington  
The Rev. Jesse W. Brown, Jr., Christus, Camden  
The Rev. Donald Egan, Christ Our Savior, Jersey City  
The Rev. Gomes Pedro, Holy Trinity, East Orange  
The Rev. Michael L. Poole, Jr., First, Montclair  
The Rev. Elaine Quincey, St. Paul, Hainesport  
The Rev. Young Kyu (Tristan) Shin, Christ Episcopal Church, Short Hills
- III.** Calls to Ministry as Pastor/Developer (terms set in consultation with ELCA DEM)  
The Rev. Ramon A. Collazo, Santa Isabel, Elizabeth  
The Rev. José Escalera, Epiphany, Pleasantville

**(ADOPTED 12/05/2020)**

It was moved and seconded:

THAT the New Jersey Synod Council renew the calls of the following rostered leaders serving in specialized ministry:

- IV.** Calls to Chaplaincy, Hospice Care, Counseling, (renewed annually)



The Rev. Arnd Braun-Storck, Port Chaplain, Seafarers and International House  
Jamie L. Dungey, Deacon, Chaplain, Somerset County Chaplaincy to the Elderly  
Abigail M. Ferjak, Deacon, Chaplain, The Valley Hospital, Ridgewood  
The Rev. Tiina H. Nummela, Assoc. Director for Pastoral Care, R. Wood Johnson Hospital  
Kathryn A. Prinz, Deacon, Mental Health Associate, Morristown Medical Center, Morristown  
The Rev. David H. Wagner, Manager of Pastoral Care, Hackensack Meridian At Home, Hospice

**(ADOPTED 12/07/2019)**

**IV. Calls to Chaplaincy, Hospice Care, Counseling, (renewed annually)**

The Rev. Arnd Braun-Storck, Port Chaplain, Seafarers and International House  
Jamie L. Dungey, Deacon, Chaplain, Somerset County Chaplaincy to the Elderly  
The Rev. Tiina H. Nummela, Assoc. Director for Pastoral Care, R. Wood Johnson Hospital

**(ADOPTED 12/05/2020)**

**REPORT OF THE SECRETARY**

**AGENDA**

**In accordance with the agenda, the Synod Council was to recess for a short break.**

It was moved and seconded:

That the Agenda of the 197th Zoom Meeting of Synod Council, September 3, 2020, be amended to reflect the meeting continue without break through adjournment.

**(ADOPTED 09/03/2020)**

**CONSTITUTION, BYLAWS and CONTINUING RESOLUTIONS of the NEW JERSEY SYNOD**

It was moved and seconded:

THAT the Continuing Resolution on Synodical Function and Structure, contained in the NJ Synod Constitution, ByLaws, and Continuing Resolutions be approved as amended.

**(ADOPTED 12/07/2019)**

It was moved and seconded:

THAT the Continuing Resolution on Synodical Function and Structure, contained in the NJ Synod Constitution, ByLaws, and Continuing Resolutions be adopted.

**(ADOPTED 09/03/2020)**

It was moved and seconded:

THAT the following amendment to *The Constitution, ByLaws, and Continuing Resolutions of the New Jersey Synod* be adopted:

†S6.04.A *The undesignated 10 percent of the lay members of assemblies, councils, committees, boards, or other organizational units shall include gender non-binary persons, men, or women.*

**(ADOPTED 02/22/2020)**

It was moved and seconded:

THAT the following amendment to *The Constitution, ByLaws, and Continuing Resolutions of the New Jersey Synod* be adopted:

†S7.21.B *Lay Voting Members – The undesignated ten percent (10%) of the lay members of Assembly shall include gender non-binary persons, men, or women.*

**(ADOPTED 02/22/2020)**

It was moved and seconded:

THAT the Synod Council table action of the proposed change to the NJ Synod ByLaws.

**(ADOPTED 02/22/2020)**

Secretary Cassandra Mack and James Nelson asked that their abstentions be noted in the meeting Minutes.

It was moved and seconded:

THAT the Synod Council appoint a working group to address amending ByLaw S10.07.02. to address the size and make-up of the membership of the Synod Council.

**(ADOPTED 02/22/2020)**

Secretary Cassandra Mack asked that her abstention be noted in the meeting Minutes.

The Synod Council engaged in discussion of the proposed amendment to the Bylaw S10.07.02. including the make-up and size of the Synod Council:

It was moved and seconded:

THAT the proposed amendment to *The Constitution, ByLaws, and Continuing Resolutions of the New Jersey Synod* be recommended to the Thirty-Third Annual Synod Assembly for adoption.

**(ADOPTED 04/30/2020)**

It was moved and seconded:

THAT a small team continue conversation for implementation of the proposed Bylaw change with a recommendation brought to the Executive Committee for action.

**(ADOPTED 12/05/2020)**

## REPORT OF THE TREASURER

### BRUECKNER OUTDOOR MINISTRY

It was moved and seconded:

THAT the Synod Council allocate up to \$355,000 from the Brueckner Outdoor Ministries fund to the Cross Roads Reserve for the purposes of reserving these funds to cover the provisions of the Cross Roads formation covenant with the Episcopal Diocese of Newark.

**(ADOPTED 12/05/2020)**

Maurice Willoughby asked that his abstention be noted in the meeting Minutes.

### HOLY TRINITY AUDUBON

It was moved and seconded:

THAT James C. Harris, Treasurer, represent the New Jersey Synod in matters related to the sale of the Holy Trinity, Audubon property.

**(ADOPTED 09/21/2019)**

It was moved and seconded:

THAT the Synod Council approve spending up to \$80,000 from the Synod Mission and Property Fund to maintain the Holy Trinity, Audubon, property, settle any debts, and make necessary repairs to prepare it for sale. This spending is to be repaid from the sale proceeds.

**(ADOPTED 12/07/2019)**

It was moved and seconded:

THAT the Synod Council approve the following distribution of the proceeds from the sale of Holy Trinity Lutheran Church in Audubon:

Eliminate the 2018 Bosnia IST deficit	\$ 3,357.48
Delaware Mission District Support	\$50,000.00
Seed money for the new LEAMNJ organization	\$50,000.00
Excellence in Ministry Unleashed (EMU)	\$50,000.00
Cross Roads, recognizing Holy Trinity's child education ministry	\$50,000.00
Balance: convert Synod office lighting to LED and the remainder to the Synod House Fund	\$ 6,875.65
<b>(ADOPTED 02/22/2020)</b>	

[Andrea Gerrard asked that her abstention be noted in the meeting Minutes.](#)

#### **DANISH CHILDREN HOME**

It was moved and seconded:

THAT the 2019 interest from the Danish Children Home Fund be designated to reduce the deficit from the 2018 International Servant Trip to Bosnia.

**(ADOPTED 12/07/2019)**

It was moved and seconded:

THAT the earnings in the Danish Children Home Fund interest account be invested in the Bosnia International Servant Trip to fund two camps in 2022.

**(ADOPTED 02/20/2021)**

#### **ST. JOHN LUTHERAN, JERSEY CITY**

It was moved and seconded:

THAT an unrestricted \$27,941 bequest tithe from St. John's in Jersey City be designated:

10% to ELCA Churchwide Mission Support,

10% to Fund for Mission; and

THAT the remaining 80% be designated to the Synod Council Contingency Fund

**(ADOPTED 02/22/2020)**

#### **CHRISTUS LUTHERAN CHURCH, CAMDEN**

It was moved and seconded:

THAT \$18,000 be allocated from the Camden Lutheran Ministries fund to provide 2021 Strategic Ministry Support for Christus Lutheran Church in Camden.

**(ADOPTED 02/20/2021)**

#### **AUDITORS**

It was moved and seconded:

THAT the Synod Council approve the selection of Tait Weller Certified Public Accountants to prepare and audit the 2020 financial statements of the New Jersey Synod.

**(ADOPTED 09/03/2020)**

[Secretary Cassandra Mack asked that her abstention be noted in the meeting Minutes.](#)

#### **ACCOUNTING MANUAL**

It was moved and seconded:

THAT the Synod Council approve the recommendation of the Audit and the Fiscal Management Administration and Property Committees with the adoption of proposed changes to the New Jersey Synod Accounting Manual.

**(ADOPTED 09/03/2020)**

[Secretary Cassandra Mack asked that her abstention be noted in the meeting Minutes.](#)

#### **EXCELLENCE IN MINISTRY UNLEASHED (EMU)**

It was moved and seconded:

THAT the NJ Synod allocate \$74,622 from Compensation Aid Fund as the synod portion of the funding for the 2019 education loan grants made by the Excellence in Ministry Unleashed project.

**(ADOPTED 02/22/2020)**

## HOUSING ALLOWANCE DESIGNATIONS

It was moved and seconded:

THAT \$11,800 be designated as housing allowance, September 1, 2019 through December 31, 2019, for  
The Rev. Dean R. Brown.

**(ADOPTED 09/21/2019)**

It was moved and seconded:

THAT the housing allowance amounts for 2020 be set as follows:

The Rev. Tracie Bartholomew	\$15,000
The Rev. Sara Lilja	\$30,000
The Rev. Kimberly Vaughn	\$20,000
The Rev. Dean Brown	\$51,000

**(ADOPTED 02/22/2020)**

It was moved and seconded:

THAT the housing allowance amounts for 2021 be set as follows:

The Rev. Tracie Bartholomew	\$15,000
The Rev. Sara Lilja	\$30,000
The Rev. Kimberly Vaughn	\$20,000
The Rev. Dean Brown	\$50,000

**(ADOPTED 12/05/2020)**

## CERTIFICATE OF INSURANCE

It was moved and seconded:

THAT the Synod Council affirm the certificates of insurance for 01/01/2020 through 12/31/2020 with  
Church Mutual Insurance Company, 3000 Schuster Lane, PO Box 357, Merrill, WI 54452.

**(ADOPTED 02/22/2020)**

It was moved and seconded:

THAT the Synod Council affirm the following certificates of insurance:

Property and Liability, Feb 01, 2021 - Feb 01, 2022

Commercial Auto, Feb 01, 2021 - Feb 01, 2022

Work Comp, Feb 01, 2021 - Feb 01, 2022

**(ADOPTED 02/20/2021)**

## REPORT OF SYNOD COUNCIL COMMITTEES

### ASSEMBLY PLANNING COMMITTEE

#### **2020 Synod Assembly:**

It was moved and seconded:

THAT there be an increase in all fees by \$5

\$125.00 - voting members ( includes banquet) (\$175 after March 17, 2020)

\$ 65.00 - voting retired Rostered Leaders not serving a congregation (includes banquet)

\$ 40.00 - visitors/non-voting Rostered Leaders (\$45 after March 17, 2020)

\$ 65.00 – banquet meal (optional for visitors/non-voting)  
for the 2020 Synod Assembly.

**(ADOPTED 09/21/2019)**

2020 Synod Assembly Theme:

It was moved and seconded:

THAT the theme for the Thirty-Third Annual New Jersey Synod Assembly to be held at the Westin Princeton at Forrestal Village, Princeton be *Love Matters*.

**(ADOPTED 12/07/2019)**

It was moved and seconded:

THAT the Rules of Procedure for the Thirty-Third Annual Assembly and Rules of Procedure for the Adoption of the 2021 Spending Plan be recommended to the Thirty-Third Annual Synod Assembly, May 1 & 2, 2020, for adoption.

**(ADOPTED 02/22/2020)**

It was moved and seconded:

THAT the Agenda for the Thirty-Third Annual Synod Assembly be recommended to the Thirty-Third Annual Synod Assembly, May 1 – 2, 2020, for adoption.

**(ADOPTED 02/22/2020)**

It was moved and seconded:

THAT the Synod Council approve changing our 2020 NJ Synod Assembly to a one-day gathering with the implication that the 2022 Assembly be held at the Westin Princeton Forrestal Village.

**(ADOPTED 04/30/2020)**

### **2021 Synod Assembly:**

It was moved and seconded:

THAT the dates of May 7-8, 2021 and the location of the Westin Princeton at Forrestal Village, Princeton, be approved for the 2021 Assembly.

**(ADOPTED 09/21/2019)**

It was moved and seconded:

THAT the 33rd New Jersey Synod Assembly take place virtually May 7-8, 2021, and gather under the theme Springing Forth (I am about to do a new thing; now it springs forth, do you not perceive it? I will make a way in the wilderness and rivers in the desert. Isaiah 43:19).

**(ADOPTED 12/05/2020)**

It was moved and seconded:

THAT the fee for the 2021 Synod Assembly be set at \$50.00 per Voting Member.

**(ADOPTED 12/05/2020)**

It was moved and seconded:

THAT the Rules of Procedure for the Thirty-Third Synod Assembly and the Rules of Procedure for the Adoption of the 2022 Spending Plan be recommended to the Thirty-Third Synod Assembly, May 7 & 8, 2021, for adoption.

**(ADOPTED 02/20/2021)**

It was moved and seconded:

THAT the Agenda for the Thirty-Third Annual Synod Assembly be recommended to the Thirty-Third Synod Assembly, May 7 & 8, 2021, for adoption.

**(ADOPTED 02/20/2021)**

### **FISCAL MANAGEMENT ADMINISTRATION AND PROPERTY COMMITTEE (FMAP)**

It was moved and seconded:

THAT the 2020 Compensation Guidelines for Rostered Leaders be approved as presented.

**(ADOPTED 09/21/2019)**

It was moved and seconded:

THAT the expenditure of up to \$8,680 from the Special Giving Operations Fund to offset the revenue shortfall of the 2019 Synod Assembly be approved.

**(ADOPTED 09/21/2019)**

It was moved and seconded:

THAT the expenditure of up to \$6,000 from the Synod House fund be approved to paint the synod offices.

**(ADOPTED 09/21/2019)**

It was moved and seconded:

THAT the Synod Council recommend to the 2020 Synod Assembly the proposed 2021 Spending Plan.

**(ADOPTED 02/22/2020)**

It was moved and seconded:

THAT the Synod Council appoint Skip Cox, St. Paul Lutheran, East Windsor, as the chairperson of the Fiscal Management Administration and Property Committee of the New Jersey Synod.

**(ADOPTED 02/22/2020)**

It was moved and seconded:

THAT the 2021 Rostered Minister Compensation Guidelines, presented and recommended by the Fiscal Management. Administration, and Property Committee, be approved.

**(ADOPTED 06/13/2020)**

[The Rev. Ramon Collazo asked that his abstention be noted in the meeting Minutes.](#)

It was moved and seconded:

THAT at the next regular meeting of the Synod Council agenda time be designated for discussion of the ministry of Lutherans Engaging in Advocacy Ministry

**(ADOPTED 02/20/2021)**

It was moved and seconded:

THAT the New Jersey Synod Council recommend to the 2021 Synod Assembly the proposed 2022 Spending Plan.

**(ADOPTED 02/20/2021)**

Following the guidelines adopted at the Synod Council meeting of January 21, 2006, it was moved and seconded:

THAT an unrestricted bequest of \$10,000 from the Estate of Naomi B. Lickfield be designated:

10% to ELCA Churchwide Mission Support

20% to Special Giving Operations Support

70% to New Jersey Synod Fund for Mission

**(ADOPTED 02/22/2020)**

#### **BRIDGE OF PEACE COMMUNITY CHURCH, CAMDEN**

It was moved and seconded:

THAT the expenditure of up to \$7,500 from the Synod Mission and Property Fund be authorized to replace the kitchen floor at Bridge of Peace.

**(ADOPTED 09/21/2019)**

It was moved and seconded:

THAT the Synod Council approve spending up to \$9,000 from the Camden Lutheran Ministries Fund to replace two furnaces at Bridge of Peace Community Church.

**(ADOPTED 02/22/2020)**

It was moved and seconded:

THAT \$20,000 be allocated from the Camden Lutheran Ministries fund to provide 2021 Strategic Ministry Support for Bridge of Peace Community Church in Camden.

**(ADOPTED 02/20/2021)**

*The Rev. Giselle Coutinho, Bridge of Peace, asked that her abstention be noted in the meeting Minutes.*

#### **OUR REDEEMER LUTHERAN, DUMONT**

It was moved and seconded:

THAT the \$170,000 gift from Our Redeemer Lutheran, Dumont, designated to support developing congregations, be added to Mission Development – Mission on the Move.

THAT in accord with Synod Council Guidelines adopted 01/21/2006, the \$170,000 undesignated gift to the NJ Synod from Our Redeemer, Dumont, be designated by the Synod Council:

1. 10% for ELCA Churchwide Mission Support;
2. 10% for Fund for Mission Endowment; and
3. THAT the remaining 80%:
  - a. \$50,000 be used to replenish the Synod House fund;
  - b. \$25,000 be added to the Bishop's Discretionary fund; and
  - c. \$61,000 be added to the Synod Council Contingency fund

**(ADOPTED 09/21/2019)**

#### **ST. STEPHEN LUTHERAN, EDISON**

It was moved and seconded:

THAT the distribution of St. Stephen, Edison, sale proceeds, with the understanding that amounts will vary slightly after pending items are resolved, be approved:

ELCA World Hunger	\$ 147,202.81
ELCA International Women Leaders Initiative	\$ 147,202.81
ELCA Disaster Relief	\$ 294,405.62
United Lutheran Seminary	\$ 147,202.81
St. Stephen's Scholarship	\$ 147,202.81
Compensation Aid Fund	\$ 147,202.81
Mission and Property Fund	\$ 147,202.81
St. Paul's Lutheran Church, Edison	\$ 147,202.81
St. Paul's Lutheran Church Food Pantry, Edison	\$ 73,601.41
Rebuilding Warriors	\$ 73,601.41
Dina's Dwellings	\$ 1,000.00
St. Jude Children's Research Hospital	\$ 1,000.00

**(ADOPTED 09/21/2019)**

#### **ST. JOHN LUTHERAN, PASSAIC**

It was moved and seconded:

THAT the following gift received from the congregation of St. John, Passaic, be designated as follows:

- \$500 to Cross Roads Outdoor Ministry
- \$6000 to LEAMNJ
- \$6000 to St. Bartholomew, Trenton
- \$6000 to St. Stephan Grace Community, Newark; and
- \$18,385 unrestricted to the New Jersey Synod.

**(ADOPTED 12/05/2020)**

It was moved and seconded:

THAT the unrestricted \$18,385 bequest title from St. John Lutheran, Passaic, be designated:

10% (\$1,835) to ELCA Churchwide Mission Support

10% (\$1,835) to Fund for Mission

and that the remaining 80% be designated:

80% (\$14,715) to Cross Roads Reserve

**(ADOPTED 12/05/2020)**

## REPORT OF MISSION TEAMS

### **JUSTICE AND PEACE MISSION TEAM**

It was moved and seconded:

That the following proposal for the 2020 Bosnia International Servant Trip be approved.

**(ADOPTED 09/21/2019)**

Steven Hernandez, Andrea Gerrard, and Pastor Giselle Coutinho asked that their abstentions be noted in the meeting Minutes.

The proposal follows:

*We propose holding five Friendship Camps over nine days in 2020 [compared to seven camps over 12 days in 2019]. Proposed travel dates are Tuesday, June 23, through Wednesday, July 1, to accommodate New Jersey's end of school year. The team leader will be Cindy Henry, a 10-year traveler who has led the Friendship Camp portion of the trip since 2015.*

*The proposed budget is \$35,418 plus airfare. Calculations assume 15 American travelers, 1 professional musician, 5 interpreters, 2 coordinators, 1 bus driver. If we have more or fewer travelers, the budget will adjust accordingly. [By comparison, 2019's budget was \$63,719 plus airfare for 20 American travelers, 10 interpreters, 2 coordinators, 2 bus drivers, two programs.]*

*2020 income will come from travel team fees, camp sponsorships (\$2,600 per camp), and general donations.*

*Details:*

- We plan to offer a financial incentive for travelers who commit with a deposit by Dec. 15, 2019, and pay in full by May 15, 2020.*
- We plan to apply to the youth ministry team, as we have in the past, for scholarships to award to travelers 25 years old and under.*
- As always for this intergenerational trip, we will strive to recruit a team that reflects the diversity of the synod.*

*We plan to expand the "model camp" experience tested successfully last year at St. Paul's- Hainesport. The event increased both donations and engagement.*

## REPORT OF UNITS, COMMITTEES, TEAMS AND TASK GROUPS

### **FUND FOR MISSION MANAGEMENT COMMITTEE**

It was moved and seconded:

THAT the recommendation of the Fund for Mission Management Committee (FFM) for the following grants be approved for payment through Fund for Mission and Alternative Funding Sources:



## 2019 GRANT PROPOSALS

### Office of the Bishop Synod Mission Initiatives

Ministry	Grant Request	Grant Award
Santa Isabel, Elizabeth, (\$10,000); Detention Center Ministry, Elizabeth (\$2,000); Morning Star Ministry (\$2,000); Misión Pan de vida (\$2,000); St. Stephan's Grace, Newark (\$6,000); St. Luke, Dunellen (\$6,000), and Leadership for Faithful Innovation (\$2,000)	\$30,000	\$30,000
Bishop's Subvention Fund	\$ 2,500	\$ 2,500

### Music/Musician Grant Fund for Mission Applications

Ministry	Grant Request	Grant Award
St. Matthew Trinity, Hoboken (Lunch Time Ministry guitar lessons) (Funding Source: FFM Music Fund)	\$ 2,000	\$ 2,000
St. Matthew Trinity, Hoboken (Hoboken Shelter/Saturday worship) (Funding Source: Unrestricted funds and FFM Music Fund)	\$ 2,925	\$ 1,500

### General Fund for Mission Applications

Ministry	Grant Request	Grant Award
Expanding the Table (funds to extend hospitality to multiple voices)	\$ 4,000	\$ 2,000
LEAMNJ (ecumenical emerging leadership for advocacy ministry)	\$20,000	\$15,000
St. Stephan's Grace, Newark (immigration and city water crisis)	\$13,200	\$12,000
St. Luke, Dunellen (neighborhood outreach)	\$14,000	\$ 8,000
St. Paul, Millville (neighborhood outreach)	\$ 3,500	\$ 3,500
Living Waters, Ringoes (Flemington food pantry)	\$ 5,000	\$ 3,200
Prince of Peace, Marlton (2019 summer meals program) (Funding Source: Delaware District)	\$10,000	\$10,000
St. Matthew Trinity, Hoboken (Lunch Time Ministry)	\$10,000	\$10,000
Zion, Egg Harbor City (2 requests microphone/video projection equip.) (Transformational Ministry Loan recommended)	\$20,456	No grant awarded
St. Stephen, South Plainfield (visioning during pastoral sabbatical)	\$ 2,500	No grant awarded
Faith Kitchen, Dover (feeding program)	\$ 6,000	\$ 6,000
Epiphany, Pleasantville (food pantry refrigerator/freezer)	\$ 1,690	\$ 3,380
NJ Synod LoveStruck (intentional youth leadership mentoring) (Funding Source: Unrestricted and Delaware District)	\$ 6,000	\$ 3,000
Redeemer, Ramsey (LWF school kit supplies)	(2-year period) \$ 450.82	(2019/2020) No grant awarded
<b>Total</b>	<b>\$143,771</b>	<b>\$112,080</b>

**(ADOPTED 09/21/2019)**

## 2020 GRANT PROPOSALS

### Office of the Bishop Synod Mission Initiatives

Ministry	Grant Request	Grant Award
Santa Isabel, Elizabeth, (\$10,000); Detention Center Ministry, Elizabeth (\$2,000); Morning Star Ministry (\$1,500); Misión Pan de vida (\$1,500); St. Stephan's Grace, Newark (\$4,000); St. Luke, Dunellen (\$5,000), and St. Bartholomew, Trenton (\$5,000)	\$29,000	\$29,000
Bishop's Subvention Fund	\$ 2,500	\$ 2,500

### General Fund for Mission Applications

Ministry	Grant Request	Grant Award
Reformation, West Long Branch (library anti-racism resources)	\$ 2,000	\$ 2,000
LEAMNJ (engaging Lutheran leadership for advocacy ministry)	\$20,000	\$20,000
St. Stephan's Grace, Newark (food pantry upgrade/carpet replacement)	\$12,299	\$10,000
St. Matthew Trinity, Hoboken (Lunch Time Ministry)	\$10,000	\$10,000
Prince of Peace, Marlton (2021 summer meals program) (Funding Source: Delaware District)	\$17,500	\$15,000
Faith Kitchen, Trinity, Dover (feeding program)	\$ 6,000	\$ 6,000
St. John, Williamstown (livestream worship capability) (Congregations facing financial distress loan recommended)	\$ 4,700	No grant awarded
Holy Communion, Berlin (baby pantry)	\$ 3,000	\$ 3,000
Faith, Lavallette (pre-school/summer program)	\$ 5,000	\$ 5,000
NJ Synod Coaching Ministry (continuing education)	\$ 4,300	\$ 2,500
Bosnia Leadership Team (youth travel assistance to ensure diversity)	\$ 6,000	\$ 6,000
<b>Total</b>	<b>\$122,299</b>	<b>\$111,000</b>

**(ADOPTED 12/05/2020)**

### **CANDIDACY COMMITTEE**

It was moved and seconded:

THAT the Synod Council ratify the following action:

That the following candidate(s) be approved for ordination in the Evangelical Lutheran Church in America, upon receipt and acceptance of a call:

Miles Spencer Hopgood	Abiding Presence, Ewing	
Kathleen Anne Kerin	Messiah, Oakland	
Bridget Claire Gautieri	Calvary, Cranford	<b>(ADOPTED 02/22/2020)</b>
Abigail Marie Ferjak		
Erich Hans William Kussman, Sr.		<b>(ADOPTED 06/13/2020)</b>
Mary "JJ" E. Simpson-Keelan		<b>(ADOPTED 09/03/2020)</b>

### **MINISTRY PARTNERS**

#### **LEAM/NJ**

It was moved and seconded:

THAT the deficit of the Lutheran Episcopal Advocacy Ministry, NJ, related to un-received Episcopal partnership funding, be settled from the Synod Council Contingencies fund.

**(ADOPTED 02/22/2020)**

It was moved and seconded:

THAT the Synod Council affirm the decision to delay the launch of Neighbor Fellowship and as a result, support Pastor Lilja in continuing to serve as advocacy director for NJ Synod congregations on a part-time basis.

**(ADOPTED 04/30/2020)**

### **CROSS ROADS CAMP AND RETREAT CENTER**

It was moved and seconded:

THAT following conversation between Bishop Bartholomew and Bishop Carlye Hughes and leaders of the Episcopal Diocese of Newark, the request to release \$150,000 to enable Cross Roads Camp and Retreat Center to launch an up to \$150,000 challenge fund raising appeal be forwarded to the Executive Committee of the NJ Synod Council for action.

**(ADOPTED 04/30/2020)**

## NEW JERSEY SYNOD OF THE ELCA STEWARDSHIP REPORT

### 2021 NJ Synod Assembly

*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

*For where you treasure is, there your heart will be also.* ~Matthew 6:21

*Blessed are you, O God, maker of all things. Through your goodness you have blessed us with these gifts: our selves, our time, and our possessions. Use us, and what we have gathered, in feeding the world with your love, through the one who gave himself for us, Jesus Christ, our Savior and Lord. Amen.* -ELW, Offertory Prayer, p. 107

These bible verses and this prayer are but small samplings of the evidence for the centrality of stewardship ministry -its interconnectedness- with all else that we profess is true of God, and what this truth about God creates, instills and elicits within and from us. In other words, and much more has been written and could be written about this -when we engage in stewardship ministry, we need to be clear about ‘the why,’ with the reason being because it is what God wills for us. It is not that God is in need of ‘our’ wealth let alone our attention, but that an aspect of the Christian life is being generous with the wealth and attention God has given us. It is the new life in Christ finding expression in what we do. **So often, and at its base, stewardship ministry is starting here, that is, starting with the theological principles of why we give.** And it is not because we try to bend our lives around doctrines or principles. It is to name truths for the sake of thinking clearly, clearly with the mind of Christ shared with us, so that our intention is aligned with the faith given us, and so that our congregational stewardship messages, appeals and teaching is aligned with our intention. That has been one of the primary goals of the NJ Synod’s Stewardship Ministry resources and programs. And it remains one of the primary goals.

And so, with this in mind, here is some of what our NJ Synod’s Stewardship Ministry resources and opportunities emphasize and endorse:

- Being grounded in sound biblical teaching and Lutheran theological thought.
- That teaching about generosity and how to be generous are closely related yet distinct from one another. And yet they are both necessary parts of stewardship ministry.
- Strong stewardship ministry is directly related to congregational practices such as:
  - Have an annual stewardship appeal that is planned, launched in the course of a month, and then followed up bringing that year’s appeal to closure.
  - Messaging matters – learn, teach and practice impact/outcome stories and generosity stories.
  - Though there is an annual appeal, stewardship is a practice we teach, witness, encourage and speak of year-round. It is one facet of giving thanks for the mission and ministry we share.
  - Strong stewardship tracks with having a mission/purpose for which you are asking people to give toward.
  - In addition to having a clear missional identity, narrative budgets and multiple opportunities for giving (i.e. online/electronic) add to the momentum found within generous congregational giving.
  - Not only do we ‘inform’ and ‘ask’ members for their offerings, but we appeal to their hearts while thanking them sincerely.

Very early on in 2020 and due to the pandemic with social distancing requirements, understandably the question was *what would stewardship and generosity look like?* And through various initiatives such as *the Excellence in Ministry Unleashed’s* (EMU) ‘Cultivating Generous Congregations’ program offered at the beginning of 2020; and with the NJ Synod’s ‘Generosity Again’ fall stewardship seminar which met six times through zoom; and because of so many faithful leaders within this synod and scattered throughout its congregations -and of course because of God’s inspiration and abiding Spirit among us! –that question has been overwhelmingly answered: **God’s people in this synod continue to be faithful, generous and joyful in those ways they share and give of themselves.**



Looking ahead to 2021, I continue to make myself available to congregations who would like to consult about seasonal and year-round stewardship. In this coming fall, I look forward to making additional stewardship resources and meeting times available to perpetuate this ongoing effort to which we have been called: Generous Living and Giving. Thank you for your generosity!

Respectfully submitted,  
Rev. Dean R. Brown  
Assistant to the Bishop



## **Report of the Director for Evangelical Mission**

### **2021 NJ Synod Assembly**

The Rev. Maristela Freiberg, Assistant to the Bishop

I love Synod Assembly. I love both the behind the scenes work and the front stage work. I love the gathering of the people, the way we pray, sing, dwell in the word, and worship together. I love the interactions with others, the networking it provides, the conversations at the display tables, the sharing of food, the escapes to refill the coffee, and the opportunity to sneak into the bar or to enjoy the hotel pool. There are so many ways encounters happen, where jokes are shared, and new possibilities of dreaming church together take place. I love the way we experience the presence of God in all of it. It feels so meaningful. And every year during Synod Assembly when I stand up, give testimony of what God is up to in our midst, and share about the amazing people I get to work with, I know in my heart: “I have the best call in the church.” .... Wait a minute, this all seems to reflect my thanksgiving and memories of the 2019 Synod Assembly. Yes, due to our world in 2021, things will look and be very different when we gather online as the living body of Christ for this 2021 Virtual Synod Assembly. We will be worshipping, praying, singing, and dwelling in the word together from our homes. We will engage in conversation and sharing in virtual breakout rooms. We will have breaks to refill the coffee, to use the restroom, to stretch the body, and even to walk around our block. And in all, God will be with us and hold our future even when it feels weird, strange, hard, and different. I hope we will experience a glimpse of how the Holy Spirit is breathing life into our synod. And again, I want to proclaim the truth of my call and how blessed I feel since “I have the best call in the church”. Thank you for being such amazing partners in the gospel of Jesus Christ during these changing and uncertain times. Also, as I have noted before, thank you for being a Synod that embraces the call of Jesus, serves neighbors, and embraces the invitation that *God is about to do a new thing* (Isaiah 43:19).

### **Mission Starts and Strategic Ministries in our Synod**

We support creative expressions of Christian communities and are thankful to God for our mission developers as they lead new worshipping communities among us: Vicar Haydée Colón Hernández - Misión Pan de Vida in Passaic, Pastor Ramon Collazo Santa Isabel Lutheran Church & Santa Isabel Ministry with Immigrants in Detention in Elizabeth, and Pastor Eunyoung Kim - Morning Star Fellowship in Ridgefield. Remember them in prayer; consider how you can support their work as they share the love of Jesus Christ with their neighbors in adaptive and innovative ways, deepen faith with all ages, and forge new paths to building authentic community.

We partner with life-giving and life-changing ministries called to spread God's Word of unconditional love and amazing grace to all those around them. We give thanks to God for the faithful leadership and the work of the Holy Spirit at Bridge of Peace

Community Church in Camden with Pastor Giselle Coutinho, Christus Evangelical Lutheran Church in Camden with Pastor Jesse Brown Jr., Saint Bartholomew Lutheran Church in Trenton with Pastor Erich Kussman, Saint Luke Lutheran Church in Dunellen with Pastor Dámaris Ortega, and Epiphany Lutheran Church in Pleasantville with Pastor José Escalera. Learn from them, pray for them, and support them as they follow the Spirit's lead while intentionally working to align their ministries with the mission of growing and sharing the good news. They are sharing Jesus' love and connecting with new people by building relationships within their surrounding communities.

### **Cohort of Learning Communities**

Beyond the work of the ministries and missional leaders noted above, in partnership with our Synod and the ELCA churchwide, we have been engaged in processes with cohorts of congregational teams through which we LISTEN, ACT and SHARE. We listen to God, each other, and the neighborhood. We experiment with new actions and we share with others as we ask who we are, what being church today is all about, why God placed us here, and what difference that makes to the world. We give thanks to God for four cohorts: Equipping for Vitality (E4V), Cultivating Missional Capacity (CMC), Leadership for Faithful Innovation (LFI), and Caminando Unidos en Cristo. These learning teams have deepened their spiritual practices, felt closer to God, and are behaving into new learnings! Leaders were energized, engaged, and inspired as they are learning to discern and respond to God's leading. Some identified a story God wants to tell through their congregation. Connections were built with other congregations, and new actions have created new ministry opportunities and relationships in the community. They have appreciated the support of interactive workshops and the ongoing coaching. Special thanks for our facilitators, trainers, partners, and coaches who nurture our congregational leadership teams.

I am looking forward to hearing from the Rev. Phil Hirsch, Executive Director for Christian Community and Leadership, as the Churchwide Representative at our 2021 Virtual Synod Assembly, about how even during challenging times, we continue our service in living out the vision of this church: a world experiencing the difference God's grace and love in Christ makes for all people and creation.

I am blessed to be serving with you during this moment in history as we face a global pandemic and our country's reckoning with white supremacy. It certainly feels we have been in this wilderness journey for too long! Thanks for being faithful and for being supportive of the ways we are living this calling from God to proclaim the Gospel and to break open *"to activate each of us so more people know the way of Jesus and discover community, justice, and love"*. It is an honor to be part of a synod staff that walks alongside you. Let us pay attention to the newness God is inviting us to be part of and the future God is calling us into, because *God is about to do a new thing*.

With gratitude,

The Rev. Maristela L. Freiberg (she/her/hers)  
Director for Evangelical Mission & Assistant to the Bishop &  
cell: (201) 407-6000 email: maristela.freiberg@elca.org

## **LUTHERAN ARCHIVES CENTER AT PHILADELPHIA**

### **2021 NJ Synod Assembly President's Letter to Synod Assemblies**

Since our last Assembly in 2019 we had one New Jersey Synod congregation close – Our Savior, Edison. We are grateful for their many years of active ministry, and we are now in the midst of processing their archives for accession into the collection of the Lutheran Archives Center in Philadelphia. With roots stretching back to 1792 when the Ministerium of Pennsylvania recognized the archives as integral to the work of that Lutheran church body, the Lutheran Archives Center in Philadelphia was officially chartered in 1979 by the Synods of the northeast region of the then Lutheran Church in America as these Synods came together to preserve the archival heritage of the Lutheran Church.

As this is our first NJ Synod Assembly since the Covid-19 crisis hit, this year we rejoice with nine New Jersey Synod congregations that are celebrating significant anniversaries. We will again have a video celebration of these NJ Synod congregations during our Assembly. I invite the congregations of the New Jersey Synod gathered in Assembly to give thanks to the Triune God for the anniversaries of the following congregations which are, or soon will be, celebrating significant anniversaries:

#### **200:**

2021  
Zion, Saddle River

#### **150:**

2020  
Grace, Phillipsburg  
Zion, Riverside

2021  
Christ-St. John, West New York

#### **125:**

2020  
First, Montclair

#### **100:**

2020  
Holy Trinity, Hasbrouck Heights

2021  
Grace, River Edge  
Holy Trinity, North Bergen

#### **50:**

2021  
Abiding Peace, Budd Lake

Respectfully,

The Rev. J. Francis Watson, Ph.D.  
NJ Synod Archivist  
President of the Board, Lutheran Archives Center at Philadelphia

# REPORT ON MULTICULTURAL MINISTRY, DISCIPLESHIP & WITNESS

## 2021 NJ Synod Assembly

<b>MULTICULTURAL MINISTRY EVENTS:</b>
<p><b>Expanding the Table</b></p> <ul style="list-style-type: none"> <li>-An intersectional gathering of leaders committed to sharing, growing and listening to each other</li> <li>-Goal – to model how we can include <i>every voice</i> at the table, to listen deeply and to learn to make space for everyone among God’s people</li> <li>-Created synod video sharing personal hopes and expectations for an authentically diverse Church</li> </ul>
<p><b>Conversations on Race</b></p> <ul style="list-style-type: none"> <li>-ELCA’s African Descent Strategy Team/Justice Task Group meetings</li> <li>-African Descent Strategy Team Virtual Summits on Race</li> <li>-Consultations with congregations on racism and social unrest</li> <li>-Consultations with congregations on forming racial justice teams</li> <li>-Created more resources for discussing racism for the synod website</li> </ul>
<p><b>Miscellaneous</b></p> <ul style="list-style-type: none"> <li>-Samuel DeWitt Proctor Conference (September 2020)</li> <li>-NMAAHC Women’s Summit (September 2020)</li> </ul>
<b>DISCIPLESHIP &amp; WITNESS EVENTS:</b>
<p><b>Hospitality Habits: Creating Deeper Communities of Welcome</b></p> <p>Continued conversations with congregations on their hospitality practices and how to improve them.</p>
<p><b>Lent at Home 2020</b></p> <p>Created at-home activities for children and families at the start of the pandemic, particularly for Holy Week.</p>
<p><b>Miscellaneous</b></p> <p>Mental Health Collaborative: Tools for Supporting Rostered Leaders</p> <p>ELCA/Evang. Luth. Church in Namibia: Freedom of a Christian 4-week bible study</p> <p>Facilitated conversations between NJ Synod Lutheran school administrators</p>

*Respectfully Submitted: The Rev. Kimberly A. Vaughn*

## LEADERSHIP MISSION TEAM REPORT

### 2021 NJ Synod Assembly

In fall 2019, perspective members of the Leadership Mission Team met to reorganize and rediscover its purpose as a team, its vision for the future as a result of its work in this synod, its mission focus and to establish concrete goals to live out that mission over the next year.

The Leadership Mission Team lives out its purpose as it accompanies lay and rostered leaders in congregation, strategic and specialized ministry settings by building connections, developing and curating resources so leaders can embrace God's mission and move forward with courage and passion.

The team's vision faithfully imagines what happens, when leaders embrace God's mission. As we embrace God's mission, we hope to see disciples of Jesus inspiring, inviting and challenging the diverse people we lead and serve to live out the fullness of their calling as children of God in Jesus Christ. By using our unique spiritual gifts, experiences, abilities and resources, in the settings to which God has called us, with all our heart, mind and soul, we claim God's redeeming and dignifying work is for all humankind.

As its mission, the Leadership Mission Team sees both the wellness of leaders and a leader's ability to effectively and faithfully inspire the people they serve to move toward a clear vision of God's future in their particular context. At the current time, the Leadership Mission Team recognizes and encourages the many diverse ways this mission is already being fulfilled by a variety of teams at work in the Synod. As it develops its goals, the Leadership Mission Team will continue to focus on the well being and effectiveness of leaders in those contexts as it works to build connections and develop and curate a number of already existing resources for the benefit of both lay and rostered leaders.

The team has developed a survey that asks lay and rostered leaders to reflect on what they feel they need to lead, inspire and motivate the people they serve, as well as what systems they would like to see enhanced or developed to support them in calling as leaders. The questions are open-ended and evocative by design. Look for the survey in your assembly packet or at the coaching table in the mission display area at the synod assembly. In the days ahead a copy of the survey will be emailed to rostered leaders so they can distribute it and encourage its completion by the lay leaders they serve alongside. The survey could make an excellent reflective time for a church council meeting or even a mini-retreat.

The team is in the process of developing an organizational map of the NJ Synod so that leaders might easily see its structure, as well as opportunities and challenges for developing both lay and rostered leadership to serve within this Synod. At the same time, the team is working to graphically represent how the series of relationships that make up the NJ Synod interacts with local congregations and strategic and specialized ministries. In creating and sharing these maps, we hope to help leaders make connections that will assist and support them as they embrace and live out God's mission in the world.

Respectfully Submitted,

Leadership Mission Team: Rev. James Krombholz, Rev. Maristela Freiberg, Ellen Lindemann, Rev. Michael Linderman, Rev. Giselle Coutinho, Rev. Jose Escalera, Marilyn Burgin



## MISSION ADVOCACY TABLE REPORT

### 2021 NJ Synod Assembly

The Mission Advocacy Table has several responsibilities as we accompany congregations as they participate in God's mission on the territory of the New Jersey Synod and throughout the world. While we serve all congregations of our synod, we have primary responsibility for the following:

#### 1. Accompanying and supporting new mission starts through resource development.

This includes finding resources for new mission starts, whether spiritual, physical, or financial. It also means raising up leaders, as well as encouraging and training congregations to grow into faithful mission outposts.

At this time, all new mission starts are now SAWCs (Synod Authorized Worshiping Communities). The NJ Synod SWACs include:

- Santa Isabel / Ministry with Immigrants, Elizabeth – Pastor Ramon Collazo, Mission Developer
- Misión Pan de Vida, Passaic – Vicar Haydee Colon, Mission Developer
- Morning Star Fellowship, Ridgefield – Pastor Eunyoung Kim, Mission Developer

#### 2. Accompanying and overseeing of Strategic Ministry

This involves attending to grant funding from ELCA and the New Jersey Synod, providing leadership formation opportunity, and includes the following Strategic Ministries:

- Bridge of Peace (Camden)
- Christus (Camden)
- Epiphany (Pleasantville)
- St. Bartholomew (Trenton)
- St. Luke's (Dunellen)
- St. Stephan's Grace Community (Newark)

#### 3. Cultivating Christ-centered Learning Communities

The Mission Advocacy Table is responsible for "*cultivating Christ-centered communities where we learn, live, and lead boldly for the sake of the world.*" This involves creating communities that are transformed by life-changing relationships with God, each other, and the world. Four cohort opportunities for cultivating congregational vitality were offered:

- Equipping for Vitality (E4V) – *Christ-Woodcliff Lake, Good Shepherd-Glen Rock, Holy Trinity-Nutley, Morning Star- Ridgefield, Prince of Peace-Old Tappan, and Zions-Ridgefield & Garfield.*
- Cultivating Missional Capacity (CMC) – *Holy Cross-Toms River, Holy Trinity-Manasquan, Holy Trinity-Red Bank, King of Kings-Middletown, Reformation-Long Branch, and St. Thomas-Brick.*

- Leadership for Faithful Innovation (LFI) – *Abiding Peace-Budd Lake, Gloria Dei-Chatham, Good Shepherd-Somerville, St. John's-Jersey City, and St. Paul's-Jersey City.*
- *Caminando Unidos en Cristo – St. John-Passaic, St. Stephan-Grace-Newark, a cadre of leaders from different congregations, and All Saints in Woodhaven, NY).*

#### **4. ELCA Congregational Vitality Online Training**

The Mission Advocacy Table encouraged participation in online learning opportunities offered in 2020 and are excited that 20 leaders from 8 congregations took advantage of gathering via zoom for teaching, worship, and shared learning. These online gatherings happen between September 2020 and January 2021.

#### **5. Grants from ELCA LDR Feeding Ministry and the ELCA COVID-19 Special Appeal**

Finally, The Mission Advocacy Table is thankful to God that our Synod was awarded with the **ELCA Lutheran Disaster Response** grant to support congregations with robust feeding ministries during the COVID-19 pandemic and **the COVID-19 Special Appeal** grant to be shared among vulnerable populations. We give thanks to God for the partnership of being church together and sharing **\$50,239.86** with congregations that embrace the call to share God's love in Jesus Christ and serve neighbors.

#### **Giving Thanks...**

We are thankful for facilitators and coaches that equip, accompany, and encourage the work of our cohorts.

We are grateful to God for the Rev. Maristela Freiberg, our Director for Evangelical Mission (DEM), who brings both joy and passion to our mission work in the New Jersey Synod. She participates in a wide variety of synodical, regional and churchwide events and activities. She recruits and trains congregational leaders and coaches; guides our synod's Vitality Strategies; and accompanies congregations in transition.

Many thanks to those who served as part of the Mission Advocacy Table these last two year: Pastors Judy Anderson, Chris Bruesehoff, Linnéa Clark, José Escalera, Maristela Freiberg, Gladys G. Moore, and Heather Sugden, and to Bill Emerson, Emily Thomsen, Haydee Colon-Hernández, Sally Bayhi, and Willie Richardson. And a special thank you to Dawn Roberts.

Respectfully submitted,  
Pastor José Escalera  
Epiphany Lutheran Church, Pleasantville

# REPORT OF THE YOUTH MINISTRY MISSION TEAM

## 2021 NJ Synod Assembly

As we entered 2020, the Youth Ministry Mission Team (YMMT) of the NJ Synod was busy planning a new cycle of activities and partnerships under changing leadership. We had successfully held our first ever Synod Youth Retreat for over 170 middle and high school youth and their adult leaders at Fairview Lake YMCA Camp. We invited youth leaders from all over the synod to participate in Youth Mental Health First Aid training at the Cross Roads Shepherd's Gathering. The YMMT spent time together at a retreat at Cross Roads in February, creating a calendar of events that began in the summer and brought a theme through synod, ELCA, and Cross Roads events for elementary through high school aged youth. In early March we set out to visit hotels across central NJ to find a new location for the Synod Youth Retreat, as we had outgrown the YMCA camp. We were certainly on a roll to provide many opportunities for youth across our synod to participate in fellowship, service, and worship.

And then Covid struck. In the early days we continued the work we started. We created a job description for a Youth Ministry Coordinator position that we wanted to share with Synod Council, and we even booked a weekend in November at the Sheraton in Edison for the Synod Youth Retreat. However, it would become clear over the following months that we had to set these plans aside for the reality of frozen budgets and social distancing that would prevent gatherings such as retreat.

In May of 2020, the YMMT began turning our planning from large-scale in person opportunities to online ways to equip adults in congregations around our synod to work with young people in the pandemic. We began to offer a series of Zoom meetings on a variety of topics:

- May 2020 - shared ideas with youth leaders and pastors for engaging young people during quarantine
- June 2020 - shared ideas with congregation members involved in Sunday School and VBS ministries
- July 2020 - initial ELCA Gathering information meeting (the Gathering was later postponed until Summer of 2022)
- July 2020 - anti-racism discussion with youth leaders, shared ideas of how to bring this topic back to the youth
- August 2020 - follow up VBS/Sunday School meeting, planning ideas for the fall
- August 2020 - 21 Day Racial Equity Habit Building Challenge for youth leaders
- September 2020 - a second meeting with youth leaders to share ideas and an update on the Gathering
- December 2020 and January 2021 - Zoom 2.0 workshops on how to use technology to connect with your congregation

During the summer, 18 leaders from around the synod participated in Growing Young Training offered virtually by the Fuller Youth Institute. This two day training focused on how to develop congregations that "grow young" instead of growing old. The Growing Young team has been working on plans to bring the Growing Young assessment to the synod and interested congregations. The team is also working to create more opportunities for young adults to engage in

ministry opportunities throughout the synod, and we are working closely with Cross Roads to develop these events, either virtually or eventually in person.

In the fall we turned our attention to our scheduled Synod Youth Retreat. We knew that hosting this event at the Sheraton would be not possible, so the planning team adjusted their sails and the first ever virtual Synod Youth Retreat was planned. This successful event spanned 2 days with worship, small group time, and Faith Fair stations around topics that included diversity, managing stress, yoga, and more. Youth in grades 6 - 12 and adult leaders joined us along with musical guest Larry Olson of Dakota Road (a youth ministry favorite) and our first ever chaplain team. Thanks to Alyssa Guateiri for being the coordinator, and to all the people who served on the planning team: Annemarie Cook, Alex Mack, Jamie Moni, Riley Jakobowski, JJ Simpson-Keelan, Kathryn Schaefer, and Madison Van Houten. The use of a chaplain “team” was really well received. Chaplains were Annemarie Cook, JJ Simpson-Keelan, Brett Ballenger, Dianne Lewis, Garth Olsen, and Damaris Ortega. We will use a chaplain team moving forward!

Other fall events for youth in our synod included the Rally for Cross Roads, where folks in their congregations all over NJ spent the morning doing a 5K to raise funds for our camp. We were proud to have Pastor Raymond Kolison and youth Aaron Blanford and Izzy Volpe attend the ELCA Youth Summit in November. Aaron and Izzy shared what they learned about vocation as well as LGBTQ+ issues in the church with the youth at the Synod Youth Retreat, and we look forward to hearing more from them this spring.

In February, the ELCA Youth Ministry Network held their first ever fully virtual Extravaganza for adults in youth ministry. We had several youth leaders from our synod participate in this event, learning and gathering wisdom from many key speakers and workshops. We were especially proud of NJ Synod members Jamie and Rebekah Bruesehoff as two of the keynote speakers from Friday!

At the February Synod Council meeting, our proposal for a Youth Ministry Coordinator for the synod was approved! We had worked on this job description in the spring of 2020 but when the budget was frozen, we had to wait to put forward our proposal. This coordinator position will assist in many areas including planning and registration at events, communications, budget, scholarships, and more. We are excited to work with the Cross Roads staff who will share these responsibilities and to expand upon the partnership we have already built with camp.

We are all grateful for the continued work of the Youth Ministry Mission Team during this time of pandemic, and for their flexibility in providing opportunities for adults and youth in NJ to stay connected. We thank Anthony Briggs, Annemarie Cook, Jeffery Blanford, Alexandra Mack, Alyssa Guatieri, and Kathryn Schaefer for their continuing work on this team. We are grateful for Michael Linderman and Phoebe Chen who have now ended their time with the YMMT, and are excited to bring on board new members Riley Jakubowski and Jamie Moni. The YMMT remains committed to involving youth and young adults in their planning, with the goal of building leadership skills for the present and future of youth ministry in the NJ Synod.

Respectfully submitted,  
Debra Porowski  
Youth Ministry Mission Team

## **REPORT OF THE NEW JERSEY SYNOD ANTI-RACISM TEAM**

### **2021 NJ Synod Assembly**

In 2018 a group of pastors and lay people gathered to be educated in the Transforming White Privilege Curriculum. A smaller group specifically, Pr. Kimberly Vaughn, Pr. Sara Lilja, Pr. Susan Nelson Colanari, Pr. Wayne Zschech and Dr. Dianne Browne gathered to prepare to conduct curriculum training. In January of 2020 this small group presented the curriculum to approximately 15 clergy who were enthusiastic about its possibilities for engaging congregations in conversations about racial justice.

As COVID-19 came upon us in March 2020, hopes for more trainings were dampened, but members of the group did not give up. After the George Floyd incident, both Pr. Vaughn and Dr. Browne had conversations about the need for the work of an Anti-Racism Team. In September of 2020, the ELCA African Descent Lutheran Association convened a Justice Summit. This summit generated excitement among Pr. Vaughn and Dr. Browne and was the impetus for reassembling the work of the NJ Synod's Anti-Racism Team.

A letter was sent inviting former participants on the NJ Synod's Anti-Racism Team to gather. Others around the state who were working on racial justice issues in their congregations were also invited. The invitation asked folks to consider being part of a re-organized NJ Synod Anti-Racism Team. About seven people responded and planned an Anti-Racism Virtual Summit. The summit was held on Saturday, October 7, 2020 from 10:00 am – noon. Participants were invited to share their questions and concerns, offer advice to each other regarding local efforts, and express what was needed to educate and encourage people to confront racism.

The virtual event was a success with over 70 people participating. Candid thoughts were shared about racism, some showing signs of frustration as well as hope. Feedback from the summit led to more formal meetings of the Anti-Racism Team.

The reconvened team grew from seven participants to twelve and created a plan for engaging congregations in work around racial justice. Summit type events would be held virtually in the year to come to gather ideas, create work groups, and track progress among NJ congregations.

Respectfully Submitted,

Dianne R. Browne, PhD, Chair

Anti-Racism Team

NJ Synod ELCA

## REPORT OF THE NEW JERSEY SYNOD BOSNIA INTERNATIONAL TRAVEL TEAM

### 2021 NJ Synod Assembly

In March of last year, two dozen members of the 2020 Bosnia International Servant Team gathered for an amazing retreat at Cross Roads to prepare for our trip in June. We sang, played games, and learned to count in Bosnian. We studied history and brainstormed activities to do with the children. Most important, we bonded as a group dedicated to peace and justice.

The next week, the pandemic hit New Jersey.

Like so many things in 2020, our trip was canceled. We had hoped to return to Bosnia this year, but sadly, we now must look to summer 2022.

Every June since 2000, the synod has sent a team of up to 30 people to Bosnia. Team members ranging in age from 15 to 75 travel the country offering one-day Friendship Camps for grade school children. We play games, sing songs, tell stories, share meals, and laugh — a lot.

We also have offered an overnight leadership camp for middle school students and teachers called Camp New Hope. It's a rare opportunity for Bosnians from different regions, ethnicities and religions to talk about the challenges in their communities. They work to restore broken relationships and rediscover common goals.

Both ministries offer hope, healing, and peace for a nation still riven by ethnic conflict.

The 2020 trip would have been a milestone in many ways: It was the 20th anniversary of the ministry within the New Jersey Synod and the first trip organized without its founder, Jason Reed, who left synod staff in fall 2019. The challenges were many: Could the now all-volunteer Bosnia Leadership Team recruit travelers and attract sponsors? Could we establish a firm financial foundation for the future?

Happily, the answer was a resounding yes!

The 2020 travel team — consisting of 26 people from 14 congregations in New Jersey, Pennsylvania and South Dakota — would have been the largest since 2008. Congregants from 15 churches were participating in “home team” activities, including decorating tote bags, donating sports equipment, and sponsoring camps. Team members were sharing the ministry around the synod with temple talks and sample camps.

Though in the end we could not travel, we learned a lot in 2020 and instituted changes for a sustainable future, including robust recruitment, an early registration discount, a strict payment schedule, fund-raising based on matching donations, and scholarships to aid travelers in need.

We're hopeful that in 2022, it will be safe to travel again. The needs in Bosnia remain great. Learn more about our ministry at Facebook/BosniaIST, on Instagram at Bosnia IST, or at [www.servanttrips.org](http://www.servanttrips.org).

In peace,  
The Bosnia Leadership Team

*Nicole Seitz, Hope, Freehold; Steve Smith, Prince of Peace, Marlton; Cindy Henry, St. Paul, Hainesport; Hannah Wantula, St. Timothy, Wayne; Cliff Konnerth, St. Timothy, Wayne; Carlos Cuevas, Christus, Camden; Wayne Olsen, Grace, Teaneck; Andi Gerrard, St. Stephen, Woodbury*

## **ANNUAL REPORT OF THE N.J. SYNOD CANDIDACY COMMITTEE**

### **2021 NJ Synod Assembly**

In a year that has demanded more of all of us, I am exceedingly grateful to the members of the NJ Synod Candidacy Committee, who have faithfully engaged in our work together in the midst of challenging circumstances: Bishop Tracie Bartholomew, Mr. Anthony Briggs, Ms. Rene Cherson, Pastor Jose Escalera, Pastor Mona Fitch-Elliott, Pastor Maristela Freiberg, Dr. Paul Rajashekar (seminary representative), Pastor Becky Resch, Pastor Marc Stutzel, and Pastor Matt Thiringer. We remain thankful for the spiritual support of our candidacy chaplain, Pastor Dale Selover, and the wise counsel of Pastor Paul Baglyos, who is deployed by the ELCA in support of our work.

This year we say a special goodbye and thank you to Dr. Paul Rajashekar, who is retiring and stepping down as our seminary representative. We appreciate the ways that Dr. Rajashekar has helped us stay connected to United Lutheran Seminary, especially during a time of significant changes there. We look forward to welcoming Dr. Jon Pahl as our new seminary representative.

I offer my deepest gratitude to Pastor Becky Resch, who has stepped into the role of Candidacy Coordinator with remarkable clarity, purpose, empathy, and grace. We simply could not do what we do without her leadership.

We increasingly find that there is no singular path through candidacy. Each candidate brings a unique set of gifts and experiences, and we do our best to shape a process that will meet the particular needs of the candidate. To that end, the Candidacy Committee has met more often throughout the past year – via Zoom, of course. We have been delighted that even in these difficult times, there are people who are hearing and responding to God’s call, both to the ministry of Word and Sacrament and the ministry of Word and Service. You will find in our report a list of the candidates who are currently in the process.

We were able to hold our 2020 retreat in January before words like “quarantine” and “lockdown” had entered our daily vocabulary. Our theme for the retreat was “Hearing the Story, Telling the Story.” We played with different ways to tell the story of our faith and listen to each other’s stories, especially in a time when storytelling takes various forms and can be so easily impeded by insider language and practices we assume everyone knows. Little did we know that we would all soon be experimenting with countless new ways to tell the story and hear the story! Our annual retreat was suspended in 2021 because of COVID precautions, but we look forward to bringing together candidates and committee members again in person when it is safe to do so.

Thank you for your continued prayers in support of our candidates and the work of the Candidacy Committee. And keep your eyes open for people who have been called by God to this path and may not yet know it.

Respectfully submitted,

Christa Compton, Chairperson  
N.J. Synod Candidacy Committee

## NEW JERSEY SYNOD CANDIDATES FOR ROSTERED LEADERSHIP – 2021

### **Entranced (Word and Sacrament)**

Daniel Fields

United Lutheran Seminary at Philadelphia  
Messiah, Parlin

Ivan Kavoleff

United Lutheran Seminary at Philadelphia  
Immanuel, Lakewood

Jaymie Kosa

United Lutheran Seminary at Philadelphia  
St. Paul, East Windsor

Dale Newton

New Brunswick Theological Seminary/United Lutheran Seminary at Philadelphia  
St. Stevens, South Plainfield

Mary-Anne “Psomi” Psomas-Jackloski

Drew Theological School, Madison/United Lutheran Seminary at Philadelphia  
St. John’s, Summit

Scott Rush

United Lutheran Seminary at Philadelphia  
Prince of Peace, Marlton

Kim Syvertsen Webb

United Lutheran Seminary at Philadelphia  
Prince of Peace, Marlton

### **Entranced (Word and Service)**

George “Ned” Perwo

Trinity Lutheran Seminary, Columbus, OH/United Lutheran Seminary at Philadelphia  
Holy Trinity, Manasquan

### **Endorsed (Word and Sacrament)**

None at this time.

### **Endorsed (Word and Service)**

None at this time.

### **Currently on Internship (Word and Sacrament)**

Haydee Colon-Hernandez

United Lutheran Seminary at Philadelphia  
Saint Matthew’s, Union City  
*Internship site: St. John, Passaic*

Brandi Hebert

United Lutheran Seminary at Philadelphia  
Prince of Peace, Princeton Junction  
*Internship site: Lutheran Church of God’s Love, Newtown, PA*

Kayla Hopgood

Princeton Theological Seminary  
St. Mark, Hamilton  
*Internship site: Prince of Peace, Princeton Junction*



**Currently on Internship (Word and Service)**

None at this time.

**Approved for Ordination (Word and Sacrament)**

Abby Ferjak

Yale Divinity/Pacific Lutheran Theological Seminary, Berkeley, CA.

Christ, Woodcliff Lake

*Internship site: Advent Lutheran Church NY, NY*

*Accepted a call to: Grace Lutheran Church in Scarsdale, NY*

Bridget Gautieri

United Lutheran Seminary at Philadelphia

Calvary, Cranford

*Internship Site: Saint John's Lutheran Church, Parkville, MD*

Mary "JJ" Keelan

United Lutheran Seminary at Philadelphia

Holy Trinity, Manasquan

*Internship site: St. Paul, East Windsor*

*Accepted a call to: Living Waters, Ringoes*

Erich Kussman

Princeton Theological Seminary

Holy Cross, Springfield, NJ

*Internship site: St. Bartholomew, Trenton*

*Accepted a call to: St. Bartholomew, Trenton*

**Approved for Ordination (Word and Service)**

None at this time.

**Theological Education for Emerging Ministries (TEEM)**

None at this time.

**Pastors Ordained in Another Lutheran/Christian Church Body (OTTR)**

Naeem Harry

Previously Ordained in Roman Catholic Church

United Lutheran Seminary at Philadelphia

Good Shepherd, Somerville

*Serves as Chaplain at Grace Health Care Services, Edison*

Eunyoung Kim

Previously Ordained in Presbyterian Church of Korea

Zion, Ridgefield

*Serves as ELCA Mission Developer at Morning Star Fellowship, Ridgefield*

**Reinstatement to the Rolls**

None at this time.

Respectfully submitted by The Rev. A. Rebecca Resch, NJ Synod Candidacy Coordinator and  
The Rev. Dr. Christa Compton, NJ Synod Candidacy Chairperson

## **REPORT OF THE NJ SYNOD COACHING TEAM**

### **2021 NJ Synod Assembly**

Planning and making decisions can sometimes be a process. In most cases we use time to work that process out to determine the best path. We even take advantage of the opportunity of planning ahead for foreseeable events. Events require actions to transpire, but what happens when those events and actions are abruptly halted?

The NJ Coaching Team was no exception to the participation in the challenges of the previous year. Restructuring the gifts our team has to offer. Reflecting on what has worked well, what needs improvement, and reapproaching our engagement with the church community. We always look for and welcome those considering, interested, or just curious about coaching.

The New Jersey coaches are trained as ELCA Level 1 or Level 2 coaches (Level 2 training is available in the following specializations: Discipleship, Stewardship, Mission Development/Congregational Vitality, and Caring for Creation, although coaches are trained to competently coach on any subject). Additional information can be found on both the New Jersey Synod ([www.njsynod.org/coaching](http://www.njsynod.org/coaching)) and the ELCA Coaching website ([www.elcacoaching.org](http://www.elcacoaching.org)).

Some journeys have taken some of our own members on new paths. As a result, there was continued turnover and change of roles. Documentation of Coaching goals, commitments, and advertising material continue to be expanded upon. Some of our challenges include providing a clearer understanding to pastors and lay members as to what a NJ Synod coach is and does in a way that make it more inviting to find the need to have a coach.

The NJ Synod Coaching Team continues to look for innovative ways and best practices to be utilized and most effective as we accompany individuals, groups, and congregations in their missional journey in an ever-changing world. We will continue to promote information of this enriching resource, and await to listen to what you have to say. We can all take this walk with Jesus together.

Faithfully Submitted,

Arundel Clarke

Interim Coordinator of the New Jersey Synod Coaching Team

## REPORT OF THE COMMUNICATION & MISSION INTERPRETATION TEAM

### 2021 NJ Synod Assembly

#### Sharing Jesus one post at a time

The good news of Jesus Christ is a story designed to be shared. Your experience of Jesus might be exactly what your neighbor needs to hear. The NJ Synod is committed to helping you be the body of Christ in the world by sharing Jesus with everyone in your neighborhood.

*Jersey Jottings* is the weekly newsletter prepared by the Synod Office. Get the latest news from the synod and discover how congregations all over the New Jersey are making a difference. Hundreds of people receive this email every week. It's easy to join: Text JOTTINGS to 22828 to get started or visit <https://www.njsynod.org/stay-connected>

Are you using Social Media? Don't leave the synod assembly without following the New Jersey Synod. You can find us on:

- Facebook: <https://www.facebook.com/NJSynodELCA>
- Instagram: <https://www.instagram.com/njsynodelca/>
- Twitter: <https://twitter.com/njsynodelca>

The NJ Synod is on Youtube. Most weeks, the bishop provides a weekly reflection on Mondays. Make sure to subscribe to the channel and view our content at <https://www.youtube.com/c/NJSynodELCA>.

#### There's a NJ Synod App for That!

We're releasing a NJ Synod App! It should be available by the time synod assembly arrives. Search for it wherever you get your apps.

#### Looking to enhance your congregation's communication?

During the pandemic, reaching out in a safe way became a challenge for every faith community. Below is a list of things you can do right now to help share your story with your neighborhood:

- 1) You are creating content every week. Make sure to share it via a weekly email newsletter. We recommend MailChimp at <https://mailchimp.com/>
- 2) Looking to create graphics for social media? Think about using Canva (<https://www.canva.com>) or the app Bible Lens. Canva provides free pro-accounts to non-profits (including churches!) To get a pro-account for your church, you will need your tax status documentation. You can get that by sending an email to [501c3@elca.org](mailto:501c3@elca.org) with your church's legal name, full street address and 9-digit Federal Employer Identification Number (EIN). The ELCA's office of the Secretary will send you back 3 pdfs. Combine

those pdfs into 1 file and use that document to apply for a Canva pro account at <https://support.canva.com/account-basics/nonprofit-program/apply-for-nonprofit/>.

- 3) Make sure to reach out to your local community newspapers. Regularly send them photos and press releases about what's happening at your church. Try to send them information about upcoming events 3 weeks in advance.
- 4) Use the sign on your building and regularly update your message. Instead of being sentimental in your message, think about how you can form the faith of the person spending 3 seconds driving past your building.
- 5) Create a robust permission form to let children be in your photos. Ask permission and let parents say no.
- 6) Think through the different ways people are interacting with your community. Your weekly email newsletter will be viewed on a smartphone so keep it small, advertising upcoming events and bite-sized ways to build someone's faith. Your monthly printed newsletter should contain long-term plans and longer form faith formation materials. And your social media posts should encourage engagement in ways specific to your community (i.e. making worship last throughout the week, enhancing your prayer ministry, etc).
- 7) Invite people to regularly check-in on social media while at your church. Encourage people to use their phones during worship, especially if they're posting reflections about the sermon, music, and more. If their phone rings during worship, invite them to pick it up and tell the other person on the line: "I'm at my church - and you should be here too!"
- 8) Consider using different tools to help with engagement for online worship. The NJ Synod in early 2021 hosted a series of workshops to help with engagement. Tools you might consider exploring: [kahoot.com/](https://kahoot.com/), [www.mentimeter.com/](https://www.mentimeter.com/), [jamboard.google.com/](https://jamboard.google.com/).
- 9) Be mindful that not everyone is online. Utilize printed newsletters, phone trees, and the power of the hand-written letter!

### **Have You Looked at Tithe.ly yet?**

The ELCA has partnered with Tithe.ly to help with your online giving, app, and website needs. Learn more by visiting <https://get.tithe.ly/elca>.

### **Looking to upgrade your communications game? You don't have to figure these things out on your own!**

The pandemic has made online worship the new normal for our worship together. It might be vital in your context to learn how to bridge both the virtual and physical world. There are many different organizations putting out webinars and other resources that might help your ministry. Here are just a few:

- Faith-Lead (by Luther Seminary): <https://faithlead.luthersem.edu/>
- Parish Resource Center: <https://www.prcli.org/>

### **Need some inspiration? Check out what these communities and people are doing:**

- Instagram: Advent Lutheran in Wyckoff  
<https://www.instagram.com/adventlutheranwyckoff>, United Lutheran Seminary -  
<https://www.instagram.com/unitedlutheran>,

- Facebook: Saint Ambrose, Pennsville <https://www.facebook.com/The-Lutheran-Church-of-St-Ambrose-171883153594891/>, Living Waters, Ringoes - <https://www.facebook.com/adminterry/>, Spruce Run, Glen Gardner <https://www.facebook.com/SRELC/>
- Church website: Christ, Whiting: <https://christlutheranwhiting.com/>, Immanuel, Lakewood - <https://www.ilutheran.net/>, Hope, Freehold - <http://www.hopefreehold.org/>

Need help with your congregation's communication? The Synod's team is here to help. Contact Rev. Marc A. Stutzel at [pastormarc@clc4u.com](mailto:pastormarc@clc4u.com).

Submitted by Rev. Marc A. Stutzel

## **REPORT OF THE COMPENSATION AID TASK FORCE**

### **2021 NJ Synod Assembly**

Since its establishment at the 1994 Synod Assembly, the Compensation Aid Task Force has received \$1,530,011.50 from legacy gifts, congregations, and individuals of the NJ Synod. In addition, there was \$72,566.48 of net investment income.

2020 Receipts: A total of \$7,725.85 was received. This includes contributions from one pastor and 13 congregations.

2020 Disbursements: \$207,021.96 in grant money was given to four congregations and in matching funds to the NJ Synod *Excellence in Ministry Unleashed* initiative.

2020 Balance: \$452,993.30

This fund was established to supplement the compensation of pastors receiving a salary of 20% or more below Synod guidelines and assist retired pastors whose pension income is inadequate. Over the years, it has also been used to help first-call pastors reduce student loan debt.

Along with processing applications for grants and consulting with congregations that apply, the Task Force encourages congregations to contribute to the Compensation Aid Fund an amount equal to 1% of their pastor's "Defined Compensation" as determined by the ELCA's pension and health plan. Eligible congregations and pastors are invited to contact the office of the Bishop or Pastor James Egan for more information. Thanks to Lois Parrett, Synod bookkeeper, for assisting the Task Force by recording receipts and disbursements.

Thanks to the congregations of the Synod and individuals who have contributed over the years and to congregations that have directed a legacy gift to the fund. Your generous sharing has made it possible to lessen the financial stress of those in the ordained ministry.

Respectfully Submitted,  
*The Rev. James R. Egan*  
Chairperson

## REPORT OF THE CONSTITUTION REVIEW COMMITTEE

### 2021 NJ Synod Assembly

Greetings from the Constitution Review Committee,

The Constitution Review Committee has the responsibility to review the synod constitution to be sure that the document is up to date with the churchwide constitution. The Committee also ensures that any changes and updates made to this constitution adhere to the ELCA Constitution for Synods as adopted by the ELCA Churchwide Assemblies.

In accordance with the ELCA 2019 Churchwide Assembly we noted the following:

1. **In accordance with †S18.11., Certain sections of this constitution incorporate and record therein required provisions of the constitution and bylaws of this church. If such provisions are amended by the Churchwide Assembly, corresponding amendments shall be introduced at once into this constitution by the secretary of this synod upon receipt of formal certification thereof from the secretary of the Evangelical Lutheran Church in America. The certification was received in August of 2019 and the NJ Synod constitution was updated at that time to reflect the required provisions.**

**NO VOTE IS REQUIRED.**

2. **In accordance with †S18.12., Whenever the secretary of the Evangelical Lutheran Church in America 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 majority vote at any subsequent meeting of the Synod Assembly without presentation at a prior Synod Assembly. An amendment that is identical to a provision of the *Constitution for Synods* shall be deemed to have been ratified upon its adoption by this synod. The notification was received in August of 2019 and the NJ Synod constitution was updated at that time to include the amendments.**

#### **Recommendation:**

**That the synod assembly adopt the amendments to the NJ Synod Constitution, Bylaws and Continuing Resolutions to include the amendments to the ELCA Constitution for Synods that were adopted by the 2019 Churchwide Assembly.**

In addition, the following amendments to the *NJ Synod Constitution, Bylaws and Continuing Resolutions* are noted:

3. **In accordance with †S18.31. This synod may adopt continuing resolutions not in conflict with this constitution or its bylaws or the constitution, bylaws, and continuing resolutions of the churchwide organization. Such continuing resolutions may be adopted or amended by a majority vote of the Synod Assembly or by a two-thirds vote of Synod Council. The Synod Council adopted, by a two-thirds vote, continuing resolutions †S6.06.A and †S7.21.B to reflect resolutions brought forward at the 2019 Synod Assembly.**

**NO VOTE IS REQUIRED.**

The Constitution Review Committee also has the responsibility to review the congregational constitutions to be sure that the documents are up to date with the churchwide constitutions. The Committee ensures that any changes and updates made to these constitutions adhere to the ELCA Constitution for Synods and the ELCA Model Constitution for Congregations as adopted by the ELCA Churchwide Assemblies. Please note that when amendments are proposed, , except for mandatory updates resulting from ELCA Churchwide Assembly actions, the team will make recommendations concerning wording, applicability, and concurrence with constitutional requirements of the ELCA, the synod, and a congregations' own constitution. Our constitutions are tools which, when used well, enhance our mission in serving our Lord and Savior Jesus the Christ.

The Constitution Review team is here to help you comply with ELCA requirements. If the congregation uses the [ELCA Model Constitution for Congregations in its entirety without changes](#) the Constitution Committee review is only required to verify the information. **Approval is not required.** Similarly, if the Bylaws and Continuing Resolutions are in compliance with the congregational constitution, the Constitution Committee review is primarily for verification and not for approval. Please be aware that the current **ELCA Model Constitution for Congregations** is 2019 and the next Churchwide assembly is scheduled for 2022.

The review team had the pleasure of reviewing constitutions for over 20% of our congregations and we look forward to continuing this process for all congregations. Please refer to the Secretary's page on the NJ Synod website for the current Model Constitution and instructions on how to update/change a congregational constitution. The New Jersey Synod Constitution Review team is here to help you through this process. Please send an email to Cassandra Mack, synod secretary, with any questions.

Together in Christ,

Cassandra Mack  
Secretary, New Jersey Synod, ELCA  
cmack@njsynod.org



## **ECUMENICAL AND INTER-RELIGIOUS RELATIONS COMMITTEE REPORT**

### **2021 NJ Synod Assembly**

First, a word of gratitude for Pastor Kathleen Harris for serving as the previous Ecumenical Representative. She formed a foundation for our work by uplifting key ELCA documents that are critical in the formation of Ecumenical/Interfaith ministries:

“As a church, we must consider anew our calling and commitments as we live into a world that is both ecumenically diverse and multireligious. Three key ELCA documents, or declarations, currently serve to guide this critical work: A Declaration of Ecumenical Commitment (1991), Declaration of the ELCA to the Jewish Community (1994) and A Declaration of Inter-Religious Commitment (2019). In 2020, work will be undertaken to develop “A Declaration to the Muslim Community.” (from ELCA.org, Ecumenical and Inter-Religious Relations)

Another word of gratitude for those serving on the team: Rev. Kathleen Jones Harris (Zion, Egg Harbor City), Rev. Carmine Pernini (Zion, Rahway), Rev. Francis Watson (Christ, Whiting), and Rev. Ingrid Wengert (Zion, Long Valley). They are long-standing and strongly dedicated to ecumenical and interfaith work. We are welcoming new team members from around the synod and new partnerships in 2021. This includes working with Peace Islands Institute in NJ and the NJ Coalition of Religious Leaders. I hope this will include you too.

I had the pleasure of representing our synod at the Fall Annual Meeting of the NJ Association of the Central Atlantic Conference of the United Church of Christ. This included a special panel discussion on racism.

Looking ahead, plans are already underway for having interfaith and ecumenical gatherings. We want to hear from you! Let us know if your church is a part of an interfaith/ecumenical group in your community. If your answer is yes, tell us what exciting and wonderful things you are doing. If your answer is no, we want to hear from you even more... come join us to explore the possibilities. All are welcome to our meetings and events.

It is a fact that hate crimes have been on the rise. Racism is wrong. Anti-Semitism is wrong. Action against Muslims is wrong. Any hate-filled action against anyone is wrong. There is also a rise in Christian Nationalism that is deeply concerning. We need to come together to address these issues. Together, through word and deed, we strongly proclaim love for all people.

“This is my commandment, that you love one another as I have loved you.” John 15:12

Faithfully submitted by:  
Rev. Nancy Truscott – Ecumenical Representative

**REPORT OF EMU.NJ**  
**EXCELLENCE IN MINISTRY, UNLEASHED**  
**2021 NJ Synod Assembly**  
**Live, Love, Lead Generously**



By a coincidence of scheduling, EMU was able to stage two in person events in 2020 before the world went digital in March. The first was actually two concluding sessions of Creating Generous Congregations series begun in the winter of 2019. We were pleased to work with The Lake Institute on Faith and Giving and the ELCA to bring this multi session discussion of generosity to congregations of the New Jersey Synod for a third time. The second event titled Death and Taxes was offered to ordained clergy in mid career and covered savings and tax issues. The Christ Center at CrossRoads was an ideal location for this helpful event.

In the Fall 2020 we offered our first on line event. It was billed as a mini retreat for pastors managing organizational change. We looked at three case studies of organizations that recently have undergone significant change. Each case was presented by a person instrumental in leading that change in their organization. The first case was a congregation in the Synod, the second was a LEAMNJ, and the final case was a United Lutheran Seminary. The willingness of each presenter to share an unvarnished examination of the challenges they faced was vitally important to the success of the event. It was encouraging to hear how set backs are not at all unusual.

The Synod Council asked us to address financial hardships faced by our ordained leaders as a result of the Covid pandemic. This request came with a \$100,000 allocation from the Synod and required approval from the Lilly Foundation who funds much of the work of the EMU project. We began making grants in June to assist clergy who faced loss of income or increased expenses due to the pandemic. The grants are designed to be flexible to respond to needs as they present themselves and are still available. Or past menu of savings incentives and educational debt relief grants continued as outlined in the chart below.,

Educational Cost Grants	\$ 94,271
Retirement Savings Incentives	\$923
Shared Ministry Incentives	\$4,000
Medical, Day Care and Emergency Savings	\$300
Clergy Emergency Relief Fund	\$ 57,600

Our work continues and we are looking for one or two members to add to our team. If you are interested, please contact any of the team members listed below.

Respectfully Submitted.

Rev. Frederick E Becker

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**EMU.NJ TEAM**

Dawn Roberts -----Administrative Staff  
The Rev. Fred Becker ----- EMU Coordinator  
The Rev. John Holliday -----MEF Team Leader  
The Rev. Susan Nelson-Colaneri----- Future Church Team Leader  
The Rev Jack DiMatteo----- Rockaway  
The Rev Chris Halverson----- S Plainfield

Lois Parrett -----Book Keeper  
Mr Frank Gianceschi ----- Research Leader  
The Rev, Dean Brown ----- Synod Staff  
The Rev Kathleen Harris ----- Egg Harbor City  
Ms. Marilyn Burgin----- Pensauken  
Mr Gerry Lauro-----Wyckoff

## REPORT OF FISCAL MANAGEMENT, ADMINISTRATION, AND PROPERTY COMMITTEE 2021 NJ Synod Assembly

NJ Synod's Constitution provides a guiding principle for the mission of FMAP: *"Since the congregations, synods, and churchwide organization are interdependent expressions that share in God's mission, all share in the responsibility to develop, implement, and strengthen the financial support of the whole church. The gifts and offerings of the members of the Evangelical Lutheran Church in America are given to support all parts of this church, the unity in this church should be evidenced in determining each part's share of the gifts and offerings."*

The core values of our individual members, congregations, the NJ Synod, the ELCA and the church worldwide are dependent on the physical and financial resources necessary to carry out our missions. FMAP's responsibility as a committee reporting directly to the NJ Synod Council is to carefully monitor and manage our resources to the best of our ability to optimize the success of the missions, objectives and values to which we all ascribe. Our committee's focus is on supporting these missions as FMAP's video report on the NJ Synod Assembly website illustrates (<https://youtu.be/9tWAibN907M>). Yes, we have strict fiscal responsibilities to adhere to, but that is not the ultimate objective of our committee.

The specific actions undertaken by FMAP and approved by Synod Council are detailed in the consolidated minutes of the NJ Synod Council meetings found in the bulletin of reports. A total of 5 FMAP meetings were held mostly via Zoom in 2020 (February 6, April 2, June 4, August 27 and November 24). Minutes and agendas for these meetings are available upon request.

The year was not without its challenges (and opportunities) due to the COVID19 pandemic. Financially, Mission Support giving was down in 2020 from the year before which meant some belt tightening on expenses. Our Treasurer Jim Harris, Bishop Bartholomew, Lois Parrett and the rest of the staff were very successful in managing us through this unexpected financial situation with relatively minor impact on our mission work.

Another result of the pandemic was interest by congregations in the COVID19 Emergency Relief for New Jersey Synod Congregations which FMAP manages. This program was created to *"make available loans for congregations experiencing financial hardship due to COVID19"*. During 2020 the committee approved 19 loans totaling \$117,000 to synod congregations, mostly to invest in live streaming equipment to broadcast their worship services, Sunday Church School, or hold meetings to continue addressing the spiritual and business needs of their congregation during the pandemic. Anecdotally we are hearing that these investments will be leveraged long after the pandemic to broaden the reach of their congregational ministries through live streaming.

A great deal of gratitude is due to the members of the committee and staff who serve and support FMAP faithfully: The Rev. Tracie Bartholomew (Bishop), Rev. Dean Brown (Asst. to Bishop), Jim Harris (Treasurer, Zion, Egg Harbor City), Lois Parrett (Director of Synod Operations and Accounting, Abiding Presence, Ewing), Sandra Dean (Trinity, Dover), Steve Hernandez (Faith, Lavallette), Rev. Susan Jones (Holy Cross, Toms River), Gerry Lauro (Advent, Wyckoff), Jill Weidner (Good Shepherd, Somerville), Maurice Willoughby (Good Shepherd, Glen Rock), Tom Kull (Real Estate Manager, Living Waters, Ringoes), Bob Poole (Property Manager North, Holy Trinity, Red Bank), Matt McDevitt (Property Manager South, Temple, Pennsauken).

Respectfully Submitted,

Skip Cox, Chair (St. Paul, East Windsor)

## **REPORT OF THE NEW JERSEY SYNOD FUND FOR MISSION**

### **2021 NJ Synod Assembly**

The New Jersey Synod Fund for Mission is an endowment fund providing resources for mission-related projects of the New Jersey Synod that might otherwise go unmet. Begun with proceeds from the sale of former LCA church properties, it continues gratefully to receive and faithfully to invest funds granted to it from bequests to the Synod. Grants are made, ranging from 3% to 6% of the corpus annually. The Fund's Management Committee receives and evaluates proposals from Synod program units, mission clusters, congregations, officers and Synod Council and makes recommendations to the Synod Council for funding. Special categories in the fund are reserved for Music Grants in support of the development of church musicians and for Handicap Accessibility.

These criteria guide us: (proposals need not meet every criterion):

1. The proposed program shall be one that could not normally be funded by the operating budget of the Synod or ELCA Churchwide Ministries, or by the agency for whom the grant is sought. (Frequently the committee is able to respond to the need represented in grant proposals that are submitted by finding other appropriate funding sources.)

2. Preference is given for:

- initiating new mission ventures: providing seed money and/or leveraging other funds for mission.
- projects having a direct relationship to the urban character of the Synod.
- projects that are inclusive with regard to color, language, ages, and sex of persons.
- projects that address the needs of the disadvantaged, especially the poor, mentally and physically challenged, and the powerless.
- projects that enable the Synod to develop new ministries to meet needs occasioned by societal change.

Grants approved for 2020/2021 projects totaled \$111,000 and were in support of applications for Synod Council Mission Initiatives, the Bishop's Mission Subvention Fund, Advocacy and Social Justice, Lutheran Episcopal Advocacy Ministry NJ, NJ Synod Coaching Ministry, Hunger/Outreach Ministries and Youth and Family Ministry. No grant proposals were received for music programs or improving accessibility.

Management Committee members can give counsel to those interested in preparing a grant application. The submission deadline is September 1st. Payment is made following Synod Council approval. Grant recipients are requested to evaluate their respective projects for report to the Fund for Mission Management Committee by June 1 of the year following receipt of the funds.

Thanks to all the members of the Management Committee for their wise guidance in the stewardship of this Fund. We are indebted to Bishop Tracie Bartholomew for her leadership, Treasurer James Harris for his invaluable work and report of it, and to LuAnn Barnes, Administrative Assistant and Confidential Secretary to the Bishop for her excellent assistance in preparing our minutes and correspondence!

Respectfully Submitted,  
The Rev. Dr. Patricia S. Medley, CHAIR

The Rev. Gunnar L. Anderson (Living Waters, Ringoes)  
Haydee Colon-Hernandez (St. Matthew, Union City)  
Daniel Fields (Messiah, Parlin)  
Eric Kim (Holy Trinity, Red Bank)  
The Rev. Patricia S. Medley (Good Shepherd, Holmdel), LEADER  
Joan L. New (Prince of Peace, Princeton Junction)  
LuAnn Barnes, Recorder, Staff  
The Rev. Tracie L. Bartholomew, Bishop  
James Harris, Treasurer, Ex-Officio  
The Rev. Maristela L. Freiberg, ELCA Director of Evangelical Mission, Advisor

## **MEDIA LIBRARY REPORT**

### **2021 NJ Synod Assembly**

The Media Library is an excellent resource for the congregations of our Synod. It includes over 750 DVDs and samples of educational resources (for example, Bible studies from Augsburg-Fortress and samples of Sunday School curricula, which include *Connect*, *ReNew*, *Echo*, *Holy Moly*, *Animate*, and *Whirl*). We no longer have VHS tapes. At the 2013 Synod Assembly, all tapes were made available to individuals and congregations for free.

A resource list is available at the Synod office and can also be found on the Synod website. Congregations are encouraged to donate faith-related DVDs (movies and/or educational videos with study guides) to increase our selections.

If you borrow material from the Library, please return it as soon as possible so that it is available for other congregations and pastors.

Respectfully Submitted,  
*The Rev. James R. Egan*  
Chairperson  
Media Library Team

## REPORT OF CROSS ROADS CAMP AND RETREAT CENTER

### 2021 NJ Synod Assembly Cross Roads 2020 Annual Report

Cross Roads Camp and Retreat Center is an ecumenical ministry of the Episcopal Diocese of Newark and the New Jersey Synod. We are your camp and retreat ministry.

**PROGRAM:** In March all regular programming came to an abrupt halt. Retreats were canceled for the remainder of the year. In-person summer camp and day camp were canceled. However, the ministry of Cross Roads continued. Summer programming and online weekly faith formation was developed through the Bold Transformational Faith. Retreats and spiritual formation for children, youth, and adults moved online and have been for many a spiritual lifeboat during this pandemic. The Gap Year program was an alternative for young adults. Through creativity and sheer determination, the ministry of Cross Roads has never stopped.

**FISCAL MANAGEMENT AND DEVELOPMENT:** In 2020 our operational income was down 87% from 2019, due to the cancelation of all retreats and in-person camp activities from early March through the year's end. We are extremely grateful for the generosity of both the New Jersey Synod and Diocese of Newark who each made substantial challenge grants in 2020. We are also grateful to the many individuals and congregations who were very generous in their support of the ministry. Yet, while our gift income more than doubled from the year before, we had to furlough staff and drastically slash our budget/expenses. We are very grateful for all of the support in 2020, and will need the same level of commitment moving forward until our regular programming and retreats return. Additionally, to make summer camp happen this summer we will have significant COVID-necessitated enhancements with the accompanying costs.

**STAFF:** This year we celebrated ten years with our Executive Director, Anthony Briggs, who has done an amazing job navigating and leading through this unprecedented season. He has spent countless hours and his considerable gifts find ways for the ministry of Cross Roads, camping across the church, and youth ministry in our congregations to be sustained. We have been so blessed by all of our staff. They have served faithfully throughout this tough year. We owe them all a huge debt of gratitude.

**BOARD:** Meeting regularly throughout the pandemic, the Board of Trustees gave oversight and guidance to the ministry of Cross Roads, including adopting revised Bylaws and are working toward more effective governance.

Over the past year Cross Roads struggled, adapted, and ultimately thrived in spite of such extraordinary situation. Above all, in 2020 Cross Roads continued to live out its mission of serving people of all ages in engagement of spiritual renewal, growth, and joy in new and varied ways. As we look to the future, we count on your continued support and trust the Holy Spirit to lead us to expand the ministry of sharing the love of Jesus Christ across this region.

Submitted by The Rev. Blake A. Scalet, Board President



## **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.***



## Lutherans Engaging in Advocacy Ministry

[www.learnnj.org](http://www.learnnj.org)

The Lutheran Episcopal Advocacy Ministry of New Jersey (LEAMNJ) was planning on expanding into a new multi faith advocacy organization that planned to raise up a new generation of leaders in New Jersey.

We had planned to engage emerging leaders—as identified by participating graduate schools, universities, colleges and supporting congregations—in learning, practicing, organizing, and leading a new nonprofit organization, which intended to have as its mission faith-based advocacy. In addition to guiding the state-level advocacy and educational efforts of the organization, we intended that the emerging leaders would develop collegial relationships with their peers from a wide variety of faith communities throughout New Jersey. Through this model, our plan was not only to raise up individual leaders, but strengthen interfaith relationships thereby contributing to a more robust voices for justice in New Jersey.

Because of COVID, our plan to launch this new organization in the fall of 2020 was put on hold. LEAMNJ reorganized; we are now known as Lutherans Engaging in Advocacy Ministry. To manage fiscal realities, the Executive Director's position was shifted to a part time position, the website was redeveloped, and new legislative priorities have been established to reflect the needs of vulnerable communities and institutional racism in our state.

### **Advocacy during the time of COVID.**

We have been building a new membership base and providing education, information and advocacy opportunities for our members. We have worked remotely and with on-line formats during the pandemic. Join us, [register here](#)! Opportunities to participate include:

- Participate in our virtual meetings, "An Hour of Advocacy," every Monday at 5:30pm. Each week we focus on one of our issue priorities. We discuss



background information, share resources, and strategize about advocacy activities. Go to our website [www.learnj.org](http://www.learnj.org) to register for a zoom meeting.

- Respond to Action Alerts, which let you participate in various legislative campaigns via email, twitter or phone.
- Receive blog posts that connect the church year and theology to policy issues: a wonderful resource for preaching and congregational discussions! Click [here](#) to read our most recent blog post.
- Like us on Facebook- LutheransEngaginginAdvocacyMinistry and follow us on Twitter @LEAMNJ. Stay up to date and amplify our love of neighbor!

## Recap of legislative successes in 2019-2021

LEAMNJ has worked with legislators, direct service providers, other advocacy groups, and our own community of advocates year-round on projects related to our four issue priorities. If you want to support more victories like these, please [donate here](#) and become a member [register here](#), to stay up to date on opportunities to love your neighbor!

### Minimum Wage: What We Did:

LEAMNJ worked with advocacy partners to negotiate with legislators using polling data to demonstrate the strong support among New Jerseyans for a minimum wage increase. We also collaborated with Make the Roads, an immigrant youth organization to organize against a proposal to carve youth workers out of the minimum wage increase.



### What We Accomplished:

In early 2019, we joined many other advocacy partners to help pass a law to raise the minimum wage to \$10 per hour beginning on July 1, 2019 and then to \$11 per hour on Jan. 1, 2020. Currently, the minimum wage is set to increase \$1 every year until it reaches \$15 per hour in 2024. Work still needs to be done to address those workers who were carved out of this increase: notably tip workers and farm workers.

## Ending Hunger in NJ: May of 2019

LEAMNJ helped get the following bills related to hunger advocacy signed into law:

- A4702 "Hunger-Free Campus Act": this established a grant program to address food insecurity among students enrolled in public institutions of higher education.
- A4704: this established a food desert produce pilot program.
- A4703: this created an "Anti-Hunger Link" for all State websites which will provide information on emergency food services
- A4705: this created a "New Jersey Food Waste Task Force" which will make recommendations concerning food waste in New Jersey.
- AJR174: This urged large food retailers in the state to reduce food waste and provided practical strategies for accomplishing this.
- AJR175: This urged the Chief Innovation Officer of the state to prioritize enhancement of the NJOneApp to include all State anti-hunger programs



## Equal Pay: July 25, 2019

### What We Did:

In 2019, LEAMNJ collaborated with female legislators to hold a legislative day at the Capitol where hundreds of advocates came to talk to law makers about paid sick leave, gender pay equity, and family leave legislation.

### What We Accomplished:

This event helped to get equal pay legislation signed into law that will prevent employers from asking about wage and salary history of workers to combat this discriminatory practice and promote equal pay and gender equity within the workforce. This is one more step forward for women who continue to be underpaid and undervalued in the workplace.



## Gun Violence Protection: July 2019

### What We Did:

Gun violence prevention was enhanced in NJ as a result of a coalition of group's efforts. LEAMNJ partnered with Cease Fire New Jersey in their ongoing work around safe storage. Together, they mobilized public opinion through letters to the

editors, rally's and countless legislative visits to demonstrate to legislators that most New Jerseyans want stricter gun laws.

### What We Accomplished:

Bills were signed into law that expand the type of crimes that bar someone from owning a gun in New Jersey, that attempt to curtail gun trafficking from other states, and that aim to prevent suicide.



The most notable measure signed into law in 2019 was a bill that Senator Weinberg, along with several advocacy groups, helped to pass. P.L. 2019 makes it more possible for "smart guns," which can be fired only by their designated owners, to be made available in NJ. These guns are designed to be safer than typical handguns, using fingerprint and other identification technology to prevent accidental shootings

### Solitary Confinement:

others would be at substantial risk of serious harm. The law also prohibits isolated confinement for vulnerable populations — those younger than 21 and older than 65 and those who are LGBTQ, ar

**What We Did:** In July of 2019, LEAMNJ worked to raise awareness of the inhumane treatment of New Jersey inmates by leading forums in both adult congregations and youth groups, and organizing groups



to call, email, write letters, and put up banners in church yards calling for an end to solitary confinement. We also build a replica of a solitary confinement cell at a synod assembly so that congregants could see and experience this form of inhumane treatment for themselves.

### **What We Accomplished:**

LEAMNJ worked together with many other groups to pass a law restricting the use of isolated confinement unless there is reasonable cause to believe that the inmate or e pregnant, or with disabilities — but does allow it in rare, specified circumstances. The new law requires state prisons and county jails to screen inmates for mental illness before and during isolated confinement and collect and report data on the use of such confinement.



### **Wage Theft: Aug. 2019**

#### **What We Did:**

LEAMNJ focused on education and awareness by allying with organized labor to hold small rallies all over the state, bringing attention to the many different manifestations of wage theft and how many people are affected. Particular effort was made towards educating New Jersey's legislators on

this often unrecognized issue.

### **What We Accomplished:**

LEAMNJ advocated for the enhancement of enforcement of New Jersey's wage and hour laws by holding employers accountable for unpaid wages, benefits, or overtime pay as required by law through increased damages and fines, which make victims of wage theft eligible to receive both the wages owed and liquidated damages of 200 percent of wages owed.





## **Voting Rights Restoration Law: Dec. 2019**

### **What We Did:**

New Jersey has the nation's highest rate of racial disparity in its state prison system. A 2016 report revealed that there were 12 times as many African American people incarcerated as white people. In response to this crisis, LEAMNJ

collaborated with the legislative Black Caucus and other advocacy groups to mobilize public opinion against this issue by holding press conferences, writing letters to the editors, educating faith leaders, hosting prayer vigils and organizing congregants to call and email legislators to restore voting rights to those with criminal convictions.

### **What We Accomplished:**

These efforts resulted in the passing of legislation that restores voting rights to more than 80,000 people who are on probation or parole in New Jersey.

## **Driver's License in NJ: Just before Christmas 2019**

### **What We Did:**

LEAMNJ worked with immigrant rights groups to hold rallies at the state house, hold marches around the state, make LOTS of legislative visits and phone calls, and share petitions from communities of faith calling for driver's license reform (one signed by hundreds of NJ Lutherans!)



### **What We Accomplished:**

Legislation was signed into law that provided the opportunity for all residents to get a driver's license in New Jersey. This has been hailed as a public safety victory; finally, all drivers will be tested, insured and legally able to drive making our streets safer. Governor Murphy at the bill signing said, "Today is a simple recognition that our immigrant communities — each of

you — are a vital part of our state and our economy.” Now, however, regulations are threatening to undo much of this law’s success. Read more [here](#).

### **Criminal Justice Reform:**

#### **What We Did:**

LEAMNJ worked closely with New Jersey's governor to address the fast moving legislation being developed around prison safety. Particular attention was devoted to the Edna Mahan Correctional Facility for Women.

#### **What We Accomplished:**

Legislation was signed into law to make NJ’s prisons and jails safer for those who are incarcerated, especially in women’s prisons. A law is now in place that requires reporting of inmate abuse by employees of State correctional facilities and establishes a reporting and investigation program and process. LEAMNJ also helped to pass legislation that limits cross gender strip searches in State correctional facilities. Another measure has become law that requires correctional police officers to receive 20 hours in-service training, including four hours in prevention of sexual misconduct, non-fraternization, and manipulation. However, there is still more work to be done to help change prison culture in New Jersey.



### **Housing:**

**What We Did:** This “Lobby Day at the Capitol” event gathered advocates at the state house to visit with lawmakers in the halls, testify at legislative hearings, and educate the legislature and the faith community about the need for housing that all New Jerseyans can afford.

### **What We Accomplished:**

LEAMNJ worked to expand Code Blue Laws. A measure was passed that requires a declaration of the Code Blue alert when the National Weather Service predicts temperatures of 32 degrees Fahrenheit or lower. Another measure authorizes certain health care and social service resources to be made available during Code Blue alert.

### **Child Poverty Advocacy:**

#### **What We Accomplished:**

LEAMNJ worked with [New Jersey Policy Perspective](#) and the [Anti Poverty Network](#) to increase the income eligibility thresholds for the [Temporary Assistance for Needy Families](#) (TANF) Program. Increase SNAP benefits, fund Cover All Kids, eliminate EITC age restrictions. We also worked on increasing the Child Care Tax Credit



### **2021 Budget Advocacy (over the summer 2020)**



**What we did:** We advocated for funding of the Affordable Housing Trust Fund to be included in the budget. For a TANF and EITC increase for those who qualify. Funding health insurance for all Kids in NJ, and the addition of a Millionaire's Tax to raise revenues in the state and help make pension payments for state employees. When NJ's treasury is healthy, vulnerable New Jerseyans receive better support!

## COVID Criminal Justice Advocacy October 2020

### What We Did:

Along with phone calls and zoom meetings with legislators and the Governor's office, LEAMNJ worked with coalition partners to gather participants and make signs for a COVID-safe "Funeral Procession" to raise awareness of the alarmingly high rates of COVID cases in NJ prisons and jails.



### What We Accomplished:

LEAMNJ and our advocacy partners succeeded in getting Bill [S2519](#) (the Emergency Release Program) signed into law. Under the bill, public health emergency credits are awarded to any adult inmate or juvenile who is within 365 days of their scheduled release. This measure helps protect elderly and other high-risk prisoners and stop the further spread of the COVID-19 pandemic.



## October 2020

### COVID Workplace Advocacy

**What We Did:** COVID-19 has posed challenges, but we've been able to find effective socially distant alternatives for many of our advocacy strategies! Along with our coalition partners, we advocated for emergency protections for workers through

several on-line meetings with the Governor's staff.

**What We Accomplished:** On October 28, 2020, New Jersey Governor Phil Murphy signed [Executive Order #192](#), which mandated new health and



safety protocols to protect New Jersey's workers during the COVID-19 pandemic.

### **Temporary Assistance to Needy Families (TANF) increased: [\(see report\)](#) Aug. 2020**



Increases to benefit amounts finally became a reality in NJ, this long needed increase will ensure that no families remain in deep poverty, (defined as having income below half the federal poverty level). LEAMNJ worked with New Policy Perspective and the Anti Poverty Network to increase the income eligibility thresholds for the program so more people will be able to qualify. The law also expands eligibility to include individuals enrolled in institutions of higher education and certain immigrants who are in the country legally but currently disqualified from the program. And it will expand the types of activities that can fulfill the program's work requirements to encourage more education and job training, this will help people ultimately get better, more sustainable employment.

### **And the work goes on...**

**Emergency Assistance Eligibility to Persons with Past Drug Distribution Convictions, S805 (Cunningham)**—Currently, individuals convicted of an offense involving the possession of a controlled dangerous substance are permanently ineligible for benefits. This bill revises these restrictions to provide that anyone who is convicted of an offense involving the use, possession, or distribution of a controlled dangerous substance will be eligible for general assistance benefits under the Work First New Jersey program if the individual completes a drug treatment program or otherwise qualifies for one of the current statutory exceptions.



### **EITC Expansion-**

Remove all age restrictions from existing regulations, and expand eligibility.



### **The People's Bill-**

Provide repayment process for tenants and homeowners who are behind on their housing payments due to Covid.



### **Emergency protections for Farmworkers-**

Make it more possible for farm workers to receive Unemployment compensation, worker protections, and non retaliation support. As well as access to vaccinations and medical care



### **Prescription Drug price ceilings-**

Create a board to determine a ceiling of common prescription drug prices.

### **Expanded reform in NJ Prisons and Jails.**

The need for good government that is transparent and truly open for involvement by all New Jersans.



## Progress and Change in the Archives

by Kim-Eric Williams

It is hard to imagine that it was thirty-five years ago when I was first made aware of the Lutheran Archives Center at Philadelphia. Pastor Robert Brusic of Trinity Church in New Haven, Conn., was then president of the board and invited me to attend as the president of the New England Lutheran Historical Society. As a Church historian, I found the meetings fascinating with such luminaries as Helmut Lehmann and E. Theodore (Ted) Bachman, to say nothing of the extensive reports by curator John E. Peterson. By 1989 I joined the Board, initially representing New England and later Southeastern Pennsylvania.

In the fall of 1999, I was asked to become editor of a new publication that was to be sent to all pastors and leaders in the Northeast. The *Archives Advocate* became a vehicle for the Archives to spread the word about its work and to honor significant ministries in the Northeast. It was particularly important when we were fundraising for the restoration of the Muhlenberg Journals (2009–11) and for our Justus Falckner celebration and publications in 2003.

With the building of the Brossman Center on the Philadelphia campus we were able to finally move out of our cramped and outgrown quarters in the basement of the Krauth Memorial Library in 2005. It was at this time that I became a salaried part-time employee of the Archives, assisting with the move. There was

*continued on page 5*

## FROM THE DIRECTOR

by Lisa Minardi

Dear Readers,

As we enter the second year of the COVID-19 pandemic, the Lutheran Archives Center continues to prepare for the future and making our collection more accessible than ever. Our staff is hard at work on multiple projects that will take us through 2021 and beyond. With the need for remote access more important than ever, we are prioritizing efforts to get our collections database online by the end of this year. Stay tuned as we progress towards this goal.

Danielle McCleary, a ULS graduate, is wrapping up a project to process the papers of Rev. Henry Eyster Horn—whose ministry covered more than seventy years. Although the Archives is best known for housing congregational records, we also preserve the personal papers of various Lutheran ministers and laypeople. As we process these papers, finding aids will be made and put on our website for researchers to explore. Danielle's next big project will be working with the contents of the Augustana Museum (*see image, left*), which will be photographed, cataloged, and shared online in a searchable database. She will also continue work on our research library, in particular the collection of Swedish books, and adding that information into our forthcoming online database. We are grateful to the Augustana Institute for their support of these efforts.

Sheila Joy, our associate archivist, handles our genealogy requests and research inquiries—which have increased

*continued on page 3*



97 Partial view of the  
Augustana Museum



# Greetings from our new Archivist

By Sheila Joy

**I**t has been a very productive year in the archives! There has been exponential progress made in both processing collections and the creation of finding aids and inventories. One of my first tasks was to create a procedure so that every new collection we receive is properly accessioned and prepared for processing. Since my arrival, we have received more than two dozen new unprocessed collections—sixteen of them congregation records—that have been put through this new procedure.

Danielle McCleary, a ULS graduate, is making great progress in processing the Henry Horn Collection. She has started a finding aid which will be available on our website when completed. ULS student Courtney Smith is discovering many new treasures while inventorying our oversized records and artifacts—thanks to an ELCA regional archives grant.

Many congregation collections were processed this year, including Epiphany Lutheran Church (Roxborough, PA). Other records nearing completion are Grace (Norristown, PA), Holy Cross (Philadelphia), Zion (Nesquehoning, PA), and St. Paul (Catasauqua, PA). All of this progress could not be made with the help of our archives assistants, Courtney and Danielle, and our gracious volunteers, Linda Beck and Phyllis Linn.

Research inquiries have also been flooding in almost daily. With people staying at home due to the pandemic, there has been a surge in family history research. Much time goes into carefully tending to these requests, including replying to emails and phone calls, conducting reference work, checking inventory listings, carrying out research, and making high-quality scans.

This uptick in research inquiries has made evident the need to create collection inventory listings for the



Associate Archivist Sheila Joy at work in the Archives office.

public. Having such lists available on our website would allow researchers to see what records we have without needing to contact us first. I am creating these listings at the county level based on the many questions from patrons asking what records we have from a certain county. Berks County, PA has been completed and is available in PDF format. Next up will be Southeastern and Northeastern PA Synod counties, New Jersey Synod, and so on. A list of our holdings for St. Michaels & Zion, Philadelphia, is also now available as it is one of our most highly requested collections.

On top of all this, we manage to squeeze in weekly Facebook posts to maintain and grow our online presence. Folks seem to particularly enjoy our quick archives tips and Friday Finds from the Vault. The impact of COVID-19 also continues to be felt. All in-person work has been suspended since November 21 in accordance with the ULS campus shutdown and Philadelphia's Safer at Home restrictions. The safety and wellbeing of our community and staff is of utmost importance and I am grateful that there is plenty of work that can be done remotely.

Associate Archivist Sheila Joy returns the parish registers of Mulberry Street Evangelical Lutheran Church, Newark, NJ, to the vault after conducting genealogy research on behalf of a patron.



# The Henry Eyster Horn Collection

By Danielle McCleary

This fall I started processing the papers of Rev. Henry Eyster Horn (1913–2007). Our new archivist, Sheila Joy, trained me on the ins and outs of best archival processing practices. Thankfully, Henry Horn was also a highly organized man. He indexed just about everything, including his notebooks on readings, sermons, lectures, course materials, correspondence, and more. As I await my first call, I enjoy the eye-opening experience of learning how useful it is in the long-term to stay organized. Horn's focus on organizing has helped me understand how he stayed engaged as a father, pastor, advocate, friend, and chair of several committees throughout his lifetime.

Researchers using this collection will learn about Horn's extensive ministry in Boston, Georgia, and Churchwide. It was refreshing for me to discover that Horn was an advocate for the ordination of women, writing several essays and appeals to help push it forward. His advocacy did not stop there. Horn did not shy away from writing, lecturing, and engaging in committees that talked about topics such as racism, sexism, and homophobia in our Church and nation and what to do about it. Horn was also very passionate about Campus Ministry. With its inception in the 1970s, Horn was a major voice in this movement. He wrote several papers, gave lectures, and served as a delegate to the World Council of Churches for Campus Ministry.

Many readers likely know that Horn lived to celebrate his 70th ordination anniversary before he died in 2007. He was a faith leader during such a pivotal time in our nation's history and worked tirelessly to ensure that all were welcome in our Church for decades. I have learned so much from this project and think that all of us can glean some wisdom from Horn. Especially in our current global situation, living out our faith publicly and advocating for others is something we are all called to as Children of God.



Archival boxes housing the Henry Horn Collection after processing



ULS graduate Danielle McCleary processing papers from the Horn Collection

*From the Director (continued from page 1)*

greatly over the past year. She is compiling county-by-county listings of our congregational records. She has also compiled a detailed list of the records we hold from St. Michael's and Zion, Philadelphia. These will be made available on our website and should be of great help to genealogists and researchers to see what relevant records we may or may not have at the archives. Sheila has also implemented a streamlined process for documenting all incoming collections and has worked with multiple synod offices to share guidelines for the preservation of congregational records.

ULS student Courtney Smith has been exploring every nook and cranny of our main vault, searching for oversize objects to inventory, photograph, and catalogue. These objects include everything from communion vessels to shovels used in groundbreaking ceremonies as well as many framed documents, artworks, and photographs. Because the compact shelving in our main vault is designed for storing standard size bankers boxes, oversize objects were often relegated to back corners or squeezed onto bottom shelves where they were crowded and inaccessible. Now they are being relocated to more commodious shelving in a second vault; some oversize documents and photographs are also being unframed and placed into archival folders within a large flat file drawer unit. We are grateful for an ELCA regional archives grant to help fund this project.

To help us continue with these efforts to preserve and share the diverse collections in our care as widely as possible, we need your help. Your donations enable us to hire ULS students to assist with these projects, helping us to fulfill our mission and providing valuable, hands-on experiences for ULS students interested in Lutheran history. Please consider making a donation to support the Lutheran Archives Center, either online at [lacphila.org/donate](http://lacphila.org/donate) or via check in the enclosed envelope. Thank you for your support!

Sincerely,

A handwritten signature in cursive script that reads "Lisa Minardi".

Lisa Minardi  
Executive Director





Oversize objects have been relocated to more commodious shelving

# Oversize Artifacts Project

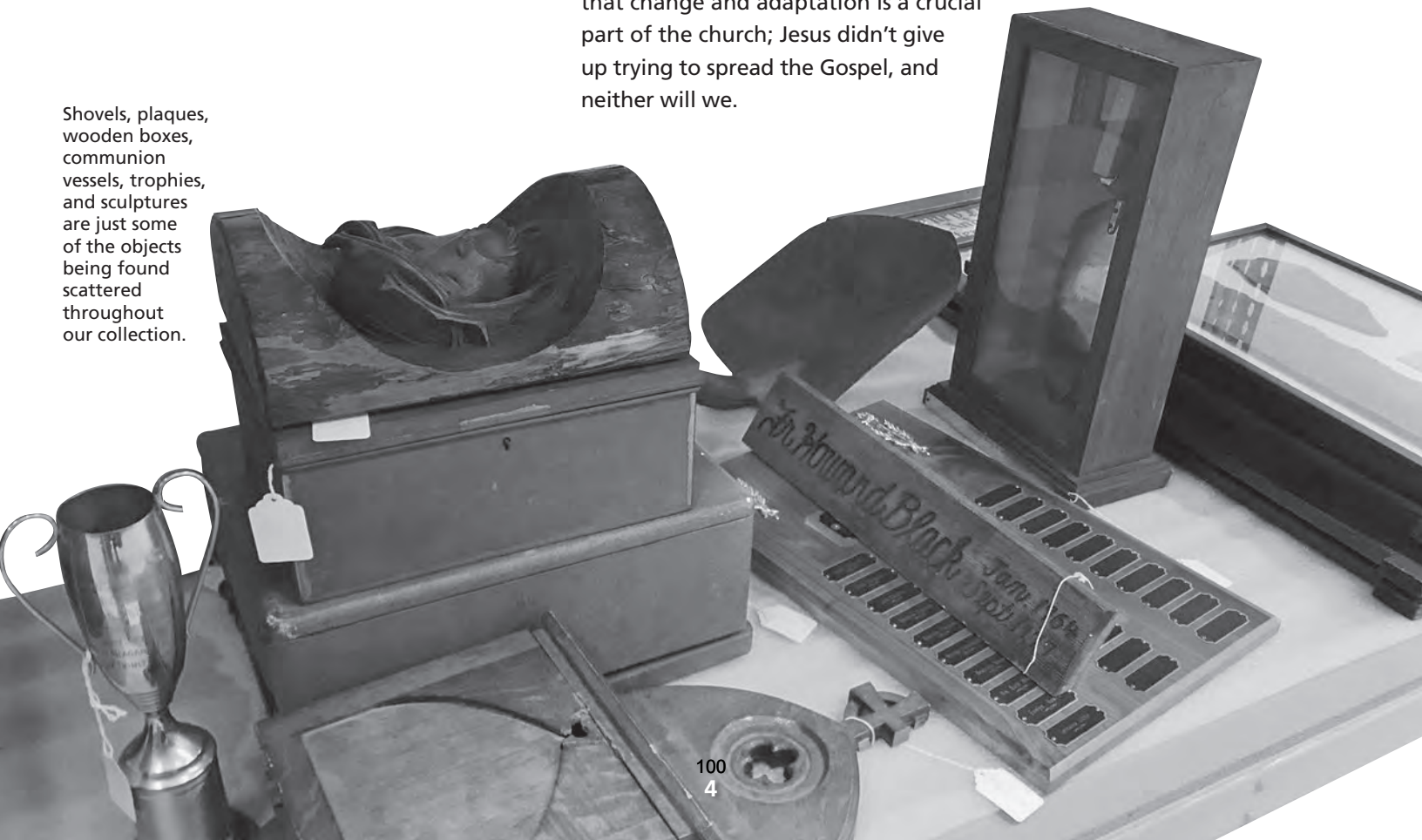
*By Courtney Smith*

I am excited to spend my final year of seminary back in the Archives after completing my pastoral internship in Massachusetts last year. My current project is working to catalog and organize the oversized artifacts in our collection—many of them having come along with congregational records—thanks to an ELCA regional archives grant. These could be photographs, communion vessels, awards, plaques, and other important mementos that help tell the history of a congregation. The Archives recently acquired some extra space in a second vault which has allowed me to process these items and work to get a better understanding of everything we have.

We have established a section in Vault 2 that is rapidly becoming home to framed artwork, oversized objects ranging from chairs to signs, photograph collections, and important historical documents such as certificates, charters, and architectural blueprints. Every item is given a number for tracking and is placed in archival folders for safety. The hope is to get most of these items into suitable archival boxes for their long-term preservation as it becomes clear what the scope of our oversize holdings is and resources become available.

It is truly a delight to look at these old photographs and see the way churches did ministry in the past. In 2021 we are all figuring out how to be the body of Christ and do ministry together while being physically apart. Looking back on these old ministry programs has been a constant reminder that change and adaptation is a crucial part of the church; Jesus didn't give up trying to spread the Gospel, and neither will we.

Shovels, plaques, wooden boxes, communion vessels, trophies, and sculptures are just some of the objects being found scattered throughout our collection.



## Progress and Change in the Archives *(continued from page 1)*

a lot of work to do. We inherited an unpainted and unfurnished basement. It took us three years until we were ready for an official dedication. The closing of Nativity Church in Chester, Pa. and Holy Cross in Philadelphia came just as we were searching for office furnishings, and their ministries live on every day as we continue to use their desks, tables, and chairs. A talented seminarian even painted the walls of our new space, which were further enlivened by artwork found among our holdings.

Our new movable shelf system enabled us to organize the collection for the first time in some formal way and to set up a research library. This was a dream come true. We had more space than we needed, allowing us to invite other non-profits to rent space and provide a new revenue source. The Episcopal Diocese of Pennsylvania was our first tenant and then the

Swedish Colonial Society and Gloria Dei Old Swedes Church. The addition of the Metropolitan New York Synod's archives in 2013 fulfilled our goal to serve as the archives for the entire Northeast region.

A special interest of mine was the Augustana Institute, founded by the Seminary and the Archives in 2009 with the idea of setting aside a room as a museum to celebrate the more than 200 congregations of the Swedish tradition in the Northeast. I had served two years in the Church of Sweden and was teaching Swedish at the University of Pennsylvania so it was a natural connection. In 1995, the Archives inherited 80 archival boxes from the New York and New England Conferences that had been housed at Upsala College. In 2015, we were asked by the Augustana Heritage Association to host their closing gathering the following June.

This invitation gave the Augustana Council a new focus and we were able to collect many significant items to display in our Augustana Museum on the third floor of the Brossman Center. It was dedicated by Swedish bishop Jonas Jonsson in 2016 as a part of the Augustana Heritage Gathering.

Now a new chapter is opening for the Archives. We finally have two professional staff members and a dedicated team of student assistants and volunteers to process incoming records. We are digitizing our collection and making progress on many fronts. I have agreed to remain as a non-stipendiary curator of the Augustana Institute and Museum as we continue to find inspiration and renewal from our shared experiences in the past.

Kim-Eric Williams  
augustana@lacphila.org

## Oversize Artifacts Project *(continued from page 4)*



ULS student Courtney Smith carefully places a 200-year old congregational charter into an archival folder



Oversize photographs and other documents are now stored in a flat file drawer unit

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## Newsletter of the Lutheran Archives Center at Philadelphia

Vol. 6 No. 1, WINTER 2021

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## PRESIDENT'S LETTER

A New Year provides us with an opportunity to look back and to look forward. The same is true for this issue of the *Archives Advocate*. We gratefully look back on the development of the Lutheran Archives Center through the eyes of our recently retired archivist, Kim-Eric Williams (who also served as editor of the *Advocate*). We are happy that Kim-Eric will continue to serve as curator of the Augustana Museum. We also look ahead with a report by our new archivist, Sheila Joy, who has been quite busy since coming on board last year. Articles from our executive director, Lisa Minardi, and our two ULS student workers round out this issue, speaking to the present work of the Archives and plans for the future.

Even in the midst of a global pandemic, looking back and looking ahead is what we do at the Archives. We preserve the documentary history of Northeastern Lutheranism as we were chartered to do more than 40 years ago. In this New Year, we continue to serve the Lutheran Church within our region and beyond. We invite your inquiries and research requests, and we pray for the time when we can welcome researchers back in person to the Archives. Through it all, we ask your continued prayers and financial support in this ministry. Stay safe and keep the faith!

Respectfully,

J. Francis Watson  
President of the Board





## Lutheran Immigration and Refugee Service

Greetings siblings in Christ of the New Jersey 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 loving homes 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 New Jersey 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](http://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



## Lutheran Social Ministries of New Jersey 2021 Report

### New Jersey Synod Assembly #33

During a year filled with many challenges and uncertainties due to the COVID-19 pandemic, LSMNJ has remained true to its mission. Serving more than 2,500 individuals through senior living, affordable housing, hospice and home care, LSMNJ's everyday heroes continue to ensure our clients' health and safety are their highest priority.

#### ORGANIZATIONAL HIGHLIGHTS

- ❖ When the COVID-19 pandemic hit in March, **LSMNJ** responded by immediately implementing infection control protocols in all of its senior living and affordable housing locations, including social distancing, mandatory mask wearing, and hand washing. As COVID-19 spread across the state and nation, strict PPE (personal protective equipment) guidelines were implemented and all visitation was suspended at each LSMNJ location. We commend our over 500 employees for their unwavering dedication over the past year. Throughout all of our programs, our employees worked tirelessly to keep residents, patients, and participants safe and to make sure all were well informed, receiving meals, prescriptions, social interaction (virtually with families and friends) and not feeling isolated or alone. We provided thousands of masks to residents we serve in senior living, housing, and our community-based programs.
- ❖ Though the pandemic limited visitor access to **Crane's Mill Retirement Community**, renovations were able to resume, and the redesign of its main lobby, café/bistro seating area, bar, and entertainment room were completed. Some renovations began in the independent living hallways, which will continue in 2021. Remaining renovations to be completed include the community's main dining room and kitchen, as well as its café/grill. Crane's Mill was proud to receive a GOLD award for the REMODEL/RENOVATION of its Wellness/Aquatic Center from Environments for Aging.
- ❖ When COVID-19 spread across North Jersey early in the year, **Lutheran Senior LIFE PACE Program at Jersey City** had to shift operations to provide 100% home-based care. In doing so, participants received home visitation from nurses and nurse practitioners, physical and occupational therapists, the chaplain, and social workers. Meals and prescriptions were delivered to their doorstep and telehealth (Grandpad® technology) was implemented. LS LIFE also provided safe, door-to-door transportation to those who needed to see the doctor or come to the Center for medical evaluation.
- ❖ In 2020, the **LSMNJ Foundation** received the following grants and donations:
  - **AARP Senior Connectedness grant** - \$20,500 to enable social contact through technology at Mt. Olive & Pennsauken affordable senior housing
  - **AARP Foundation** delivered 500 boxes of food to various affordable housing properties and Lutheran Senior LIFE
  - **WSFS Bank** - \$5,000 towards COVID Relief
  - **The David and Marilyn Krupnick Foundation**- \$20,880 for Pennsauken senior housing food pantry
  - **Nemours Children's Health System** donation - \$10,000 supporting HERO in Camden for fresh fruit and veggies for the LSM Camden food pantry
  - **The Plainfield Foundation Assoc** - \$10,000 for two HVAC units at South Plainfield Senior Residence
  - **Janson Communications** - \$10,000 for senior connectivity
- ❖ **Journey Hospice** has been recognized as a Hospice provider that successfully met the Hospice Quality Reporting Program's (HQRP) data reporting requirements by the Centers for Medicare & Medicaid Services (CMS). This recognition applauds Hospice providers for their vigilant attention to compliance and documentation. Journey has offices located in both North and South Jersey and is a participant in Medicare, Medicaid and many private insurances.
- ❖ **SpiriCare at Home** saw an increase in calls for nursing services in the home during the pandemic.
- ❖ **LSMNJ** was proud to become recertified as a Great Places To Work® organization.
- ❖ In January 2021, LSMNJ began vaccinating staff, residents, and participants within the various programs we provide. We are happy to report that more than half have received their vaccination thus far, with additional vaccination clinics scheduled.

#### PEOPLE SERVED IN 2020

LSMNJ served *2,572 people and outreached to 2,369 individuals* as part of the many programs and services it provides across the state. The lives of New Jersey residents were improved through community services such as; *HERO – 142 served, Immigration Legal Services – 333 served, Journey Hospice – 158 served, and SpiriCare at Home – 51 served. 1,045* qualified NJ residents lived in LSMNJ *Affordable Housing* properties; *835 seniors* received residential and health services through *Senior Healthcare and Retirement Living programs*; and *8 adults* with mental health needs lived in specialized long-term housing. Through the gracious efforts of 137 individual volunteers and 35 groups, 2,620 volunteer hours were provided in support of LSMNJ's mission.

#### MORE ABOUT LSMNJ

Learn more about us at [www.lsmnj.org](http://www.lsmnj.org). Stay connected with us through social media on Facebook, LinkedIn, Twitter, Instagram, and YouTube. If you would like to sign up to receive e-newsletters and other correspondence from LSMNJ, please sign up at <https://www.lsmnj.org/stay-connected/e-newsletter>.



**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](https://mif.elca.org).**



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### **MIF at work in the New Jersey Synod (as of December 31, 2020):**

- 10 Mission Investment Fund loans, with a balance of \$2,632,334
- \$9,283,038 in Mission Investment Fund investment obligations

**MIF representative** Gerry Lauro, Regional Manager, Tel: 312-805-6502; email: [gerry.lauro@elca.org](mailto:gerry.lauro@elca.org)

## REPORT OF THE NJ DIAKONIA STEERING COMMITTEE

### 2021 NJ Synod Assembly

Prior to the pandemic lockdown we were able to hold our annual Gathering entitled, *Keeping Your Community Together in Difficult Times*. Fifty participants attended workshops which investigated how to do visitation, witnessing and faith formation when you do not have a full-time minister.

We have begin planning for this year's gathering. This year's Gathering is scheduled to be held on October 2<sup>nd</sup> and is entitled *Communicating the Gospel*. More information on the workshops will be available via Jersey Jottings shortly.

We have been able to continue conducting classes at two location this year. We are currently working with several bilingual ministers in the synod to reoffer classes in Spanish.

Just like so many other parts of our life, aspects of our diakonia life have had to change or postponed. Unfortunately, our June 2020 graduation had to be cancelled. We are planning to celebrate graduation on June 26<sup>th</sup> this year. We are anticipating having approximately 10 graduates.

We continue to work with the national diakonia board to insure consistency of curriculum across synods as well as identify ways to expand programs. As a non-profit, self-supporting organization, we continue to try to balance the desire to expand our offerings while attempting to keep our programs affordable for the most students. We would like to thank Synod for its continued support of our important work. Synod support has helped us provide scholarships for students to attend classes as well as keep the costs of our programs down so that more people can participate. We would also like to thank all of the instructors and volunteers who help make our lay education program a success.

## NEW JERSEY WOMEN OF THE ELCA

2021 NJ Synod Assembly

### President's Report

What is WELCA? What is WELCA? It's an easy way to say Women of the Evangelical Lutheran Church in America.

Quite a mouthful, we know. Our organization includes Lutheran women who gather in more than 7,000 locations in the U.S. and the Caribbean, for service, study, advocacy, fellowship and more! WELCA embraces all kinds of ministries that support our mission of mobilizing women to act boldly on their faith in Jesus Christ. There is a place for you in Women of the ELCA.

#### HOW DOES WELCA WORK?

- Congregational, inter-congregational and special units (about 7,000)
- Synodical Women's Organization (in 64 of the ELCA's 65 synods). Here in NJ there are 24 active units.
- Churchwide Women's Organization

The **congregational, inter-congregational and special units** are the largest expression of the organization and are the heart of the organization. This is where we grow the organization, inviting women to experience the reconciling and transforming love of God through Jesus Christ, encouraging women to act on their baptismal covenant.

The **synodical women's organizations** (SWOs) establish a partnership with units in their geographic areas and with the churchwide women's organization. **SWOs** exist to support women in congregations. Each SWO has a board whose members are elected at an annual or biennial convention by voting members from units. Each SWO establishes clusters or conferences of units within its geographic area.

Conferences and clusters are groupings of congregations within a synodical organization. While they have no legislative responsibilities, conferences and clusters provide learning opportunities through leadership development, community building, stewardship education, networks for communication and opportunities for joint ministry and action with the guidance of the SWO.

The **churchwide women's organization** (CWO) is the entire organization. Within the churchwide expression of Women of the ELCA, the **triennial convention** is the highest legislative authority; voting members to the convention are elected by synodical organizations. Between conventions, the **churchwide executive board** (volunteers elected by the triennial convention) conducts the business of the organization.

The churchwide executive board hires an executive director to oversee the operations of the CWO; the executive director, in turn, hires staff to assist in that endeavor. The only paid **staff** is located within the CWO. In all other expressions of the organization, volunteers carry out the organization's mission and purpose.

WELCA is the women's ministry organization of the **ELCA**. It is separately incorporated and is not an auxiliary of the church. It is financially independent and responsible for its own financial affairs. Financial support comes from individual and group offerings and gifts.

NJ WELCA Executive Board Members:

President – Joanne Lucey – Grace Lutheran Church Bayonne

Vice President – Valerie Slack – Trinity Lutheran Church Jersey City

Treasurer – Linda Benitz – Good Shepherd, Little Egg Harbor Twp

Secretary – Julia Hong Sabella - Good Shepherd, Somerville

Board Member – Wannetta Phillips - Prince of Peace, Denville/Rockaway

Board Member – Gwendolyn Henderson - Trenton Deliverance Center, Trenton

Want to know more? Contact Joanne Lucey, President for more information.

Respectfully Submitted

Joanne Lucey

Jlucey3070@gmail.com



# 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.



# 2020 ANNUAL REPORT

## HIGHLIGHTS Seafarers International House

### MESSAGE FROM OUR EXECUTIVE DIRECTOR: Overwhelming!

Dear friends of Seafarers International House (SIH):

*"Fear not, for I have redeemed you; I have called you by name, you are mine. When you pass through the waters I will be with you; and through the rivers, they shall not overwhelm you; For I am the Lord your God, the Holy one of Israel, your Savior". Isaiah 43:2-3*

Haven't we all felt overwhelmed this past year? And yet, you have helped us weather the storm caused by the pandemic with your overwhelming support ... this imperfect storm that disrupted the lives of so many of us as well as those often unseen seafarers during the crew change crisis and invisible asylum seekers detained in jail-like facilities, while the immigration process grinded to a halt.

You, our supporters, expressed compassion for seafarers and immigrants during the time of crisis by increasing contributions significantly. When we had to cancel our major fundraiser, the

2020 Setting the Course Banquet, individuals, shipping industry partners and unions, decided to send donations instead of buying tickets so that our 6 port chaplains could continue to visit ships that some likened to "floating prisons" because travel bans made crew changes impossible for most.

Spring was financially disastrous as we had to stop operating the guesthouse, which typically subsidizes our mission with about 75% of total income. Tragically, we had to part with our guesthouse staff, first hoping to rehire them in the summer, then by the end of December. Saving our organization when our services are needed most, we received a "gift" in the form of a respite organization (Comunilife) that leased our space from April to July to attend to community members recovering from COVID-19. With that blessing, we were able fulfill our continuing mission to seafarers and immigrants, while contributing the health insurance of the laid-off staff members throughout the year. And all through the pandemic we have been able to house seafarers in a midtown hotel now temporarily known as "SIH relocated".

The Right of Asylum Online Advocacy Event was a great way to reach new friends – over 100 people attended all across the nation with over 2,000 seeing it on social media in the days after. Many participated in lobbying against new asylum rules and sent contributions to support our work with asylum seekers.

When senior groups, businesses, and congregations could not meet in person to assemble Christmas-at-Sea satchels, they contributed financial-

*A seafarer in the port of New Haven, CT, for a moment does not feel overwhelmed thanks to the encouragement of Port Chaplain Ruth Setaro.*

#### MISSION

*Seafarers International House (SIH) is the Lutheran response to the urgent needs of vulnerable seafarers and immigrants.*

SIH offers hospitality, social assistance, and advocacy to a multi-national and multi-faith community in maritime ports on the Eastern Seaboard and in New York City.

ly and assembled satchels in their homes and, in the end, showed 2,080 seafarers during the Christmas season that their sacrifices are appreciated.

We have been overwhelmed by the gifts of "imperfect storm weatherers" like you who enabled us to serve almost 20,000 people in the ports and at SIH relocated where we now provide lodging and social work assistance.

We thank the amazing individuals, congregations, synods, foundations, shipping industry partners and unions who helped us through the tempest of 2020 and who prepared a solid ground for 2021, where we will continue our service to seafarers in the ports of Baltimore, Philadelphia, New Jersey and CT, and housing seafarers and asylum seekers who are beginning to re-merge after the lock-down.

We are overwhelmed by your support. If you like to learn more about our ministry **watch the 5-minute video on our home page [www.sihnyc.org](http://www.sihnyc.org)** and share it with your congregation or assembly.



*Marshall Luther Drage*  
Pastor and Executive Director

# 2020 Program Impact

**19,746** immigrants and seafarers directly benefited from SIH services while their lives were disrupted during the pandemic

**2,080** seafarers, regardless of faith, received Christmas-at-Sea satchels filled with warm clothing and holiday greetings prepared by congregations and volunteers to recognize these key workers

**12** asylees stayed for free at the guesthouse and at *SIH relocated* a total of 442 nights; we also hosted 11 local disaster survivors

**18** volunteer visitors brought hope to 8 asylum seekers before detention center visits had to be cancelled

**3** months (April - June) during which a community partner cared for people recovering from COVID-19 at the guesthouse

**14,644** seafarers, the invisible essential workers, who often worked on extended contracts, were visited on 1,407 ships receiving essentials they had requested during the crew change crisis

**1,351** seafarers were transported to the mall or medical facilities before COVID-19 restrictions made shore leave impossible for most mariners

**72** seafarers received at times free lodging at *SIH relocated* when between job assignments because of COVID-related disruptions and quarantine requirements

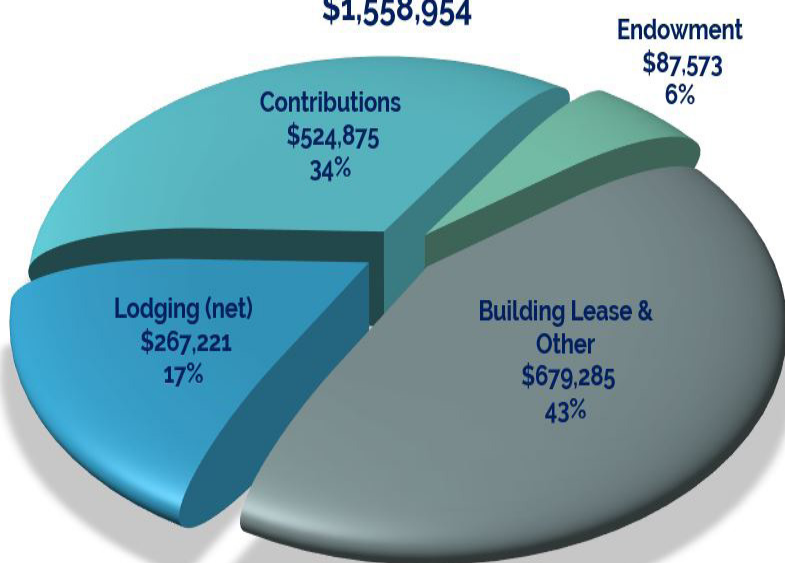
**2** advocacy campaigns, one championing seafarers to be recognized as essential workers, and another online campaign attended by over 100 people drawing attention to a failing immigration system and opposing new rules that would have dismantled asylum to the United States

## 2020 FINANCIAL REPORT

COVID-19 related challenges are reflected in our finances with lodging revenue that accounted for 72% of income last year dropping to just 17% in 2020. Overwhelmingly, it was our supporters' response that enabled us to fulfil our mission with contributions accounting for 34% of income, up from 22% in 2019. Even with the ability to lease the building for three months to a partner organization that took care of COVID-19 patients in recovery, operating expenses exceeded revenues by \$551,048. Program services accounted for 83% percent of expenses with only 17% spent on support services and fundraising. Net Assets increased from \$6,150,830 in 2019 to 6,159,175 in 2020. The figures below reflect unaudited revenue and expenses and are subject to change once audited. To request the audited 2020 financial statements send an email to [henryk@sihnyc.org](mailto:henryk@sihnyc.org). [📧](#)

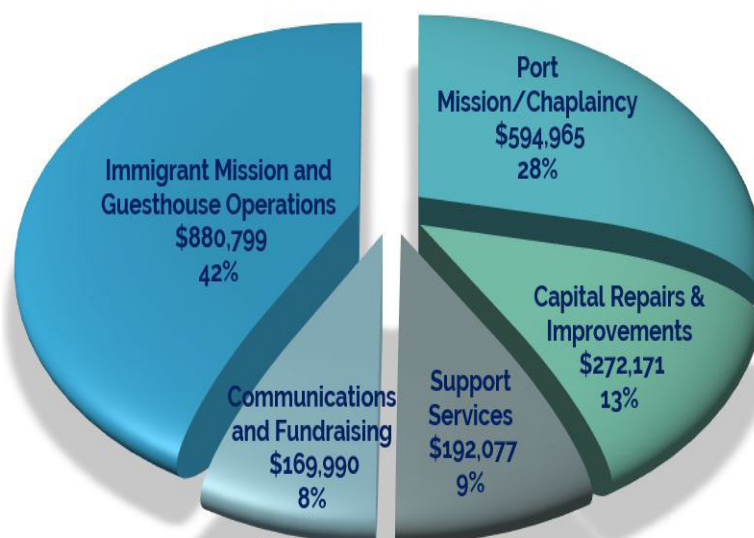
### Operating Revenue 2020 (pre-audit)

**\$1,558,954**



### Operating Expenses 2020 (pre-audit)

**\$2,110,002**





Psalm 46 reminds us that “God is our strength, a very present help in trouble. We will not fear, though the earth be moved.” Since the beginning of the pandemic, it seems as if the ground moves under our feet every day. The seminary has adapted quickly to this new reality, using our pre-existing technology that used to join real classrooms in Philadelphia and Gettysburg to a now-totally virtual learning environment. Also, we encounter the risen Christ together as a community through our zoom worship services, a blessing that has truly unified our students, staff, and faculty across the miles.

President Guy Erwin arrived in last August to begin a new chapter in the seminary’s story, introducing a fresh perspective on the needs of the church during such a time as this. Along with Dean Sebastian and the faculty, he welcomed 85 new members to the ULS student body. In January, we welcomed an additional 39 new students. Our overall enrollment is strong: 360 students, including 177 in the Master of Divinity Program (Word and Sacrament), 19 Master of Arts in Ministerial Leadership (Word and Service), and 82 Doctor of Ministry Candidates. Other students are enrolled in the MA, MAPL, STM, and PhD programs. Currently, 56 of our students are concluding their internships. Seventy-five students received diplomas this Spring, enabling them to continue servant leadership in the church. We also celebrate the gifts and service of non-degree students including 24 Affiliates and 33 Certificate course enrollees (CTS, TEEM, CCFF, UTI, and Anglican Studies). We welcomed the regional Bishops to a virtual visit this past February where they met with members of the seminary community and spend time in worship and prayer. We will hopefully return to in-person learning in this coming fall, with events featuring convocation, colloquy, and Dr. Erwin’s inauguration (go to [www.uls.edu](http://www.uls.edu) for more information). We strive to be a community that celebrates God’s diverse Creation, with intentional focus on [inclusivity and equity](#) for all. Last Fall, we created the Office of Diversity, Equity, and Inclusion in keeping with a Board of Trustees mandate. Our own Brother Ed Henry was promoted to become VP in this new office.

We are grateful to the Mission Investment Fund of the ELCA, our [partner congregations](#), [alumni](#), individual donors, and synodical support. Thanks to *all* of our donors, we continue to offer up to full tuition for our degree-seeking students with plans to prayerfully provide in decades to come. As a higher educational institution, we were able to receive federal PPP loans/grants which have helped to sustain us despite the economic hardships in our midst. We strive to be faithful stewards of our resources, looking to guidance from the Board of Trustees and the Endowment Board to help with sound fiscal and resource advice. We welcomed Buff Carlson, the Chief Financial Officer, who began working at the seminary in February of 2020, a few days before the pandemic upended our patterns and routines. He continues to work with Advancement team to forge a sustainable financial strategy for faithful ministry to our students now and in the future. In March, we thanked the Rev. Dr. Zimmann for her years of faithful leadership as she departed for a new position as VP of Advancement at Wilson College in Chambersburg, Pennsylvania.

We are thankful for the ELCA synods of Regions 7 & 8 for their faithful accompaniment during these times. Though the earth is always moving, we will not fear, because our partners continue to remind us that God is present amid the challenges we face as we equip the saints for the work of ministry. May God bless you in this moment and strengthen you in the days to come as we continue to encounter Christ when and where we least expect him, but always where he is most-needed.

Rev. Dr. Martin Otto-Zimmann, *Director of Church Relations*

## **2021 REPORT OF THE NOMINATING COMMITTEE**

### **SYNOD COUNCIL - (to be ratified by assembly):**

#### **Mission District Elections - Terms Expiring 2024**

Gateway	Lay	Aretha (Tina) Richardson, Trinity, Jersey City
	Clergy	The Rev. Gary LeCroy, St. Matthew Trinity, Hoboken
Northern	Lay	Carla Hoenigmann, Christ, Woodcliff Lake ~
	Lay	Maurice, Willoughby, Good Shepherd, Glen Rock ~
Shore		Carol Dorn, Holy Cross, Toms River ~

~ 2<sup>nd</sup> term

### **2022 CHURCHWIDE ASSEMBLY VOTING MEMBERS (to be ratified by assembly):**

#### **Mission District Elections**

Delaware	Clergy	The Rev. Brett Ballenger, Prince of Peace, Marlton
	Youth	Sophia Howard, Our Savior, Haddonfield
Gateway	Lay Male	Willie Richardson, Jr., Trinity, Jersey City
	Clergy	The Rev. Jessica Lambert, St. Paul, Jersey City
Middle -	Young Adult	Alexandra Mack, Holy Trinity, Red Bank
Northern	Clergy	The Rev. Wendy Abrahamson, Our Savior, Pompton Plains
	Lay Male	Wayne Olsen, St. Paul, Teaneck
Shore	Lay Female	Pamela Donavan, St. Paul, Beachwood
Western	Lay Female	Jeanie Elmuccio, Calvary Cranford
	Clergy	The Rev. Carol Lindsay, Calvary, Cranford

#### **Bio in Exhibit 1**

#### **Synod Council – Lay – Term ending 2024 (1 to be elected at Assembly)**

Western Wannetta R. Phillips, Prince of Peace, Rockaway/Denville

#### **Bios in Exhibit 2**

#### **At-Large Synod Council Youth – Term Expiring 2023 (1 to be elected at Assembly)**

Julia Homza, Reformation West Long Branch  
Karina Payanzo, St. Luke, Willingboro

#### **Bios in Exhibit 3**

#### **At-Large Synod Council Clergy – Term Expiring 2024 (2 to be elected at Assembly)**

The Rev. Michael Edwards-Ronning, St. Luke, Willingboro/Zion, Riverside  
The Rev. Mark David “Em” Johnson, St. Matthew, Jersey City  
The Rev. Nancy Nardi, Nativity, East Brunswick  
The Rev. Eric Trozzo, St. Matthew, Moorestown  
The Rev. Karol VanWulfen, St. Luke, Washington



#### **Bios in Exhibit 4**

##### **ELCA Church Council Nominee (2 Nominees sent to Churchwide Nominating Committee)**

Susan Homza, Reformation, West Long Branch  
Sandy Matsen, Zion, Oldwick  
Jamie Bruesehoff, St. Michael, Cherry Hill

#### **Bios in Exhibit 5**

##### **CONSULTATION COMMITTEE ( 6- Year Term)**

###### **Rostered Minister**

Deacon Karen Kelly, Grace, Phillipsburg  
The Rev. Beate Stork, Trinity, Tenaflly  
The Rev. J. Ignaki Unzaga, Good Shepherd, Glen Rock

###### **Lay**

Debbie Burd, Abiding Presence, Ewing  
Anthony Trump, St. Paul, Beachwood

#### **Bios in Exhibit 6**

##### **COMMITTEE ON DISCIPLINE (6-Year Term)**

###### **Rostered Minister**

The Rev. Brett Ballenger, Prince of Peace, Marlton  
The Rev. John M. Anderson, St. Thomas, Brick  
Deacon Susan Gerrard, Nativity, East Brunswick

###### **Lay**

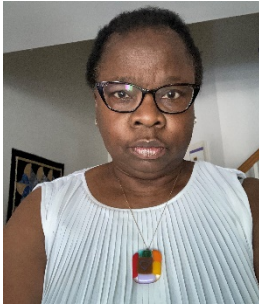
Kurt Gahan, St. Andrew, Parsippany  
Judy Bumpus, Zion, Long Valley

## **EXHIBIT 1**

### **SYNOD COUNCIL LAY MEMBER – Term Ending 2024**

✓ *Congregation has completed ELCA Parochial A & C Report.*

\* *Congregation contributes with Mission Support sharing.*



#### **WANNETTA PHILLIPS**

*Prince of Peace, Rockaway/Denville ✓ \**

*Northwest Cluster, Western Mission District*

Wannetta, who holds a Master's Degree in Management, is a retired accountant who worked for American Telephone and Telegraph Company (AT&T) for more than 37 years. She held various leadership assignments throughout her career with ATT in New York, New Jersey and Atlanta.

Wannetta currently serves as the chief lay office at Prince of Peace. Beyond ministry in the congregation, Wannetta has a seat on the board of the Women of the Evangelical Lutheran Church (ELCA), a member of the New Jersey Women of the ELCA, and a member of the ELCA Racial Justice, Equity & Inclusion Team.

Wannetta serves on the boards of various quilting guilds, making and distributing quilts to various organizations in New Jersey. Sharing her love of quilting, she taught quilting and sewing at Avon Academy School in cities of Newark and Orange. With family members, Wannetta annually travels to Guyana, South America, to give back to the community.

## **EXHIBIT 2**

### **AT-LARGE SYNOD COUNCIL YOUTH – Term Ending 2023**

✓ *Congregation has completed ELCA Parochial A & C Report.*

\* *Congregation contributes with Mission Support sharing.*

#### **JULIA HOMZA**

✓ \* *Lutheran Church of the Reformation, West Long Branch  
North Shore Cluster, Middle Mission District*

Julia is a full time student at Communication High School in Wall Township. Congregational Involvement includes being a member of the Congregation Council and the Worship and Music committee. Julia – previously served as a youth member of the Council. She has actively participated with the congregation in *God's Work Our Hands* day.



In serving the wider community in West Long Branch, Julia volunteers at the Community Close Closet, a ministry to provide clothing to those in need and the local Ronald McDonald House.

#### **KARINA N. PAYANZO**

\* *St. Luke, Willingboro*

*Burlington/Camden Cluster, Delaware Mission District*

Karina is a dance instructor at Dansations School of Dance and is pursuing a Bachelor of Fine Arts at AMDA, Los Angeles, with a career goal of performing arts, teaching, and art therapy.

Karina has volunteered at Vacation Bible School at St. Luke and also Zion, Riverside. Since March 2020, Karina has been part of the worship and video production team. Other recent congregational activities include attending the 2019 Synod Assembly and serving as a music leader for the elementary and middle school youth retreats at Cross Roads.

Within the community, Karina volunteered for the Faith in Action Summer Performing arts camp, and was a youth dance instructor at the Mount Laurel YMCA.



### **EXHIBIT 3**

#### **AT-LARGE SYNOD COUNCIL CLERGY – Term Ending 2024**

✓ *Congregation has completed ELCA Parochial A & C Report.*

\* *Congregation contributes with Mission Support sharing.*

~ *Rostered Minister Report to Bishop has been completed.*

#### **THE REV. MICHAEL EDWARDS-RONNING**

\* *St. Luke, Willingboro*

\* *Zion, Riverside*

*Burlington/Camden Cluster, Delaware Mission District*



Pastor Edwards-Ronning received a B. A. in Religion from Pacific Lutheran University, Tacoma, WA, and his M.Div. from the Lutheran School of Theology at Chicago.

Pastor Edwards-Ronning's first call in New Jersey was at St. James in Folsom. The congregation of St. Luke extended the call as pastor and Michael has served there for the last 21 years, along with serving as a vice pastor during pastoral vacancies at St. John, Williamstown, and Zion, Riverside. In consultation with the Office of the Bishop, the congregation of Zion, Riverside, extended a letter of agreement to Pastor Edwards-Ronning and since 2018 has served in pastoral ministry at both St. Luke and Zion.

Outside of parish ministry, Michael provided ministry as chaplain during the transition of Lutheran Theological Seminary at Philadelphia (now ULS), a *diakonia* instructor at St Mark, Oaklyn, and as a member of the Synod's LGBT Task Force.

Within the communities of Riverside and Willingboro, Pastor Edwards-Ronning is a member of the Clergy Association and supportive of Shawn's Pantry both in Willingboro; as well as serving as host pastor for the 2020 Black Lives Matter March in Riverside and Delran.



#### **THE REV. MARK DAVID "EM" JOHNSON ~**

*St. Matthew, Jersey City \**

*Hudson Cluster, Gateway Mission District*

Pastor Johnson received a B. A. (Management) from American Public University; M. Div. (Interfaith Studies), from The Lutheran Theological Seminary at Philadelphia (ULS), and a M.S.T. (Religion and Society) from Drew University.

Pastor Johnson's first call was to St. Michael Episcopal Church in Trenton. Following his call in Trenton, Em served as a supply pastor and the Synod supply pastor coordinator, a vital ministry for our vacant congregations. In January this year, the congregation of St. Matthew, Jersey City, extended a call for pastoral ministry to Pastor Johnson.

Outside of parish ministry, Em was a member of the Policy Board for the Lutheran Episcopal Advocacy Ministry, and is now the director of the Barrow Mansion Development Corporation, Jersey City.

~ **THE REV. NANCY A. NARDI**  
✓\* *St. Stephen, South Plainfield*  
*Raritan Cluster, Middle Mission District*



Pastor Nardi received a B. A. in Communications from Rutgers University, an M.B.A. in Management Information Systems from Pace University, and a M.Div. from New Brunswick Theological Seminary. Nancy is currently under call from the Synod Council as Interim Pastor at Nativity, East Brunswick, and also employed by the North Plainfield Board of Education as an Instructional Paraprofessional

Prior to being under call from the Synod Council, Pastor Nardi served as Vice Pastor at Ascension in New Brunswick. For 20 years, beginning in 1998, Pastor Nardi was pastor of Messiah in Parlin.

Outside of parish ministry, Nancy has led Cub Scout Pack 135 as a Pack Trainer, Advancement Chairperson, Committee Member, and also served on the District Encampment Team. She helped in her community as an environmental team member for the Green Team of East End Elementary School, and also over the span of 10 years was a Girl Scout leader in North Plainfield.



**THE REV. ERIC J. TROZZO ~**  
*St. Matthew, Moorestown* ✓\*  
*Burlington/Camden Cluster, Delaware Mission District*

Pastor Trozzo returned to congregational ministry as pastor at St. Matthew in 2020. The previous 8 years, Eric served as a missionary and seminary professor in Malaysia, teaching theology, history, and ethics courses. Pastor Trozzo also worked with Southeast Asian Lutheran churches on contextual Lutheran identity while also organizing continuing education courses for pastors in Malaysia.

Pastor Trozzo continues to be affiliated faculty with Australian Lutheran College and holds a PhD, M.Phil., and S.T.M. in Theological and Philosophical Studies.

When he was in pastoral ministry in Chatham, Eric served as the Central Cluster Counselor. Outside of parish ministry, Pastor Trozzo served as theological advisor to the five Lutheran bishops of Malaysia and Singapore, and was a member of Malaysian national Lutheran-Pentecostal/Charismatic dialogue.

In the communities where he served, Pastor Trozzo, was a member of the Ethical Futures Network of the William Temple Foundation, which supports responsible discussion of religion and science in public discourse; was senior high instructor/mentor for Boys Brigade in Malaysia, and was on the planning team for the Center for the Study of Religion and Society in Kuala Lumpur.

~ **THE REV. KAROL VANWULFEN**

✓ \* *St. Luke, Washington*  
*Northwest Cluster, Western Mission District*

Pastor VanWulfen is a graduate of Hope College (BA); Princeton Theological Seminary (M.Div.); Rutgers University (M.S.W.), and Lutheran Theological Seminary at Philadelphia (M.T.S in Lutheran Studies.) Karol has served at St. Luke since 2004 and prior to that was part of the pastoral staff at Advent in Wyckoff.



For nearly 9 consecutive years, Pastor VanWulfen has walked with 3 local congregations experiencing pastoral vacancies as their Vice Pastor. Karol also serves on the Committee on Discipline.

In her community, Karol is on the steering committee of Hope in the Hills of Warren (a community extension of Warren County Habitat for Humanity) and serves as secretary of the Washington Area Ministerium.

## **EXHIBIT 4**

### **ELCA CHURCHWIDE COUNCIL NOMINEES:**

✓ *Congregation has completed ELCA Parochial A & C Report.*

\* *Congregation contributes with Mission Support sharing.*

#### **JAMIE BRUESEHOFF**

✓ \* *St. Michael, Cherry Hill*

*Burlington Camden, Delaware Mission District*

Jamie, a graduate of Gettysburg College with a B. A. in Religion, also received her M. A. in Religion from Lutheran Theological Seminary at Gettysburg (now ULS). Jamie served as director of youth & family ministry at Holy Cross Lutheran Church, Toms River, and was a day camp director, Cross Roads Camp & Retreat Center.



Within the Synod, Jamie is currently a member and co-chair of the Ministry with LGBTQ+ Persons task group and *Faith, Hope & Love*. Within the wider church, Jamie has served as speaker, consultant, and educator for congregational, synodical and churchwide events including but not limited to ELCA Youth Gathering, ELCA Youth Ministry Extravaganza, and NEPS We Love LGBTQ Event.



#### **SUSAN HOMZA**

*Lutheran Church of the Reformation, West Long Branch* ✓ \*  
*North Shore Cluster, Middle Mission District*

Susan's previous work experience includes restaurant and retail management; working as an assistant comptroller for a commercial real estate firm, and management and accounting for commercial properties. She then stopped working outside the home to be a stay-at-home mom.

Since then, any spare time has been filled volunteering for many organizations, and eventually focusing on opportunities within the congregation of Reformation. In 2008, Susan established the *Community Clothes Closet*, a ministry offering clothing, shoes and accessories to those in need at no charge.

In addition, Susan currently serves as chief lay officer at Reformation. Past leadership roles included congregation council vice president and chair on the Social Ministries Committee

For the last 10 years, Susan has taken on leadership of decorating for Vacation Bible School. Along with coordinating the *Community Clothes Closet*, Susan has participated in *God's Work. Our Hands* day, most recently doing service at the local Ronald McDonald House.

**SANDRA L. MATSEN**

✓ \* *Zion, Oldwick*

*Northwestern Cluster, Western Mission District*

Sandy received a B. S. in chemistry from the University of Washington in Seattle and attained a M. S. in chemistry from Yale University, New Haven. Sandy then worked for the next ten years as a research chemist for a pharmaceutical company.



During much of her membership at Zion, she served on the Christian Education and Stewardship Committees and the NJ Synod Stewardship Committee. Sandy served 6 terms on the congregational council and is also the former congregation treasurer.

Outside of congregation ministry, Sandy has been on the board member and state president of the League of Women Voters of NJ, and advocacy chair through 2019. Currently, Sandy is the candidate forum moderator. Other community involvement includes volunteering at Family Promise of Hunterdon County and the Flemington Area Food Pantry.



## **EXHIBIT 5**

### **CONSULTATION COMMITTEE: ROSTERED MINISTER - Term Ending 2026**

✓ *Congregation has completed ELCA Parochial A & C Report.*

\* *Congregation contributes with Mission Support sharing.*

~ *Rostered Minister Report to Bishop has been completed.*

#### **DEACON KAREN B. KELLY**

✓ \**Grace, Phillipsburg*  
*Northwest Cluster, Western Mission District*



Deacon Kelly is a graduate of Germantown Hospital in Philadelphia and completed her B.S. in Nursing from Gwynedd Mercy College and M.A. in Religion from LTSP (now ULS), Philadelphia. Karen, serving part-time at Grace is responsible for overseeing Christian education, social ministry, and parish life. She is also employed as an RN by Family Caregiver Network, meeting with clients and family assessing needs, and developing appropriate plans of care enabling clients to remain at home. Deacon Kelly has worked as an RN for over 40 years, mostly in homecare and was under call from the Synod Council in hospice chaplaincy in a variety of settings.

In congregation life, Karen has been active as a Sunday School teacher and superintendent; VBS teacher and director; and member of WELCA. Prior to seminary, Karen and her spouse Pastor Bernie Kelly (also serving at Grace) lived at the church where we were employed as sextons and where Karen's membership was for 40 years. That experience certainly helped prepare us for a life in church ministry!

In the community, Deacon Kelly was a leader for Upper Bucks Relay for Life in PA, a chorus board member for Cape Shore Chorus Chapter, Sweet Adelines International, and also served as a member of the Southern Jersey Ethics Association.



#### **THE REV. BEATE STORCK**

*Trinity, Tenaflly \**  
*Bergen/Passaic Cluster, Northern Mission District*

Pastor Beate Storck has served as pastor at Trinity in Tenaflly for the past 10 years. She holds a M. Div. degree from the Protestant Church of Hesse and Nassau, Germany, and also a Certificate in Mediation, from the Lombard Mennonite Peace Institute. With interim ministry certification, from the Interim Ministry Network and under call of the NJ Synod Council, Pastor Storck walked with many of our Synod congregations through their time of vacancy as interim pastor. Beate has 4 units of Clinical Pastoral Education with Eger Lutheran Home, Staten Island, and Beth Israel Hospital, both in NY.

Outside of parish ministry and in her community, Pastor Storck served as convener of Tenaflly Interfaith Association, a gathering of Christian, Jewish, and Muslim faith communities. Caring for all creatures great and small, Beate is a volunteer at *start ii (Save the Animals Rescue Team II)*, a dog and cat rescue.

**THE REV. JAY IGNAKI UNZAGA**

✓ \* *Good Shepherd, Glen Rock  
Bergen/Passaic Cluster, Northern Mission District*



Since 2017, Pastor Jay has served as the sixth Pastor of Good Shepherd. Originally from Chile, he studied in Argentina, Germany and Philadelphia. Jay has served in various capacities in several congregations as: youth director, contemporary worship leader, mission developer and pastor.

He serves the wider community leading worship at Crane's Mill Retirement Community and writing for the denomination. Pastor Jay sees the Christian life as an opportunity to worship, bless and proclaim; as we worship God together, we bless the world with our gifts and proclaim that Jesus is Lord to all the world.

He is married to Caroline, a Presbyterian pastor, and together they raise their children, Isabel and Sebastian, in the church. You can find Pastor Jay at the Glen Rock Inn leading Bible study, picking up his kids at school, or at the Glen Rock Fire Department where he volunteers as firefighter and Chaplain. An avid musician, Pastor Jay can often be found playing his bagpipes on Sunday afternoons.

**CONSULTATION COMMITTEE: LAY - Term Ending 2026**



**DEBBIE BURD**

*Abiding Presence, Ewing* ✓ \*  
*Mercer Cluster, Middle Mission District*

Debbie is currently retired. For 28 years, she too cared for creatures great and small as business owner and operator of Nursey Lane Kennels, a boarding facility in Titusville.

Her congregational ministry includes serving as Treasurer and Co-chair of the Finance Committee, as well as a Christian Education teacher. In the past Debbie served as the congregation Chief Lay Officer.

In her community, she serves on the Board of Luther Arms, a senior housing facility in Trenton. As a first responder, Debbie is a life member of Pennington First Aid Squad, and at one time also taking on the role as their treasurer.

**ANTHONY J. “AJ” TRUMP, ED.D**

✓ \* *St. Paul, Beachwood  
Central Shore Cluster, Shore Mission District*

AJ is a graduate of The College of New Jersey with a B.S. in Physics. He also received an M.S.S. in Sports Management from the United States Sports Academy and a Doctorate of Education in Educational Leadership from Rowan University.



With 17 years of professional experience, including teaching high school as well as higher education administration, AJ is currently employed at Ocean County College as Executive Director of Student Services.

AJ is currently the chief lay officer of St. Paul and is a member of the Stewardship Committee. In the past, he served on the Nominating Committee.

In his community, AJ has been a coach for the Beachwood Soccer Club since 1999, and is currently a Pine Beach Elementary School PTO volunteer and softball coach.



## **EXHIBIT 6**

### **COMMITTEE ON DISCIPLINE: ROSTERED MINISTER - Term Ending 2026**

✓ *Congregation has completed ELCA Parochial A & C Report.*

\* *Congregation contributes with Mission Support sharing.*

~ *Rostered Minister Report to Bishop has been completed.*

#### **~ THE REV. JOHN ANDERSON**

✓ \* *St. Thomas, Brick*

✓ \* *Holy Trinity, Brant Beach*

*Central Shore Cluster, Shore Mission District*



For the past 8 years Pastor Anderson has served ordained ministry at St. Thomas in Brick with his spouse, Pastor Judy Anderson. They led the congregation through the process of Transformational Ministry and Redevelopment. For the last two and a half years, John has been contracted to serve as pastor at Holy Trinity in Brant Beach in addition to responsibilities at St. Thomas. Prior to ministry in Ocean County, John served as pastor of the former Holy Trinity, Audubon, and Lutheran Church of the Good Shepherd in Bel Air, Md.

Outside of parish ministry and in the community, Pastor Anderson was a member of the Interboro Ministerium, Camden County, and is currently a member of the Brick Interfaith Ministerium as well as Cops and Clergy Group in Brick.



#### **THE REV. BRETT BALLENGER**

*Prince of Peace, Marlton* ✓ \*

*Burlington/Camden Cluster, Delaware Mission District*

Pastor Ballenger has served as pastor at Prince of Peace in Marlton for 15 years. He holds a B.A. in Religion from Susquehanna University and M.Div. from Lutheran Theological Southern Seminary, Columbia, SC. Brett is also a graduate of the Kripalu School of Body Work and Massage Therapy.

Before being called to Prince of Peace, Pastor Ballenger served at Faith in Lavallette, and Holy Cross, Toms River, as pastor for youth and family Ministry.

Within the New Jersey Synod, Pastor Ballenger has served in leadership roles on the Synod Council, Delaware Mission District Dean, Burlington/Camden Cluster Counselor, and the Leadership Mission Team.

Outside of parish ministry, Pastor Ballenger joins the Marlton Ministerium and is currently on the Evesham Township Human Rights Advisory Council and serves as chaplain to the Evesham Township Police.

~ **DEACON SUSAN GERRARD**

✓\* *Nativity, East Brunswick  
Raritan Cluster, Middle Mission District*



Deacon Gerrard received her double major BAE degree in home economics and music education from Wayne State College, Wayne, NE, and completed her studies to attain MAMMS – M.A. in Ministerial Studies – at ULS

Gettysburg Seminary. Susan, serving as musician and cantor at Nativity, has more than 20 years of experience as a church musician (cantor, director of music, choir director, organist, pianist.)

Deacons Gerrard's ministry outside that of the congregation includes being a member of the Synod Council, Cultivating Missional Capacity team, and the Synod representative for ELCA Partners in Evangelical Worship initiative.

Still not far from the world of music, Susan has been the ticket chairperson for the committee of the Garden State Chorale and chairperson of Better Tomorrows Emergency Assistance Committee.

**COMMITTEE ON DISCIPLINE: LAY MEMBER - Term Ending 2026**



**JUDITH F. BUMPUS**

*Zion, Long Valley \*  
Northwestern Cluster, Western Mission District*

Judy has a B.A. in Biology and Psychology from Luther College. Her career has been in childcare, an aide for the differently-abled, the world of retail, and currently nanny to her grandchildren. She has volunteer experience in schools and religious education.

Judy is currently the chief lay officer of Zion. Before assuming this role as council president, she served as vice president as well as chair of the Mutual Ministry and Social Ministry committees.

In her community, Judy is a volunteer with the Morris County Habitat for Humanity, a past board member/church representative of the Long Valley Community Assistance Program, and has devoted time to making masks in this time of the COVID 19 pandemic.

**KURT WILLIAM GAHAN**

✓ \* *St. Andrew, Parsippany*  
*Central Cluster, Western Mission District*



Kurt has a B. S. in Accounting from Fairleigh Dickinson University, and a certificate in Computer Programing from the Chubb Institute. Along with being a graduate of the *diakonia* program, Kurt is also a graduate of Contemplative Leadership, Oasis Ministries for Spiritual Development

Kurt is currently an Accounting Supervisor/Computer system Analyst at Wakefern Food Corp (ShopRite).

Congregational ministry includes serving as a voting member to the Synod Assembly, member of the congregation council, chair of the Christian Education Committee, and congregational deacon.

In the community, Kurt is currently chaplain to the Cherry Grove Fire Department; was the lead coordinator for providing 250 masks for the Lutheran World Relief 2020 Mask Challenge. Kurt also serves as video editor for all publicly published (on Facebook and YouTube) weekly services and concerts during the COVID 19 pandemic.