



North Carolina Synod
Evangelical Lutheran Church in America

**Synod Gathering Bulletin of Reports
Greensboro, NC
June 1-3, 2023**

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

Dear siblings in Christ,

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

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

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

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

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

In Christ,



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

2023 Synod Assembly Bulletin of Reports Submission by Bishop Timothy M. Smith for the Fiscal Year 2022

As for most everyone else, has been adjustment to new realities of a (sort of) post-pandemic world, including trying to discern how best to help our congregations adapt to expected ongoing online worship and in many cases only 2/3 of pre-pandemic “in the building” participants. We are well aware that the only way to have a healthy synod is to have healthy congregations and ministers. 2022 included discerning and listening for ways we might best adapt our synod work toward that end. We can't thank our congregations enough for their investments in the form of both mission support and participation in synod ministries. North Carolina really is a very generous synod.

In addition to being able to show up in our congregations and agencies and institutions, highlights include:

- +ELCA 2022 Churchwide Assembly last August that directed creating a renewed Lutheran Church
- +being able to gather twice in person for ELCA Conference of Bishops
- +leading our synod Lenten Bible Study (Zoom) on the Gospel of Luke
- +in the fall back to in-person NC Synod Candidacy meetings and visits, Synod Council, & Agency boards
- +Fall Convo for professional church leaders at Lutheridge last October
- +so many congregations and individuals participating in Bishop's Challenge for refugee resettlement
- +chairing ELCA Conf of Bishops Roster Committee and on ELCA Gender Justice and Women's Empowerment Consultation Group
- +Intentional and ongoing work as a synod staff around racial equity
- +first in-person gathering in three years of Region 9 bishops and spouses for our annual 3-day trip
- +first of every-other-year “Synod Gathering” three days at L-R for continuing ed, worship, fellowship
- +participating in an ongoing overhaul of the call process envisioned and led by Pastor CeCee Mills
- +cohort for SAMs began in earnest their two-year preparation period
- +synod council helping so many congregations and rostered ministers through Covid Relief Fund
- +synod staff additions Pastor Alfredo Oviedo, Candidate. Michael Dickson, and several Children, Youth, & Family staff part-time (Pastors Matt C-K, Sara Yoos, Melody Simpkins) & Event Planner Lexi Barnhill
- +four ordinations

Some of the particular challenges that seem to have emerged include

- +two disaffiliation consultations
- +misconduct cases that are emotionally devastating and take an inordinate amount of time and energy
- +a simultaneous demand and scarcity of full-time Youth and Family candidates, rostered or otherwise
- +more congregational vacancies than we have available interims
- +difficulty finding candidates and ministers willing to serve small-town and rural small congregations
- +ongoing culture (political) wars that seem to threaten congregational and church unity and the unity

My regular physical in November 2022 led to a consultation in December of 2022 that in January of 2023 revealed prostate cancer. I now have a plan of treatment lined up including two HDR (surgical) procedures in Charlotte June 5 and 20, 2023 and then regular radiation in July and early August. Hoping by the fall of 2023 to be clicking on all cylinders again!

Respectfully and gratefully submitted,
Bishop Timothy M. Smith, April 2023

Bulletin of Reports 2022

Pastor Danielle Kosanovich DeNise, Director for Evangelical Mission

In the 2022, together as the NC Synod, we launched one new faith community know as The Wilderness Church in North Durham stewarded by Pastor Meghan Richter. This community is intentional, expanding imagination for faith & language of faith, and exploring beauty and justice. 2022 also saw a significant investment in the structure of both the Mission Fund that supports the new starts as well as supporting these new communities.

In addition, 2022 was a big year for our new faith communities including FOUR of our communities moving into permanent homes:

- Emmaus found new space in Kannapolis and is re-rooting itself in its new neighborhood.
- Christ's Beloved Community has a permanent home in South Winston-Salem thanks to the generosity of Christ Lutheran that has left their building to CBC at their closure. The community also welcomed a new leader – Pastor Javier Arias.
- Arbol de Vida also received a building thanks to the generosity of Our Savior's in Durham who gifted it at their closure. This has stabilized the ministry and we are exploring expanding the food distribution.
- The Dwelling partnered with the Mission Fund and Augsburg Lutheran Church and in downtown Winston-Salem to have a permanent home shared with four other non-profits.

I continue to accompany all nine mission congregations in our synod including:

South Durham Connections (Durham), the Wilderness Church (North Durham), Arbol de Vida (Durham), Living Waters (Cherokee), Emmaus (Greater Charlotte Area), The Dwelling (Winston-Salem), Christ's Beloved Community (Winston-Salem), Community of Spiritual Practice (Asheville), Anam Cara Community (Digital First).

Part of 2022 has been spent walking congregations through significant leadership transitions. I served in the interim role at CBC preparing and leading worship bilingually for seven months navigating the congregation through the immigration process to call their new pastor. Additionally, in August I served as the lead walking Friedens, Gibsonville as their pastor, Bill Zima, died.

As we continue to explore what it means to be a synod "post-covid" I hosted listening sessions for the synod which shaped our staff changes. I'm so grateful for these new colleagues. They are a gift.

In the summer of 2022, I saw a shift in my portfolio. Moving away from SJAM, I have taken on the accompanying of the Disaster Team and the CYF team of our synod. In 2022, I worked with the Bishop to secure a three year grant of \$215,000 to make possible this new disaster ministry.

My work on the churchwide level has expanded as I have been engaged in several project teams including: the creation of a Holy Closure Project, Synod Vitality Cohort, and rewriting all the New Start Grant paperwork and constitutions. Additionally, I have had the gift of serving as one of the curriculum managers for the ELCA Youth Gathering Curriculum.

Personally, 2022 was particularly difficult. I am grateful that I was able to take the month of December off to rest and grieve. One particular grief that I still carry is the death of my father-in-law, David, who died in October. We miss him so much.

Sara Ilderton – 2022 Report

I continue to maintain that the best part of my job is the people with whom I am blessed to work. While, admittedly, we must occasionally give our energy to issues of protocol and process and boundaries and burdens, even those conversations are always couched in prayer, collaboration and intentionality about how we best are faithful to the call to embody the story of Christ's love for every part of creation and how best we equip others to equip others to do the same for the sake of the world. And this intentionality runs the full depth of the synod staff – rostered, non-rostered, Bishop's Assistants and not, full-time, part-time and volunteers. I would be hard-pressed to come up with a more faithful (and fun) group of people whose gifts mesh so wonderfully together to discern how we can be about the work God calls us to. Especially exciting is the increased diversity on the Synod staff and the ongoing work of Diversity, Equity and Inclusion.

As the ELCA continues to come back from COVID and come to grips with the changes of society, culture and church, the Candidacy process also continues to try to navigate those changes in ways that faithfully prepare its leaders. In light of that, there are ever-changing dynamics to address. I give thanks for those members of the Candidacy Committee who give so very graciously of their time and their gifts walking alongside candidates through what is an ever more complicated process (those committee members are noted in the Candidacy Report).

In addition to working with Candidates for Rostered Ministry, I now also work with Candidates in the NC Synod's Advanced Lay Ministry Program. This program is ever evolving, and I am beyond grateful for the work of Rev. Pam Northrop who chairs the Leadership Team for that initiative (along with other Team members: Deacon Robin Cogan, Rev. Scott Homesly, Rev. Ralph Kraft, Rev. Christian Auch and Rev. David Drysdale). We have begun working with seminary faculty who teach "intensives." And have recently begun coordinating with the Virginia Synod. This process (which takes roughly two years to complete) helps equip Synod Authorized Ministers for service in particular congregations who cannot afford to call a rostered leader.

In addition to overseeing Rostered and Lay Candidacy, I have worked and continue to work to develop and coordinate Boundaries and Inclusion Education (BIE) with others across Region 9. Annually, the focus of the education rotates between Basic Boundaries, Racial Justice and Inclusion, and Gender Justice and Inclusion. While this allows for far greater participation across the Region, the time commitment for development and tracking is extraordinary. Region 9 looks forward to collaboratively staffing a part-time BIE coordinator in the near future. With my Boundaries responsibilities, comes responsibilities to work with the bishop should an issue surrounding clergy misconduct arise. The impact on individuals, families, congregations and communities when such a misconduct happens is far-reaching and long-lasting. I am encouraged by the intentionality of the bishops in our region to speak openly and clearly about expectations around education and consequences for misconduct.

My family is doing well. With one newly graduated high school student and one to graduate next year, my husband and I are looking forward to being empty nesters soon.

Pastor Lucille “CeCee” Mills, Assistant to the Bishop
CALL PROCESS – SHARED MINISTRY

Call process continues to move into a new season. In the calendar year 2022 seventeen congregations successfully started new seasons with newly called rostered ministers. It continued to be a time of evaluating and fine tuning the process in order to increase being spiritually centered and guided while paying attention to lulls and inhibitors in the process. The ultimate goal remains to be both spiritual and relational with both congregations and rostered ministers as they go through the process of matching with one another for the sake of mission

2021 – 2022 Strategic Plan <i>Transitions</i>				
Transitions – Purpose				
Providing robust accompaniment to congregations and rostered leaders in times of leadership transitions				
NC SYNOD PURPOSE: God calls us to...				
<i>Cultivate & Celebrate Vital Congregations</i>	<i>Identify, Equip, and Nurture Whole & Healthy Leaders</i>	<i>Embrace and Engage in Collaboration</i>	<i>Proclaim the Promise of the Resurrection with a Prophetic Voice</i>	
Transitions – Key Objectives				
Minimize Time in Transition	Maximize Effectivity of Call Committee Training	Help Leaders in Professional Development and Discernment	Create Effective Process for Monitoring and Addressing Transitions	Deepening Relationships
<ul style="list-style-type: none"> Monitor phases of call process by tracking times and influences. Stay in regular contact with congregations and leaders. 	<ul style="list-style-type: none"> Use training event to teach call committees how to use updated call process booklets. Clearly define desired core competencies from the training Identify 10 new trainers. Offer updated materials and a new train the trainers event. Reimagine time commitment for training. 	<ul style="list-style-type: none"> Insure feedback between interviewee and interviewer. Provide professional training opportunities. Use readers to identify gifts from RMPs. Identify gifts and competencies of interims. Create Interim Network. Develop accompaniment model for long-term transitions of candidates or congregations. Identify SAMS, lay preachers, and candidacy candidates (help congregations learn to do likewise). Regularly engage with new and existing retirees. 	<ul style="list-style-type: none"> Develop digital dashboard that tracks and assigns tasks as necessary. Develop report that provides a snapshot to measure achievement of or towards goals. 	<ul style="list-style-type: none"> Build deeper rapport with rostered leaders and congregations through discerning together. Create connections with congregations through the call process that invites them into greater participation in the life of the synod. Assign members of bishop staff territories of sorts based on established relationships, portfolios, and geography (where appropriate). Accompany leaders and their families with pastoral care through chaplain. Create rapport with ecumenical partners for sharing interims and supply pastors.

KEY
bold – accomplished
underlined – in progress
 grey – not begun
 regular text – eliminated

2023 Strategic Plan <i>Transitions</i>				
Transitions – Purpose				
Providing robust accompaniment to congregations and rostered leaders in times of leadership transitions				
NC SYNOD PURPOSE: God calls us to...				
<i>Cultivate & Celebrate Vital Congregations</i>	<i>Identify, Equip, and Nurture Whole & Healthy Leaders</i>	<i>Embrace and Engage in Collaboration</i>	<i>Proclaim the Promise of the Resurrection with a Prophetic Voice</i>	
Transitions – Key Objectives				
Minimize Time in Transition	Maximize Effectivity of Call Committee Planning Retreat	Help Leaders in Professional Development and Discernment	Create Effective Process for Monitoring and Addressing Transitions	Deepening Relationships
<ul style="list-style-type: none"> Share findings from monitoring to address lulls in call process Ministry Team members to innovate and strategize. Use Call Process ministry team to help read Ministry Site and Rostered Minister Profiles for assessment and feedback to leaders and congregations. Use administrative support through Constant Contact to insure and increase regular contact with congregations and leaders. Create workshop for creating the Ministry Site Profile. Reshape Initial Meeting with congregation council content and purpose to better position them to discern and pave the way for the call committee. 	<ul style="list-style-type: none"> Use Planning Retreat to spiritually center and create team cohesion for Call Committees. Use the discernment retreat to promote synod core values, diversity & equity considerations, and to encourage the use of mutual ministry committees as conduits for mission versus personnel committees. Retreat will begin to use updated call process booklets. Identify 3 new retreat leaders annually. Identify 2 logistics coordinators. Implement use of updated materials for staff, congregation councils, call committees, and rostered leaders. 	<ul style="list-style-type: none"> Insure feedback between interviewee and interviewer. Provide professional training opportunities. Use readers to identify gifts from RMPs (Rostered Ministers Profiles) Identify gifts and competencies of interims. Create Interim Network. Develop accompaniment model for long-term transitions of candidates or congregations. Identify SAMs (Synod Authorized Ministers), lay preachers, and candidacy candidates (help congregations learn to do likewise). Regularly engage with new and existing retirees. 	<ul style="list-style-type: none"> Utilize digital dashboard that tracks and assigns tasks as necessary. Develop report that provides a snapshot to measure achievement of or towards goals. 	<ul style="list-style-type: none"> Build deeper rapport with rostered ministers and congregations through discerning together. Create connections with congregations through the call process that invites them into greater participation in the life of the synod. Identify staff liaisons based on geography, capacity, and/or interest. Accompany leaders and their families with pastoral care through chaplain. Create rapport with ecumenical partners for sharing interims and supply pastors.

June 2023 Staff Report to Synod Council

Dear Synod Council,

April 10th, 2023 marked the full transition from Grace Hendersonville pastoral call into the Synod office as an assistant the bishop for Leadership full-time. This report covers the ongoing assigned duties and new ones for the second quarter 2023.

The preassembly registration has ended with 100 people registered for this event on June 1, 2023 at the Koury Convention Center, Greensboro, NC. This has been possible because of the support of all synod staff and rostered and lay leaders of our congregations. We are looking forward to a great event featuring mutual ministry led by Rev. Mark Fitzsimmons.

I have joined efforts with Michael DeNise to recruit members for the Committee on Resolutions and Counsel for the Synod Assembly, completion of this task, as many coming, will depend on the pace I will be able to know more people throughout the synod, and establish friendly working relationships.

Ongoing ministries of our synod I am fully a participant are, writing rostered ministers' letters (RML) in a rotating basis, synod staff devotionals, DEI (diversity, inclusion, and equity) staff efforts, leading the congregation council presidents Zoom meetings, coaching support, and still becoming educated on call processes.

The formation of a task group of nine-members to continue leading planning for the 2023 Fall Convocation (October 16-18, 2023 at Lutheridge) is underway. The speaker will be the Rev. Dr. Luke A. Powery, Dean of Duke University Chapel and Associate Professor of Homiletics at Duke Divinity School.

Some members of the Fall Convocation task group will be invited to become part of a synod leadership ministry team, whose next duty will be the planning of the 2024 Synod Gathering at Lenoir-Rhyne University (tentatively on May 30, 31, and June 1, 2024).

For the next quarter I will continue visiting congregations for the sake of relationships and experiencing the congregational diversity in our synod. I will have my first "official" visit preaching in a congregation at St. Andrew, Mount Airy, NC on May 28th. 2023.

Looking forward to our synod assembly and my installation on Friday, June 2 at the assembly worship service.

Thanks for your prayers, ministry, and support,

In the love of Christ,

Alfredo M. Oviedo

The Rev. Philip T. Tonnesen – Assistant to the Bishop

“God calls the NC Synod of the ELCA to cultivate and celebrate vital congregations; identify, equip, and nurture whole and healthy leaders; embrace and engage in collaboration; and proclaim the promise of the resurrection with a prophetic voice.”

2022 – What a year! The pandemic that we thought might last only a few months, and then only through 2020, continued through 2021 and into 2022. Is it over? Is this the “new normal?” As congregations and rostered ministers continue to pivot and try as faithfully as possible to make safe and healthy decisions, the pandemic has continued to wreak havoc on our lives, both personal and communal.

Particularly now, given this new reality, I offer thanks to God for the gifted rostered and lay leaders of our North Carolina Synod. I celebrate 200 communities of faith that have become flexible and adaptable while reaching out to a world that desperately needs to hear a message of hope and grace. I celebrate faithful mission support which undergirds our shared ministry.

As bishop and staff, we all assume responsibility for pastoral care issues, call process and congregational conflict resolution. Individually, in 2022, I served as the Bishop’s liaison to Campus Ministry, Global Mission, Specialized Pastoral Care, Fall Convocation, pastors nearing retirement, the Board of Agape+Kure Beach Ministries, the Region 9 Council, the Region 9 Archives, and our conference deans.

Travel began to pick up again during 2022, and being back in congregations to lead worship and meet with council and call committees has brought me great joy. I also attended the churchwide assembly in Columbus, Ohio, and an ELCA sponsored event in Chicago that brought together global mission partners. For the first time ever, we held a “Synod Gathering” in 2022 at Lenoir Rhyne University. Members of the synod enjoyed gathering for worship, learning, and fellowship.

As I begin my 27th year of ministry in this call, I continue to value and give thanks to God for my relationships with my colleagues. Through our partnership with the synod council, I am amazed at how God’s Spirit energizes us as we seek to answer God’s call to serve the congregations and leaders of this great synod.

On a personal note, I celebrate not only a call to ministry, but also a call to be husband and father and son. Deb continues to enjoy being part of the community at Lenoir Rhyne University, and our three children and daughter-in-law are thriving in vocations that give them meaning and purpose.

Thanks for the opportunity to serve on your behalf across the North Carolina Synod!

Facilitating Ministry Teams and Action Networks:

Immigration & Refugee Ministry Team

I&R ministry team met throughout FY 2022 and organized around the Bishop's Challenge on Refugee Hospitality, helping to gather information and connect congregations around the state with LSC and other refugee support organizations. They are spearheading planning and information-gathering around the challenge and related advocacy efforts.

Indigenous Learning Team

Heeding a call from the ELCA American Indian/Alaska Native Lutheran Association, the ILT produced 12 special reports across 12 months, providing an in-depth curriculum and exploration of boarding schools and other significant parts of Native American history, with a special consideration for Lutheran involvement in said history. Leading into 2023, the ILT is developing a plan for next steps with a focus on continued education, advocacy, and accompaniment relationship with and for native communities.

Racial Justice Network – See Separate Report

Race Equity / Building Blocks 4 Change at the NC Synod office

Under the leadership of Carissa Abraham, the NC Synod office began a race equity assessment in partnership with the organization Building Blocks 4 Change (BB4C). As beta testers for BB4C, the office conducted a self-review of inclusion and equity practices in order to evaluate strengths and weaknesses and identify practical steps for improvement. The staff meet regularly in small groups and quarterly together to continue learning in this work of justice and relationship at the individual and staff community level, while also studying ways to share and expand this work in the synod.

New Role January 2023 / Leadership Transition

Carissa Abraham gracefully led the SJAM office as well as other work around children, youth, and family ministries through 2022. Leading into the new year, Carissa shepherded multiple transitions in these roles, with the SJAM office portfolio going to coordinator Michael Dickson, beginning January 1, 2023, with the following key roles:

Facilitating teams

As part of his new role, Michael Dickson will support existing teams described above and make connections in hopes of rebuilding or initiating other synod ministry teams, beginning with those already established teams currently inactive (i.e., hunger impact, environmental justice, affordable housing & homelessness)

Public church theological resource

Michael will be a steward of print and digital resources around justice and advocacy, and he will serve as a theological resource and dialogue partner for congregations and other ministries engaging in these issues or in broader questions about our role as a public church called for the sake of the world.

Contact person for relevant synod-office initiatives

Michael will be the lead contact person and coordinator for justice and advocacy initiatives rooted in the synod office, unless or until another leader is identified or equipped (i.e., the Bishop's Challenge and Race Equity)

Michael DeNise, Director of Finance & Administration

A big thank you to all our congregations who gave to the synod in the calendar year 2022. Due to your generosity, we saw about a 1% increase in mission support over 2021. While many synods are seeing large declines you all continue to show how we are church together through mission support, so thank you.

Distributions from the North Carolina Lutheran Synod Foundation will supply \$762,116 into North Carolina and synod ministries during 2020. Much of this will be distributed via the Michael Peeler/Virginia Casey grant process in June. Please see the Foundation's annual report elsewhere in this Bulletin of Reports.

During the year the Finance and Administrative team provided assistance to congregations and ministry leaders in the following areas: budgeting, staff compensation, incorporation, cash handling procedures, audits, constitutions, tax and legal questions, background checks, healthcare, benefits, closing of a congregation, and insurance.

Something new to us in 2022 was the utilization of a synodical administration council. This council serves on behalf of congregations who are in synodical administration. As of now there are 6 congregations we are working for and are seeing progress in helping them. Some of these have to do with congregations who have disbanded or closed while others are active congregations who are facing challenges.

ENGAGE THE BIBLE MINISTRY TEAM
A Book of Faith Ministry
2022 Report for the 2023 Bulletin of Reports

This was an eventful year for the Engage the Bible (ETB) Ministry Team. One of our main endeavors was a planning retreat in two parts to outline our path for the future. Our new vision statement says we are “to cultivate understanding of the love of God in Christ through the study of the Bible.” We identified our focus group (audience) as teachers (lay and clergy), program leaders and lay learners. We seek to serve this group by engaging them through visual, written, audio, and online Bible study resources. In creating and sharing these resources, we empower our focus community to broaden and share their Bible reading practices/reflections with the community of learners. Through our focus community, we will reach a larger community of learners. Our vision statement is available on the ETB page of the synod website: <https://nclutheran.org/congregations/engage-the-bible/>.

We had hoped to get the Tell It! video contest back on track and started publicity when the LYO event was canceled. Two congregations had submitted entries: Christ, Charlotte, and Mt. Hermon, Concord. We sent them a letter explaining the situation with \$100 for their youth programs.

The summer Bible study for 2022 was *Journey with John*. Many folks across the synod submitted devotions for this series. We added a new feature this year—a podcast of the lessons. Special thanks to Pastor Jonathan Schnibben for heading up this effort. It was well received and added a new dimension to a favorite effort of our team.

As a direct result of our planning retreat, the ETB Ministry Team is establishing guidelines for the size of our group, length of term, etc. to provide for continuity as well as the influx of new ideas. We are currently seeking to increase our number to seven with each member serving a three year term. We are staggering terms for continuities sake. If you have an interest in what the Engage the Bible Ministry Team is doing and could see yourself as part this vital ministry, please contact Catherine Fink at the synod office.

In 2022 the ETB Ministry Team consisted of: Catherine Fink, synod staff liaison, the Rev. Dr. Katherine Shaner, the Rev Jasmine Tesdahl, and Dan Voelkert, chair. Special thanks to Pastor Tesdahl whose passion for our mission was evident in her efforts. We ask the richest blessings on her new call.

Respectfully submitted by Dan Voelkert



North Carolina Synod

Evangelical Lutheran Church in America

Call Process/Rostering Report to Synod Council – June 2, 2023
The Rev. CeCee Mills, Call Process Coordinator

Since our last Synod Council meeting one rostered leader have joined the Kingdom Triumphant:

The Rev. Matthew Ernst – April 21, 2023

Identifying and Equipping Leaders

RETIREMENT REQUESTS

The following rostered leaders have requested to be placed on the retired roster:

	Previous Call	Effective Date
The Rev. Terry Dorsey	Coble's, Julian	5/1/2023
The Rev. Scott Bollinger	Mt. Zion, Conover	6/1/2023
The Rev. Keith Dey	Emmanuel, Southern Shores	5/1/2023
Deacon Robin Cogan	Prince of Peace, Salisbury	6/2/2023
The Rev. James Fore	OLFC	12/1/2023

TERM CALL REQUESTS

Bishop Smith is requesting the following to receive a Synod Council term call:

	Serving	Effective Date
Deacon GeoRene Jones	2-year, Lutheran Men in Mission (\$12k for housing allowance)	6/1/2023
Deacon Brooke De Jong	2-year, The Dwelling, Winston-Salem (Up to 50% housing allowance)	8/1/2023

TERM CALL RENEWAL REQUESTS

The following rostered leaders have requested renewal of their Synod Council term call:

	Serving	Original Eff. Date
The Rev. Todd Cutter	2-year term call; Campus Pastor Lenoir-Rhyne University, Hickory	9/11/2021

DISABILITY ROSTER REQUESTS

The following rostered leaders have requested disability status:

	Serving	Original Eff. Date
The Rev. Tobi Fleck	The Dwelling, Winston-Salem	5/1/2023

ON LEAVE FROM CALL REQUESTS

The following rostered leaders have requested on-leave-from-call status:

	Type	Formerly Serving	Original Eff. Date
<i>None at this time.</i>			

ON LEAVE FROM CALL RENEWAL REQUESTS

The following rostered leaders have requested renewal of their on-leave-from-call status:

	Type	Original Eff. Date
The Rev. Laura Wind	Regular	12/2/2022 (renewal date 7/21/23)

ON LEAVE FROM CALL REQUESTS - EXTENSIONS

The following rostered leaders will be requesting renewal of on-leave-from-call status. Motion to approve an extension of on-leave-from-call status for the following rostered leaders for one year, pending approval from the Conference of Bishops, and to forward this request to the Roster Committee of the Conference of Bishops.

	Type	Serving	Original Eff. Date
<i>None at this time.</i>			

The following congregations are in the call process:

<https://www.nclutheran.org/leaders/open-calls/>

Since our last meeting, the following rostered leaders have received a call:

	Serving	Effective Date
The Rev. Josh Copeland	Grace, Salisbury	7/1/2023
The Rev. Tom Beers	Bethphage, Lincolnton	7/1/2023
The Rev. James Dahl	St. Luke, Taylorsville	7/1/2023
The Rev. Wade Brinkopf	Saint Peter, Southport	5/8/2023
The Rev. Adam Buff	Holy Trinity, Raleigh	7/1/2023

2023 Report—Catherine Fink Director of Communications & Resources



Communications—A New Team The year of 2022 started off with a bang—in a good way!—as Angel Owens came on board as digital media strategist and communications assistant. Angel and I hit the ground running as we worked together to craft a Communications Strategic Plan which has become a guiding document for our work. We are prioritizing storytelling through the lens of synod purpose and values, specifically being open and welcoming as a part of our public face; making an effort to do that across all forms of communication.

Communications—Website, Emails, Socials [The synod's website—nclutheran.org](https://nclutheran.org)—continues to be a primary place for gathered stories of ministry, featured events to encourage whole and healthy leaders and vital congregations, the bishop's monthly reflections, and resources for congregational life. [The synod's primary e-newsletters—*Synod e-News* \(2x/month\); *Leader e-News* \(2x/month\); *Special e-News*](#)—announcing deaths, ordinations, and special info from the bishop (as needed) continue to be reach folks all across the synod. Additionally, a monthly *Children, Youth & Family e-News* is sent to those working specifically with children, youth, and families in congregations. [*Sign up for any of these in the footer of our webpage!*] Lastly, a weekly email is sent on Mondays to all rostered ministers; a holdover from the pandemic that was so well-received, it has stayed around. [The synod's social media channels](#) have gotten a big refresh with Angel's shepherding: Facebook (NCSynod), Instagram (ncsynod), and YouTube (nclutheran). Storytelling and synod values are prioritized, meaning a bent towards images and video and away from promotions. We want to tell—and show!—who the NC Synod is! Our priority is to point to God: in fact, these platforms are places where ministry happens. Collaboration and relationship-building are key.

Communications—Supporting Congregations, Leaders, Synod Ministries To support congregations and leaders in their own communications, Angel and I offered workshops (at Synod Gathering and at Fall Convocation) and Communications Consults (hour-long conversations by Zoom). Additionally, we created a Facebook Group for communicators in the synod (ncsynodcomm) for collaboration, learning, and sharing. We worked with synod staff to create/maintain consistent branding and graphics including new onboarding materials, Bishop's Challenge designs, and synod swag. We are thankful to be working with Pastor Jason Chesnut on videos lifting up synod ministries.

Heilig Resource Center While the pandemic has slowed resource center usage, the down time as allowed for careful inventory and the addition of many new resources. Thanks to our fabulous Heilig Resource Center assistant, Elizabeth Smith (Calvary, Spencer), and faithful volunteer Dave Phillips (St. John's, Salisbury), who keep things running well!

Thanks be to God! I am especially thankful this year for my brand-new partner in ministry, Angel Owens. She is a joy to work with and I'm so glad we're a team. As always, I am thankful for my synod office colleagues who make work fun and purposeful and, lastly, thanks to you—the faithful folks across the North Carolina Synod—for your support and the many ways we are partners in ministry together!

Racial Justice Network Report for NC Synod ELCA

FY 2022 // Michael Dickson SJAM Coordinator April 2023

Infrastructure

The Racial Justice Network of the NC Synod continues to use the Mighty Networks platform as a space for communication and collaboration among NC lay people and clergy seeking to learn and grow together in anti-racist praxis and solidarity.

- 288 members of the platform as of April 2023
- \$24.99 a year subscription. Roughly half of contributions go to AROC to support congregations of color and half go to support RJN programming and compensation for support from POC leaders
- Underwent account transition January 2023 to shift RJN funding stream from NC Mission Fund to NC Synod-based account.
 - Guiding users through this switchover gradually in 2023 to keep continuity

Programming

In 2022, the RJN served as a tool publicizing events and resources throughout the year, helping to keep individuals connected and sharing information effectively. Participation lagged in late 2022 and into 2023 as a result of leadership and platform transitions and the need for an ongoing re-visioning process.

The RJN began its online presence in 2020 during the early stages of the COVID-19 Pandemic, mobilizing under pandemic-era restrictions in response to the murder of George Floyd and related events, in hopes of supporting the Black Lives Matter movement in the ELCA. The pandemic is not over, and Black lives are still endangered and devalued, but circumstances have changed, and the RJN is considering the best way forward.

Transition

Under the leadership of program coordinator Carissa Abraham and the RJN Strategy Team (Rev John Spencer, Rev Shanitria Cuthbertson, Rev Matt CK and Ted Goins), the RJN developed a plan in 2022 to build up a network of action teams in 2023 to empower more leaders and expand efforts.

- ½ time SJAM coordinator Michael Dickson came on board in January 2023, working with Carissa and the Strategy Team to begin the process of rebuilding and re-visioning
- Team is working on rebuilding relationships in the platform and sharing events in hopes of re-launching the network in June 2023 following:
 - Synod Assembly June 2-3
 - Rev Kenneth Wheeler's visit and book tour June 10-11 (including a public book event on Saturday June 10th at 2:00 PM at St. Paul's Lutheran Church in Durham, NC)
- One principal goal of re-launch being to recruit more leaders from across the state to take an active role in planning and executing RJN programming and communications.

Report to Synod Council, June 2023

[Catherine F. Fink](#) Director of Communications & Resources



Greetings! I will miss seeing you at this meeting but look forward to seeing you at Assembly!

OUR COMMUNICATIONS TEAM *WHY*

Our communications team—I'm joined by digital media strategist, Angel Owens—crafted our *why* statement using the lenses of the synod's core values and purpose is: To build relationships and tell stories together so that God's beloved can feel a sense of belonging.

COMMUNICATIONS STORYTELLING

Our communications *why* leads us to storytelling and we hope you can see that in the synod's communications, we continue to tell stories—Mission Support stories, Bishop's Challenge stories, and more—via e-newsletters, web posts, and digital media. Social media posts are building relationships and creating a sense of belonging in new ways.

COMMUNICATIONS CONSULTATIONS & SYNOD COMMUNICATIONS FACEBOOK GROUP

Angel and I continue to offer Zoom consultations to congregations and leaders, answering questions and offering suggestions about websites, social media pages, etc. We always invite leaders to join the synod's Facebook Group for folks doing communications where helpful resources are posted. We're building relationships for sure!

PROJECTS

This spring, our projects have included:

- 1) continuing to work with synod staff to update synod web pages,
- 2) all kinds of assembly things,
- 3) registrations, for assembly and other events (which will be handed off to Lexi soon),
- 4) telling stories about ministries made possible by Peeler/Casey and Kaelke grants,
- 5) graphic design work for synod ministry areas, and
- 6) continuing to onboard new staff members with communication crossover tasks.

HEILIG RESOURCE CENTER

Part-time resource center assistant, Elizabeth Smith (Calvary, Spencer), continues to be a huge asset as she manages the collection. Long-time volunteer Dave Phillips (St. John's, Salisbury)—now you know him as secretary for the synod!—is an invaluable part of the team. I'm thankful to them as they care for the many resources there: old and new!

ENGAGE THE BIBLE

I am the staff liaison to the Engage the Bible Ministry Team. *TicTok Tell It!* videos were shown at the 2023 LYO Assembly and voted on to rank the winners. Congratulations to St. John's, Salisbury (first place), Christ the King, Cary (second place), and Mt. Hermon, Concord (third place). We look forward to sharing those with the whole synod at assembly! This summer's Bible Reading Plan will be *Genesis Generations*.

I continue to pray for your wisdom as you lead the synod in these challenging times. And I give thanks for your trust in me as I serve to communicate and resource the ministry we share!

Catherine

The Annual Report of the Vice President – May 2023

It is an honor and a pleasure to serve as Vice President of the North Carolina Synod. North Carolina is a great place to be and celebrate ministry.

As Vice President, it is my privilege to represent the synod at many meetings. It is my responsibility to regularly chair Synod Council meetings, executive committee meetings and participate on conference calls to plan the agenda for Synod Council meetings.

In 2022-23, along with other Vice Presidents in Region 9 synods, I served on the Region 9 Council. It was also my privilege to serve on the board of Portico, to chair the Synod's African Descent Strategy Team and to attend many committee and planning meetings as an ex officio member.

I regularly attend online meetings with other ELCA Vice Presidents. This provides us with an opportunity to share information, learn from each other, get updates from the Churchwide unit especially related to synodical support and resources and to deepen relationships with Churchwide Staff and our fellow Vice Presidents.

During the past year, with the lifting of many covid guidelines, in-person meetings returned. The Synod Council continued to embrace technology and to be flexible and creative. Technology was effectively used for Synod Council meetings and decision making to assure that the work of the council was accomplished with regard for personal preference, personal schedules and risk factors. Hybrid meetings have become the norm with most Synod Council members attending in person. This was also true in many congregations. More online specially called meetings were required for time-sensitive business issues, more committee meetings were held and more email votes were needed.

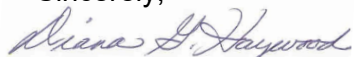
While Covid still seemed to have a place in almost every discussion, so did living into the synod's mission and core values and being guided by Jesus, generosity, relationship and reconciliation. North Carolina is indeed "the place to be", as we intentionally embrace our vision: "***As the North Carolina Synod of the ELCA, God calls us to: Cultivate and Celebrate Vital Congregations, Embrace and Engage in Collaboration; Proclaim the Promise of the Resurrection with a Prophetic Voice ... All for the Sake of the World***". In a country that remains divided by gun violence, racial tension, civil unrest and politics, my hope also remains that our congregations and leaders will seek ways to move toward peace, reconciliation, living into our vision and intentionally strengthening our relationship with God, with each other and with our communities.

Many thanks to Bishop Tim Smith and the staff at the Synod Office for their support, vision and the grace they have shown. I am especially fortunate to have the opportunity to benefit from the experience and energy of this staff. The help, attention and support regarding issues related to the Synod Council are phenomenal.

The North Carolina Synod is blessed with many gifted leaders who serve as members of Synod Council, committee chairpersons, and committee members. Constitutionally, the Synod Council became smaller with members having more committee responsibilities. Their dedication, hard work and time spent carrying out the programs, goals and mission of the synod are amazing, especially with the increased frequency of meetings. I extend my sincere gratitude for the ministry, wisdom, service and time they share. My sincere gratitude is extended to Fred Park and Doug Ramsey whose served through December, 2022 and to synod council members, Robert Arndt, Hunter Haith, Dan Keck, Cassie Overcash, Jennifer Shimota and Jill Nelson whose terms are expiring. The ministry, wisdom, service and time they have shared and continue to share are truly appreciated. Many have even decided to be available for a second term. Again, the North Carolina Synod is abundantly blessed.

Finally, brothers and sisters in the North Carolina Synod, I am thankful to each of you for the encouragement, help, prayers and grace extended to me personally; for the support of the mission and ministry of this synod and church; and for your commitment to "Walking together - sharing Christ".

Sincerely,



Diana Haywood

Greetings to All in the North Carolina Synod

As we look back across the landscape of the last 2 years, our North Carolina Synod has not been a stranger to the effects of Covid 19 - worship inside our church buildings was minimized, in-person meetings transitioned to Zoom meetings, travel across the state was curtailed, and many of our traditional ways of working and thinking changed. But through our Lord and Savior Jesus Christ, during these uncertain times, we have had hope - hope that everything would begin to return to normal, even a somewhat changed and new normal. During 2022 and into 2023, that new normal is taking shape and we now face new and different challenges.

Through all of this dramatic change in the world around us, our churches across North Carolina have continued to abundantly support the Mission and Ministry of our Synod through the gifts of your time, energy and resources. Your Mission Support gifts to the Synod between February, 2022 and January, 2023 totalled \$2,962,200, an increase of 1% from the previous year. While 70% of the ELCA Synods across the country have experienced significant declines in Synodical Mission Support remitted to the ELCA during the last year, the North Carolina Synod was able to increase Mission Support to the ELCA by a modest 1% because of your generosity. Your congregational Mission Support is stewarded by our Synod leaders to nurture and equip our rostered leaders throughout North Carolina, to develop candidates as they discern ministry opportunities, to support our ministry partners, and to build relationships with companion churches.

The annual audit of the Synod's financial records, policies and procedures for the Fiscal Year ended January 31, 2023 has recently been completed by Bernard Robinson & Company, L.L.P. and the Independent Auditor's Report has been received and reviewed. I am pleased to report that as a result of the audit, the North Carolina Synod received the best opinion an organization can receive.

We are grateful for all of our congregations across North Carolina and for your continued abundant support. Recalling one of our Synod's Core Values - Generosity: 'There is enough; there is more than enough. We will trust God's provision for tomorrow. With gratitude for what God first gives us, we live and give generously today.'

In faithful service

Paul D. Phillips

Treasurer

LUTHERAN SERVICES CAROLINAS

Dear Friends,

The year 2022 continued to be a challenging one for Lutheran Services Carolinas, your health and human services social ministry of the North and South Carolina Synods of the ELCA. Dealing with the COVID pandemic and unprecedented worker shortage was stressful, but our teammates rose to the occasion with grace and compassion.

Last year, more than 2,200 LSC teammates, along with 2,940 donors, 4,733 advocates, and more than 1,200 volunteers, improved the lives of more than 6,300 Carolinians. In the Carolinas, LSC improved lives through:

- 427,386 days of residential services were provided to 2,747 North Carolina seniors.
- LSC's child and family programs served close to 3,630 individuals and families.
- Dedicated foster parents and case workers served 152 children.
- The New Americans Program (refugee/immigration) assisted 1,082 people on their path to new lives in the US, including 935 new arrivals.
- 155 children were served through LSC's Special Needs Adoption Program (SNAP). Seven adoptions were finalized.
- 130 individuals were helped through the Strengthening Families program.
- 60 families were assisted by LSC's disaster services team.

At the North Carolina Synod Gathering in June 2022, LSC teammates and Be The Light campaign volunteers shared how your generosity has improved lives in very tangible ways through Moretz Manor, foster care, and LSC's New Americans Program.

In December 2022, LSC announced that Be The Light projects now include the purchase of two New Americans Program Welcome Houses – one in Raleigh and one in Salisbury. These homes will serve as temporary housing for newly arriving refugees and will have the capacity to serve multiple families for up to three months until permanent housing can be found.

Due to COVID and inadequate government funding, LSC child and family services loses money on its services but ended the year stronger thanks to your contributions of \$944,763. Because LSC's overall financial health remains strong, we can continue to serve in challenging times with your prayers and support.

We are the church together. LSC has passionately lifted up our Lutheran Christian name and roots, actively seeking collaborations and closer partnerships with the Synod and congregations. Thank you to the North Carolina Synod and to the congregations for ministry together.

Yours in Christ,



Ted W. Goins, Jr.
LSC President



2023 Report to the Synod Assemblies of Region 9

Greetings from Seminary Ridge, in the name of the Holy Trinity!

I am grateful for the call to serve as Rector and Dean at this time in our seminary's story. After serving across the global Lutheran communion, it is a joy to join our mission to "teach, form and nurture" leaders for public ministry. Theological education has always been a driver of the Lutheran tradition. LTSS continues to cultivate new fruit as our vibrant faculty and staff implement the revised curriculum according to our strategic plan.

New MACM track for ELCA Deacons

In Fall 2023, we will launch a new MACM track designed particularly for ELCA Word and Service candidates. Students will complete a 22-hour core, followed by a 27-hour track for Lutheran formation, contextual education, and ministry specialization. We are pleased to introduce this path to Word and Service ministry.

New "Explore" Program

Beginning in Fall 2023, LTSS will offer innovative one-hour elective course opportunities. Explore courses will invite students to explore interesting topics and gain valuable ministry experience not otherwise covered in the curriculum. This program will be open to LTSS alumni for continuing education credit, creating opportunities for intergenerational learning between current students and alumni, and may expand in the future. Please watch for announcements about this program, so that you can share the opportunity within your networks.

New Concentrations and Cognates

LTSS will offer concentrations that recognize a student's academic achievement in a particular area of study, such as Biblical Studies, Theology, and Faith Formation. Seminarians will be able to take specialized courses (cognates) through the LRU graduate faculty in the areas of Leadership, Counseling, and Sustainability. A student who completes nine credit hours in one of these designated areas will graduate with a concentration.

Diversity, Equity and Inclusion

LTSS continues its theological, pedagogical and practical commitment to diversity, equity and inclusion across the curriculum. Lifelong Learning opportunities embed our students and the wider LTSS community in dynamic partnerships with local partners such as Koinonia and the International African American Museum, and engaging events such as Dr Willie Jennings' lecture "Overcoming Racial Faith". These innovations equip our church for critical, constructive, courageous, creative theological engagement across cultures and contexts.

Cultivating a Christ-Centered Community of Education and Formation in an Age of Hybrid Learning

Seminaries are seedbeds. LTSS cultivates a Christ centered community of Columbia and Connect (online) students. We are gathered in First Week Immersions to start each semester, formed in regular rhythms of Word, sacrament, prayer, and spiritual practice, enriched through ecumenical learning (such as Methodism 101), and embodied through relationships of mutual care and conviviality, including a new Hammock Hang Out.

I want to say a special word of gratitude to LTSS colleagues, the Advisory Committee and LR leadership for tending to extra tasks throughout the leadership transition. We are all grateful to our Bishops for their visits and their ministry among us. We are grateful for the financial support of our Synods, faithful congregations and individuals in Region 9 and beyond. And we are grateful to you who encourage the faithful to consider their vocation to public ministry. As we look with faithful imagination to the future of theological education, your prayers and participation sustain our mission and strengthen our capacity to respond to the Spirit's call.

Peace be yours,

Rev. Dr Chad Rimmer
Rector and Dean

2022 was a very good year at Twin Lakes, for which we are humbly grateful.

Residents: We welcomed 48 new independent living residents to Twin Lakes in 2022, bringing our community population to 753 residents. These residents come from across the country, but most have been living within two hours of Twin Lakes immediately prior to their move here.

Staff: We are fortunate to have a strong, dedicated and skillful group of people working at Twin Lakes. We are grateful that, during 2022, there were no changes among staff leadership, and staffing across departments remains stable. At a time when staffing has been particularly challenging throughout the healthcare industry in our country, we are fortunate to have been able to avoid hiring temporary, or “agency,” staff; we believe that continuity and longevity in our staff is directly related to the quality of care and services our residents experience at Twin Lakes.

Campus: Construction is underway for a new residential project at Twin Lakes, which we are calling the Stockton apartments. It will be built in two phases, for a total of 84 new apartments. The first phase, consisting of 48 apartments, is 75% presold, and will be complete in the fall of 2024.

Accolades: We remain an organization that is strong financially, and retained our BBB bond rating with Fitch. This makes us a solid investment for our residents at the same time that we remain one of the most affordable CCRC’s in the state. We also continue to be recognized by the Centers for Medicare and Medicaid as a “5-Star” facility – their highest rating.

Celebration: This year marks the 40th anniversary of Twin Lakes Community. It is a time both of celebrating our community and of reflecting on the many lives we have touched over the past forty years. We began the celebration in March with the dedication of a significant piece of sculpture on our campus. The sculpture, named “Tapping Time” by the artist, Thomas Sayre, was created in the earth of our original, 40-year old site, was marked by the hands of many people who live and work here now, and was installed in front of the newest building, which was built to replace that original building. It honors the many generous and dedicated people who have made their mark on this place over the past forty years, and will stand for countless years to come in tribute to the spirit of our community.

**NovusWay Ministries 2022 Report to the Florida-Bahamas Synod, North Carolina Synod,
South Carolina Synod and Southeastern Synod 2023 Assemblies**

Mission: The ministries of NovusWay provide experiences for all people in God's creation that inspire faith, build relationships, and transform lives.

Vision: Trusting in God's promises, lives are transformed to love and serve as part of inclusive communities.

We Value: Inclusion, Renewal, Stewardship, Hospitality, Formation, and Discipleship

Throughout 2022, NovusWay Ministries—Lutheridge, Lutherock, Luther Springs and Lutheranch-worked to serve more youth, adults and families after several years of significant financial and operational challenges. We served more than 2400 campers of all ages in our summer camp programs. We visited 26 congregations through our Lutheroad Day Camps. Our facilities were opened over 560 times for guest groups, and we worked alongside 100 college age students who served on our summer staff.

The program, hosted ministry attendance and income increased at all sites, but we were still below the last pre-pandemic year of 2019. Overall, 2022 summer income increased by 20% over 2021, which was a recovery year after the Covid shutdown of 2020.

Operationally, your faithful Board of Trustees continues to refocus the ministry's efforts and provide greater structure and direction through a series of new documents: the Strategic Plan with the Mission, Vision, and Values as quoted above; revised By-Laws; updated Board Policies; and revised Personnel Policies for year-round staff. In all our efforts, the active participation by the four supporting synod Bishops on the Board has been significant and gratefully acknowledged.

A major accomplishment of this past year was the hiring of several executive staff members. In January, new Executive Directors at Lutheranch, Clare-Marie Hannon, and Lutheridge, Van Van Horne, joined long-serving Craig Reiger at Lutherock, and Sarah Anderson and Sue Mendenhall at Luther Springs. In March, Richard D. (Dick) Peterson began his service as Intentional Interim CEO. Dick brings many years of experience in outdoor ministry and non-profit program development. In June, Kristen Williams became the Executive Director for Financial Development. In October, LaToya Ellis was named Director of Human Resources, a new and much needed professional position. While our leadership team and year-round staff are strong, staffing summer programs was a challenge in 2022, with some program sections limited or cancelled due to the inadequate staff numbers. Summer staffing remains a major challenge in 2023, which is a problem for most camps around the country.


We continued to improve our program facilities. The Atonement Chapel was dedicated at Luther Springs which provides significant new programming opportunities. Barn renovations and a new mounting ramp that facilitates accessibility were completed at Lutheranch. A new porch was added to Founders Lodge at Lutherock. At Lutheridge, long overdue refreshing projects were completed. Looking ahead, we are working on a variety of short- and long-term facilities repairs and upgrades necessary to continue to make the camps relevant and attractive for campers, conferences, and special events.

Financially, we continue to enjoy wide support. In 2022, we were blessed with 2,778 individual gifts totaling \$1,070,018. These donations came from people in 27 states throughout the United States. Giving Tuesday proceeds brought in \$35,730 to support the ministry. Total synod benevolence support from the four synods totaled \$115,800.57. We are grateful for all this support that allows us to provide valuable programming for youth and families.

The hard reality of the year was that growing inflation hit our budget very hard, with many areas showing significant price increases, especially food and supplies, equestrian costs, utilities, and insurance. Investments in much needed property repairs and staff salary increases to be competitively attractive also increased costs. We also saw that ongoing Covid concerns kept some groups away from camp early in the year, reducing overall attendance and income from what we budgeted. With all these factors, along with the long-term effects of the pandemic that masked some underlying problems that we have worked to resolve these last 18 months, the combined operations of NovusWay incurred a loss of \$1,119,458.67 in 2022 that was covered by internal borrowing that we expect to begin to repay with interest beginning in 2024. This year, we are very focused on improving our financial operations and reporting accountability while increasing attendance in all programs to help increase our revenues while also expanding giving opportunities.

For 2023, our priority remains on providing faith-filled camps, retreats, and hosted ministry opportunities for young and old. We are offering many tried and true, favorite programs such as our music and art, family, equestrian, and adventure camps. We are also providing new programming, including our Southwest Florida Disaster Relief program in cooperation with the Florida-Bahamas Synod and Luther Springs. Groups from throughout the country will come to spend a summer week in service working out of a congregation either in Sarasota or Ft. Myers. Increased summer and year-round programming will extend our reach to more individuals and families throughout the southeastern United States.

We are grateful of our partnership with our four supporting synods, our many donors, and those congregations that allow us to be a part of God's great work of forming and expanding faith for all ages. To learn more about this exciting and growing ministry that you support with your prayers, your financial gifts, and faithful participation, please visit our website: <https://novusway.org>.



Charles R. Bridgers
President, NovusWay Board of Trustees



Richard D. Peterson, CCD
Intentional Interim CEO

**James R. Crumley Jr Archives
2023 Report**

Administration

Personnel and Hours of Operation

The Archives employs five part-time workers: Shannon Smith, director and archivist; Trudy Bouknight, office manager; Scott Reeves, assistant archivist; Ashley Ragland, archivist aide; and Margaret Mancuso, project specialist.

Accessions

New and reoccurring accessions from Region 9 synods, congregations, and individuals are deposited in the Crumley Archives and are processed by staff.

Special Projects:

“Lutheran Church Visitor”

The LCV was a Lutheran publication that was published 1868-1918. We have had it digitized and are preparing the images for greater dissemination. Margaret Mancuso works on this project, in collaboration with USC.¹

“Historic Lutheran Theological Southern Seminary Collection”

Scott Reeves continues to work closely with USC to upload new images. We look forward to this project’s completion by Summer 2023.²

Frankie San Project

Production is complete and the film team is planning a premiere showing, possibly in April, and options for broader distribution. Please follow our Facebook page for more on “Prisoner by Choice: The Frankie San Story”.

Archives Promotional Film

In collaboration with Fisher Films, the Crumley Archives has produced six short segments highlighting the mission of Crumley Archives. They can be viewed on our website and YouTube channel.³

Development

Rev. Dr. Scott Hendrix Scholarship

Applications for this scholarship are due by April 21st, 2023.

Shannon L. Smith

¹ Issues from 1869-1904 can be “browsed” at <https://historicnewspapers.sc.edu/lccn/sn93060372/>

² “Historic Lutheran Theological Southern Seminary Collection”: <https://scmemory-search.org/?utf8=%E2%9C%93&q=lutheran+theological+southern+seminary>

³ <https://www.youtube.com/watch?v=ZB25paG4DHI&list=PLZTWw8PTkt2yEQ1eSj60JYt-nxG0bUNZq>



Supporting Lutheran Congregations – Seminarians – Pastors - Institutions

Answering God's call to be faithful Christian stewards, the purpose of the Home Mission Foundation (HMF) is to solicit, receive and administer funds from individuals, the North Carolina Lutheran Men in Mission (NCLMM), congregations and other sources to be used for religious, educational and charitable purposes. The HMF makes loans to ELCA congregations in North Carolina at below market rates of interest, provides scholarships for seminarians, and supports the ministries of the North Carolina Synod. Together with our partners NCLMM we received \$3,272 for the Loan Fund, \$18,458 for the Gift Fund, \$14,953 for the Lutheran Grace Fund and other Contributions totaling \$15,525. The Board established the Lutheran Grace Fund as an open / unrestricted fund. Scholarship grants to 50+ North and South Carolina seminarians totaled \$95,692 in 2021. A grant was made to Camp Agape in the amount of \$5,100.00 and a grant was made to the NC Synod for the Lifeline Fund of \$4,900. There were no grants made from the Lutheran Grace Fund in 2022.

As of December 31, 2022, the Foundation has loan balances totaling \$754,638 to seven North Carolina congregations. We are pleased to report that all congregations are current in their repayment schedules. Daniels Lutheran – Lincolnton paid off their loan early and Bethehem Lutheran – Hickory opened a new loan.

The Home Mission Foundation is managed by twelve directors, plus the Bishop of the NC Synod and the President of the NCLMM. Loans are managed by the HMF Executive Committee. Investments are managed by the HMF Investment Committee with the advice and consent of the HMF Board of Directors. The HMF financial records were reviewed by Butler & Stowe, CPA of Gastonia, NC, as of December 31, 2022.

Current officers are Roger Lyman (President), George Kluttz (Vice-president), Willam Coffey (Treasurer) and Rev. George Rhyne (Secretary).

The market value of assets in Funds under management was as follows:

Total Loan & Gift Fund	\$2,810,057
Home Mission Fund	\$ 85,817
Reverend Harold E Rhoads Fund A	\$ 381,014
Reverend Harold E Rhoads Fund B	\$ 250,206
Mary Ona Wolf Scholarship Fund	\$ 603,601
The Reverend M L Ridenhour Fund	\$ 301,082

Lutheran Grace Fund	\$ 65,649
Total market value of Funds managed	\$ <u>4,247,220</u>
Grants and gifts approved	\$ 10,000
Scholarships	\$ 95,692
Promotion support for NCLMM	\$ 30,000

During 2022 plans were made to celebrate the 100th Gathering of the North Carolina Men in Mission held at Grace Lutheran in Salisbury, NC on March 11, 2023. Over \$60,000 was pledged to support the Scholarship and Lutheran Grace Funds at that event.

Respectfully submitted,

Roger Lyman

President

Home Mission Foundation

704-907-0507

rdlyman0689@gmail.com

www.homemissionfoundation.com



North Carolina Lutheran Men in Mission

Celebrating 100 Years of Men's Ministries

North Carolina Lutheran Men in Mission celebrated their 100th Anniversary as a state organization on March 11, 2023. The gathering was hosted by Grace Lutheran Church in Salisbury NC. It was a day of celebration as our program highlighted the past, the present, and the future. The gathering theme was taken from Hebrews 11: 1; *now faith is confidence in what we hope for and assurance about what we do not see.* This verse illustrates the power of faith when we consider the past.

NCLMM President Bob Wright opened the meeting and explained that we would learn about the impressive history of Lutheran Men over the past 100 years. North Carolina Lutheran Synod Bishop, Rev. Dr. Tim Smith, was the keynote speaker. He spoke of the ten men and their faith in making a great sacrifice to help expand the church in NC. An apple was used to illustrate the growth of men's ministry. "There are 4-7 seeds per apple. You can count the seeds in an apple but you cannot count the apples in a seed." Thus the gospel and the churches expanded across the state.

In 1923, ten men had a vision of starting new Lutheran Churches in NC. They realized that to do so, they would need to have money available for them to build. These ten men had the faith and vision that they would be successful, and they were. Each man committed to give \$100 per year for ten years to create a fund worth \$10,000. This revolving loan fund, now known as the Loan and Gift Fund, became the flagship ministry of North Carolina Lutheran Men.

The fund continued to grow, and in 1953 the Home Mission Foundation (HMF) was incorporated to manage and administer this precious resource. Mr. David Beam, HMF board member, known as the "friendly banker" explained, "I have witnessed the power of the Holy Spirit" in the growth of the fund.

Roger Lyman, President of the Home Mission Foundation, and Dr. Jack Weller spoke on *Honoring our Past, Looking to the Future* and *Creating our Legacy*. Inspired by those 10 men in 1923, the Men in Mission are focusing on a new goal to raise \$100,000 for two new funds, "The Scholarships for Seminarians", and the "Lutheran Grace Fund". The men present were given an "Intent to Give to the Home Mission Foundation" form as they considered how they could support future ministries. At the gathering on Saturday, the men made commitments to donate \$60,000.

Rev. John Sunquist, LMM Executive Director, addressed the gathering. His topic was *Creating a Vision for the Future*. Afterwards, the annual business meeting was held. Reports were given and approved. Officers elected for 2023-24 were; Bob Wright, President, Bethlehem-Hickory, David Whitesides, Vice President, St. John's-Cherryville, Allen Gould, Treasurer, Wittenberg-Granite Quarry, and Dustin Huffman, Secretary, Daniels-Lincolnton. A worship service with communion followed the business meeting. Grace pastor, Rev. Michael Frye and Brad Alexander, NCLMM Chaplain, led the service. Afterwards, the meeting was adjourned.

Terry Edwards, NCLMM Men's Ministry Coordinator, 704-477-3429, tpauledwards@gmail.com

**North Carolina Women of the ELCA
35th Annual Gathering
Friday, September 16, 2022**

Prior to the opening of the Annual Gathering, Chaplain Karin O'Donnell led a prayer while technical issues were being resolved.

Cindy Whisenant, Co-Chair of Gathering Planning led a brief voting member orientation for the thirty-four participants present on Zoom.

Following the Prelude, Lisa Philbeck led the Formal Opening of the Gathering and declared the 35th Annual Gathering was in session and then formally introduced, the Chaplain, the Rev. Karin O'Donnell.

The Chaplain led a meditation on "Renewal" using Luke 13:10-17 as a basis.

The Gathering Hymn, "Day by Day," was sung.

Debra Weinel, Treasurer, shared information about the online giving platform, Tithely, and then presented the budget for 2023-2024.

A vote was held to approve the budget and it was unanimous.

The offering was received followed by an offering prayer led by Chaplain O'Donnell.

The offering will be divided $\frac{1}{2}$ to Churchwide (CWO) and $\frac{1}{2}$ Crossnore School Youth Independent Living Program.

President Lisa Philbeck introduced the Churchwide Board representative, Raeann Purcell, who addressed the voting members and guests explaining the three expressions of Women of the ELCA. She also talked about resources available through the Women of the ELCA, such as Daily Grace, Café, and *Gather* magazine. She also talked about the Triennial Gathering that will be held September 21-24, 2023 in Phoenix, Arizona, at the conclusion of the Triennial Convention.

Lisa Philbeck expressed thanks for the participants and also a special thanks to Martha Oldland who sends our prayer request notice via e-mail every Monday.

The first session was closed with a hymn.

Saturday, September 17, 2022

Beginning the second session, Chaplain, the Rev. Karin O'Donnell, led morning matins.

Announcements were made by President Lisa Philbeck, and then followed by the Gathering hymn, *Day by Day*.

A pre-recorded video greeting from Bishop Smith was played. Bishop Smith spoke on a variety of subjects, including synodical and churchwide news.

Greetings from Terry Edward, representing the Lutheran Men in Mission, was **played**.

Jane Cadwallader, Nomination Chair, presented a report of nominations for Triennial Voting Member, Ballot A. Maxine Amos was nominated for Ballot A and was elected unanimously.

Cindy Whisenant introduced the Keynote Speaker, Dr. Mindy Makant. She referred to Hebrews 4:16 and touched on the struggles women pastors have faced, along with the bold women who serve the church.

A video, entitled "Seriously," produced by the NC Synod was played.

Offering was received, followed by a prayer by the chaplain. (1/2 Churchwide (CWO) and 1/2 Crossnore School Youth Independent Living Program)

Jane Cadwallader, Nomination Chair, presented the nominees on Ballot B:

Debra Weinel and Sheldon Lutz.

Ballots were cast electronically and both were elected.

Next Emily Dubay, Director of Development at Lutheran Services Carolinas, spoke on the "Be the Light" campaign and "Circle of Welcome."

Jane Cadwallader, Nomination Chair, presented the Triennial nominees on Ballot C:

Terri Brown, Jane Cadwallader, Susan Harris, and Tamarah Hefner were elected to serve as Triennial Voting members.

Susan Harris presented a report of the Patterson Memorial Scholarship Committee.

President Lisa Philbeck made announcements including information about the upcoming Fall Retreat scheduled for September 30 and October 1-2 at the Blowing Rock Conference Center.

She provided information Committee Day II scheduled for Saturday, January 14 at St. James, Fayetteville, and urged women to join a committee.

Cindy Whisenant, Co-Chair of the Gathering Planning Committee, announced the tentative dates and location for the 2023 Annual Gathering: June 23-25 at Lenoir-Rhyne University.

Debra Weinel, Treasurer, gave an update on the current Pennies Project that runs through January 31, 2023. The recipients are two homeless shelters; one in Asheville – Homeward Bound – and the other in Wilmington, known as Eden Village. As of September 9th, there was a total of \$538.12 in the Pennies fund.

A five-minute stretch break was declared.

After reconvening, Nena Babb conducted a few “fun” polls.

Karin O’Donnell, Chaplain, led us in a blessing for our lunch; followed by singing verses 1 and 2 of the hymn, *For All the Faithful Women.*”

A lunch break began at Noon and we reconvened at 1:00 P.M., beginning with singing verses 3 and 4 of *For All the Faithful Women.*

The Report of the President was presented by Lisa Philbeck (page 22 of the GPR) and once again, she encouraged volunteering on a committee.

Lorri Monterose read a resolution: Justice For Missing and Murdered Indigenous Women/MMIW (See attached resolution.) It was adopted by the voting members.

Two Awareness Sessions were presented.

The first was presented by Kelly Jones Williams, who presented information about Thrivent Financial, including the history of the fraternal organization, benefits, Action teams, the Thrivent network, Habitat for Humanity, and qualified charitable distributions. Kelly said, “Everything is a gift from God.” A question-and-answer period followed her presentation.

Lorri Monterose introduced a video by Carissa Abraham who explained the initiative, “Welcoming the Stranger.”

The second Awareness Session, presented by Ginny Hultquist, provided information about Lutheran Immigration and Resettlement Services (LIRS) and the work to help Ukrainians in that process in both Asheville and the Raleigh area. Ginny took questions after her presentation.

After a brief, five-minute break, the Churchwide Board representative, Raeann Purcell, commissioned the Triennial voting members.

Lisa Philbeck, President, led the Closing of the convention.

Following the adjournment of the Annual Gathering, the Board members and the Churchwide Board representative remained online to discuss dates, conference gatherings, and the upcoming retreat.

Resolution: Justice For Missing and Murdered Indigenous Women (MMIW)

WHEREAS, NC Women of the ELCA was made aware of the continued injustice of Missing and Murdered Indigenous Women in North Carolina with the 2022 Spring Gathering Program on “Voices for Justice”; and

WHEREAS, we have been made aware that there is little to no data regarding Missing & Murdered Indigenous Women due to the lack of reporting systems within Indigenous Communities; and

WHEREAS, we acknowledge that the collection and analysis of data is a necessary component to conduct investigations and work towards Justice for Missing and Murdered Indigenous Women; and

WHEREAS, violence against women speaks to our need for Justice as defined by Scripture; and

WHEREAS, violence against any single woman is an affront to God, and all peoples should work tirelessly to stop violence in all of its forms, and a lack of action, once made aware, is a disappoint to God; and

WHEREAS, we acknowledge that during the Pandemic, a number of states with large Indigenous Populations have created Task Forces to grapple with the issue of Murdered and Missing Indigenous Women which could serve as a blueprint for a Task Force here in North Carolina;

NOW THEREFORE, BE IT RESOLVED that the NC Women of the ELCA make a commitment to work tirelessly towards Justice for Missing and Murdered Indigenous Women in North Carolina; and

BE IT FURTHER RESOLVED that we are called to be Bold Women of Faith and we have been assured by God that we are doing His work when working towards Justice; and

BE IT FURTHER RESOLVED that the NC Women of the ELCA advocate for the creation of a North Carolina Task Force with the purpose of Justice for Missing and Murdered Indigenous Women in North Carolina; and

BE IT FURTHER RESOLVED that we, as an organization, actively participate in a campaign for Justice using all means at hand, such as a sustained letter writing

campaign to encourage North Carolina legislators to create a Task Force for MMIW; and

BE IT FURTHER RESOLVED that we will establish a partnership with NC Synod and Churchwide in order to take advantage of their greater resources with their work for Justice for Indigenous Peoples; and

BE IT FURTHER RESOLVED that we can be confident that when we are working for Justice, our efforts *will* be enough to enact change.

Submitted by Lorri Monterose

Mission Fund Committee Annual Report for Synod Assembly

The members of the Mission Fund Board are Heather Bacholder, Michael Dickson, Russell Peek, Athena Thommason-Bless, Greg Williams, Danielle DeNise, and Joanna Stallings.

During the last fourteen months, this hard-working committee has established By-Laws for the Mission Fund of the NC Synod. In addition, Personnel and Gift policies have been developed for the mission starts. The work of the Mission Fund Committee (MFC) has expanded rapidly in the last three years. With a budget of \$600,000 and growing needs of the synod mission starts, the MFC is working on establishing a Finance Committee and a Personnel Committee to oversee the needs of the nine mission sites.

The sites include: Anam Cara Community first online community established by Pastor Tim Brown and Jason Chesnut. Arbol de Vita is a Hispanic congregation in North Durham led by Pastor Herman Santana. This year they acquired the church building and established a partnership with Habitat for Humanity. Christ's Beloved Community in Winston Salem an ELCA and Episcopal Spanish speaking congregation called Pastor Javier Aries in the late summer. They acquired their own building in the last year and are regularly filling the pews as well as preparing young people of first communion. The Community of Spiritual Practices located in Asheville is led by Pastor Elizabeth Rawlings. This worshipping community whose exploration began in late summer of 2022 is finding ways to serve in this area. Pastor Emily Norris serves as the lead pastor at The Dwelling in Winston Salem. It is a federated ministry between the ELCA and the Moravians. At the end of January this worshipping community serving those who are experiencing homelessness moved into The Augsburg Community Center. This space is rented from Augsburg Lutheran Church. The newly renovated building has helped the community grow to welcome two hundred at worship and lunch each Sunday. The Rev. Dr. Shanitria Cuthbertson is the pastor of Emmaus in the Charlotte-Kannapolis area. This rising community focuses on worship, Christian education, and outreach in their neighborhood. The Rev. Jack Russell serves at Living Waters in Cherokee. This worshipping community on the Boundary Reservation has a thriving food pantry that serves the surrounding community. South Durham Connections led by Pastor Sharon Schulze will close sometime during early summer. The Church of the Wilderness Church in Durham led by Pastor Meghan Richter began meeting at the beginning of 2023. They have two house churches meeting in the area.

The nine mission starts of the NC Synod are focused on justice, equity, and sharing the inclusive love of God. Through the creative pastoral leadership of the North Carolina mission sites, God is doing a new thing. Our pastors offer courageous, and joy filled hope to all they serve. Thanks be to God.

Respectfully submitted by Pastor Joanna Stallings, Executive Director of the NC Mission Fund

Costa Rica Companion Synod Task Force

April, 2023

The Lutheran Church in Costa Rica (ILCO) has experienced significant leadership turnover in the past few years. The Task Force has continued to meet virtually and work with the ELCA's Global Mission staff to discern ways we can continue to walk with the leaders in communities of ILCO.

Due to Covid-19 the NC Synod has had no trips to Costa Rica during the past year. We are looking forward to resuming more robust relations as the pandemic begins to wane and as ILCO's new leadership becomes more established.

Respectfully submitted,

Mindy Makant

African Descent Strategy Team - 2023 Annual Report ***“Preparing for the Heavenly Feast: All Races, One Church”***

The North Carolina Synod’s African Descent Strategy team continues to embrace this bold mission with the intent of promoting racial reconciliation and helping congregations in the North Carolina Synod to become more inclusive and welcoming. The team: works on ministry opportunities; encourages innovative and creative methodologies while promoting the ministry of existing predominantly African Descent congregations in the North Carolina Synod; partners with and advocates for African Descent ministries and leaders; and supports predominantly Caucasian congregations in their effort to be in ministry with people and communities of African Descent.

The African Descent Strategy team is planning opportunities and methods to again offer diversity and “Developing Culturally Sensitive Leaders” training. The team supported the Synod’s Racial Justice Network and remained attentive to opportunities and concerns in existing African Descent Congregations and ministries:

- **Emmaus Church**, led by Rev. Dr. Shanitria Cuthbertson. Emmaus returned to in person worship in Spring 2022 and has continued to thrive in the new building. Emmaus continues to support students and families in the West Charlotte Community. Emmaus hosted a community school supply drive for students k-12 and a community collection and assembly of toiletry care kits for homeless youth supported by the On-Ramp program of Charlotte, NC. Emmaus also continues to host a weekly community bible study and worship service. The return to in-person worship and school based community meetings have empowered the Emmaus Community to begin to re-imagine ministry utilizing both virtual and in-person strategies to extend the reach of the ministry..

- In 2022, members of **Church of the Abiding Savior** enthusiastically welcomed Rev. Terrance Jacob as their pastor. The congregation returned to in-person worship while continuing to stream via online meeting platforms. The congregation, a small and diverse congregation in the Campus Hills area of Durham, remains committed to exploring opportunities for growth, continued ministry and strengthening God’s mission in the Durham community and in the world. The congregation is in the process of upgrading the building to include accessible restrooms and to also add more meeting space. The additional space will provide new opportunities to reach out to the community. Abiding Savior serves as the synod’s Campus Ministry site for nearby North Carolina Central University (NCCU) and actively engages students and the surrounding neighborhood in the work of a community garden. Members, with the leadership of Pastor Jacob, continue to identify opportunities to proclaim the Good News, serve and help those who are in need and share the love of Jesus with an active voice on issues related to justice.

- In **2022, Prince of Peace** celebrated 50 years of ministry in our neighborhood of Warnersville! In April of last year, the congregation held a joyful worship service to commemorate the anniversary along with a wonderful celebration with the larger community of neighbors and friends in the newly constructed outdoor pavilion. Prince of Peace grew deeper in partnership with neighbors through hosting a series of community meetings in the church space, and grew in relationship as a church family with many newcomers to the congregation. We entered into a new partnership in our urban farm space and launched a new venture, Peaceful Seeds of Warnersville Community Farm. Through the farm we hosted numerous community events and made space where beautiful community was formed. In the summer, we hosted two weeks of anti-racism camp for elementary students through the organization "we are", and our own week of faith-based day camp in partnership with Lutheridge. We also had a table for the first time at Greensboro Pride Festival where we lived into our identity as a LGBTQ-affirming congregation, and had a lot of fun!

The African Descent strategy team is a committed and uniquely gifted multicultural group of rostered and lay persons, bringing different experiences, perspectives and ideas, supporting the synod’s goal of ***‘Reaching out through witness and service to share the Gospel of Jesus Christ in a changing world’***, while helping the synod to ***‘Strive to reflect the diversity of the people of North Carolina’***.

Campus Ministry Committee Annual Report 2023

In the past year, the campus ministries of the North Carolina Synod have met four times. Half of the meetings were held in person. It was a gift from God to reestablish in person relationships and discuss concerns germane to young adults in higher education. In addition to support, equitable distribution of funding for each site has been a topic.

The following paragraphs from the rostered leaders of the campus ministry will give you a glimpse of the engaging ministries carried out on behalf of the NC Synod.

The Lutheran Students of Appalachian (LSA) averages 25 students per week in attendance, with 75 on the current email list. We are an RIC ministry (Reconciling in Christ) that intentionally provides a safe and welcoming space for worship and fellowship for Lutherans and those from other faith traditions. We meet on Sunday mornings for worship (average 15-20 in attendance), Tuesday mornings for fellowship (average 5-10 in attendance), and Wednesday evenings for a meal and programming (average 25 in attendance). We had 19 LSA Students participate in our Alternative Spring Break Mission Trip this year to Germany; we joined up with the LSM from UNC-Chapel Hill, and North Florida. 13 LSA students attended the Region 9 Fall Retreat at Lutheridge, and 9 LSA students at the Spring Retreat in Chapel-Hill. In LSA, we have 5 elected student-leaders: a President, and VPs of Fundraising, Programming, Communication, and Spiritual Life. LSA coordinated 4 football parking fundraisers which raised over \$15,000 for our spring break trip and volunteered at our congregations Community Woodlot.

Respectfully submitted, Stacey Triosi

Duke Lutherans We are a diverse, inclusive campus ministry community (consisting of undergraduates, graduate students, and young adults), rooted in God's grace, called to serve our neighbors, work for justice and peace, and share God's gift of life together on campus, in our local congregations, and throughout Durham. Duke Lutherans hail from around the country and world. Our core weekly activities include Sunday Evening Prayer + Community Dinners and Thursday Fellowship Lunches. Life together means interfaith and ecumenical ministry, an ongoing racial reconciliation partner with St. Joseph AME Church, Divinity student field education, pub theology, pastoral care and counseling, and alternative spring break. We are especially thankful for our beloved siblings at our two partner churches (St. Paul's ELCA and Grace LCMS) who care for our students in countless ways. This June *Rev. Amanda Highben* will also begin her fourth year as the fulltime Duke Lutherans pastor.

The Well Campus Ministry supporting East Carolina University and Pitt Community College has enjoyed a good year of activities, worship, and fellowship! One of our highlights of the year is a Spring Retreat at Trinity Center. This year we made finger labyrinths, walked a labyrinth, and spent time on the beach. It is always so refreshing for us! *Respectfully submitted, Donna Kraus*

LEAF (Lutherans, Episcopalians, and friends) at Elon University 2022 was a year of discernment and celebration for LEAF. We spent time discerning which traditions that had gone by the wayside during COVID were important enough to come back, and which new traditions we'd established during the pandemic we should keep. As such, we expanded our online offerings, including virtual book studies for alumni and live-streamed worship services (with thanks to COVID Relief funds from the NC Synod) and brought back overnight, off-campus retreats. Additionally, our Campus Minister, Rev. Julie Tonnesen became the Associate University Chaplain at Elon but continues to serve as the campus minister to LEAF in this new call. In addition to maintaining weekly worship services, meals, and other fellowship and

service events, we also began preparing to bring Rev. Dr. Jay Augustine to speak on campus in February 2023, and preparing for our first ever Spring Break mission trip to San Fidel, New Mexico in March 2023. 2022 marked 15 years of ministry for LEAF on Elon's campus, and we celebrated this anniversary over homecoming weekend, giving thanks for the way's God has been at work in our midst. We look forward to what the next 15 years will look like and keep our eyes peeled for the movement of the Spirit.

Respectfully submitted, Pastor Julie Tonnesen

Campus Ministry Report: Lenoir-Rhyne University The 2022/23 academic year has been exciting, and campus ministry continues to grow at Lenoir-Rhyne. As a community, we gather to worship every Wednesday at 10:00 a.m. This year, we used a Lutheran liturgy and praise and worship style service once a month. On other weeks, we have focused on learning more about United Methodist and United Church of Christ patterns of worship. Occasionally guest preachers lead us through the format with which they are familiar. Highlights of the semester include two AME services, junior and senior religion majors preaching sermons, and a gospel service, which planted seeds for restarting a gospel choir on campus. The A Cappella Choir and Chapel Choir continue to assist with worship leadership, and I am grateful for the faculty in the LR Music Department, who offer constant support for chapel.

I continue to work closely with our faith-based organizations. Lutheran Student Movement is holding steady, and this year a new group was started for those who plan to attend seminary or divinity school after graduation. With the help of several Muslim students, a Muslim prayer space was designed and outfitted. I also continue to lift up religious diversity on campus by drawing attention to various holy days others are celebrating. This work aligns quite well with Lutheran Higher Education, which is rooted in the rich theology of Lutheranism, but also open to what we can learn from other faiths and secular traditions. (Google "Rooted and Open ELCA" to read *Rooted and Open*, which outlines the goals of Lutheran Higher Education).

A great deal of my work continues to be a ministry of presence for students, faculty, and staff. This year, I have also taken on the role of the Director of Counseling Services and have worked closely with others to build excellent resources for students needing mental health care.

As I continue in this role, I have a strong desire to nurture and build relationships with the congregations of the NC Synod. I am willing to preach in your congregation on Sunday, meet with your youth group or other classes, and answer questions at any time. I can share information about LR or address topics like mental health or trends we see among today's college students. I am grateful for your partnership and your continued support of Lenoir-Rhyne. Please do not hesitate to reach out any time I can be of assistance.

Respectfully submitted, The Reverend Todd Cutter, NCLCMHC University Pastor, Director of Spiritual Life, and Director of Counseling Services Lenoir-Rhyne University

Niner United is a dynamic campus ministry serving UNC Charlotte, a rapidly growing research university with a student body of 30,000. Over the past year, Niner United has significantly impacted the campus, engaging hundreds of students through various exciting special events and weekly programs, including worship services that deepen students' faith and foster a sense of service, leadership, and empathy. Niner United also launched a comprehensive mental health initiative to support students struggling with their spiritual and mental wellness and developed a robust racial reconciliation initiative to promote diversity and inclusion within the ministry. The year began with a student leader training in Orlando,

followed by 49er Gold Rush welcoming events, the launch of new small groups and Bible studies, two weekly worship services, and a fall retreat to the Outer Banks. During spring break, Niner United took 18 students on a transformative spiritual pilgrimage through Switzerland, France, and Italy. Through these initiatives and events, Niner United is making a difference in the lives of UNC Charlotte students, faculty, and staff, building a strong sense of community, and empowering the next generation of leaders to positively impact the world. *Respectfully submitted, Pastor Steve Cheney*

UNC Chapel Hill Campus Ministry Report for 2022-2023 Year This has been a good year for campus ministry. The Fall Semester began with our group being much smaller than previous years as COVID had really cut into students' willingness to engage in group commitments. We started small but have steadily gained students as the year has progressed. (From 6-8 to 14-16 per week) The highlight of the year was a pilgrimage trip to Germany to tour the Luther sites. We also learned about Bonhoeffer and the confessing church, the church's role in the pulling down of the wall of communism, and the current church culture. The sites were awe inspiring, but the best part of the trip was the strong bonds of community formed among the students. We had not been able to create this depth of relationship during COVID life and Zoom world. It truly has felt like there has been a resurrection and new life is springing forth. The level of student engagement and investment since Spring Break has been terrific. Everyone is eagerly looking forward to what the Fall Semester of 2023 will bring. *Respectfully submitted, Pastor Mark Coulter*

Wesley-Luther serves the students, staff, faculty, and alums of UNC Greensboro, providing space for community, worship, service, faith development, and vocational discernment.

Recognizing the changing nature of student needs and higher education, Wesley-Luther runs the Spartan Open Pantry, which provides food for staff and students who are struggling to afford food. Each semester, one in three students will experience food insecurity, and one in four will go without regular food access. During 2022, the SOP provided 49,260 pounds of food, a 15,000-pound increase from 2021. Wesley-Luther staff and volunteers also provided more than 4,038 hot meals for students and their dependents, along with 2,349 dozen eggs and 2,097 half gallons of milk. Our largest meal of the year, the Meal of Thanksgiving, served 117 students and was hosted as an in-person meal for the first time since the beginning of the pandemic. This year, Wesley-Luther also welcomed our first student to the emergency housing designed to create a safe bridge for unhoused students while our staff and volunteers work to find long-term solutions for struggling students.

Mental health remains another priority as rates of anxiety and depression continue to increase on campus. This year, more than 250 students participated in "Light the Night," our annual luminary and vigil project, by making luminaries with prayers, stories, or words of hope or by attending the service. In addition to the "Light the Night" luminary project and Wesley-Luther's suicide prevention work, Wesley-Luther is also providing space for students to express themselves with art through a Free Expressions group overseen by a counselor from Student Health Services.

Wesley-Luther hosts a communion service in partnership with Greensboro College each Sunday night during the semester. This contemporary worship provides a space created for students who may be wary of the Christian faith or who have experienced religious trauma. This year, two UNC Greensboro students were baptized. Two attendees of this Sunday night worship have also begun the process of candidacy with the hope of eventual ordination. *Respectfully submitted, Andrew Mails*

Shepherd of the Hills Lutheran Church Lutheran Campus Ministry Spring 2023 Our campus ministry is celebrating a happy semester's end! We have had a great time transitioning Nelson Wiggins into the Peer Ministry Leader position. Faye Gant, who served in this position last semester, aided this transition before moving away. One of our big successes is making connections with the community college, something that we have been trying to do for some time. Students from Western Carolina University and Southwestern Community College have merged together quite well, and we have every reason to believe this will continue in the fall. Students gather weekly for a meal, a bible study, and alternating worship. Our plans for next year include expanding both at Western Carolina and at Southwestern even further. *Respectfully submitted, Rev. Rosemary E Peek, Pastor of Shepherd of the Hills Lutheran Church Nelson Wiggins, Peer Minister for Lutheran Campus Ministry*

The Lutheran Student Movement at Wake Forest has had a great year. Our close-knit community of students have gathered each week to enjoy a meal provided by members of Lutheran Church of the Epiphany. As we eat, we share in devotions and conversation. We also have strengthened our ecumenical partnerships with other campus ministries at WF. From sharing in Thanksgiving and Shrove Tuesday celebrations, to hosting guest speakers, and beyond, LSM has enjoyed a year of deepening relationships and connections within LSM and across the WF community. *Respectfully submitted Vicar Christina Nesslagge*

Thank you for your generous support for campus ministry. Young adults involved in these ministries find safe places to explore their spirituality, experience the lavish love of God, and grow in their faith. They find places of leadership while in school. After graduation they become an integral part of leadership in welcoming congregations like yours. *Respectfully submitted, Pastor Joanna Stallings, Chairperson of the Campus Ministry Committee*

2023 Bulletin of Reports - Candidacy Committee Report

The Candidacy Committee works with individuals who have a sense of calling to a rostered ministry in the ELCA. Our work ranges from initial discernment conversations to celebrations of congregation or synodical calls at the end of the process. Each candidate receives an annual interview, on-going communication with a contact person, and site visits at their internship parish.

In 2022 we implemented a new tool for communicating with our candidates and tracking their progress through candidacy. Thanks to the generosity of the Peeler-Casey foundation, we now have an online tool designed specifically for the management of the candidacy process for both candidates and committee members. This tool serves as a portal for uploading and securely storing candidacy documentation. It also serves as a platform for communication with our candidates throughout the candidacy process. This application went live in 2022, and we are continuing to refine and add to its capabilities.

As of January 1, 2023, we had 32 candidates in process. In 2022 we had six positive entrance decisions and seven positive endorsement decisions. Six candidates were approved for first call and 3 have been called to congregations. We approved one former ELCA pastor to be eligible for return to the roster, and this pastor has since been called back onto the roster. We currently have one applicant for admission into candidacy and 5 prospective candidates for 2023.

Rostered leaders in the ELCA can be ministers of Word and Sacrament or ministers of Word and Service. We have candidates preparing for both rosters: 21 for Word and Sacrament and 8 for Word and Service. 3 are undecided.

Congregations and agencies assist in the candidacy process by identifying and encouraging members who have gifts for rostered ministry. The candidacy process begins with the congregation's recommendation and ends with a congregation or agency of the church issuing a call. Along the way congregations are needed as sites for field work and internship. Financial support of candidates by congregations is also encouraged.

Of our current candidates, 10 are residential students at ELCA seminaries. Ten candidates are involved in Distance Learning programs at ELCA seminaries. The remainder have either completed their coursework, are attending non-ELCA seminaries but will complete Lutheran courses at an ELCA seminary or are currently on internship.

Except for regional, seminary, and synod representatives committee members serve five-year terms and are limited to two terms. Many serve for ten years, giving generously of their time and talent. We are: Rev. Dr. Kimberly Carlson (chair), Deacon Wendy Roberts (secretary), Mr. Michael Kestner (treasurer), Mr. Napoleon Avery, Mrs. Barbara Gerhard, Rev. Richard Goeres, Rev. Margaret Herz-Lane, Ms. Signe Offenbergh, Rev. Amy Onstad, Rev. Rosemary Peek, Rev. Ryan Ray, Deacon Katie Rivers, Mr. Wayne Smith, Rev. Dr. Marty Stevens, Rev. Greg Williams. During the year Rev. Gregory Villalon, interim ELCA Region 9 Advisor to candidacy, was replaced by Rev. Lianet Ramirez Barrientos as the called ELCA Region 9 Advisor to candidacy. Rev. Dr. Mary Shore served as our seminary representative. Rev. Tim Smith (bishop), and Rev. Sara Ilderton (assistant to the bishop)

also serve on the committee. Ms. Carissa Abraham and Ms. Sarah Green provided administrative support.

Through the generous gifts of mission support, the NC Synod Fund for Leaders endowment, the Home Mission Foundation, the Mary Ona Wolf Endowment, the Michael Peeler/Virginia Casey Fund and the Barbara Boland Fund, we are able to offer support to all 2022-2023 students with approximately \$4000 of financial assistance. Over the duration of coursework, Word and Sacrament candidates are offered a total of \$12,000 and Word and Service candidates are offered a total of \$8,000. Financial assistance for students who enter mid-way through the process is prorated per the amount of remaining coursework.

The executive committee also administered the disbursement \$14,400 in scholarships split among 6 of our candidates from our North Carolina Fund For Leaders Scholarship Fund. Finally, the candidacy committee was blessed to receive a \$25,000 gift from the Lefler Fund, which the committee has designated specifically to support students in particular financial need, and specifically, our black, indigenous, and persons of color (BIPOC) candidates. We have not yet designated any specific candidates that will receive gifts from this fund.

Finally, we are working assist our new candidates in having good awareness of what the cost of attending seminary will be and how difficult paying back student loans may be or may not be for each individual. We have been working with a few rostered leaders outside the candidacy committee to develop a financial wellness tool that will serve as a conversation starter with new candidates. We are hopeful that this tool will help us better guide new candidates to seek financial counseling when appropriate.

The Candidacy Committee is grateful for the support of our NC Synod congregations and asks that you continue to keep our candidates in your prayers as well as consider serving as a site for field work and internships.

Respectfully submitted,
Rev. Dr. Kimberly Carlson
Chair, NC Candidacy Committee

Annual Report for 2022
Specialized Pastoral Care Team
North Carolina Synod of the ELCA

This team serves to support approximately 54 rostered and non-rostered Lutherans who have a commitment to pastoral care ministries. Many in this group serve as full-time or part-time chaplains, pastoral counselors, and clinical educators, or have retired from those positions. Others receive support from the team as they discern their call to specialized ministry and/or are participating in Clinical Pastoral Education (CPE).

While still in the midst of the pandemic, we were not able to have a full 23rd annual retreat. A small number gathered in March 2022 for a time of rest and reflection. Some of the chaplains in our group serve at facilities where travel to outside gatherings was still restricted and some just could not get away due to staffing issues that arose during the pandemic. We did have an opportunity to meet, relax, and reflect on our pastoral care ministry, but without any formal continuing education time.

The team met via Zoom early in the year, and the fall team meeting was held as a hybrid meeting in October 2022. We approved scholarships totaling \$6,000 to 6 seminarians for their CPE internships. That brings our total giving to over \$124,900 in support of those involved in specialized pastoral care over the last 22 years. Plans were also made for a Spring 2023 retreat to be held at Camp Agape.

We are committed to serve and support anyone who may be involved with or discerning a role within specialized pastoral care. We intend to bear witness to them through counsel, fellowship, education, and affirmation. This team supports all Rostered Ministers and those pursuing Word and Sacrament or Word and Service Ministry in this church in the area of Pastoral Care and education. During our time together in retreat this year, we agreed to invite our brothers and sisters in specialized pastoral care in the South Carolina synod to join us for our 2024 retreat.

Throughout this year, many members of this group served in hospitals, long-term care, hospice, and other settings which continued to experience much loss due to the pandemic – both of residents/clients and of fellow staff members. It has been a difficult time to serve as a chaplain, but we are blessed to have a synod which supports us and the SPC team to lean on.

Rev. Ray Sipe, 2022 Acting Team Chair

2023 Team Members: Dan Lehman, Betsy Mitchell, Donna Prunkl (Secretary), Rich Duncan, Angela Janssen Keenan, Tom Hehenburger (Chair), Claude Deal (Advisor), David Franzen (Advisor), Michael Bostain (Advisor), and Phil Tonneson (Assistant to the Bishop)

Noteworthy Events 2023

Congregations with Significant Anniversaries This Year

Celebrating 50 Years

Saint Peter, Southport

Celebrating 100 Years

Grace, Boone
St. Mark's, Asheville
Ascension, Shelby
Trinity, Rocky Mount

Celebrating 250 Years

Daniels, Lincolnton

The following congregations are celebrating anniversaries of beyond 225 ye

Congregation	Years
Salem, Lincolnton	227
Zion, Hickory	233
Beck's, Lexington	236
St. Luke's, Lexington	236
St. Mark's, Cherryville	237
Emmanuel, Lincolnton	238
Cold Water, Concord	241
Lutheran Chapel, China Grove	243
Shiloh, Lewisville	245
Morning Star, Matthews	248
Daniels, Lincolnton	250
Lows, Liberty	252
St. Paul's, Burlington	253
Philadelphia, Dallas	256
Old St. Paul's, Newton	268
Pilgrim, Lexington	269
St. John's, Salisbury	276
Friedens, Gibsonville	278
St. John's, Concord	278

Eight Pastors will celebrate 25 years in Gospel Ministry in 2023:

The Reverend Charlene L. Limenih
The Reverend Jean M. Horman
The Reverend Jill King
The Reverend Laura M. Wind
The Reverend Lawrence F. Holmes

The Reverend Lisa C. Anderson
The Reverend Michael F. Riley
The Reverend Thomas L. Lineberger, Jr.

Five Pastors will celebrate 35 years in Gospel Ministry in 2023:

The Reverend David W. Eck
The Reverend James D. Lockley
The Reverend Kenneth P. Lane, Jr.
The Reverend Mary L. Canniff-Kuhn
The Reverend Timothy C. Canniff-Kuhn

Five Pastors will celebrate 50 years in Gospel Ministry in 2023:

The Reverend Gene C. Bost
The Reverend Michael W. Frye
The Reverend Ronald W. Fink
The Reverend Royall A. Yount, Jr.
The Reverend Woodrow F. Frick

Four Pastors will celebrate 60 years in Gospel Ministry in 2023:

The Reverend Claude V. Deal, Jr.
The Reverend Donald R. Poole, Jr.
The Reverend Henry J. Boschen
The Reverend Robert W. Matthias

Eight Pastors will celebrate 65 years in Gospel Ministry in 2023:

The Reverend Carl M. Fisher
The Reverend Charlie L. Hoyle
The Reverend Ernest B. Bolick, Jr.
The Reverend Gunnard D. Johnson
The Reverend James L. Haney, Jr.
The Reverend Ralph S. Spear
The Reverend Terry W. Agner
The Reverend William F. Milholland

The 2023 Synod Assembly applauds the following pastors whose years in service go beyond 50 years in Gospel Ministry in 2023:

Name	Years in Ministry
The Reverend Richard Lischer	51
The Reverend Jim Shimota	51
The Reverend Doctor Leonard Bolick	51

The Reverend Bill Mims	51
The Reverend Paul Cooper	51
The Reverend Ron Rinn	51
The Reverend Michael Megahan	51
The Reverend William Jeffcoat	52
The Reverend Bob Young	52
The Reverend Doctor Marcus Miller	52
The Reverend Rich Handschin	52
The Reverend David Kilde	52
The Reverend Geoffrey Hoy	53
The Reverend Paul Kanupp	53
The Reverend Dick Little	53
The Reverend John Boyd	53
The Reverend W. Raymond Hollifield	53
The Reverend David Hinkelman	53
The Reverend Carl Sachtleben	53
The Reverend David Franzen	53
The Reverend John Nagle	54
The Reverend Kay Overcash	54
The Reverend Tommy Beaver	54
The Reverend George Simmons	54
The Reverend Don Safrit	54
The Reverend Gilmer Miller	54
The Reverend John Beeg	54
The Reverend Tom Ridenhour	54
The Reverend William Batterman	55
The Reverend Clyde Christmas III	55
The Reverend Charles Duncan	55
The Reverend John Harder	55
The Reverend Bernard Hess	55
The Reverend Michael Hoffman	55
The Reverend Craig Bartholomew	56
The Reverend Ralph Heller	56
The Reverend Alfred Mullen	56
The Reverend Richard Roth	56
The Reverend David Swygert	56
The Reverend Michael Wendt	56
The Reverend Gary Logan	57
The Reverend Robert Allen	57
The Reverend David Huddle	57
The Reverend John Pfisterer	57
The Reverend Clarence G. Walck, Jr.	58
The Reverend Richard B. Graf, Jr.	58
The Reverend William K. Hollar, Jr.	58
The Reverend Milbert Kurtz	59
The Reverend Ed Harper	59
The Reverend David Keck	59

The Reverend John Merck	59
The Reverend John Weinbach	59
The Reverend Kenneth Tonnesen	59
The Reverend Malcom Lerch	59
The Reverend Donald Poole	60
The Reverend Claude Deal	60
The Reverend Henry J. Boschen	60
The Reverend Robert W. Matthias	60
The Reverend Harwood Smith	61
The Reverend Carroll Robinson	61
The Reverend Edgar Trexler	61
The Reverend Charles Huggins	62
The Reverend Lonnie Karriker	62
The Reverend Robert Weeks	63
The Reverend Carl McKenzie	63
The Reverend Curtis Paul	63
The Reverend Boyce Whitener	63
The Reverend Bill Seibert	63
The Reverend Don Deal	64
The Reverend C. Henry Rendleman	64
The Reverend Jay Harbinson	64
The Reverend Ted Edwards	64
The Reverend Charles McManus	64
The Reverend Douglas Johnson	64
The Reverend Terry Agner	65
The Reverend Ernest Bolick	65
The Reverend John Bollinger	65
The Reverend Carl Fisher	65
The Reverend James Haney	65
The Reverend Charlie Hoyle	65
The Reverend Gunnard Johnson	65
The Reverend Ralph Spear	65
The Reverend William F. Milholland	65
The Reverend Theodore Thuesen	67
The Reverend Ted Goins	67
The Reverend James White	68
The Reverend Glenn Reichley	73

Rostered Ministers Received by Transfer	Synod
The Reverend Tuhina Verma Rasche	Sierra Pacific
The Reverend Joe Yucha	Metro Chicago
The Reverend Langdon Collins	Northeastern Ohio
The Reverend Randy Rothschild	Delaware-Maryland
The Reverend Sue Lynn White	Western North Dakota
The Reverend Josh Johnson	South Dakota
The Reverend James Phillips	Southwest California
Deacon Christine Yucha	Metro Chicago

The Reverend Taylor Dieringer (Berdahl)	Lower Susquehanna
The Reverend Tom Beers	Northern Texas-Northern Louisiana
The Reverend Marcia Kifer	Texas-Louisiana Gulf Coast

Rostered Ministers Transferred Out	Synod
The Reverend Sam Mailleue	Southeastern Minnesota
The Reverend Laura Schwerin	Pacifica
The Reverend Grace Gravelle	Florida-Bahamas
The Reverend Paul Myers III	Northwestern Ohio
The Reverend Ralph Heller	Metro DC
The Reverend Jasmine Tesdahl	South Central Synod of Wisconsin

Retirements Since Last Assembly/Gathering

Name	Date
The Reverend Terry Dorsey	May 1, 2023
The Reverend Tony Bradshaw	September 1, 2022
The Reverend Michael Collins	December 1, 2022
The Revrend Ted Rust	December 1, 2022
The Reverend Scott Bollinger	June 1, 2023
The Reverend Keith Dey	May 1, 2023
The Reverend Wayne Dubnansky	January 1, 2023

Deceased Rostered Ministers Since June 2022

Name	Date of Death
The Reverend Bill Zima	September 6, 2022
The Reverend Matthew Ernst	April 21, 2023
The Reverend Robert Van Horne	November 4, 2022

Rostered Interims and SAMs

Name	Start Date
Robert Allen	11/1/2022
Robert Allen	8/22/2021
Angie Ballard	1/1/2022
Chris Bass (SAM)	7/1/2022
Chris Bass (SAM)	7/1/2022
Chris Bass (SAM)	2/1/2022
Jim Bernacki (Episcopal)	11/1/2021
Paul Birkedal	3/1/2022
Carrie Bishop	1/9/2021
Leonard Bolick	12/1/2022
Jim Braswell	7/4/2021
Tim Canniff-Kuhn	3/1/2022
Wayne Cobb	12/5/2012
Keith Copeland	2/15/2023
Keith Copeland	9/1/2021
Robin Cogan	10/1/2020

Tom Cogan	8/8/2021
Keith Dey	2/8/2007
Terry Dorsey	11/8/2020
John Duncan	3/1/2021
Linda Faltin	3/15/2022
Linda Faltin	10/10/2021
Horace Free (Episcopal)	8/1/2022
Woody Frick	10/1/2008
Mark Fitzsimmons	1/1/2022
Michael Frye	1/16/2022
Nick Giannatasio	2/1/2022
Jennifer Ginn	2/1/2021
Richard Graf	8/1/2021
Terry Graunke	1/1/2022
Gary Haddock	3/1/2022
Ed Harper	10/1/2007
Denise Henry (SAM)	1/1/2022
Bernie Hess	3/1/2021
Louise Hilbert	9/11/2022
David Hinkelman	10/4/2015
Scott Homesley	9/15/2021
Jeff Hoffner	5/20/2018
Margaret Howell (SAM)	9/11/2022
Deb Johnson	3/30/2021
GeoRene Jones (SAM/Deacon)	7/1/2022
Kris Kramer (Episcopal)	3/1/2022
Laura Wind	11/14/2021
Lonnie Karriker	1/21/2011
Ken Langsdorf	11/1/2022
Malcom Lerch	7/17/2011
Marcus Miller	5/1/2022
Don Murray	5/18/2003
John Nagle	8/16/2021
Rebekah Nelson	12/1/2022
Pam Northup	7/1/2020
Steven Ridenhour	3/3/2021
Maggie Rourk	4/23/2017
Lucas Safrit (SAM)	10/17/2021
Don Safrit	1/1/2003
Robert Sain	4/1/2022
Craig Saltzer	10/1/2022
Craig Saltzer	5/20/2020
Ken Saurman	12/1/2022
Ken Saurman	11/25/2018
Ken Schmidt	10/18/2020
Dick Schroeder	7/1/2019
Pierson Shaw	8/1/2021

Pierson Shaw	7/1/2022
Pierson Shaw	3/1/2023
Matt Simpkins	8/1/2022
Melody Simpkins	9/27/2022
Robert Sain	4/1/2022
Ray Sipe	6/2/2013
Ray Sipe	10/1/2013
Mary Louise Sitton	6/13/2022
Mary Louise Sitton	5/3/2023
Paul St. Clair	1/20/2022
Phil Stringer	12/1/2022
Judy Tavela	4/18/2021
Ned Thigpen (SAM)	9/1/2021
Mike Varn	2/12/2014
Greg Williams	9/1/2022
Laura Wind	10/17/2021
John Yost (SC Synod)	2/6/2022

Congregation	End Date
St. Luke's, Taylorsville	5/20/2023
St. Luke's, Taylorsville	6/1/2022
Holy Family, Highlands	10/1/2022
St. John's, Lenoir	
Philadelphia, Granite Falls	
St. John's, Lenoir	6/30/2022
St. Peter's, Salisbury	12/1/2022
St. Mark's, Claremont	7/15/2022
St. Mark's, China Grove	1/1/2022
Emmanuel, Lincolnton	
St. Timothy, Havelock	
Friendship, Taylorsville	6/5/2022
Calvary, Spencer	
St. Luke's, Charlotte	
St. John's, Concord	1/31/2023
Prince of Peace, Salisbury	

Our Saviour, Welome	
Emmanuel, Kitty Hawk	6/1/2023
Cobles, Julian	5/1/2022
Daniels, Lincolnton	12/1/2022
Shiloh, Lewisville	3/15/2023
St. Mark's, China Grove	1/5/2022
St. Andrew's, Andrews	
New Bethel, Richfield	
Grace, Hendersonville	1/1/2023
Grace, Salisbury	6/4/2023
Reconciliation, Wilmington	11/20/2022
St. Luke's, Lexington	3/1/2023
St. Stephen's, Hickory	1/1/2022
Pilgrim, Lexington	
Amazing Grace, Granite Falls	
Haven, Salisbury	
Christ, Jonesville	
St. Michael, High Point	10/1/2022
Friedens, Gibsonville	
Advent, Spindale	
St. John's, Cherryville	
Luther's, Richfield	
Salem, Lincolnton	
Unity, Hickory	
Wittenberg, Granite Quarry	10/1/2022
Ascension, Shelby	
Shiloh, Lewisville	3/6/2022
Cold Water, Concord	3/19/2023
Holy Family, Highlands	
St. Mark's, Cherryville	12/1/2022
Bethphage, Lincolnton	
Christ, Winston-Salem	1/1/2023
Our Saviour, Southern Pines	1/23/2022
St. Paul, Hamlet	
St. Paul, Hamlet	11/1/2022
Messiah of the Mountains, Burnsville	12/1/2022
Episcopal Church of the Messiah, Murphy	
Ebenezer, China Grove	
Messiah, Salisbury	
Cedar Grove, Vale	
St. James, Concord	
Holy Trinity, Mt. Pleasant	9/30/2022
St. Andrew, New Bern	
Our Savior, Jacksonville	8/16/2022
Ascension, Wilson	
Messiah, Hickory	
Holy Communion, Banner Elk	1/1/2022

St. Luke's, Taylorsville	10/1/2022
Daniels, Lincolnton	
Cross & Crown, Matthews	2/1/2023
Good Shepherd, Mt. Holly	3/12/2023
Cedar Grove, Vale	
Mt. Gilead, Mt. Pleasant	2/1/2023
St. Martin, Concord	2/1/2023
Friendship, Taylorsville	7/1/2022
Sardis, Hickory	
Gloria Dei, Salisbury	
St. Michael, High Point	
Shepherd of the Sea, Atlantic Beach	4/17/2022
Grace, Liberty	
Resurrection, Kings Mountain	
St. John's, Salisbury	
Shiloh, Lewisville	3/6/2022
St. Matthews, Kings Mountain	