SOUTHWESTERN TEXAS SYNOD, ELCA
SYNOD COUNCIL MEETING
Zion Chapel, Lutheran Ministry Center, Seguin, Texas
SEPTEMBER 8-9, 2017

PROPOSED AGENDA AS OF 9/06/2017

Friday, September 8, 2017 (Light snacks available, please eat dinner before arriving)

6:00 p.m. Executive Committee (if needed)

7:00 p.m. Beginning Business
Dwelling in the Word – Romans 12:1-5
   “Telling a God Story” Lorie Garcia

Roll Call/Establish Quorum

Kara Hairell-Speed

Resignations, reappointments, and installation
   **Pr. Anne Kolmeier, Cibolo Creek/Alamo Conference; appointment of Pr. Mike Widner by Pr. Paul Miller, Cibolo Conference Dean (S10.01.D08.)
   **Emily Solis, Young Adult Member; appointment of Leigh Ingram (S10.01.E13.)

Adoption of Agenda

Presentation of Consent Agenda items

1) Approval of SC Minutes of March 23, 2017
2) Approval of SC Minutes of May 5, 2017
3) Approval of SC Minutes of June 27, 2017
4) Approval of 2017 Assembly Minutes, May 6-7, 2017
5) Approval of Ex Comm Minutes of April 24, 2017
6) Approval of Ex Comm Minutes of August 30, 2017
7) Bishop’s Associate, Pr. Sue Briner
8) Bishop’s Associate, DEM, Pr. Judith Spindt
9) DEM Candidacy Committee Update
10) Bishop’s Report, Bp. Ray Tiemann
11) Mission Team report, Pr. Greg Gaskamp
12) Leadership Development Team report, Pr. Brady Eggleston
13) Ministry Resources Team report, Randa Bruce-Gonzales
14) Vice President Report - Carl Teinert
15) Treasurer’s Report – Elaine Kalkwarf

Executive Summary
Mission Support Comparison
Statement of Financial Position
Mission and Ministry Fund Statement
Revenue & Expense, YTD Comparison
Revenue & Expense, Prior vs Current Year
Mission and Ministry Fund Revenue & Distributions
Summary of Restricted Accounts
Audit Report

16) Executive Committee Actions
   - Report close of Prince of Peace, San Antonio  
     Exh. C-1
   - Appoint AMMPARO Task Force  
     Exh. C-2
   - Appoint to Candidacy Committee Suzette Price, John Dellis, Pr. Kara Stewart, and Ren Lin’er and reappoint chair, Pr. Jaime Bouzard - (9/1/2017-8/31/2020)
   - Announce new Children, Youth, and Family Coordinator, Pr. Jessica Cain
   - Approve Gold+ Plan through Portico Benefit Services for synod staff for 2018
   - Approve Housing Allowances: Bp. Tiemann - $25,000; Pr. Sue Briner - $25,000

7:30 p.m. Committee Meetings
9:00 p.m. Evening Eucharist, followed by fellowship time

Saturday, February 27, 2016

(Breakfast at hotels or on your own – snacks available mid-morning)

7-8:30 a.m. Executive Committee (if needed)
8:30 a.m. Call to Order  Carl Teinert

Bible Study “Acting Out of Boldness”  Randa Bruce Gonzales

Approval of Consent Agenda items, minus those removed

- Executive Committee Report  Carl Teinert
- Appoint TLU Corporation members: Rev. Dr. Jay Alanis (3rd term) and Mr. Edward Monson (1st term) Jan. 1, 2018-Dec. 31, 2021
- Appoint Rev. Stan Meyer, Chair, 2018 Assembly Elections Committee
- Bishop’s Election Process  Exh. D-1A, B, & C
- Recommendation re: The Vista newspaper  Exh. D-3
- Recommendation re: voting members at special assemblies  Exh. D-4

Tiemann Endowment Fund for Leadership Development
Bishop Tiemann excused
Update on campaign by Planning Team
Appoint SC Tiemann Endowment Program Committee

Noon Lunch at Lutheran Ministry Center (recess)
Prayer

Report from Strategic Planning Task Force  Exh. E-1
Prs. Susie Schnelle and Chris Gentile

SYNOD COUNCIL AGENDA
Page 2 of 3
Synod Council Committee Reports
Program and Evaluation Exh. F-1
Administration and Finance Exh. F-2
Legal, Constitutional, and Roster Review Exh. F-3
   Roster Changes
   Constitutions Exh. F-4
“At Risk Congregations” Task Force Update Exh. F-5
   BOS Assoc. Sue Briner

2018 Synod Assembly, May 5-6
   Embassy Suites Convention Center, San Marcos
   ELCA Representative – ??Secretary Chris Boerger??
   ??Special Speaker – FFL recipient(s)??
   Bishop’s Election – February Conference Meetings, Prayer Partners
   and Prayer Shawls
   Offering – Fund for Leaders in Mission – final year emphasis of ELCA
   Campaign
   Nomination List for Elections Exh. G-1
   Synod Council member responsibilities at Conference Pre-Assembly
   meetings, e.g. leading the Dwelling in the Word, sharing a God
   Story, being a knowledgeable resource, etc.

Information Reports:
   Women of the ELCA Exh. H-1
   Lutheran Men in Mission Exh. H-2

5:00 p.m.  Closing Devotions and Adjourn

   “Sharing God Stories - Where have you seen God working during this
   Synod Council meeting?”

   Volunteers for God Stories for February meeting and May SC meetings

Calendar Items

Synod Assembly Date  May 5-6, 2018, Cibolo Creek Conference hosts
   Embassy Suites Convention Center, San Marcos

Synod Council Meetings  February 16-17, 2018
   Lutheran Ministry Center, Seguin
   May 4, 2018 - 3:00 p.m.
   Embassy Suites Convention Center, San Marcos
   September 7-8, 2018
   Lutheran Ministry Center, Seguin
Guidelines for a “Consent Agenda”
for the
Southwestern Texas Synod Council

Overview

A group may use a “consent agenda” to enable its members to vote on a block of items that are noncontroversial without a lot of time or discussion. The use of a consent agenda allows for more effective meetings because meeting time is spent on discussing substantive issues rather than those that members agree should be disposed of quickly and without debate.

The proper use of a consent agenda requires board members be prepared and have ample time to review the items that are scheduled to appear on the consent agenda. For this to happen, each member must receive a copy of the items on the consent agenda at least five days before the start of the meeting.

A consent agenda doesn’t require that everything on it is approved. Members can request that an item be removed for separate consideration. No second or vote is necessary for the removal. If one member wishes an item to be removed from the consent agenda, that item is removed and placed on the regular agenda where it would have appeared if presented on its own. The consent agenda itself is typically placed at the beginning of the agenda.

The most expeditious way to approve items on the consent agenda is for the chair to ask for unanimous consent. Once the chair is certain that the board is satisfied with the contents of the consent agenda, the chair may simply say “Are they any objections to the adoption of the consent agenda?” All members’ objections should have been revealed prior to the chair’s statement; however, by asking for objections the chair is offering members one last chance to remove an item from the list. If no objection is heard, the vote is presumed unanimous and the chair states, “Without objection the consent agenda is adopted.”

Suggested items to regularly be on a consent agenda

Minutes of earlier meetings
Ratification of Executive Committee actions
Reports from individuals and groups
Roster changes
Constitution changes
Vice President Carl Teinert called the meeting to order at 8:00 pm.

Bishop Ray Tiemann opened the meeting with prayer.

Secretary Kara Hairell-Speed determined a quorum was present.

Members Present:
Lorie Garcia          Debbie Mattke          Larry Shilling
Rev. Christopher Heinold  Marsha McConaughy  Rev. Rebecca Sogge
Kara Hairell-Speed        Rev. Linda Mosley   Carl Teinert
Elaine Kalkwarf           Linda Nicholas    Bishop Ray Tiemann
Rev. Anne Kolmeier         Carl Schoessow

Advisory Members Present:
Rev. Timothy Eggleston    Randa Bruce Gonzales

Absent:
Rev. Herb Beyer           James Ehler          Emily Solis
Rev. Sue Briner           Paul Goldenbaum   Rev. Judith Spindt
Gene Conklin              Dina Halopka-Ryson Deanna Zitelman

Elaine Kalkwarf presented the budget noting increases in assembly line items to reflect Bishop election year. She also noted changes in budget differences between 2017/2018 and 2018/2019 where staff was concerned.

VOTED
SC.17.3.01 To adopt the proposed budget for presentation to the Synod Assembly (Exhibit A attached)

Bishop Tiemann presented “Dwelling in the Word” information for Synod Council members to lead at the upcoming Pre-Assembly conference meetings. Synod Councilmembers should make enough copies for everyone at the meetings. Bishop Tiemann shared the conference meeting dates.

Bishop Tiemann shared that we will be welcoming two new congregations into the Southwestern Texas Synod at the Synod Assembly this year. After they come to the dias and the assembly votes to welcome them, we will joyfully receive them. Bishop Tiemann presented the following resolution for their reception into membership into the Southwestern Texas Synod.

“Whereas, both New Life Lutheran, Dripping Springs, and Grace Lutheran, Giddings, have applied for membership in the Evangelical Lutheran Church in America and provided their constitutions for the synod and properly held Organization Sundays on February 5 and 26, 2017, respectively, the Synod Council moves that we joyfully receive these two congregations as member congregations of the Southwestern Texas Synod.”

VOTED
SC.17.03.02 To approve New Life Lutheran, Dripping Springs and Grace Lutheran, Giddings as member congregations of the Southwestern Texas Synod.

Vice President Carl Teinert adjourned the meeting with prayer at 8:41pm.

Respectfully submitted,
Kara Hairell-Speed, Synod Secretary

Synod Council Minutes of March 23, 2017
MINUTES OF THE SYNOD COUNCIL
SOUTHWESTERN TEXAS SYNOD
of the
EVANGELICAL LUTHERAN CHURCH IN AMERICA
5 MAY 2017
Omni Colonnade Ballroom A

(Please note that BOR = Bulletin of Reports)

The Synod Council meeting was called to order by Vice President Carl Teinert at 3:01 p.m. Dwelling in the Word, 2 Corinthians 4:1-12, was led by Bishop Tiemann. Pr. Becky Sogge shared “A God Story.”

Jimmie Eschberger, Capital North representative, was installed.

Bishop Tiemann, sitting in for the Secretary, called roll and determined that there was a quorum present.

**Members Present**
Gene Conklin                Elaine Kalkwarf                Carl Schoessow
James Ehler                 Rev. Anne Kolmeier              Larry Shilling
Jimmy Eschberger            Debbie Mattke                   Rev. Rebecca Sogge
Lorie Garcia                Marsha McConaughy               Bishop Ray Tiemann
Kara Hairell-Speed          Rev. Linda Mosley               Carl Teinert
Rev. Christopher Heinold    Linda Nicholas

**Staff Present**
Rev. Sue Briner              Rev. Judith Spindt           Deanna Zitelman

**Advisory Members Present**
Deacon John Dellis          Randa Bruce-Gonzales        Dinah Halopka-Ryson
Rev. Timothy Eggleston

**Guests**
Joshua Stallings, Young Adult in Global Mission
Andrew Steele, ELCA Director for Global Church Sponsorship
Mark Helmkie, Synod attorney and Strategic Planning Task Force
Rev. Drew Ingram, Strategic Planning Task Force

**Absent**
Emily Solis

**VOTED**
SC.17.05.01 To adopt the meeting agenda

Mr. Teinert reviewed the consent agenda items and noted the procedure for removing items and how the vote would be taken.

**VOTED**
SC.17.05.02 To approve the Consent Agenda

Review and receive SC minutes of February 24-25, 2017 meeting Exhibit A-1
Review and receive SC Ex. Comm. minutes, February 24, 2017 Exhibit A-2
Review and receive SC Ex. Comm. minutes, April 24, 2017 Exhibit A-3
SC Call to Pr. Julie Rowe, Chaplain, Companion Hospice, San Antonio, beginning 5-1-2017
Approve Constitution and Bylaws of Abiding Love, Austin Exhibit A-4
Carl Teinert, Vice-president Report Exhibit A-5

Treasurers Report
Elaine Kalkwarf presented the Treasurers report as found in the following exhibits:
Current Revenue/Expense Analysis through March Exhibit B-1
2017 Mission Support Comparison, February-March Exhibit B-2
Review of 2018-2019 Budget
BOR Exhibit B-7

Elaine reminded everyone the budget was approved in the GoToMeeting of March 23, 2017.
Elaine also gave an update of the annual audit

Executive Committee Recommendations
The Executive Committee recommended the approval of the Tiemann Endowment Fund for Leadership Development
VOTED
SC17.05.03 To approve the Tiemann Endowment Fund for Leadership Development

The Executive Committee recommended the approval of the use of The Vista mailing list by Tiemann Endowment Fund for Leadership Development Planning Team.
VOTED
SC17.05.04 To approve the use of The Vista mailing list by Tiemann Endowment Fund for Leadership Development Planning Team

Action Items
The Synod Council recommends accepting two congregations to the synod:
“Whereas, both New Life, Dripping Springs, and Grace, Giddings, have applied for membership in the Evangelical Lutheran Church in America and provided their constitutions for the synod and properly held Organization Sundays on February 5 and 26, 2017, respectively, the Synod Council moves that we joyfully receive these two congregations as member congregations of the Southwestern Texas Synod.”
VOTED
SC17.05.05 To approve the resolution for accepting two congregations to the Synod, New Life, Dripping Springs, and Grace, Giddings.

The Executive Committee recommends approval of Capital North Conference’s revisions to their Conference Charter.
• 7.03 The officers of this conference shall be elected at the Spring Assembly for a two-year term and shall be eligible for re-election but may serve only two successive term (total of four years). The Chairperson and secretary shall be elected in even-numbered years and the vice-chair and treasurer in odd-numbered years. This rule may be suspended by the Executive Committee, with notification to the conference members.
• 7.03 b. The conference Vice-Chairperson shall:

Synod Council Minutes of May 5, 2017
1. Serve in the capacity of the conference Chairperson in his/her absence;
2. Be an ordained pastor;
3. Oversee the work of the nominating committee;
4. Appoint a parliamentarian, tellers, and other persons necessary for the conducting of business at a Conference Assembly;
5. Perform such other duties as the conference may from time to time direct.
   • 7.04 Terms of officers shall begin on the first day of September following election upon installation. The Conference or the Conference Council may change the start date by a two-third vote.

VOTED
SC17.05.06 To approve amendments to the Capital North Conference Charter

The Synod Council received a request from Pr. Brian Peterson to allow the LIRS Representative to speak on Resolution 2 at the Synod Assembly

VOTED
SC17.05.07 To approve the request to allow the LIRS Representative to speak on Resolution 2 at the Synod Assembly

Judith Spindt gave an update on the SWTX Evangelical Mission Endowment Fund as described in Exhibit C-4, noting that part of the funds are being granted to Rio Grande Valley Conference.

Mr Teinert presented the names of the following persons who have agreed to serve on the Planning Team for the Tiemann Endowment Fund for Leadership Development; Rev Casey Zesch and Rev Lucinda Zesch (Con-convenors), Dianna Hopkins, Mike Neverygall, Deacon John Dellis, Carl Teinert and Deanna Zitelman

VOTED
SC17.05.08 To approve the planning team for Tiemann Endowment Fund for Leadership Development

Synod Council received a proposal from Rev Judith Spindt to add a “Latino Missional Leadership” working group to the Mission Team as describe in Exhibit C-2

VOTED
SC17.05.09 To approve the addition of a Latino Missional Leadership working group to Mission Team

Bishop Tiemann and Rev Judith Spindt reported on the status of three SAWC and CUD ministries.

**Safe Harbor, Sandia (Lake Corpus Christi)** has been in existence for 7 years and isn’t growing as developers had planned.

**Everyone’s Call SAWC, Austin** is a house church. It began to decline when the pastor no longer had employment at the call center and lost daily contact with the church participants. This closing will also result in the end of call for Pr. Anamae Storbeck.

VOTED
SC 17.05.10 To remove authorization for the SAWC ministries Safe Harbor, Sandia and Everyone’s Call, Austin and the call to Anamae Storbeck
Rev. Spindt also reported that Table of Mercy CUD, Austin, will be closed and the ending of the call to Rev Alex Raabe. Table of Mercy was a young adult ministry around table meals which was meeting only two times a month and getting 1-2 participants.

Mr. Teinert reported that due to staff downsizing, Rev. Sam Brannon’s call to Texas Impact will end effective April 30, 2017.

Mr. Teinert presented the proposed Board members for St. Luke’s Lutheran Healthcare Ministries

Terms expire 6/30/2020 – All are ELCA members
Jan Schubert Norris  Rev. Charles Fredrickson
Rev. Dawn Silvius  Barbara Nellermoe
Rev. Paul Ziese  Rev. Darwin Huartson
Nancy Halvorson

VOTED
SC17.05.11  To approve the Board members for St. Luke’s Lutheran Healthcare Ministries as presented

Assembly Items

Mr. Teinert presented the Proposed Assembly Agenda as provided in BOR Exhibit A-2

VOTED
SC17.05.12  To approve the Proposed Assembly Agenda

Mr. Teinert and Bishop Tiemann then reviewed the Proposed Standing Rules already approved by Synod Council (BOR Exhibit A-3), The Amendments to the Synod constitution already approved by the Synod Council (BOR Exhibit B-1A) and the two resolutions that had been submitted for Synod Assembly consideration (BOR Exhibit C)

Deanna Zitelman, Administrative Assistant to the Bishop, went over the schedule and maps for the Assembly for the next three days regarding meal information as to the location and times as well as worships.

Strategic Planning Task Force

Rev Drew Ingram gave an update on the Strategic Planning Task Force whose purpose is to present a new mission focus for the Synod. The Task Force has been gathering statistics on the Synod, much like a congregation does when preparing to call a new pastor or in our case, electing a new Bishop. What are our hopes, struggles, goals, gifts? The survey results are showing very few young voices, almost none under 30 and very few under 40 have participated in the survey.

They have heard interesting things regarding what congregations are hoping for: new and energized leadership, answers to money problems and dwindling numbers. They wanted to know how the synod can assist congregations to live out their faith every day.

Cooperative ministry is an immediate goal of this Synod. The Synod continues to recognize the diversity of this Synod and how to recognize those voices. In 5 years the hope is that the SWT Synod is "thriving", and "growing" with more ministries in the Hispanic community.

Mark Helmke of the Strategic Planning Task Force reminded everyone we still have 10 days to respond to the survey. The Task Force needs responses from young voices under 40. The next few days at the Assembly we will be hearing from the Task Force about what they have been doing thus far and what they have been learning. They will report, on Sunday, the
conference findings from the Pre-Assembly meetings and what is happening within congregations. For the Synod to be successful, we have to have successful congregations! Where are the struggles where are the celebrations? Mandate of the Task Force is to make recommendations of what the strategic plan and focus should be for the next few years. In the next few months they will be processing information and doing analysis. The goal for the Task Force is to bring a report and new mission focus to the September Synod Council meeting.

Conversation with Mr. Andrew Steele and Joshua Stallings

Mr. Andrew Steele, Director for Global Church Sponsorship with the ELCA and Mr. Josh Stallings former Young Adult in Global Mission (YAGM) were introduced to the Synod Council. Mr. Steele thanked the SWT Synod for its continued mission support of the ELCA. It is a wonderful example of being church together. Mr. Steele reported that the church is not dying but changing! In the last year the ELCA started 63 new congregations. YAGM challenges your faith because we are from privileged backgrounds. We live in community with the families we serve.

Over 30% of participants in the YAGM program go to seminary.

Mr. Josh Stallings talked about the YAGM program and his experiences. YAGM is a program for young adults between the ages of 21-29. It was started in 1999. The program has over 1000 alumni. In some countries they live with families, and in others they live with other YAGM’s. They are asked to work/volunteer/serve with local Lutheran churches, working in church offices, teaching English, working with organizations reaching out to those with AIDS, and those in homeless shelters, serving in outdoor ministries, and working on social justice issues like environmental sustainability and human rights.

Josh lived with a host family in Central Mexico and worked at a shelter with migrants who were traveling on cargo trains or walking with the hopes of making it to the US.

Global mission can be and IS local mission. They are funded by local churches and they come home on fire for these causes and jump in and get their hands dirty. They want to be the “thorn in the side of the church”

Vice President Teinert reviewed the schedule for the evening and then upcoming calendar items leading up to the Synod Assembly in San Marcos, 2018.

Looking Ahead

6:00 pm          Synod Council dinner buffet (Colonnade B)
8:00-8:30 pm     Worship: Country Gospel Prayer, (Ballroom C-G)

Calendar Items

Synod Council Meetings:

- September 8-9, 2017  Lutheran Ministry Center, Seguin
- February 23-24, 2018  Lutheran Ministry Center, Seguin
- May 4, 2018    Meeting prior to Synod Assembly, San Marcos

Synod Assembly

- Assembly 2018  May 4-6, San Marcos Convention Center
  (Cibolo Creek Conference hosts)

Mr. Teinert led us in prayer and adjourned the meeting at 4:58 p.m.
SOUTHWESTERN TEXAS SYNOD COUNCIL MEETING
GoTo Meeting
27 June 2017

Vice President Carl Teinert called the meeting to order at 8:14 p.m.

Bishop Tiemann opened the meeting with prayer.

Secretary Kara Hairell Speed determined a quorum was present

**Members Present:**
- Jimmy Eschberger
- Rev. Chris Heinold
- Kara Hairell-Speed
- Elaine Kalkwarf
- Rev. Anne Kolmeier
- Rev. Herb Beyer
- Deacon John Dellis
- Rev. Timothy Eggleston

**Advisory Members Present:**
- Rev. Linda Mosley
- Rev. Linda Nicholas
- Rev. Rebecca Sogge
- Rev. Gregory Gaskamp
- Rev. Paul Goldenbaum
- Carl Schoessow
- Dinah Halopka-Ryson

**Staff Present:**
- Rev. Sue Briner
- Larry Shilling
- Emily Solis

**Absent:**
- Gene Conklin
- Larry Shilling
- Rev. Judith Spindt
- Emily Solis
- Deanna Zitelman

Vice President Carl Teinert presented the recommendation of appointments of deans for the Alamo Conference and the Rio Grande Conference.

**VOTED**

**SC.17.06.01** To approve the appointments of Pr. Kathy Gauger as Dean of the Alamo Conference and Pr. Neil Cadle as Dean of the Rio Grande Conference for a term from September 1, 2017 to August 31, 2019

Vice President Carl Teinert presented the request to extend a two-year term call to the Cluster Congregations consisting of Good Shepherd, Bastrop; Faith, McDade; and Grace Giddings. Pr. Sue Briner presented the history of the call's formation. Jimmy Eschberger presented examples of cooperating ministries that has led to this and the plans for gatherings for the next few months. He expressed the excitement that is flowing through these three congregations and how they feel called to be a witness to these communities.

**VOTED**

**SC.17.06.02** To extend a two-year term call to Kelsie Theiss (full time) and Paul Theiss (halftime) to Word and Sacrament ministry for the cluster ministry of Good Shepherd, Bastrop; Faith, McDade; and Grace, Giddings.

Vice President Carl Teinert adjourned the meeting with prayer at 8:29 p.m.
MINUTES OF THE TWENTY-SIXTH ASSEMBLY
SOUTHWESTERN TEXAS SYNOD
OF THE EVANGELICAL LUTHERAN CHURCH IN AMERICA
May 6-7, 2017

The Twenty-Sixth Assembly of the Southwestern Texas Synod of the Evangelical Lutheran Church in America was held at the Omni Colonnade Hotel, San Antonio, Texas, May 5-7, 2017. The theme of the assembly was *Formed and Reformed for Mission.*

OPENING WORSHIP
Saturday, May 6, 2017, 9:00 a.m.
Omni Colonnade Hotel

Opening worship was a Polka Worship led by Polka Spirit, musicians from United Dr. Martin Luther Lutheran Church, Shiner, and First Lutheran Church, Gonzales, Texas. We celebrated worship led by Pr. Herb Beyer with Pr. Sharon Wiggins assisting and other guest participants.

At the close of worship, Bishop Tiemann called to the stage and introduced the Synod Staff: Carrie Blank, Database Manager/Secretary; Susie Winterhalter, Bookkeeper; Rhonda Westerfield, Part-time Receptionist; Pr. Sue Briner, Bishop’s Associate; Pr. Judith Spindt, DEM/Bishop’s Associate; and Deanna Zitelman, Administrative Assistant to the Bishop. He also introduced contract staff: Pr. Julie Rowe, Communications Coordinator; Deacon Stacy Troisi, Children, Youth and Family Coordinator; Deacon John Dellis, Editor of The Vista (also FLSW Gift Planner); and Sam Radoman, Parish Ministry Training Program Coordinator.

PLENARY SESSION I
Saturday, May 6, 2017
Omni Colonnade Hotel

The Assembly was convened at 10:13 a.m. by Bishop Ray Tiemann with the Order for Opening of the Assembly.

Bishop Tiemann introduced Dean Herb Beyer, chair of the Assembly Planning Team, who brought greetings and welcome from the Bluebonnet Conference. He introduced the other members of the planning team.

Bishop Tiemann then introduced the following persons that were seated on the stage or immediately adjacent to it: Carl Teinert (Vice-President of the Synod); Kara Hairell-Speed (Secretary of the Synod); Mark Helmke (Synod Attorney and Parliamentarian); Elaine Kalkwarf (Treasurer of the Synod); Pr. Judith Spindt (DEM/Bishop’s Assistant); Pr. Sue Briner (Bishop’s Associate); Andrew Steele (ELCA Churchwide Representative); and Josh Stallings (YAGM)

REPORT OF THE CREDENTIALS COMMITTEE

Bishop Tiemann introduced Pr. Sue Irvin, who reported for the Credentials Committee. As of 10:00 a.m. May 6, 2017 there were 85 Rostered Voting Members, 185 Lay Voting Members, 15 Lay Voting Young Adults, and 5 Lay Voting Youth Under 18. The Credentials Committee certified that all constitutional requirements regarding composition of the voting membership were met. In addition there were 3 non-voting members and 37 registered visitors for a total of 330 persons present.

Bishop Tiemann instructed the Assembly on the use of electronic voting devices being used, calibration of the two different devices, and all participated in practice exercises.

ADOPTION OF STANDING RULES

Carl Teinert, Vice President, presented the Proposed Standing Rules (Exhibit A-3 in the Bulletin of Reports, hereinafter “BOR”) for adoption pursuant to the recommendation of the Synod Council.

VOTED
SA17.05.01 To adopt the Standing Rules of the Assembly

ADOPTION OF THE AGENDA
Vice President Carl Teinert presented the proposed agenda and reminded the assembly of the standing rule regarding amendments to the agenda after its approval.

VOTED
SA17.05.02 To adopt the agenda

SEAT NEW CONGREGATIONS
Vice President Carl Teinert invited New Life, Dripping Springs and Grace, Giddings to come to the stage. Members of each congregation came forward and were welcomed.

Vice President Carl Teinert read the following resolution from the Synod Council:

Whereas, both New Life, Dripping Springs and Grace Giddings, have applied for membership in the Evangelical Lutheran Church in America and provided their constitutions for the synod and properly held Organization Sundays on February 5 and 26, 2017 respectively, the Synod Council moves that we joyfully receive these two congregations as member congregations of the Southwestern Texas Synod.

VOTED
SA17.05.03 To receive New Life, Dripping Springs and Grace, Giddings as member congregations of the Southwestern Texas Synod

After the motion was approved to welcome New Life, Dripping Springs and Grace, Giddings, Bishop Tiemann invited each to address the assembly.

NEW TO SYNOD INTRODUCTIONS
Bishop’s Associate Sue Briner introduced persons new to the Synod in the past year. She then offered a prayer for them and their ministries.

LEADERS IN MISSION DEVELOPMENT INTRODUCTIONS
DEM/Bishop’s Associate Judith Spindt introduced leaders in Mission Development and asked them to stand. She then led the assembly in a prayer for them and their ministry.

NEW ELCA UNIFIED LAY ROSTER – WORD AND SERVICE MINISTERS
Bishop Tiemann invited them to stand and be recognized.

CHILDREN, YOUTH, AND FAMILY MINISTER REPORT
Deacon Chris St. Claire, Deacon Stacey Troisi, and Keisha Priem were invited to the stage. Chris shared information regarding Children, Youth and Family Ministry and ways to be involved. The Mission Statement is: RENEW, STRENGTHEN, and EQUIP the leaders of CYF Ministries.

ELCA REPORT
Andrew Steele, Director for ELCA Global Church Sponsorship, presented a report on the ELCA which included a video message from Bishop Eaton. He reminded us of ministries throughout the ELCA. He showed a video of ministries started from the Campaign “Always Being Made New” to reach out globally and locally.

MILITARY CHAPLAINCY REPORT
Bishop Tiemann introduced Chaplain Scott Ofsdahl, who serves on the ELCA Chaplaincies advisory committee at the national level and is also the highest ranking ELCA Chaplain in the Air Force. Chaplain Ofsdahl reported on the Centurion Connections which seeks to assist with ministry opportunities to help the military members and their families. He shared the story of his first assignment in ministry as a chaplain.

Bishop Tiemann announced the Strategic Planning Task Force Report would be moved to after lunch.
Announcements:

Mission Investment Fund representative, Pr. Pam Dorman spoke regarding the Mission Investment Fund. She shared a video called “Partners” from the ELCA Mission Investment Fund.

Pr. Paul Aebischer, from Portico Benefit Services, shared a short video.

Following announcements and prayer by Bishop Tiemann, the assembly was dismissed for lunch.

Plenary Session I recessed at 12:15 p.m.

PLENARY SESSION II
Saturday, May 6, 2017
Omni Colonnade Hotel

Following lunch and the breakout sessions, the assembly reconvened at 3:30 p.m. with a call to order by Bishop Tiemann.

Bishop Tiemann led Dwelling in the Word and Debbie Mattke shared a God Story.

REPORT OF THE CREDENTIALS COMMITTEE
Pr. Sue Irvin reported for the Credentials Committee. As of 3:30 p.m. May 6, 2017 there were 96 Rostered Voting Members, 188 Lay Voting Members, 15 Lay Voting Young Adults, and 6 Lay Voting Youth Under 18. The Credentials Committee certified that all constitutional requirements regarding composition of the voting membership were met. In addition there were 3 non-voting members and 39 registered visitors for a total of 347 persons present.

STRATEGIC PLANNING TASK FORCE
Pr. Susan Schnelle reported that the Strategic Planning Task Force focused on two scripture verses - Leviticus 19:33-34 and Luke 15:11-31, presented as Biblical Story Telling.

Mark Helmke discussed why the Southwestern Texas Synod is preparing a new Strategic Plan. With the election of a new bishop in 2018, Synod Council recommended this process to develop a new plan for use in the synod for future ministry which will inform the 2018 as to the skills and qualifications needed by the next bishop.

The Strategic Planning Task Force, composed of Pr. Drew Ingram, Pr. Susie Schnelle, Rhonda Balsley, Pr. Chris Gentile, Sergio Rodriguez, Pr. Dawn Silvius, Mark Helmke and Bishop Tiemann (staff liaison), have been working with LEAD and the Research and Evaluation Department of the ELCA.

The Task Force is bringing two things to the Assembly: 1) Providing an overview of the process and survey results thus far and 2) Requesting specific input from the Synod Assembly on issues identified by the Task Force.

The Task Force will develop and present a draft plan for Synod Council consideration at its September 2017 meeting.

Sergio Rodriguez presented the findings of the report as of April 10 as far as number of respondents and the breakdown by ethnicity, age, geographically, and demographically.

Pr. Drew Ingram identified specific issues of concern to the Task Force and noted that all Southwestern Texas Synod members can submit their comments electronically and by mail until May 15.

REPORT OF THE SYNOD COUNCIL

SYNOD REPORT OF THE VICE PRESIDENT

Minutes of the 26th Synod Assembly
Kara Hairrell-Speed, Synod Secretary
Mr. Teinert presented the Synod Council recommendations for amendments to the synod constitution found in Exhibit B-1A of the BOR. Mr. Teinert briefly explained why the changes were made by the Churchwide Assembly and how to recognize the deletions and additions.

**VOTED**

**SA17.05.04**  
To approve amendments to the Synod Constitution

Mr. Teinert presented the Tiemann Endowment Fund for Leadership Development, Exhibit B-B1 for approval.

**VOTED**

**SA17.05.05**  
To approve the Tiemann Endowment Fund for Leadership Development

**TREASURER’S REPORT**

Elaine Kalkwarf, Synod Treasurer, presented her report as set forth in Exhibit B-2. Ms. Kalkwarf reported that the audit is in final review and will be available at the end of May. She presented the Mission Support Comparison, Exhibit B-3; the Revenues and Expense Summary, Exhibit B-4; the Statement of Financial Position 2017-2018, Exhibit B-5; the Explanation of Proposed Budget 2018-2019, Exhibit B-6; The Proposed Budget (Mission and Ministry Fund) 2018-2019, Exhibit B-7; and Support for Agencies and Institutions, Exhibit B-8.

Bishop Tiemann stated that Jonathan Young, another YAGM, had planned to be here, but is out of the country. Bishop read his greetings and apologies for not being able to attend. Bishop introduced Joshua Stallings

**Joshua Stallings, Young Adult in Global Mission**

Joshua Stallings, YAGM, originally from Peace, New Braunfels, shared his experiences as a YAGM in Mexico from August 2015-August 2016.

**COMMITTEE ON REFERENCE AND COUNSEL**

Bishop Tiemann introduced the Chair of the Committee on Reference and Counsel, Pr. Jessica Cain.

**RESOLUTION #1**  
Recognize and Respond to the Plight of Central American Migrants

The original resolution was presented as set forth in Exhibit C-1 to the BOR.

The Committee recommends APPROVAL of the resolution with the recommended changes, as included in the published resolution.

**VOTED**

**SA17.05.06**  
To adopt Resolution #1 on an 82% vote as presented in Exhibit C-1 to the BOR.

**RESOLUTION #2**  
Welcoming Refugees

The original resolution was presented as set forth in Exhibit C-2 to the BOR.

Bishop Tiemann announced that the discussion for Resolution #2 will be continued during Plenary III and the vote will follow.

Bishop shared a few announcements regarding the schedule for the evening. He also gave an update on the Assembly offering.

Plenary Session II was recessed at 5:31 p.m.

**ORDER OF THE DAY**

Minutes of the 26th Synod Assembly

Kara Hairrell-Speed, Synod Secretary
Cross Trails Ministry Corporation held its corporation meeting (See separate minutes of that organization).

**WORSHIP**
**Sunday, May 7, 2017, 8:30 a.m.**
**Omni Colonnade Hotel**

Worship was led by musicians from United Dr. Martin Luther Lutheran Church, Shiner, and First Lutheran Church, Gonzales, Texas. We celebrated Holy Communion with worship led by Pr. Nelson Velazquez as celebrant and Bishop Ray Tiemann as preacher.

**PLENARY SESSION III**
**May 7, 2017**
**Omni Colonnade Hotel**

The assembly convened at 11:15 a.m.

A welcoming video was played from the President of the Lutheran World Federation.

Pr. Rebecca Sogge shared a God Story.

**REPORT OF THE CREDENTIALS COMMITTEE**
Pr. Sue Irvin reported for the Credentials Committee. As of 11 a.m., May 7, 2017 there were 96 Rostered Voting Members, 188 Lay Voting Members, 15 Lay Voting Young Adults, and 6 Lay Voting Youth Under 18. The Credentials Committee certified that all constitutional requirements regarding composition of the voting membership were met. In addition there were 3 non-voting members and 39 registered visitors for a total of 347 persons present.

Bishop Tiemann went over the updated agenda for the day.

**PROPOSED 2017-2018 BUDGET**
Carl Teinert presented the 2017-2018 Proposed Budget as set forth in Exhibit B-7 to the BOR for adoption pursuant to the recommendation of the Synod Council.

**VOTED**
**SA17.05.07**

To adopt the 2017-2018 Budget on a 98% Vote, as presented in Exhibit B-7 to the BOR.

A video from the ELCA Federal Credit Union was shared.

Pr. Brad Fuerst, campus pastor from University of Texas; Pr. Jamie Bouzard, campus pastor from Texas State University; and Pr. Kara Stewart from Texas Lutheran University gave reports on Campus Ministry and extended an invitation to submit the names of graduating high school seniors to them.

Denise Blomquist, from Palm Valley Lutheran Church, shared a video on the ELCA Youth Gathering, June 27-July 1, 2019 and encouraged people to go to the ELCA Youth Gathering website or contact her. Registration begins in September. The Gathering is for current 7th grade through current 11th grade youth. Volunteer sign ups begin next week.

Bishop Tiemann presented Josh Stallings a gift from the Assembly for being a presenter as a token of appreciation for being at the Assembly.

Bishop Tiemann presented Andrew Steele a gift from the Assembly for being a presenter as a token of appreciation for being at the Assembly.

**STRATEGIC PLANNING TASK FORCE**
Pr. Dawn Silvius and Rhonda Balsley invited the assembly to fill out a “Conversation Together” sheet and to share the results by electronic submittal on each question after discussion in small groups. The sheets were picked up after the discussion to be reviewed by the Task Force. They reminded us the survey is open until May 15.

Bishop Tiemann shared how to sign up for E-news, via the Synod Website, to enable more people to receive the news from the Synod. He also encouraged people to forward the E-news to everyone in the synod to allow communication to happen smoothly.

**Presentation of prizes**  
Bishop had members of the plenary come up to draw for the first round of prizes from Augsburg Fortress to be handed out to the winners of the drawings.

**COMMITTEE ON REFERENCE AND COUNSEL**  
Bishop Tiemann introduced the Chair, on the Committee on Reference and Counsel, Pr. Jessica Cain. The discussion was continued from Plenary II.

**RESOLUTION #2**  
**Welcoming Refugees**

**MINISTRY TEAM REPORTS**

**Ministry Resource**  
Randa Bruce-Gonzales gave a report from the Ministry Resource Team. She encouraged more lay people to be involved in the committees; Poverty and Justice Task Force, Congregation Initiated Community Based Advocacy Task Force, Peace Not Walls, and PEACE for Racial Justice. She shared program information about each Committee and their upcoming activities.

**Leadership Development**  
Pr. Brady Eggleston gave a report from the Leadership Development Committee. He reminded us we are called to bear the Grace of God in Christ Jesus and shared a God Story from his life as a military chaplain. How do we bear the Grace of God in Christ Jesus in life situations, the good, the bad, and the horrific? You have to train for it, you have to commit to be there.

**Mission Team**  
Pr. Greg Gaskamp gave a report from the Mission Team. He asked the question, “What do you want your congregation to look like in a photo 1 year from now?” To answer that he asked congregations to answer this question: “Where is your congregation now and are they thriving, slowed, stalled or are there warning lights on your dashboard?” He reported where they are as a Mission Team and where they are headed in the next year.

Bishop Tiemann introduced Pr. Sam Radoman, chair of the Parish Ministry Training Program. He gave a report on what the Parish Ministry Program is and how they equip people to share ministry responsibility with pastors in their own congregations or to be certified as a Synodically Authorized Minister (SAM) to serve in a struggling congregation or who cannot afford a pastor. This program has been in our synod since 1999.

**PRIZE DRAWING**  
Bishop Tiemann asked for two volunteers to come forward to draw 20 bingo cards to receive prizes from Augsburg Fortress.

**VICE PRESIDENT’S REPORT**
Mr. Teinert presented his report to the Assembly as found in Exhibit A-5. He shared his God Story with the Assembly within his report.

**BISHOP TIEMANN’S REPORT**

Bishop Tiemann presented his report to the Assembly as found in Exhibit D-2.

Bishop Tiemann introduced Patricia Taylor, who writes children’s books in English and Spanish. She wants to gift every congregation who has a children’s center with English and Spanish speaking children a set of her books and crafts for the children to do.

**OFFERING REPORT**

This year, we currently have $58,032.79 received for the assembly offering. Assembly offerings will be accepted through the end of the summer.

Bishop Tiemann announced the assembly evaluation may be done via the Guidebook App and urged the assembly to please complete the evaluation to assist with future assembly planning. All voting members will receive an e-mail with the evaluation to fill out.

Bishop lifted up the ecumenical activities throughout the Synod. He reported he will be at the retiring of the Bishop of the Episcopal Diocese of West Texas. He will also be at the installation of the new Bishop Suffragan in the Episcopal Diocese of West Texas.

**RECOGNITION AND THANKS**

Bishop Tiemann recognized and thanked persons on the Assembly Planning Team, the Synod staff, volunteers, and musicians.

**CLOSING ANNOUNCEMENTS**

The 2018 Synod Assembly will take place May 4-6, 2018 at the Embassy Suites Convention Center at San Marcos and will be hosted by the Cibolo Creek Conference. We will have the election of the new Bishop at the Assembly. The offering for the 2018 assembly follows the ELCA campaign and will be in support of the Fund for Leaders which provides scholarships for seminary students.

Following the Order for Closing of the Assembly, the assembly was adjourned at 2:08 p.m.
MINUTES OF THE EXECUTIVE COMMITTEE
SOUTHWESTERN TEXAS SYNOD
EVANGELICAL LUTHERAN CHURCH IN AMERICA
GoToMeeting
24 April 2017

Vice president Carl Teinert called the meeting to order at 8:10 pm and opened with prayer.

Members Present:
James Ehler                      Rev. Christopher Heinold                      Elaine Kalkwarf
Debra Mattke                    Kara Hairrell-Speed                             Carl Teinert

Guest:
John Dellis

Discussion
Carl and John explained how they met with Bishop Ray and Debbie Tiemann to discuss how the Southwestern Texas Synod might recognize their work and support of the synod in what will be Bishop Tiemann’s 18 years of service as bishop. Bishop and Debbie suggested an endowment fund to support leadership development of lay and rostered leaders in the synod. The Tiemann Endowment Fund for Leadership Development agreement was drafted by the Lutheran Foundation of the Southwest and reviewed and approved by the Tiemann’s.

Contributions will be placed into the Fund with proceeds used to award grants for supporting leadership development through activities such as assisting youth workers to receive certification as a youth worker, rostered leaders who need assistance with continuing education or sabbatical projects, or assisting elected lay leaders to attend training events such as Healthy Congregations, strategic planning retreats, etc. Funds would go to the congregations for the approved activity.

VOTED
SCEx17.04.01 To establish the Tiemann Endowment Fund for Leadership Development as presented in the Endowment Agreement

John explained that he and Carl had discussed the need for a Planning Team to organize the gathering of monetary gifts to establish the Tiemann Endowment Fund for Leadership Development. Persons who have agreed to serve are: Pastors Casey and Lucinda Zesch (co-convenors), Mike Nevergall, and Carl Teinert. Deanna Zitelman, administrative assistant to the bishop and John Dellis will serve as advisors. John is recruiting one more person to the Planning Team and the full team will be shared with the Executive Committee before presentation at the next Synod Council meeting.

Carl and John then explained that one way the Planning Team might promote and inform people about the Endowment Fund would be to send a mailing to members in the Synod using The Vista mailing list. If that list is to be used, its use must be approved by the Synod Council.

VOTED
SCEx17.04.02 To approve the use of The Vista mailing list by the Planning Team to inform and promote funding of The Tiemann Endowment Fund for Leadership Development.

Bishop Ray called in at 8:40 pm and Carl gave a report to the Bishop of the Executive Committee’s actions. John Dellis closed the meeting with prayer at 8:45 pm.
MINUTES OF THE SYNOD COUNCIL EXECUTIVE COMMITTEE
SOUTHWESTERN TEXAS SYNOD
EVANGELICAL LUTHERAN CHURCH IN AMERICA
AUGUST 30, 2017

The Synod Council Executive Committee meeting was held via GoToMeeting and called to order at 8:05 pm by Carl Teinert with the opening prayer.

Roll Call
A quorum was present.

Members Present:
James Ehler  The Rev. Chris Heinold  Carl Teinert
Debbie Mattke  Kara Hairrell-Speed  Bishop Ray Tiemann

Member Absent:
Elaine Kalkwarf

Bishop Tiemann reported that he has been in touch with someone to be the chair of the 2018 Synod Assembly Elections Committee. He will have further discussions with that individual and bring a name to the Synod Council meeting.

The committee reviewed the letter reporting the closure of Prince of Peace, San Antonio, and how they distributed their funds. The $8,600 distributed to the Synod has been credited to the Archives Account which are currently housed in our synod office.

The committee reviewed the action required of the Synod Council pursuant to Resolution #1 passed at our last Synod Assembly concerning the appointment of an AMMPARO Task Force.

VOTED
SCEEx.17.08.01  To appoint Pr Steve Herzberg (Our Savior, McAllen), Paul Pfeifer (St. Paul, Karnes City), Pr Rosemarie Doucette (Bethel, Lyford and Grace, Harlingen), Mary Lovig (Our Savior, McAllen), and Pr Brian Peterson (Ascension, Austin) to the Synod AMMPARO Task Force.

Bishop Tiemann recommended names of persons to appoint to the Candidacy Committee to fill vacancies.

VOTED
SCEEx.17.08.02  To appoint Suzette Price, Deacon John Dellis, Pr Kara Stewart, and Ren Lin’er to the Candidacy Committee and to reappoint Pr Jamie Bouzard as the chair of the Candidacy Committee, for terms beginning September 1, 2017 - August 31, 2020.

Bishop Tiemann reported that Pr Jessica Cain has been appointed as the new Children, Youth, and Family Coordinator for the Synod. Her contract will begin October 1, 2017 and run through January 31, 2018.
The committee discussed the requirement for determining the level of benefit coverage for Synod staff through Portico Benefit Services. Past coverage has been the Gold+Plan.

VOTED
SCEx.17.08.03 To approve the Gold+Plan through Portico Benefit Services for synod staff for 2018.

The committee reviewed the requirement for the Synod to establish the housing allowances for Bishop Tiemann and Pr Sue Briner.

VOTED
SCEx.17.08.04 To approve the 2018 housing allowance for Bishop Tiemann at $25,000 and for Pr Sue Briner at $25,000.

The committee reviewed the Bishop’s election process that was used in the last Bishop’s election in 2012. The committee agreed that another opportunity should be afforded the final Bishop candidates before the fifth ballot.

VOTED
SCEx.17.08.05 To approve the Bishop’s election process as to be presented in Exhibit D-1A, with the recommended change for a question before the fifth ballot as highlighted in red in the exhibit.

Synod Council needs to identify the positions for voting members from the Southwestern Texas Synod to be elected for the 2019 Churchwide Assembly.

VOTED
SCEx.17.08.06 To approve the nomination list of 2019 Churchwide voting members as presented in Exhibit D-2.

The committee discussed the need to move the February 2018 Synod Council meeting to February 16-17, 2018 in order to allow Synod representatives to attend the church assembly of the Lutheran Church of Costa Rica (ILCO) as they elect a new bishop.

The committee reviewed a document Bishop Tiemann prepared presenting possible changes to The Vista newspaper after the end of editor John Dellis’ contract on January 31, 2018. He has decided not to continue as editor. This item will be placed on the committee agendas to initiate discussion for possible action at the Synod Council meeting.

The committee reviewed a document prepared by Bishop Tiemann concerning the process for changing voting members at special assemblies.

VOTED
SCEx.17.08.07 To recommend to Synod Council that the Synod not pursue any changes to the current constitution and bylaws related to changing voting members at special synod assemblies.

The committee reviewed the two Mission and Ministry grant applications that had been received.
VOTED
SCEx.17.08.08    To approve the application of Upbring for $2,000 to support its Spiritual Care Program at New Life Children’s Center at Canyon Lake, Texas.

VOTED
SCEx.17.08.09    To approve the application of Hutto Lutheran Church, Hutto for $2,000 to support its Feeding the 5000 program.

The meeting was adjourned at 9:40 pm with prayer by Bishop Tiemann.
Pastoral and Congregational Transitions

The transitions continue…and they are getting much more complicated. Since the majority of openings are not full time, I have to frame each orientation in a fairly unique way, based on whether the congregation was previously fulltime or not, the potential of partnering, increasing giving, considering closing, etc. This is all adaptive work, so for smaller congregations I’ve thrown out the call process manual and there is no model for what a call process manual would look like for these many smaller congregations as yet. Perhaps by the time I’ve finished my term in August 2018 there will be a few models emerging that the next Bishop’s Associate for Mobility can figure out how to standardize!

Also, in looking at the statistics, I have managed/am in the process of managing 69 transitions in the last 5 years. This means that over 50% of congregations have experienced a change in pastoral leadership in the last 5 years – this is HUGE, and I see no slowdown in this trend.

<table>
<thead>
<tr>
<th>Congregation Positions Filled:</th>
<th>Pastor:</th>
</tr>
</thead>
<tbody>
<tr>
<td>Emanuel’s, Seguin</td>
<td>Rev. Marcus Bigott</td>
</tr>
<tr>
<td>Triumphant, Garden Ridge</td>
<td>Rev. Aaron Richter, New Jersey Synod</td>
</tr>
<tr>
<td>Zion, Fredericksburg</td>
<td>Rev. Ron Windecker</td>
</tr>
<tr>
<td>St. Mark’s, Cuero</td>
<td>Rev. Paul Muehlbrad</td>
</tr>
<tr>
<td>St. Peter, Ander</td>
<td>Rev. Anne Kolmeier</td>
</tr>
<tr>
<td>Faith, McDade, Good Shepherd,</td>
<td>Rev. Paul Theiss, Rev. Kelsie Theiss (first call – called by</td>
</tr>
<tr>
<td>Bastrop, Grace, Giddings</td>
<td>Synod Council to Cluster Ministries)</td>
</tr>
<tr>
<td>New Life, Dripping Springs</td>
<td>Rev. Carmen Retzlaff</td>
</tr>
<tr>
<td>Triumphant Love, Austin</td>
<td>Deacon Brianna Brock- Morris</td>
</tr>
</tbody>
</table>

- Congregations in the interview process:
  - Shepherd of the Hills, Austin (Associate)

- Matched congregations with transitional pastors:
  - Triumphant Love, Austin – Rev. Mike Ensrude
  - Christ, Elm Creek – Rev. Bonnie Claycomb
  - Hutto, Hutto – Rev. Greg Gaskamp
  - Beitel, San Antonio – Rev. Gary Bertsch

At Risk Task Force/Congregations cooperating for Mission

See the At Risk Task force report for more information. Our next steps include hosting an October 14th 2017 follow up Forum for congregations wanting to push deeper into cooperating. We’re also jointly developing a video with Lutheran Foundation of the Southwest that tells the story of how congregational closing can be faithful, holy and can leave a legacy for ministry for future generations. This option of closing will be one that more congregations in our synod need to consider in the future.

We have been getting very creative with internships, ecumenical partnerships and cooperative ministries as we seek to provide pastoral leadership for our congregations. It is exciting to see the Spirit at work!

Missional River Initiative

We just finished our last Learning Seminar for our first set of congregations in Missional River 2.0. They are making progress, but we are finding that this process of connecting with your neighborhood takes longer than a year, so we are looking at what other support we can provide so they do not lose momentum. Our second cohort is now ½ way through their process and we are taking the learnings from the first cohort to continue to refine the process and how we support congregations in this process.
We used the Mission and Ministry grant dollars that were approved in February 2017 to train 4 leaders (Pastors Greg Gaskamp, Sharolyn Browning, Drew Ingram and myself) to lead future Missional River learning events. We received LEAD training and then each led one or more of the Learning Seminar Sessions in August. These leaders are well equipped and will help us roll out Missional River more broadly in the synod.

Pastor Greg Gaskamp and I will be leading the first learning seminar for the Missional River cohort in the Valley beginning October 27/28th. I’m excited to see what God will do in the valley through this process. This cohort of 4 congregations will be supported through coaching by Jane Triplett of LEAD.

**LEAD**

We are blessed to have a strong partnership with LEAD – the LEAD studio, which we put some seed money into, is figuring out how to train and support leaders as they seek to lead adaptive change. I am currently part of a pilot on this (we're working with ourselves first) and hope to kick off a next pilot by the beginning of 2018.

**Focused Transitional Ministry**

We continue to provide training to transitional pastors as well as cohort learning groups to support them as they seek to lead adaptive change in the congregations they are shepherding.

**First Call Theological Education**

I am thankful that we continue to be blessed by new first call leaders who bring amazing leadership gifts and are helping to renew the church!

We are refocusing this to be “First Call Accompaniment” where first call leaders learn from one another. The fall retreat will be on Leading Change and they will bring case studies to work.

With the hiatus of the Winter Trisynodical Theological Conference we will have to rethink our winter First Call program.

**Continuing Education**

I had the privilege of going on a Reformation tour in Germany in June and soaked up lots of learning! This was followed by a trip to Amsterdam, where I was able to tour the Anne Frank house and see an amazing ministry in the heart of the red light district.

I am continuing to work slowly (poco a poco) on my Spanish. I am also part of an adaptive leadership learning cohort; we meet online every two weeks or so to learn together and to process our case studies. My work with the PEACE for Racial Reconciliation task force is also an ongoing education for me.

I continue to do lots of reading. Here are some of my current favorites (at the request of Kara!):

- *Switch: How to Change when Change is Hard* by Chip Heath and Dan Heath
- *Change your Questions, Change your Life* by Marilee Adams
- *The Practice of Adaptive Leadership* by Heifetz, Grashow and Linsky
- *White Working Class* by Joan C. Williams
- *United: Thoughts on Finding Common Ground and Advancing the Common Good* by Corey Booker
- *In Dying We Are Born: The Challenge and the Hope for Congregations* by Peter Bush
- *Rich Church, Poor Church* by J. Clif Christopher
- *The Passion and the Cross* by Ronald Rolheiser
- *The Crucifixion of the Warrior God, vol. 1 &2* by Gregory A. Boyd (in process)

**Miscellaneous**

It’s hard to believe I’m coming up on my 5 year anniversary here and heading into the last year of my
term. The work never ceases to be interesting (isn't that a curse – may you live in interesting times?) and it has been a privilege to watch the Spirit at work in so many ways across this synod. I am grateful for this opportunity to serve and to work alongside so many wonderful partners in ministry.
Missional Work in the SWT Synod, Supported and accompanied by the Director for Evangelical Mission

God is on a mission to save and bless the whole world. The church is called into that holy mission and invited to see itself and the world as collaborators in the mission of God. When we “do” mission,

- we discern what God is up to and find ways to be a part of it
- we pay attention to God’s intention for the world by allocating resources and taking steps to fulfill God’s will in our time and place
- we remember what God does and is doing by telling old and new stories,
- we celebrate by giving thanks and praise

Newly Organized. It was exciting to receive two new congregations at our synod assembly. Representatives of each will attend the Newly Organized Congregations Gathering in November where they will celebrate with all the other new congregations across the ELCA.

- New Life, Dripping Springs TX (Cap South Conference)
- Grace, Giddings TX (Cap North Conference)

There have been some changes in Missions in Development:

- Good Shepherd (sp), Bastrop TX (Capital North Conference) discontinued its mission to develop a Spanish speaking congregation in Bastrop when the developer, Pr. Paula Canby resigned. The existing congregation has joined with McDade and Giddings in a Mission Cooperative and have together called Prs. Kelsie and Paul Theiss as their pastors.

- New Hope, Blanco TX (Hill Country Conference) finished its two-year grant cycle at the same time that the Developer, Pr. Jessica Cain moved to Wimberley in conjunction with her husband’s appointment to the Methodist church there. Membership 36/Attendance 20. Holding flat. Provides a monthly free cooked meal to the community. This effort is growing and uses many of the members’ gifts. Will enter into an internship cooperative with Comfort after the first of the year. Needs to make decisions about its future as a Word and Sacrament community.

- Our Savior, Boerne TX (Alamo Conference) Membership under 50/worshipping under 20. Population of the community is holding flat. Needs to make decisions about its future.

- Gethsemane/Jesus Maestro, San Antonio TX (Alamo Conference) Latino membership is growing and taking leadership in the congregation. Opened a pre-school in August. Will become a site for a Wartburg Collaborative Learning seminarian to gain practical experience while pursuing Div studies.

- Pláticas de Santa Sofia, San Antonio TX (Alamo Conference) Meets in two different places in San Antonio. The Good Shepherd site is growing and receiving people from the neighborhood. Developer Enedina Vasquez is a TEEM candidate working part time at Good Shepherd.

- People of Hope, Victoria TX (Bluebonnet Conference) Unique ministry. Holds its own.

- South Austin Latino Exploration, Austin TX (Cap South Conference) Contract with a pastoral leader to carefully study the potential for Spanish ministry in Austin including the viability of the existing Latino ministry at St. John/San Juan. Report to be received at end of August. As Prince of Peace
brings its ministry to a close and makes decisions about the disbursement of its assets for mission, there is possibility of birthing something new.

- The Gathering, New Braunfels TX (Cibolo Conference) Beginning to plan for some worship experiments in the last quarter of 2017. Developer Cherise Farmer-Miles has entered candidacy and begins her Distributed Learning course work from Luther this fall.

One Intentional Renewal Congregation:
- Lutheran Church of the Resurrection, Wimberley TX (Cap South Conference) This is the third year of an intentional renewal process. It was heavily impacted by the Blanco River flooding, and a number of internal issues. A Ministry Review in early summer revealed much work still to be done. Their participation in the Missional River is a positive step. Pastor is out in the community doing fine work.

Two Intentional Ministries to People Living in Poverty who also happen to speak Spanish
- San Lucas, Eagle Pass TX (Alamo Conference) Pr. Paul Bailie left on August 20. Julio Vasquez, a former Roman Catholic priest from El Salvador begins there on September 18. He will enter candidacy and upon completion of any required work, be ordained to the ELCA. A fragile ministry that needs constant outside support to sustain its mission.
- Cristo Rey, Pharr TX (Rio Grande Conference) A very fragile ministry that is unable to sustain itself. We are currently looking at a Valley wide Latino Mission strategy to reach Spanish speaking people in a new way.
Candidacy Committee Update
Judith Spindt, Bishop’s Liaison to Candidacy Committee

It is an amazing privilege to walk with candidates for rostered ministry in the ELCA. The committee is currently shepherding 22 persons in various stages of preparation for rostered ministry. One is a candidate for the Deaconess Community and another has discerned a call to Word and Service as a Deacon in this church.

- Three candidates are approved and awaiting assignment to a synod for a first call, after which they will be ordained by the bishop of the synod in which their calling congregation is located.
- Four candidates are on internship. Internship is taking different forms for three of them, since they have geographical restrictions. The Office of the Bishop has worked closely with seminaries to create a half-time internship over two years and an internship in a cooperative setting. One candidate will begin a cooperative internship early in 2018. More geographically restricted candidates who pursue distributed learning will challenge us to find ways to provide appropriate learning sites in the future.
- Our candidates are studying through Luther’s Distributed learning process, as well as on the campus in a traditional four year track. We have students at PLTS, LSTC, Wartburg, Gettysburg and the new United Lutheran Seminary. One of our candidates is a TEEM candidate being prepared for ministry through the certificate program at LSPS.
- One of our students is participating in Wartburg’s new Collaborative Learning Pilot which features work in a congregation and distance learning toward an M Div.

Each one of our candidates has a personal contact with a committee member throughout their time in candidacy. These are deep relationships of support as candidates continue to deepen their discernment and expand their knowledge for the sake of mission. Our candidacy committee members are dedicated individuals who willingly give of themselves for the sake of pastoral formation.

We are looking forward to two more candidates for entrance into the process in October. Both will be coming from Other Christian Traditions.

It is exciting to see how our leadership capacity is growing from the perspective of candidacy. We treasure your prayers for these leaders.
Bishop’s Report
Rev. Ray Tiemann

Brothers and sisters in Christ,

I trust that the Lord has provided abundant blessings in your life. As you read through this report and others submitted, you will see that this has been a very busy summer.

**Synodically Authorized Ministries**

In several places in our synod, trained lay persons serve as Synodically Authorized Ministers. In the “Guidelines Related to Synodically Authorized or Licensed Ministries,” section F is entitled Authorization for Service. It states: “When the synod has determined that a specified need exists, and with the consent of the congregation to be served, an individual may be authorized for service within the synod by the synodical bishop, in consultation with the Synod Council. Such service shall fulfill assigned responsibilities, and authorization shall be for a specific period for time not to exceed one year, unless terminated earlier.”

Synodically Authorized Ministers serve in various locations, mostly small rural. Most have been trained through the synod’s Parish Ministry Training Program, but some are on the lay rosters of this church. Each ministry site is reviewed through the bishop’s office before further authorization at that site is provided.

Currently, persons authorized for synodically authorized ministry in the synod are:

<table>
<thead>
<tr>
<th>Name</th>
<th>Location</th>
<th>Renew Date</th>
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</thead>
<tbody>
<tr>
<td>Esmé Peterson, Word &amp; Service</td>
<td>Seton Medical Cntr Williamson, Round Rock</td>
<td>December 31, 2017</td>
</tr>
<tr>
<td>Don Thigpen</td>
<td>Gulf Coast Cooperative Ministry</td>
<td>December 31, 2017</td>
</tr>
<tr>
<td>Diane Kiddy</td>
<td>Gulf Coast Cooperative Ministry</td>
<td>December 31, 2017</td>
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<tr>
<td>Cecilia Rhoades</td>
<td>Gulf Coast Cooperative Ministry</td>
<td>December 31, 2017</td>
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<tr>
<td>Donna Shurley</td>
<td>Gulf Coast Cooperative Ministry</td>
<td>December 31, 2017</td>
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<td>John Turany</td>
<td>Gulf Coast Cooperative Ministry</td>
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<td>Cindy Hunt</td>
<td>Gulf Coast Cooperative Ministry</td>
<td>December 31, 2017</td>
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<tr>
<td>Thomas Cox</td>
<td>Gulf Coast Cooperative Ministry</td>
<td>December 31, 2017</td>
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<tr>
<td>Andrea Cox</td>
<td>Gulf Coast Cooperative Ministry</td>
<td>December 31, 2017</td>
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<tr>
<td>Mike Most</td>
<td>St. Mark, Adkins (1st &amp; 3rd Sundays)</td>
<td>December 31, 2017</td>
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<tr>
<td>Jo Ann Cox</td>
<td>Peace, Woodsboro</td>
<td>April 30, 2018</td>
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<tr>
<td>Enedina Vasquez</td>
<td>Good Shepherd, San Antonio</td>
<td>May 1, 2018</td>
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<tr>
<td>Sharon Vanderpool</td>
<td>Trinity, Mission</td>
<td>June 30, 2018</td>
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<tr>
<td>Alicia Will, AIM</td>
<td>Transitions Hospice, San Antonio</td>
<td>August 31, 2018</td>
</tr>
<tr>
<td>Robert Pfennig, Word &amp; Service</td>
<td>University Hospital, San Antonio</td>
<td>August 31, 2018</td>
</tr>
<tr>
<td>Joel Nye, Word &amp; Service</td>
<td>Ord. candidate, Bishop and Kingsville</td>
<td>September 10, 2018</td>
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</tbody>
</table>

**Conference Deans**

Conference Deans serve for two-year terms so that four deans are appointed every other-year. This year we said farewell to two Deans: Pr. Sandra Leifeste, Alamo Conference, House of Prayer, San Antonio; and Pr. Robert Slade, Rio Grande Conference, Love of Christ, Weslaco. Their terms ended August 31, 2017.

The current slate of Deans is below:

Terms ending August 31, 2018

- Pr. Herb Beyer, Bluebonnet Conference, Tri-County Cooperative (Reappointment)
- Pr. Don Taylor, Gulf Coast Conference, Retired (Reappointment)
- Pr. Dick Bremer, Hill Country Conference, Retired (Reappointment)
- Pr. Paul Miller, Cibolo Conference, St. Andrew, Canyon Lake (Reappointment)
Appointments with terms ending August 31, 2019
Pr. Skip Wachsmann, Capital North Conference, Lord of Life, Austin (Reappointment)
Pr. Mike Coffey, Capital South Conference, First English, Austin (Reappointment)
Kathy Gauger, Alamo Conference, Retired
Neil Cadle, Rio Grande Conference, First, Edinburg

Ministry Contracts
Last fall I reported the contract with our new Children, Youth, and Family Coordinator, Stacey Nyitrai Troisi, Minister of Word and Service. She is the spouse of Pastor Steve Troisi, Triumphant Love Lutheran Church in Austin, and is currently on Family Leave with her children. Stacey resigned her contract as of August 15 since Pr. Steve took a new call to North Carolina.
I am pleased to report that Pr. Jessica Cain will fill this position from October 1, 2017 – January 31, 2018. She is currently on Family Leave with her children.
Pr. Julie Rowe continues to serve as the synod’s Communications Coordinator.

Ecumenical Update
First, some history - Resolution 3 from the 2015 Synod Assembly was referred to the Synod Council which encouraged stronger relationships with our full communion partner judicatories, working toward developing common mission strategies, and reporting same to regular meetings of the synod. Full Communion Agreements are in place between the ELCA and several denominations: the Reformed Church in America, the Moravian Church, the United Church of Christ, the Presbyterian Church (USA), the Episcopal Church, and the United Methodist Church. In our synod, Presbyterians, Episcopalians, and Methodists are best represented. Those agreements allow for joint mission programming and the sharing of rostered leaders.
I attended two Episcopal events recently. The first was the investiture of Bishop David Reed of the Episcopal Diocese of West Texas on June 3. He took over that position from Bishop Gary Lillibridge who retired. I then attended the consecration of Bishop Suffragan Jennifer Brooke-Davidson of the Episcopal Diocese of West Texas on July 29. On that occasion I got to meet Michael Curry, the Primate of the Episcopal Church USA.
On August 1 I moderated a press conference at the Texas Capitol that was sponsored by Texas Impact to address opposition to the various bathroom bill legislations. About 200 people attended this ecumenical event with speakers being Bishop Erik Gronberg of the ELCA in Dallas and Fort Worth; Bishop Joel Martinez, recently retired United Methodist bishop in San Antonio; General Presbyter Sallie Sampsell Watson of Mission Presbytery in San Antonio; Mufti Mohamed-Umer Esmail from the Muslim community in Austin; Rabbi Mara Nathan from the Jewish community in San Antonio; Rev. Griff Martin of the First Baptist Church in Austin; Rev. Diane McGehee of the United Methodists from Houston; and Rev. Dan DeLeon of the Friends Congregation Church, United Church of Christ, in College Station.
I also continue to meet with an ecumenical leaders’ peer group in San Antonio. Partners currently in the group include me; Rick McClatchy, Texas Field Coordinator of the Cooperative Baptist Fellowship; Bishop David Reed of the Episcopal Diocese of West Texas; and Jesse Rincones, Executive Director for the Hispanic Baptist Convention of Texas. We hope to add judicatory leaders from the Methodist and Presbyterian churches and meet quarterly to talk about common ministry concerns and share resources.

Process toward a New Mission Focus and 2018 Bishop’s Election
The Strategic Planning Task Force has a report for the Synod Council at this meeting. That report can be found among the other Synod Council materials. As their staff liaison, I believe they have done good and faithful work in presenting a new Purpose Statement for the
synod that reflects the insights from across the synod. The members of the SPTF are: Pr. Drew Ingram, Spirit in the Hills, Spicewood; Pr. Susie Schnelle, Gethsemane, Austin; Rhonda Balsley, Grace, Bandera; Pr. Chris Gentile, Grace, San Antonio; Sergio Rodriguez, House of Prayer, San Antonio; Pr. Dawn Silvius, retired, Seguin; Mark Helmke, Synod Attorney.

When a plan is approved by the Synod Council, the SPTF will contact graphic artists to create a logo that expresses our future calling together. A meeting with the synod staff is scheduled on November 21 to develop short-term and long-term (2-year) goals for alignment, and execution, of the strategic plan. This work may include goals to stop doing some ministries in order to take on new opportunities. The framework below is the beginning of moving from a visionary purpose and core convictions to regular core practices to create traction across the synod. These next steps include a plan for setting metrics that will help the synod see progress, share stories, and create momentum for being the church in a changing world.

In response to the deep listening done by the SPTF, the primary focus areas of the synod will include pastoral care, congregational vitality, justice and peace, and engagement with the neighborhood. Each of these focus areas will live out the synod’s new core convictions to grow as adaptive leaders as God’s grace transforms and connects us to learn, to love, to lead.

This plan will formally be presented at a special meeting in each Conference in February, 2018, as names are gathered for potential bishop candidates in that pre-identification process. The intended hope is that synod members will consider the leadership gifts necessary in the next bishop to lead this strategic plan.
Greetings in the name of the One who embraces us in the baptismal waters, and then raises us up and sends us out to join in the mission of God!

For the benefit of those new to Synod Council, the Mission Team has come to include the following over the last several years:

- **Mission Begins**, which works in the establishment and support of synodically authorized worshipping communities, congregations under development, and new mission sites.
- **Mission Builds**, which works with existing congregations to connect with their neighborhoods, utilizing the 3 great listening's (to God in scripture, with another, with neighbors) and experiments at engaging with the neighbor, joining in the mission God is already up to just outside of our very own congregational walls.
- **Mission Grows** via Faith Formation (Children, Youth & Family)
- **Mission Beyond**, which focuses on ministries outside the congregational setting, like campus ministry, seminary and university professors, global mission connections, camping, prison ministry, and hospital/hospice/military chaplains; and so on.
- **Mission Beyond Borders**, which focuses on building connections and relationships with the synod's Companion Synod, the Lutheran Church of Costa Rica, and with the Global Mission unit of the ELCA (through regional Global and Glocal mission events) with a special emphasis on mission relationships among our nearest border with Mexico.
- **Resources for Mission** which focuses on how to grow our personal and congregational generosity for the sake of God’s mission in the world.

Some of the above gather as a pertinent need arises, and others out of their self-initiative. Some have not provided reports in recent memory. Is this an appropriate time for the Synod Council’s Program and Evaluation team to review and assess whether we should continue to have 6 teams?

Here are two of the above teams, for which reports have been provided.

### Synod Youth Worker Group

- We continue to meet monthly - although we took the summer off. Our monthly meetings are a mix of continuing education, informational, and renewal. We have youth workers - paid and volunteer - from all over the synod although Austin, San Antonio, and the Hill Country are most represented.
- We led a few activities at the synod assembly. We led a resourcing lunch which had around 80 in attendance. This was an opportunity for youth workers to act as consultants/resource people around various table topics.
- Stacey Troisi - the Synod Youth Coordinator - resigned in July after her husband accepted a call in North Carolina. We will continue to meet and carry on through the leadership in the group as we look forward to this role being filled in the near future.
- Our annual Synod youth events are the Middle School Gathering October 20-22 and Senior High Gathering February 9-11.

### Mission beyond Borders Team
There has not been a lot of activity with the MBB team since the last two major SWTS events: the 2017 Tri-Synodical Theological Convocation when we had an invited guest, the VP Rev. Geraldina Alvarez of our companion church --- Iglesia Luterana Costarricense (ILCO); and the SWTS Assembly when we supported the Global Mission emphasis.

That being said, we had one project that began in January and was completed this summer. St. Paul in Mason sent a youth group to Costa Rica; we sent some money to help the youth group with miscellaneous ILCO expenses.

The other two are under way. The first future project is for representatives from our Synod to attend the fall 2017 ILCO Women’s Gathering in San Jose, Costa Rica. This will be under the leadership of Rev. Judith Spindt; this endeavor is intended to continue to develop relationships as well as mutually support our shared and common ministries.

The second future project is awaiting ELCA guidance. In the past we have facilitated the attendance of youth from our companion synod to attend the triennial Youth Gatherings. In 2018 it will be in Houston, Texas. However, we are awaiting guidance from the ELCA as to whether or not we will be able to do this in 2018. The ELCA sent out a survey for our input. The challenges are many; with the increasingly draconian US visa process has made that type of relationship building problematic as well as the challenge of keeping the costs at a reasonable level. We hope to hear back in a realistic amount of time from the ELCA regarding this project.

Missional River, At Risk Congregations Task Force (ARCTF) & Congregations Cooperating for Mission (CCM)

Meanwhile over the last several months, these three movements have continued to be central foci within our mission efforts (though not under any one of our listed mission teams). Again for Program and Evaluation, do these need to show up in the organizational chart? Or, are they better served by having the freedom to respond as the constantly stirring Spirit opens new imaginations?

1. **Missional River: ongoing Seminars B & C** August 17-18 was our most recent event, involving 7 Synod congregations; it was another exciting and stimulating event. This is a process for Listening to God…through scripture…through the congregation…and out in the neighborhood, and involves learning new behaviors, practices, and ways of being Church. Integral to this work, beyond the two annual Seminars, and a monthly session of congregational Guiding Teams with a Professional Coach.

2. **Missional River—adaptive moves** Prior to and in anticipation of the above event, 4 SWT Synod leaders have been in training to lead these Seminars events. Previously we have been dependent upon LEAD for presenters who had to travel in from the Houston area. As a result, we can now imagine less costly Seminars for starting/maintaining new MR groups in the future.

3. **Missional River (October 27-28, 2017)** Speaking of, we’re taking this on the road to our brothers and sisters in the Valley for whom travel distance has been a barrier. This proposal was shared with them at our May Synod Assembly, and RGV leaders were receptive and eager. We will no doubt learn new insights working within that specific context, not to mention gain ideas for taking this to other outlying areas of our Synod.

4. **At Risk Congregational Task Force** While this was initiated as a Task Force of Synod Council, this work has overlapped with our Synod Mission Team. The reality of our
Synod having over 50% of congregations with less than 75 AWA (average worship attendance), makes this TF work integrally related to the mission of this Synod. As you will be receiving that report separately, those learnings won’t be repeated here.

5. Cooperative Ministry (October 14) In our Synod Council’s special summer GoToMeeting, you learned of the emerging Cooperative within the Capital North Conference. Additionally, two different groups of leaders have been actively exploring something similar in the San Antonio area. And in the near future, a similar conversation is about to be initiated in south Austin. Finally on Saturday 10/14, there will be a 2nd Synod-wide CCM event for congregational leaders ready to explore cooperative ministry. If you are part of a smaller congregation, plan to attend and pass the word!

In closing, thanks for your prayers, partnership, participation, shared imaginations, and passion for God’s mission!

Pastor Greg Gaskamp
Mission Team Chair
LEADERSHIP DEVELOPMENT TEAM  
Rev. Timothy Brady Eggleston, Chair

The Leadership Development Team has focused on five areas: Parish Ministry Training Program; First Call Theological Education; our ongoing Wellness Initiative; the development of a strategy for Focused Transitional Ministry engaging congregations and ministry sites to effectively face times of transition; and reviewing compensation guidelines for Rostered Leadership within the Southwestern Texas Synod.

Parish Ministry Training Program:

This program continues to train laity for greater service in congregations as Synodically Authorized Ministers. The Southwestern Texas Synod has implemented Laura Lincoln’s development and fielding of training modules in Lay Preaching and Lay Visitation for meeting those needs in small congregations.

First Call Theological Education, now Retitled First Call Accompaniment:

Coordinating with the other two ELCA Synods in Texas, we are engaged in providing for the effective transition from seminary through the first three years of ordained service toward many more years of service to the church. Concurrently held with the April 2017 Synod Assembly in San Antonio, the most recent event was focused around resourcing for ministry, with presentations including The Lutheran Foundation of the Southwest, and the ELCA Mission Investment Fund. The next event will take place 25-27 September 2017 at Camp Chrysalis in Kerrville and will focus upon “Making the Case for Change”.

Wellness Initiative:

As this initiative was originally funded through Portico Wellness Dollars, which are no longer forthcoming, authorization of future grants are currently in a state of moratorium as we explore new possibilities for funding the Wellness Initiative. Over the previous three years, in addition to providing for Fitbits for all rostered persons, we have expended Wellness Dollars supporting personal and group spiritual/interpersonal wellness initiatives, authorizing grants of up to $300 for individuals and $2000 for conferences and other groups. Grants have supported a range of efforts ranging from Dave Ramsey’s “Financial Peace University” through individual spirituality events to conference-wide spiritual direction. Given the language/cultural demands of the emerging mission setting of the Southwestern Texas Synod, low cost “Espanol Rapido” has presented our rostered leadership with a significant opportunity for professional growth. Due to lack of a funding stream, the Wellness Initiative is currently in a state of moratorium.

Focused Transitional Ministry:

Exploring how to more effectively equip rostered leaders for leading congregations and other ministry sites through effective transition, we are working on the development of a strategy for Focused Transitional Ministry. An emerging concept, Focused Transitional Ministry seeks to build upon the received experience of Intentional Interim Ministry and bolster it with additional skill development and accountability in current ministry analysis; developing of strategic understanding of the ministry site; developing strategic planning for the way ahead; and providing for intentional coaching of congregational/ministry site leadership and Call Committees through the transitional process, while concurrently keeping clear lines of communication open between transitioning congregations/ministry sites and the Synod Office.
The Focused Transitional Ministry Forum originally scheduled for 28 March 2017 was postponed, and took place at the Synod Office on 24 August 2017.

**Compensation Guidelines:**

Given the rapidly changing nature of ministry within many of our congregations and worshipping communities, we’ve begun, under the leadership of Pastor Cheryl Kester-Schmidt, to take a look at our Compensation Guidelines. Recognizing that we are no longer in a “one size fits all” time, an effective look, we are working to engage the myriad of complexities ranging from the traditional full-time Pastor to various levels of less than full time across the emerging varieties of ministry delivery. Having completed their initial work, the committee is currently engaged in the staffing and tweaking process.
Ministry Resource Team  
Randa Bruce-Gonzales, Chair

Peace Not Walls

Over the past few years we have shared the experiences of people who had spent time in Israel and Palestine through education tours and NGO programs such as the World Council of Churches sponsored Ecumenical Accompaniment Program in Palestine and Israel. Sometimes it seemed like we had saturated the market, but we know we have hardly scratched the surface. In the current climate of fear of others, it is sometimes difficult to know how to present the basic truth we all learned in confirmation class-

In the beginning, God breathed over the void and all that is came into being. 
And, when God was finished, before he rested, he looked out and said, 
“It is good, it is very good.”

He did not say, “That part of that continent is good and that continent over there is bad, very bad - build a wall to keep them out!”

This past year we experimented with handing out ma’amouls and copies of the poem “Gate A-4” by Naomi Shihab Nye. We received permission from the author, a Palestinian-American poet living in San Antonio, to hand out her poem with the cookies at our Synod Assembly. This ran into complications including the “no outside food” policy of the venues for Synod Assembly. We will be exploring other possibilities for sharing along these lines in the coming year including taking this message to Deanery meetings.

We did, however, arrange for the viewing of a message from Bishop Younan in Jerusalem at the Synod Assembly and plan to have a larger presence this next year.

The PNW task force will also be working with the National Peace Not Walls program to increase awareness during the year and plan to attend the gathering next Spring.

Bringing our message to people in a way that can be heard though all of the other messages in the air is very difficult and we struggle for the best ways to do it. We thank you for providing a platform for our work. And, ask each of you reading this report, please invite us to make a presentation in your congregation.

We also encourage congregations and individuals to participate in the International Prayer Vigil on the 24th of each month. This is a program that is encouraged by the National PNW group. It is also a great time to share prayers and worship resources with others.

Learn more about this at http://actpalestineforum.org/vigil/

Submitted by,
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sharonwiggins99@gmail.com
cell (512) 773-6356
home (361) 578-8160

Tammie Danielsen
Tadanielsen99@gmail.com
405.206.6912 cell

Poverty and Justice Task Force

The Poverty and Justice Task Force (PJTF) works in the three areas of advocacy, education, and service for those suffering poverty and other social injustices, with its primary focus on advocacy. See the Appendix for the PJTF’s vision and mission statements, as well as its current membership roster. Below are PJTF activities since the 2016 Synod Assembly.
2018 Lutheran Legislative Event
The PJTF continues to plan its fourth event for February 11-13, 2018, again at Gethsemane Lutheran Church in Austin. Bishops from all three Texas ELCA Synods have been invited to participate in the event. Also, Rev. Amy Reumann and Rev. Alexia Salvatierra, ELCA participants in last year’s event, have been invited to participate in 2018.

2017 Advocacy
Members of the PJTF have continued their advocacy during the Special Session of the Texas Legislature. Members have participated (in person and online) in Texas Impact’s Weekly Witness briefings on issues before the legislature, followed by in-person visits or phone calls to state legislators to lobby on those issues. Members of the PJTF and several dozen Lutheran congregants participated with 330 people of faith in the August 1 interfaith lobby day against the discriminatory bathroom bill. Speakers at the press conference on the steps of the Capitol included Bishop Tiemann and Bishop Gronberg, as well as Bishops and Clergy from the United Methodist, Presbyterian, Muslim, Jewish, United Church of Christ, Baptist and Non-denominational faith traditions.

Community Partner Program Initiative
The PJTF continues its support to the eight congregations that received a $180 partial payment for a computer to enroll clients for social services under the Texas Health and Human Services Commission (HHSC) Community Partner Program (CPP).

Presentations to Congregations
The PJTF continues to offer presentations to congregations in the Southwestern Texas Synod.

Display at 2017 Synod Assembly
As in the past, the PJTF staffed a display at the 2017 Synod Assembly. The bingo-type cards continue to draw participants to our display table, with several signing up for interest in our activities including becoming congregational liaisons/friends, requesting PJTF presentations, and wanting more information on the Lutheran Legislative Event.

2017 Workshop on a Modern-Day Martin Luther Community Chest
The PJTF continues development of the program for a one-day workshop on potential lending models that can be an alternative for individuals trapped in payday lending. The workshop will be held in fall 2017 (exact date and location not yet finalized) and is partially funded by a 2016 Vision Grant of $2,000. Details will be finalized during the PJTF meeting on August 26.

Addition of Liaisons in Congregations
The PJTF continues its efforts to identify a liaison in each Southwestern Texas Synod congregation to be the contact between the PJTF and the congregation.

PJTF Membership
The goal of the PJTF is to have membership that represents all eight Conferences in the Southwestern Texas Synod of the ELCA. Currently the PJTF is seeking a member from a Gulf Coast Conference congregation, to represent that Conference on the PJTF. If you know of someone who may be interested, please contact the PJTF Chair, Mary Lou Newman, at raolls-newman@sbcglobal.net.

APPENDIX
Vision
The Poverty and Justice Task Force (PJTF) believes that we, as Christians, are called to work toward a fair and just society. It is the Creator’s intent that all people are provided those things that protect human dignity and lead to healthy lives, which include adequate food and shelter, meaningful work, a fair and just wage, safe communities, healthcare, and education. We believe that overcoming poverty and other injustices involves both acts of direct service and advocacy to change systemically those structures that result in people living in poverty or suffering other injustices.

Mission
The PJTF works to create a fair and just society as envisioned in Biblical mandates. To this end, we endeavor to equip communities with knowledge of how to:
1. assess communities for poverty and other injustices, and for systems which tend to create or sustain poverty and other injustices,
2. recognize disparities between those who are poor and those who have a disproportionate share of the world’s resources,
3. access available resources to help the poor survive their current crises and remove the causes of their poverty,
4. work to eliminate injustices,
5. make alliances with others in society who share the commitment to overcome poverty and other injustices, and
6. advocate to change private and public systems which unfairly control resources available to citizens.

PJTF Member Roster
Chair: Mary Lou Newman, ralls-newman@sbcglobal.net
Alamo Conference: Rev. Paul Ziese, prziese@gmail.com
Bluebonnet Conference: Rev. Barbara Beale, bb3750@aol.com
Capital North Conference: Dorothy Kraemer, dorothykraemer@yahoo.com
Capital South Conference: Rev. Jeff Thompson, revjtrt13@gmail.com
Cibolo Creek Conference: Rev. Mag Holm-Roesler, mrhr816@gmail.com
Gulf Coast Conference: Rev. Rosemarie Doucette, rdoucette@LTSP.edu (interim)
Hill Country Conference: Rick Ertel, ertelr@mac.com
Rio Grande Conference: Jan Demro, jdemro@aol.com
At-large member: Rev. Rosemarie Doucette, rdoucette@LTSP.edu
Liaison to Synod Office: Randa Bruce Gonzales, Chair Ministry Resource Team

Submitted by,
Mary Lou Newman

Congregation Initiated Community Based Advocacy Task Force
My Synod Council Report for the September 2017 meeting will focus on one of the key components of the process we have chosen to work with congregations as they move from charity to advocacy to achieve our goal of Ending Poverty in Texas One Community at a Time.

The core of the work we do with congregations, who are part of the CICBA Initiative, is the one to one relational meetings. It is through these meetings that each team learns about the self-interest, passion, motivation of their congregational members and thus a sense of what is important in the life of that congregation. The one to one relational meeting also serves as a way to find others in the congregation who share a passion for addressing poverty in the local community.

From doing one to one relational meetings with church members, the team moves to one to one’s with people in the community. From these one to one meetings, the team members learn about the self-interest, passions, and what motivates this group of people (business owners, city & county officials, school personnel, non-profit directors, law enforcement, public utilities and agencies, etc.) again looking for those who share a passion for addressing poverty in the local community.

And finally, one to one relational meetings are done with people who live in poverty to hear their voice as to causes of poverty in the local community.

As the CICBA Task Force has done training on one to one’s with now 12 congregations, we have learned that feeling comfortable and confident about doing these is a major factor in whether the congregational CICBA Team is successful in the transformation of the mission and ministry of their congregation in the move from charity to advocacy.

We fully acknowledge and share that this is not easy. It is out of many of our comfort levels to engage in this type of meeting. It is not a normal conversation. At its core is the listening for the self-interest, passion, and motivation of the person with whom we are having the one to one relational meeting. And that means that the person doing the one to one, must have a clear understanding of what does a person’s self-interest, passion, motivation sound like, and how do you ask the right questions to get that person to tell their story so that you can hear it.
Out of our experience with congregations, we are discovering that the best way to do this is for each person doing one to one relational meetings is to gain a deeper insight into their own self-interest, passion, and motivation. To learn how their story reveals their self-interest, passion, and motivation thus shaping how they see the church being engaged in the community in which they live; the mission and ministry of their local congregation.

In preparation for our Retreat #4 on Sept. 22nd - 23rd with Generation 3, we are asking each person on the team to respond to one of 2 prompts. These responses will then be used by the presenter, Pastor Susan Engh, from Churchwide, to help the participants discern their own self-interest, passion, and motivation.

**Prompt #1:**
1. *If you were to volunteer to do something, what would it be?*
2. *What things have taken place in your life (life experiences) that makes you interested in volunteering in this area?*

**Prompt #2:**
1. *What keeps you up at night?*
2. *What things have taken place in your life (life experiences) that led you to be aware or conscious of this?*

Respectfully Submitted,
Mary Lou Walther
Chair of the CICBA Task Force

**PEACE for Racial Reconciliation (Justice)**
Activities July – August
1) Hosted events at Synod Assembly:
   a) Information table with written material and thoughtful exercises to increase awareness and understanding of racism.
   b) Screening of film “Harvest of Empire” with discussion leading to requests for additional screenings and new members of task force.
2) Conducted additional screenings of film throughout synod.
3) Established virtual meeting format through synod GoTo Meeting account increasing access to our forum.
4) Established project focus for the year:
   a) After change cancellation of Tri-Synodical Conference, group agreed to explore possibility of conducting our own event to substitute for time dedicated to racial justice issue. Event to include both lay and rostered people.
   b) Continuation of PEACE Be with You initiative; Will combine screenings of film “Harvest of Empire” with a standalone guide for facilitating dialog and follow-up activities.
   c) Expansion of social media presence via web page on synod site, Facebook and Twitter.
   d) Initiation of specific activities to support engagement with diverse communities in the synod to encourage mutual exchange of perspectives, experiences and ideas that can guide our work together.
5) Agreed to work with WELCA as much as possible on overlapping initiatives and goals.

Submitted by,
Allyson Pryor
Team Leaders – Mikki Hanson Coles and Pastor Erik Miletti
If you have any questions about the Ministry Resource Team feel free to contact Randa Bruce Gonzales, 210.392.6233, brugondc@yahoo.com or any of the above referenced team leaders.
VICE PRESIDENT’S REPORT
SOUTHWESTERN TEXAS SYNOD COUNCIL MEETING
SEPTEMBER 8-9, 2017

Since our last Synod Council meeting, I have continued my participation in the PEACE for Racial Reconciliation (Justice) task force by attending three task force meetings and also being a leader at the PEACE Be with You meeting at Triumphant Love where Harvest of Empire was shown. In addition I was the Synod representative for a call meeting at New Life Lutheran Church, Dripping Springs following our last assembly where New Life became a congregation of the ELCA.

I want to thank Larry Shilling, Linda Moseley and Debbie Mattke for serving as the Synod representative at call meetings at St Marks, Cuero, Zion, Fredericksburg, and Triumphant, Garden Ridge, respectively, since our last meeting. Lisa Beyer, a former Synod Council member, attended a call meeting at St Peter, Ander on our behalf.

I have met twice since our last meeting with the Tiemann Endowment Fund for Leadership Development Planning Team. We have developed a promotion strategy which will be reported at our September 2017 Synod Council meeting. Synod Council members will be approached during Phase 1 of the fundraising effort to contribute to the Tiemann Endowment Fund for Leadership Development. You will receive materials at the meeting on how to contribute.

Finally, I will be attending the fall 2017 ELCA Vice Presidents gathering in Chicago from September 29 to October 1, 2017. This meeting will include time with the Council of Bishops and an opportunity to attend the Fund for Leaders banquet on Friday evening.

Carl Teinert
Vice President
Southwestern Texas Synod of the ELCA
Treasurer’s Report
Elaine Kalkwarf, Treasurer

General Notes –

Mission support for the six month period ending July 31, 2017 totaled $703,621 which is $8,525 more than the amount received for the same period last year. We are behind in our budgeted revenues for Mission Support for the six month period ending July 31, 2017 by $33,879, or 2.3%. Total anticipated revenue is short by only 1%.

Financial Statements –

Statement of Financial Position — Cash and Investments as of July 31, 2017 totaled $2,595,373. Of that amount $ 1,174,862 is in the Mission and Ministry Fund, $567,870 is restricted, and we have payables of $82,951 leaving an unrestricted balance of $769,690.

Revenue and Expenses —

Operating Fund – For the six month period ended July 31st revenues were less than expenses by $61,411 compared to last year’s amount of $20,850. Some notable areas where the spending was greater include:

- **Professional and Staff Support** spending was over last years, but this was mostly due to increases that were projected and budgeted such as six months of Youth Ministry Contract whereas last year through this period was only one month. This spending is still close to 50% of the amount budgeted.

- **Synod Council and Conference Dean Expenses** were up $5,184. This appears to be a timing difference where conference expenses were posted in May of this year, but not until September last year. In the end we should still be within budget, it is just already being reflected.

- **Building repair and maintenance** was up $2,262 and included a 5 year inspection and replacement of parts from American Fire Protection that amounted to $2,250. Based on the end of year expenses from last year, we should still be close to budget by year end.

- **Equipment lease and supply** was up $5,775 because of an air conditioning unit needing replacement that cost $5,851. We will end up over budget here by about $2,000, but it is not always possible to predict when these items will wear out. Last year we had $3,900 left in this category, so that made up part of the reserve we will be using.

Mission & Ministry Fund – For the six month period ended July 31st revenues were $39,118. This is $6,263 more than our anticipated revenues for this period of $32,855.

Temporary Restricted Funds — See the detailed report. These balances are for flow-through gifts to be disbursed to Churchwide or other agencies, and funds that can be utilized by the Synod for specific purposes.

Audit –

Our audit for the fiscal year 2016-2017 was completed on June 4, 2017, by Randy Walker & Co. The firm found no major discrepancies or faults in our accounting and gave us an unqualified opinion on our financial statements. There were two recommendations to some of our internal controls that are being reviewed and implemented. A full copy of the audit is on our website.

Respectfully Submitted,
Elaine Kalkwarf, Treasurer
<table>
<thead>
<tr>
<th>Month</th>
<th>2010</th>
<th>2011</th>
<th>2012</th>
<th>2013</th>
<th>%YTD to Total</th>
<th>%YTD to Budget</th>
<th>Total</th>
<th>% of Annual Budget</th>
<th>%YTD to Total</th>
<th>%YTD to Budget</th>
<th>Total</th>
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<tbody>
<tr>
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<td>8.99%</td>
<td>$104,252</td>
<td>7.83%</td>
<td>$125,105</td>
<td>8.56%</td>
<td>$103,605</td>
<td>7.30%</td>
<td>49.57%</td>
<td>41.05%</td>
<td>$756,731</td>
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<tr>
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<td>7.97%</td>
<td>$88,030</td>
<td>6.61%</td>
<td>$99,510</td>
<td>6.81%</td>
<td>$135,559</td>
<td>9.55%</td>
<td>47.70%</td>
<td>45.22%</td>
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<td>April</td>
<td>$107,804</td>
<td>7.06%</td>
<td>$102,136</td>
<td>7.67%</td>
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<td>9.76%</td>
<td>47.70%</td>
<td>49.03%</td>
<td>$1,474,000</td>
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<tr>
<td>May</td>
<td>$163,910</td>
<td>10.74%</td>
<td>$140,544</td>
<td>10.55%</td>
<td>$108,893</td>
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<td>5.38%</td>
<td>51.34%</td>
<td>45.22%</td>
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<td>$92,207</td>
<td>6.92%</td>
<td>$127,598</td>
<td>8.73%</td>
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<td>10.51%</td>
<td>47.70%</td>
<td>49.69%</td>
<td>$1,474,000</td>
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<td>July</td>
<td>$94,231</td>
<td>6.17%</td>
<td>$129,668</td>
<td>9.74%</td>
<td>$121,961</td>
<td>8.35%</td>
<td>$101,918</td>
<td>7.18%</td>
<td>51.34%</td>
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<td>$656,838</td>
<td>9.37%</td>
<td>$716,361</td>
<td>9.37%</td>
<td>$705,047</td>
<td>9.37%</td>
<td>47.70%</td>
<td>49.03%</td>
<td>$1,461,140</td>
</tr>
</tbody>
</table>

**Mission Support Comparison**

Elaine Kalkwarf, Treasurer

Exhibit B-2

Page 1 of 1
### Southwestern Texas Synod, ELCA

**Statement of Financial Position - All Funds**  
**July 2017**  
**Unaudited - Internal Use**

<table>
<thead>
<tr>
<th>Accounts</th>
<th>Assets</th>
</tr>
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<tbody>
<tr>
<td><strong>Current Assets</strong></td>
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<td><strong>Cash On Hand</strong></td>
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<td>Broadway Money Market</td>
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<tr>
<td>Broadway National Bank - Main Ckng</td>
<td>$800,480.29</td>
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<tr>
<td>Bulldog Bucks</td>
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<tr>
<td>MIF MP Operating</td>
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<tr>
<td>Petty Cash</td>
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<td><strong>Total Cash On Hand</strong></td>
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<tr>
<td><strong>Investments</strong></td>
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<td>TDA Cash Operating</td>
<td>$124,999.64</td>
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<tr>
<td>TDA Invstmt Operating</td>
<td>$86,791.71</td>
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<tr>
<td>TDA InvstOper UnrealizedGain(Loss)</td>
<td>($3,401.13)</td>
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<tr>
<td><strong>Other Investments</strong></td>
<td></td>
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<tr>
<td>Archives</td>
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</tr>
<tr>
<td>SWTS ELCA RegIV-S Archives Endwmnt</td>
<td>$78,721.96</td>
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<tr>
<td><strong>Total Archives</strong></td>
<td><strong>$78,721.96</strong></td>
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<tr>
<td><strong>Total Other Investments</strong></td>
<td><strong>$78,721.96</strong></td>
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<tr>
<td><strong>Mission &amp; Ministry</strong></td>
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<tr>
<td>M&amp;M - ELCA Endowment Fund</td>
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<td>M&amp;M - ELCA Mission Plus Inv</td>
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<td><strong>Total Investments</strong></td>
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<td><strong>Accounts Receivable</strong></td>
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<tr>
<td>Notes Receivable</td>
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</tr>
<tr>
<td>Notes Rec - Brownsville Property</td>
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</tr>
<tr>
<td><strong>Total Notes Receivable</strong></td>
<td><strong>$96,162.93</strong></td>
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<tr>
<td><strong>Total Accounts Receivable</strong></td>
<td><strong>$96,162.93</strong></td>
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<tr>
<td><strong>Pre-Paid Expenses</strong></td>
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<td>Pre-paid Expenses - Other</td>
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<tr>
<td>Pre-paid Insurance</td>
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<td>Pre-paid Postage</td>
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<td><strong>Total Pre-Paid Expenses</strong></td>
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<td><strong>Endowments</strong></td>
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<td>LFSW-SWTS Evang Endow</td>
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<tr>
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<td><strong>$141,157.52</strong></td>
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<tr>
<td><strong>Total Endowments</strong></td>
<td><strong>$141,157.52</strong></td>
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<tr>
<td><strong>Fixed Assets</strong></td>
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</tr>
</tbody>
</table>

Statement of Financial Position  
Elaine Kalkwarf, Treasurer
Southwestern Texas Synod, ELCA  
Statement of Financial Position - All Funds  
July 2017  
Unaudited - Internal Use

### Accounts
#### Office
- Fixed Assets Furniture & Fixture: $25,300.44
- Fixed Assets Office Equipment: $15,874.61
- Fixed Assets-Bldg & Improvements: $1,022,863.71

**Total Office**: $1,064,038.76

#### Accumulated Depreciation
- Allow. For Dep. Bldg & Improv.: ($412,724.61)
- Allow. for Depr. - Furn. & Fix.: ($22,614.87)
- Allow. for Depr-Office Equip.: ($15,394.83)

**Total Accumulated Depreciation**: ($450,734.31)

**Total Fixed Assets**: $613,304.45

**Total Assets**: $3,452,347.48

### Liabilities & Net Assets
#### Liabilities
**Payables**
- A/P -CreditCards 1871+: $1,588.33
- A/P Operating: $81,362.30

**Total Payables**: $82,950.63

**Total Liabilities**: $82,950.63

#### Net Assets
**Unrestricted**
- Fund Principal - Assembly Operating: $10,000.00
- Fund Principal - LFSW EvangEndowmnt: $1,369.93
- Fund Principal - Operating: $1,434,386.12
- Fund Principal Mission & Ministry: $1,167,843.10
- Fund Principal-Bishop's Installatn: $5,000.00
- Fund Principal-Brownsville Property: $96,162.93
- Unrestricted This Year: ($54,392.41)

**Total Unrestricted**: $2,660,369.67

**Temporary Restricted**: $569,239.59

**Permanent Restricted**: $139,787.59

**Total Net Assets**: $3,369,396.85

**Total Liabilities & Net Assets**: $3,452,347.48
Southwestern Texas Synod, ELCA
Statement of Financial Position
Mission & Ministry Fund
As of July 31, 2017
Unaudited - Internal Use

Accounts

<table>
<thead>
<tr>
<th>Assets</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Current Assets</strong></td>
</tr>
<tr>
<td>Mission &amp; Ministry</td>
</tr>
<tr>
<td>Investments</td>
</tr>
<tr>
<td>M&amp;M - ELCA Endowment Fund</td>
</tr>
<tr>
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<td>M&amp;M - Investment Accts</td>
</tr>
<tr>
<td>M&amp;M - Unrealized Gain/Loss</td>
</tr>
<tr>
<td><strong>Total Mission &amp; Ministry</strong></td>
</tr>
<tr>
<td><strong>Total Investments</strong></td>
</tr>
<tr>
<td><strong>Total Current Assets</strong></td>
</tr>
<tr>
<td><strong>Total Assets</strong></td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>Liabilities &amp; Net Assets</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Net Assets</strong></td>
</tr>
<tr>
<td>Unrestricted</td>
</tr>
<tr>
<td>Fund Principal Mission &amp; Ministry</td>
</tr>
<tr>
<td>Unrestricted This Year</td>
</tr>
<tr>
<td><strong>Total Unrestricted</strong></td>
</tr>
<tr>
<td><strong>Total Net Assets</strong></td>
</tr>
<tr>
<td><strong>Total Liabilities &amp; Net Assets</strong></td>
</tr>
</tbody>
</table>
Exhibit B-5
Revenue and Expense, YTD Comparison
Elaine Kalkwarf, Treasurer
SC 17.09

## Southwestern Texas Synod, ELCA

### 2017-18 Analysis of Revenues & Expenses - Operating Fd Summary

February to July 2017

Unaudited - Internal Use

### Accounts

<table>
<thead>
<tr>
<th>Accounts</th>
<th>YTD ACTUAL 2017-18</th>
<th>ANNUAL BUDGET 2017-18</th>
<th>ANNUAL BUDGET REMAINING 2017-18</th>
<th>% of ANNUAL BUDGET USED 2017-18</th>
</tr>
</thead>
</table>

### Revenues

| Mission Support               | $703,621           | $1,475,000             | $771,379                         | 47.70 %                         |
| Investment Income             | $2,219             | $5,000                 | $2,781                           | 44.39 %                         |
| Gifts & Grants                | $24,051            | $51,000                | $26,949                          | 47.16 %                         |
| Vista Ad Income               | $2,143             | $6,500                 | $4,357                           | 32.98 %                         |
| Synod Assembly & Events       | $63,245            | $70,000                | $6,755                           | 90.35 %                         |
| **Total Revenues**            | **$795,280**       | **$1,607,500**         | **$812,220**                     | **49.47 %**                     |

### Expenses

| ELCA Mission Support          | $372,921           | $781,750               | $408,829                         | 47.70 %                         |
| Agencies and Institutions     | $28,301            | $59,000                | $30,699                          | 47.97 %                         |
| Lutheran Campus Ministry      | $55,000            | $70,000                | $15,000                          | 78.57 %                         |
| **Ministry Teams**            |                    |                       |                                  |                                 |
| Ministry Resource Team        | $3,478             | $5,000                 | $1,522                           | 69.56 %                         |
| Leadership Development Team   | $100               | $3,000                 | $2,900                           | 3.33 %                          |
| Mission Team                  | $2,077             | $4,000                 | $1,923                           | 51.94 %                         |
| **Total Ministry Teams**      | **$5,656**         | **$12,000**            | **$6,344**                       | **47.13 %**                     |
| **Support Ministry**          |                    |                       |                                  |                                 |
| Tri-Synodal Archives          | $0                 | $0                     | $0                               | 0.00 %                          |
| Candidacy                     | $709               | $25,000                | $24,291                          | 2.84 %                          |
| PMTP Program                  | $250               | $2,000                 | $1,750                           | 12.51 %                         |
| VISTA                         | $19,584            | $43,800                | $24,216                          | 44.71 %                         |
| Synod Council & Conf Deans Exp| $11,712            | $15,000                | $3,288                           | 78.08 %                         |
| Office Supply/Postage/Bank Chg| $3,456             | $10,000                | $6,544                           | 34.56 %                         |
| Building Maintenance / Repair | $7,415             | $12,000                | $4,585                           | 61.79 %                         |
| Telephone/Internet/Website    | $4,605             | $8,800                 | $4,195                           | 52.33 %                         |
| Utilities                     | $4,304             | $12,900                | $8,596                           | 33.37 %                         |
| Audit                         | $14,067            | $15,000                | $933                             | 93.78 %                         |
| Insurance & Legal            | $7,063             | $14,000                | $6,937                           | 50.45 %                         |
| EquipmentSupply/Lease/Software| $11,976            | $18,000                | $6,024                           | 66.53 %                         |
| **Total Support Ministry**    | **$85,141**        | **$176,500**           | **$91,359**                      | **48.24 %**                     |
| **Professional & Support Staff** |                    |                       |                                  |                                 |
| Professional Staff            | $118,996           | $239,000               | $120,004                         | 49.79 %                         |
| Support Staff                 | $86,142            | $167,500               | $82,358                          | 50.83 %                         |
| PR Taxes                      | $4,286             | $8,750                 | $4,464                           | 48.98 %                         |
| Staff Resources & Statistician| $6,000             | $14,450                | $8,450                           | 51.52 %                         |
| Staff Travel                  | $11,253            | $22,550                | $11,297                          | 49.90 %                         |
| Youth Ministry Contract & Exps| $8,140             | $14,000                | $5,860                           | 58.15 %                         |
| **Total Professional & Support Staff** | **$233,817** | **$466,250**           | **$232,433**                     | **50.15 %**                     |
| **Other Expenses**            |                    |                       |                                  |                                 |
| Hospitality/Gifts             | $748               | $2,000                 | $1,252                           | 37.41 %                         |
| Contingencies                 | $0                 | $1,000                 | $1,000                           | 0.00 %                          |
| Assembly Expenses             | $60,943            | $70,000                | $9,057                           | 87.06 %                         |
| **Total Other Expenses**      | **$61,691**        | **$73,000**            | **$11,309**                      | **84.51 %**                     |
| Current Year Depreciation     | $14,164            | $0                     | $(14,164)                        | 0.00 %                          |
| **Total Expenses**            | **$856,691**       | **$1,638,500**         | **$781,809**                     | **52.29 %**                     |
| **Net Total**                 | **($61,411)**      | **($31,000)**          | **$30,411**                      | **198.10 %**                    |
### Revenue and Expense, Prior vs Current Year

Elaine Kalkwarf, Treasurer

#### February to July 2017

Unaudited - Internal Use

<table>
<thead>
<tr>
<th>Accounts</th>
<th>Actual (Prior Year Period)</th>
<th>Actual (This Period)</th>
<th>Actual Change (from Prior Year Period)</th>
<th>Actual % Change (from Prior Year Period)</th>
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</thead>
<tbody>
<tr>
<td><strong>Revenues</strong></td>
<td></td>
<td></td>
<td></td>
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</tr>
<tr>
<td>Mission Support</td>
<td>$695,096</td>
<td>$703,621</td>
<td>$8,525</td>
<td>1.23 %</td>
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<tr>
<td>Investment Income</td>
<td>$8,293</td>
<td>$2,219</td>
<td>($6,074)</td>
<td>0.00 %</td>
</tr>
<tr>
<td>Gifts &amp; Grants</td>
<td>$23,806</td>
<td>$24,051</td>
<td>$245</td>
<td>1.03 %</td>
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<td>Vista Ad Income</td>
<td>$2,651</td>
<td>$2,143</td>
<td>($507)</td>
<td>0.00 %</td>
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<tr>
<td>Synod Assembly &amp; Events</td>
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<td>$63,245</td>
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<td><strong>Total Revenues</strong></td>
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<td>ELCA Mission Support</td>
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<td>$372,921</td>
<td>$8,003</td>
<td>2.19 %</td>
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<td>$28,301</td>
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<td>Lutheran Campus Ministry</td>
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<td>$55,000</td>
<td>$0</td>
<td>0.00 %</td>
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<tr>
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<td>$3,478</td>
<td>$2,485</td>
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<td>$100</td>
<td>$37</td>
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<td>Mission Team</td>
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<td>$2,077</td>
<td>($247)</td>
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<tr>
<td>Tri-Synodical Archives</td>
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<td>$0</td>
<td>$0</td>
<td>0.00 %</td>
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<td>Candidacy</td>
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<td>VISTA</td>
<td>$19,885</td>
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<td>Synod Council &amp; Conf Deans Exp</td>
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<td>Building Maintenance / Repair</td>
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<tr>
<td>Telephone/Internet/Website</td>
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<td>$4,605</td>
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<td>Utilities</td>
<td>$4,423</td>
<td>$4,304</td>
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<td>Audit</td>
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<td>$14,067</td>
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<td>Insurance &amp; Legal</td>
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<td>EquipmentSupply/Lease/Software</td>
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<td>$11,976</td>
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<td><strong>Total Support Ministry</strong></td>
<td>$73,261</td>
<td>$85,141</td>
<td>$11,880</td>
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<tr>
<td><strong>Professional &amp; Support Staff</strong></td>
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<td></td>
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<tr>
<td>Professional Staff</td>
<td>$117,519</td>
<td>$118,996</td>
<td>$1,478</td>
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<tr>
<td>Support Staff</td>
<td>$80,879</td>
<td>$85,142</td>
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<td>PR Taxes</td>
<td>$4,332</td>
<td>$4,286</td>
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<tr>
<td>Staff Resources &amp; Statistician</td>
<td>$6,104</td>
<td>$6,000</td>
<td>($104)</td>
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<tr>
<td>Staff Travel</td>
<td>$7,798</td>
<td>$11,253</td>
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<tr>
<td>Youth Ministry Contract &amp; Exp</td>
<td>$1,000</td>
<td>$8,140</td>
<td>$7,140</td>
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<td><strong>Total Professional &amp; Support Staff</strong></td>
<td>$217,632</td>
<td>$233,817</td>
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<td><strong>Other Expenses</strong></td>
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<td>Hospitality/Gifts</td>
<td>$649</td>
<td>$748</td>
<td>$99</td>
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<td>Contingencies</td>
<td>$255</td>
<td>$0</td>
<td>($255)</td>
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<td>Assembly Expenses</td>
<td>$55,479</td>
<td>$60,943</td>
<td>$5,465</td>
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<td><strong>Total Other Expenses</strong></td>
<td>$56,383</td>
<td>$61,691</td>
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<td>Current Year Depreciation</td>
<td>$14,114</td>
<td>$14,164</td>
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<td><strong>Total Expenses</strong></td>
<td>$812,650</td>
<td>$856,691</td>
<td>$44,040</td>
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<tr>
<td><strong>Net Total</strong></td>
<td>($20,850)</td>
<td>($61,411)</td>
<td>($40,561)</td>
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## Southwestern Texas Synod, ELCA
### Mission & Ministry Funds - Restricted
#### February to July 2017
Unaudited - Internal Use

<table>
<thead>
<tr>
<th>Accounts</th>
<th>YTD Actual (This Year)</th>
<th>YTD Budget (This Year)</th>
<th>YTD Budget Remaining (This Year)</th>
</tr>
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<tbody>
<tr>
<td><strong>Revenues</strong></td>
<td></td>
<td></td>
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<tr>
<td><strong>Mission and Ministry</strong></td>
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</tr>
<tr>
<td>General</td>
<td></td>
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<tr>
<td>M&amp;M - Gain(Loss) Sale of Assets</td>
<td>$0</td>
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<td><strong>Total General</strong></td>
<td>$0</td>
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<td>$2,000</td>
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<tr>
<td><strong>Interest / Dividends</strong></td>
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<tr>
<td>M&amp;M - Div- ELCA Endowment</td>
<td>$2,228</td>
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<td>M&amp;M - Interest - ELCA Mission Plus</td>
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<td>M&amp;M - TDA Dividends</td>
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<td>M&amp;M - TDA Interest Income</td>
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<td><strong>Total Interest / Dividends</strong></td>
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<td><strong>Unrealized Gain(Loss) Invstmnt</strong></td>
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<tr>
<td>M&amp;M - ELCA Endow.UnrlzdGns(Loss)</td>
<td>$5,125</td>
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<td>M&amp;M - TDA Unrealized Gain/Loss</td>
<td>$22,341</td>
<td>$11,500</td>
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<td><strong>Total Unrealized Gain(Loss) Invstmnt</strong></td>
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<td><strong>Total Mission and Ministry</strong></td>
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<td>$32,855</td>
<td>($6,263)</td>
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<tr>
<td><strong>Total Revenues</strong></td>
<td>$39,118</td>
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<td>($6,263)</td>
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<tr>
<td><strong>Expenses</strong></td>
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<tr>
<td><strong>Mission &amp; Ministry</strong></td>
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<tr>
<td>M&amp;M - Expenses</td>
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<td>$10,000</td>
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<td>M&amp;M - Vision Grants</td>
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<td>M&amp;M -Lutheran Campus Ministries</td>
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<td><strong>Total Mission &amp; Ministry</strong></td>
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<td>$755</td>
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<td><strong>Total Expenses</strong></td>
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<td>$32,855</td>
<td>$755</td>
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<td><strong>Net Total</strong></td>
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<td>Beginning Balance</td>
<td>Restricted Revenue</td>
<td>Restricted Expenses</td>
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<tr>
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<tr>
<td><strong>Temporary Restricted</strong></td>
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<tr>
<td><strong>Events</strong></td>
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<tr>
<td>Deferred Income (Prev. Years)</td>
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<tr>
<td>Deferred High School Gathering</td>
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<td>Deferred Pre-Retirement</td>
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<td>Deferred Regional Social Ministry</td>
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<tr>
<td><strong>Total Deferred Income (Prev. Years)</strong></td>
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<td><strong>Current Year Events</strong></td>
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<td>Assembly Worship Offering</td>
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<td>Boundary Training</td>
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<td>Creating Healthy Congs Wrkshps</td>
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<td>$729</td>
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<td>Multi Congs Leaders Retreat</td>
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<td>$0</td>
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<td>One Day+ Events</td>
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<td>Pre-Retirement Seminar</td>
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<td>Theo. Conf. - Misc. Expenses</td>
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<td>Theo. Conf. Facilities Expenses</td>
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<td>Theo. Conf. Food Service Expense</td>
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<td>Theo. Conf. Planning Team Meetings</td>
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<td>Theo. Conf. Worship Expense</td>
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<td>Theo. Conference - Speakers</td>
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<td>Theological Conference Income</td>
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<td><strong>Total Current Year Events</strong></td>
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<td>$123,804</td>
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<td><strong>Total Events</strong></td>
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<td>$125,608</td>
<td>$150,835</td>
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<tr>
<td><strong>Agencies &amp; Institutes</strong></td>
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<tr>
<td><strong>Via ELCA</strong></td>
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<tr>
<td>Disaster Relief</td>
<td>$350</td>
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<td>Global Mission</td>
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<td>$425</td>
<td>$1,449</td>
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<td>Lutheran World Relief</td>
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<td>Missionaries-Ind,For a Day,+</td>
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<tr>
<td>Other ELCA Designated</td>
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<td>World Hunger</td>
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<td><strong>Total Via ELCA</strong></td>
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<td><strong>Direct</strong></td>
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<td>Cross Trails Ministry</td>
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<td>$8,502</td>
<td>$8,390</td>
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<td>Designated - Other Synod A&amp;I</td>
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<td>$298</td>
<td>$576</td>
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<td>Designated - Synod Conferences</td>
<td>$11</td>
<td>$5,097</td>
<td>$4,541</td>
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<td>Designated - Synod Congregations</td>
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<td>$5,780</td>
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<tr>
<td>Lutheran Campus Ministry-SpfcSites</td>
<td>$104</td>
<td>$2,967</td>
<td>$2,871</td>
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<tr>
<td>Lutheran Sem. Prog. of SW</td>
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<td>$3,016</td>
<td>$2,443</td>
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<td>Texas Lutheran University</td>
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<td><strong>Total Agencies &amp; Institutes</strong></td>
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<td>$76,273</td>
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</tbody>
</table>
### Summary of Restricted Accounts

February to July 2017
Unaudited - Internal Use

<table>
<thead>
<tr>
<th>Accounts</th>
<th>Beginning Balance</th>
<th>Restricted Revenue</th>
<th>Restricted Expenses</th>
<th>Ending Balance</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Office of the Bishop (General)</strong></td>
<td></td>
<td></td>
<td></td>
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</tr>
<tr>
<td>Bishop's Emergency Fund</td>
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<td>$900</td>
<td>$149</td>
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<tr>
<td>Esther Britain Fund</td>
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<td>$0</td>
<td>$2,587</td>
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<tr>
<td>Lutheran MinistryCntr-Maint&amp;Repairs</td>
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<td>$0</td>
<td>$0</td>
<td>$300</td>
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<tr>
<td>Mission Founders - D.O. (Laredo)</td>
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<td>$545</td>
<td>$1,600</td>
<td>$545</td>
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<tr>
<td>Mission Founders (Boerne)</td>
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<td>$8,000</td>
<td>$0</td>
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<td>Mission Starts</td>
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<tr>
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<td>$0</td>
<td>$3,256</td>
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<td>Poovey-Good SamaritanFund</td>
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<td>Sustentation Aid/Palm Valley</td>
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<td>Book of Faith Initiative</td>
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<td>Poverty&amp;JusticeTF VsnGrmts</td>
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<td>$2,671</td>
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<td><strong>Total Ministry Resource Team</strong></td>
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<td><strong>Leadership Development Team</strong></td>
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<td>F.C.T.E. Events</td>
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<td>$0</td>
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<td>First Call Theo Education Gifts</td>
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<td>LD Events (BoS Convo)</td>
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<td>LFSW Gifts-MinsStudents</td>
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<td>$0</td>
<td>$500</td>
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<td><strong>Mission Team</strong></td>
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## Summary of Restricted Accounts

**February to July 2017**

**Unaudited - Internal Use**

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<tr>
<th>Accounts</th>
<th>Beginning Balance</th>
<th>Restricted Revenue</th>
<th>Restricted Expenses</th>
<th>Ending Balance</th>
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<tr>
<td><strong>Youth Consultant</strong></td>
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<td><strong>Middle School Gathering</strong></td>
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<tr>
<td><strong>Lodging/Meals</strong></td>
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<tr>
<td>(MS) Facilities</td>
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<td><strong>High School Gathering</strong></td>
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<td><strong>Lodging/Meals</strong></td>
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<td>(HS) Facilities</td>
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<td>(HS) T-Shirts</td>
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<td><strong>Communication/Mailing</strong></td>
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<td>(HS) Labels, paper, name bands</td>
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<td>(HS) Planning Comm.</td>
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<td><strong>Registration Income</strong></td>
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</table>
To the Southwestern Texas Synod:  

May 20, 2017

As the members of Prince of Peace Lutheran Church unfortunately moved toward closing our church, we prayed and deliberated about how our legacy might enable other good ministries to thrive.

In conversation with you, we have voted to give $205,125 to the synod for new kinds of Hispanic or bilingual ministries with the focus on making sure Gethsemane Lutheran Church would achieve long term sustainability. We hope these funds will help build Gethsemane and enable other new ministries to thrive.

After our final bills have been paid and final accounts settled, we will forward you the remaining funds, which should be around $10,000. We will leave to you how much of that should go to the Archives.

We want to thank you for your support during this trying time, and hope that our ending will create new life for the ministries we have supported with the sale of our assets. God’s blessing to you and your work, and to the whole Body of Christ as we all seek to bring God’s hope and healing in a world that so badly needs it!

Peace,

Cindy Katz
President Cindy Katz

Sue Wimp
Vice President Sue Wimp
5551 Sherri Ann Road #5
San Antonio, TX 78233

Representing the members of Prince of Peace Lutheran Church
Monetary Legacy Plan Carried Out for Prince of Peace Lutheran Church

The following donations have been made:

37.5% $205,125
to the synod for the new mission models, with a focus on enabling Gethsemane Lutheran Church to achieve sustainability;

25% $136,750
to Crosstrails Ministry to enable more kids to go to camp;

17.9% $97,913
to Texas Lutheran University for scholarships for music students;

19.6% $11,912
to each of these organizations we have supported in the past:

Children’s Bereavement Center;
Haven for Hope;
Family Violence Prevention Center; (plus $1751 from Thrivent members)
Fisher House;
Epiphany Ministry;
The Rape Crisis Center;
CAM Ministries;
Habitat for Humanity;
The Children’s Shelter;

Remainder of funds to The Southwestern Texas Synod $8600

We have also distributed many worship/church items to various churches around South Texas. On June 4th at 10:30 am Ron Spradling presented the gift of our handbells at Peace Lutheran Church in New Braunfels and gave them a check for $5000 (what they paid us) to use for mission. The scholarship at TLU will be named Prince of Peace and we are invited to a lunch each January to meet the recipient. Cincy Katz and Sue Wimp will attend in Jan. 2018, and one will stay on and pick another person, etc.
RESOLUTION #1
RECOGNIZE AND RESPOND TO THE PLIGHT OF CENTRAL AMERICAN MIGRANTS

The Southwestern Texas Synod Assembly approved Resolution #1 at its May 5-6, 2017, meeting. The Resolved statements are below. In particular, the Synod Council is charged with appointing a task force (final Resolved).

After contacting interested individuals, the following people requested appointment to this Task Force, which shall be structurally aligned under the Ministry Resources Team. Other members may also join this team as it works with Mary Campbell from ELCA Churchwide, AMMPARO Program Director.

AMMPARO Task Force
Pastor Steve Herzberg, Our Savior Lutheran, McAllen
Paul Pfeifer, St. Paul Lutheran, Karnes City
Pastor Rosemarie Doucette, Bethel Lutheran, Lyford, and Grace Lutheran, Harlingen
Mary Lovig, Our Savior Lutheran, McAllen
Pastor Brian Peterson, Ascension Lutheran, Austin
Stephanie Ertel,???

RESOLVED, that Congregations of the Southwestern Texas Synod be encouraged to implement Accompanying Migrant Minors with Protection, Advocacy, Representation and Opportunities (AMMPARO) strategies unique to their own unique contexts to include but not limited to
• praying for migrant children and their families as they escape violence and economic uncertainty
• becoming “Welcoming Congregations” accompanying children and families throughout their journey to the US in the challenges and difficulties they face
• advocating for just and humane policies towards migrant children and families on the state and national level
• accompanying migrant children and families living in our communities, those being held in detention, and those at risk of deportation
• offering generous financial support to the ELCA AMMPARO initiative; and be it further

RESOLVED, that the Southwestern Texas Synod, including congregations and Synod Leadership be encouraged to stand in solidarity with and to offer support as they deem appropriate to congregations or individuals within the Southwestern Texas Synod who conscientiously choose to offer sanctuary to migrant children and families in fear of detention or deportation; and be it further

RESOLVED, that the Synod Council of the Southwestern Texas Synod appoint a task force to develop a comprehensive AMMPARO strategy in consultation with Churchwide leadership, synod leaders, congregations and other church and ecumenical partners and organizations, with a progress report to be presented to the 2018 Synod Assembly.
Election Process at Assembly

†S9.04. The bishop shall be elected by the Synod Assembly by ecclesiastical ballot. Three-fourths of the legal votes cast shall be necessary for election on the first ballot. If no one is elected, the first ballot shall be considered the nominating ballot. Three-fourths of the legal votes cast on the second ballot shall be necessary for election. The third ballot shall be limited to the five persons (plus ties) who received the greatest number of legal votes on the second ballot, and two-thirds of the legal votes cast shall be necessary for election. The fourth ballot shall be limited to the three persons (plus ties) who receive the greatest number of legal votes on the third ballot, and 60 percent of the legal votes cast shall be necessary for election. On subsequent ballots a majority of the legal votes cast shall be necessary for election. These ballots shall be limited to the two persons (plus ties) who receive the greatest number of legal votes on the previous ballot.


a. **First Ballot:** An ecclesiastical ballot is cast to begin the process. Three-fourths (3/4) of the eligible votes cast shall be necessary for election on the first ballot. If no one is elected, the First Ballot shall be considered the nominating ballot. Each election report shall include vote totals.

b. **Second Ballot:** If no election takes place on the First Ballot, Ballot #2 will include the names of all those who appeared on the nominating ballot less the names of those who have requested of the chairperson of the Elections Committee that their name be withdrawn. Three-fourths (3/4) of the eligible votes cast shall be necessary for election on the Second ballot.

c. **Third Ballot:** If no election takes place on Ballot #2, the five candidates receiving the most votes, plus ties in the fifth-place position, will be contacted by the ELCA Presiding Bishop or Bishop’s designee and their vita information will be gathered and distributed. Ballot #3 will include the names of the top five candidates (plus ties). Theballoting, however, will be preceded with each candidate addressing the Assembly with speeches limited to five minutes each. Election takes place with a two thirds (2/3) majority of the eligible votes cast.

d. **Fourth Ballot:** If no election takes place on Ballot #3, the three candidates (plus ties) receiving the most votes will appear on Ballot #4. The balloting, however, will be preceded by a question-and-answer session of approximately one hour duration. The guidelines governing this session are as follows:

1. All questions must be in writing and submitted to the Committee on Reference and Counsel by noon on Saturday, May 5.
2. Given the probability that there may not be sufficient time to address all submitted questions, those questions judged to be of widest interest to the Assembly by the Elections Committee will be presented to the candidates for their comment.
3. The three candidates will be on stage separately, with the other two out of hearing. The same number and sequence of questions will be asked of all three, with a three-minute time limit per question.
4. The ELCA Presiding Bishop or Bishop’s designee will act as moderator for the session.
5. Election takes place with a sixty (60) percent vote of eligible votes cast.
e. **Fifth Ballot**: If no election takes place on Ballot #4, the two candidates (plus ties) receiving the most votes will appear on subsequent ballots. Before the fifth ballot each candidate will answer a single question, within a three-minute time limit, that will be submitted by the Reference and Counsel Committee. Election takes place with a majority of the eligible votes cast.
Amendments to Continuing Resolution S9.04.A12

S9.04.A12 Expanded Bishop’s Election Process

a. In the months prior to a bishop’s election, each Conference shall meet in assembly and use an ecclesiastical vote to identify Ministers of Word and Sacrament as potential nominees for bishop. This will be a two-step process. Each voting member of the Conference Assembly shall identify one Minister of Word and Sacrament in the first step. All legal names from the first step will be reported to the Conference Assembly. Prior to the second step, any person not wishing to be further considered may remove her/his name. After voting, the second list shall be collected and forwarded to the synod’s Elections Committee confidentially, uncounted and unreviewed.

b. The Elections Committee shall count all names from each Conference assembly and alphabetically list all those names.

c. The Elections Committee shall contact all such persons by email, requesting that if he/she chooses to be identified as a potential bishop’s nominee, an attached biographical profile prepared by the Nominations Committee and a current picture shall be returned by a specified date. The biographical form shall include permission to conduct a background check as required by S9.12.

d. The biographical profiles and pictures of potential nominees will be available for Synod Assembly voting members on the synod’s website at least 30 days prior to the Synod Assembly.

e. Voting members of the Synod Assembly shall elect the bishop as provided in S9.04. The names of potential nominees will not automatically appear on the ecclesiastical ballot.

f. Prior to the third ballot (five nominees, plus ties), vita information will be distributed and each nominee will be asked to address the assembly with a five-minute presentation.

g. Prior to the fourth ballot (three nominees, plus ties), each nominee will be asked to respond to questions prepared by the Elections Reference and Counsel Committee within a specified time frame for each nominee. This question and answer period shall be conducted before the full Synod Assembly.

h. Prior to the fifth ballot (two candidates, plus ties), each candidate will answer a single question, within a three-minute time limit, that will be submitted by the Reference and Counsel Committee.
Nomination List of Voting Members to Churchwide Assembly

2014 Churchwide Assembly Voting Member List (6 M, 6 F)
Slot 1 – Bishop (ex officio)
Slot 2 – Vice President (ex officio)
Slot 3 – Lay youth (under 18 at time of election), female, at large
Slot 4 – Lay Young Adult (between ages 18-30 at time of election), male, at large
Slot 5 – Lay person of color or primary language other than English, female, at large
Slot 6 – Lay female, at large
Slot 7 – Lay male, at large
Slot 8 – Lay female, at large
Slot 9 – Lay male, at large
Slot 10 – Clergy, female, at large
Slot 11 – Clergy, male, at large
Slot 12 – Clergy, female, at large

2016 ELCA Churchwide Voting Member List (6 M, 6 F)
Slot 1 – Bishop (ex officio)
Slot 2 – Vice president (ex officio)
Slot 3 – Youth (under 18 at time of election), male, at large
Slot 4 – Lay Young Adult (between age 18-30 at time of election), female, at large
Slot 5 – Lay person of color or primary language other than English, male, at large
Slot 6 – Lay person of color or primary language other than English, female, at large
Slot 7 -- Lay female, at large
Slot 8 -- Lay female, at large
Slot 9 -- Lay male, at large
Slot 10 – Clergy, female, at large
Slot 11 – Clergy, male, at large
Slot 12 – Clergy, female, at large

2019 ELCA Churchwide Voting Member List (proposed 6 M, 6 F)
Slot 1 – Bishop (ex officio)
Slot 2 – Vice president (ex officio)
Slot 3 – Youth (under age 18 at time of election), female, at large
Slot 4 – Lay Young Adult (between age 18-30 at time of election), male, at large
Slot 5 – Lay person of color or primary language other than English, male, at large
Slot 6 – Lay person of color or primary language other than English, female, at large
Slot 7 -- Lay female, at large
Slot 8 -- Lay female, at large
Slot 9 -- Lay male, at large
Slot 10 – Clergy, female, at large
Slot 11 – Clergy, male, at large
Slot 12 – Clergy, female, at large
Slot 12A – Clergy, female, at large (if new bishop of male)
Slot 12B – Clergy, male, at large (if new bishop is female)
Changes with The Vista Newspaper

John Dellis, editor of The Vista, will no longer serve as its editor when his contract comes to an end on January 31, 2018. His work with the Lutheran Foundation of the Southwest has been so busy that he doesn't have time to continue as editor.

So, what are our options? My brainstorming only!

1) Discontinue The Vista, as we are only a handful of synods that still produce a printed and mailed resource, and redistribute the funds in the budget ($43,500 expenses minus $6,500 income = $37,300). It looks like we may have a shortfall in the budget in 2017-18, but we could also use the funds to increase support staff salaries, increase the hours for the Communications Coordinator, or increase the hours for the Children, Youth, and Family Coordinator.

2) Continue to print The Vista and contract with a new editor.

3) Revamp The Vista from a newspaper to an electronic version provided once-a-month through the eNews, e.g. a printable pdf that could be included in the congregation’s printed monthly newsletter or e-newsletter.

We are fortunate, through The Vista’s mailing list, to place information in every home in the synod. It is difficult to know how much it is read, however, so it is hard to know if it is worth the investment.
Request Concerning Voting Members at Special Assemblies

History
In the Fall of 2011 our synod held a Special Assembly to restructure. After the assembly, I was contacted by David Bowmaster, a voting member from First Lutheran Church, Burnet, about his displeasure about not being able to attend the assembly (he was the voting member at the regular assembly) and that no one could substitute for him, thereby keeping the congregation from voting in this important assembly.

After much conversation, I felt we had resolved that the process for changing the necessary documents for this to happen was too difficult to pursue. However, he contacted me recently and wanted to know if we could pick up this issue again.

This is a common issue across the church, as any synod that holds a Special Assembly has to follow these rules. Changing them would require changing a required provision of the synod constitution and the synod’s Articles of Incorporation. Details explaining that are below.

A first question is, “Do we want to begin a process to have the 2019 Churchwide Assembly consider changing this provision in the model synod constitution?” Our second question is, “Do we want to change our Articles of Incorporation to allow for this change?”

If “yes” to both questions, we move forward. If “no,” I’ll communicate to Mr. Bowmaster that the Synod Council declined his request.

* * * * * * * * * * * * * * * * * * * * * * * * * * * * * * * * * * * * * * *

July 12, 2017 email to David Bowmaster:

I wanted to give you an update on my research about this issue. I have spoken to our synod’s legal counsel and to the ELCA Secretary’s office.

Basically, the goal would be to provide a process that allows for additional members for a special synod assembly whenever that may occur, which has only happened twice in the synod’s existence. Obviously, the preference would be to have all of the same voting members from the last regular assembly attend the special assembly. For a variety of reasons, though, there is concern about how many of the original voting members may be missing at any special assembly. We would like to avoid having to tell a congregation that they cannot be represented at the synod assembly because the voting member they elected earlier is unable to be present.

What we discovered is the major problem for creating a process to provide for additional voting members is in the synod’s Articles of Incorporation, which state: Whenever, and to the extent that, the Constitution of this corporation provides that voting rights shall be exercised by individuals elected, appointed or otherwise designated to serve as voting members of or representatives to an assembly of this corporation, then the voting members of this corporation for purposes of the laws of the state in which it is incorporated shall be the persons who were most recently seated as the voting members of or representatives to an assembly of this corporation. FYI that these Articles of Incorporation are standard across the whole ELCA.

So, we are left with the option of changing the Articles of Incorporation, which can be a hassle because of the process with the Secretary of State and would require ratification of the ELCA Church Council before they could be filed (Synod Constitution – †S1.11. This synod shall be incorporated. Amendments to the articles of incorporation of this synod shall be submitted to the Church Council for ratification before filing.) The change would have to allow for a process for determining and seating additional voting members.

However, there is another hurdle we would have to cross even before that. Our synod constitution also has this required provision: †S7.21.01. Voting members shall begin serving with the opening of a regular Synod Assembly and shall continue serving until voting members are seated at the next regular Synod Assembly. As a required provision for synods, that can only be changed by a Churchwide Assembly. So, we would have to bring an amendment to the 2019 Churchwide Assembly that would 1) provide for a change in the Articles of Incorporation and 2) offer a process to seat additional voting members for a special assembly.

So, if you feel strongly that we should pursue this, I need to take this request to our Synod Council for some action. We meet in September.

Peace,
Bp+Tiemann

Recommendation: Voting Members at Special Assemblies
Southwestern Texas Synod Strategic Planning Task Force (SPTF)

Project Overview

In response to the 2016 Synod Assembly action and in anticipation of a leadership transition as we elect a new bishop at the 2018 Synod Assembly, the SPTF was commissioned for the work of listening to God through Scripture and prayer and listening to the synod – that is, the members of all of the congregations and institutions in the Southwestern Texas Synod and to synod staff.

The goal of this deep listening to God and to ourselves was to discern who we, the Southwestern Texas Synod of the ELCA, are right now and who we aspire to be, identifying a clear purpose and goals as we seek to be the Church in the world.

At its September 2016 meeting, the Southwestern Texas Synod Council appointed to the SPTF: Pr. Drew Ingram, Spirit in the Hills, Spicewood; Pr. Susie Schnelle, Gethsemane, Austin; Rhonda Balsley, Grace, Bandera; Pr. Chris Gentile, Grace, San Antonio; Sergio Rodriguez, House of Prayer, San Antonio; Pr. Dawn Silvius, retired, Seguin; Mark Helmke, Synod Attorney; and Bp. Ray Tiemann, staff liaison.

The synod acquired two partners in this process. The first was LEAD (Living Everyday As Disciples). They are a ministry within the Texas-Louisiana Gulf Coast Synod with which we have close connections. They provided evaluation and training for congregations to better “make disciples.” They also work with synods to listen well and help develop strategic plans for mission and ministry. We contracted for a one-year process which is coming to a close.

Our other partner was Research and Evaluation of the Evangelical Lutheran Church in America. Dr. Kenneth W. Inskeep, its director, regularly works with synods in all kinds of research projects, including what are commonly called “synod audits.” In this process they looked at the wide variety of statistics available on the synod through demographics, congregational annual reports, congregational vitality survey results, etc. They provided a wealth of statistical information (ministry and financial trends in congregations, population changes, etc.) on the synod. They were also able to provide an online survey through the Remark Web Survey that was available to anyone in the synod for gathering information. They provided an analysis of the statistics and survey results and options for consideration. As this was provided through the ELCA, there was no cost to the synod.

The SPTF identified two Biblical texts (Leviticus 19:33-34 and Luke 15:11-32) that shaped our gatherings, our listening, and our work together. We heard God’s call to love and serve all our neighbors, especially the immigrant, stranger, and alien among us. We also read of God’s deep love for all of God’s children, particularly in the parable of the Prodigal Son. In that text, the father’s love, God’s love, is for persons and congregations who are called to celebrate new life springing up around us.

Beginning with the belief that the synod is more than the bishop and the synod office - but is indeed all of the congregations, institutions, worshiping communities, and their members across Southwestern Texas - the SPTF set out to hear what God is doing among these people. As the SPTF planned its work, there was opportunity for face-to-face conversations (conference deaneries, conference meetings, the Synod Council, etc.) for communal conversations and the electronic survey. The electronic survey opened on March 15 and closed on May 15. At the
May 5-6, 2017, Synod Assembly, the SPTF delivered an updated report to the assembly and developed a conversational process that was conducted during the plenary time.

Through a widespread survey, conference gatherings, synod assembly, and other focus group listening, the taskforce heard the joys, hopes, and struggles of all the people, congregations, and groups who make up the Southwestern Texas Synod, as well as the goals we have for all of us together as a synod. Through this listening, we learned that rural, suburban, and urban congregations are experiencing the same struggles as we seek to be sustainable and vital communities of faith. While the struggles are present and difficult, the SPTF also heard an overwhelming sense of hope that the God who creates something out of nothing and who brings life from death is making all things new, empowering us to work together, enlivening us to be vital expressions of God’s love, and is calling us to take part in the work of God for peace and justice for all people.

Over the summer the SPTF met three times to collate all the information and develop the proposal for a new synod Purpose Statement and the skeleton of a strategic plan to be presented to the Synod Council at its September 8-9, 2017, meeting. We discussed your concerns, your expectations, and your deep hope for our synod. We invite you to review the reports and collected data that offers some highlights of what you told us at http://www.swtsynod.org/strategicplanning.

Based on what we have heard from God through Scripture and through you, we have identified a Purpose Statement and set of goals for the synod moving forward which are presented below.

When that is approved by the Synod Council, the SPTF will contact graphic artists to create a logo that expresses our future calling together. Also, the SPTF will meet with synod staff this fall to “put meat on the skeleton,” developing implementation steps for each of the major goal areas. It will be widely distributed so that synod members can see the synod’s new focus on programs and goals. It will formally be presented at a special meeting in each Conference in February, 2018, as names are gathered for potential bishop candidates in that pre-identification process. The intended hope is that synod members will consider the leadership gifts necessary in the next bishop to lead this strategic plan.

**Implementation**

As noted above, following the Synod Council meeting the SPTF is scheduled to meet with the synod staff to develop short-term and long-term (2-year) goals for alignment, and execution, of the strategic plan. This work may include goals to stop doing some ministries in order to take on new opportunities. The framework below is the beginning of moving from a visionary purpose and core convictions to regular core practices to create traction across the synod. These next steps include a plan for setting metrics that will help the synod see progress, share stories, and create momentum for being the church in a changing world. In response to the deep listening done by the SPTF, the primary focus areas of the synod will include pastoral care, congregational vitality, justice and peace, and engagement with the neighborhood. Each of these focus areas will live out the synod’s new core convictions to grow as adaptive leaders as God’s grace transforms and connects us to learn, love, and lead.
Strategic Plan

As the SPTF considered the reports from the many face-to-face conversations, the synod assembly, and the electronic survey, they began to brainstorm ideas on how to pull this information together into a guiding Purpose Statement. In particular we focused on the top responses from these two questions from the electronic survey.

Question 4
The most important responsibilities of the synod are:
1. Providing for pastoral care of congregation, minister of Word and Sacrament and ministers of Word and Service;
2. Encouraging congregations to respond to human need, work for justice and peace, care for the sick and the suffering and participate responsibly in society;
3. Developing of new ministries, redevelopment of existing ministries ,and support and assistance in the conclusion, if necessary, of a particular ministry;
4. Leading and encouraging of congregations in their evangelism efforts.

Question 7
How should the synod best support congregations and leaders?
1. Help congregations increase vitality and sustainability;
2. Help congregations connect with their communities;
3. Encourage identification and development of leaders;
4. Identify ways congregations can collaborate;
5. Promote spiritual behavior and discipleship.

After hours of conversation, several things became clear. First, we are confident that God has been active in this process for our synod. The honesty and wisdom of responses, the passion for the ministry and mission we do together, and the hope for the future in spite of challenges was inspiring.

Second, there was a clear emphasis that the work of the synod involves all of us in reaching out beyond ourselves and our congregational settings. While congregations form the base of worship life and spiritual growth, reaching beyond ourselves into our neighborhoods and around the world in love and service is our calling.

Third, we wanted to recognize that we can’t do this work by ourselves. It is God’s grace that will “transform” individuals, ministries, institutions, systems, etc. We trust that “the Holy Spirit has called us through the gospel, enlightened us with his gifts, made us holy and kept us in the true faith, just as he calls, gathers, enlightens, and makes holy the whole Christian church on earth and keeps it with Jesus Christ in the one common, true faith.” (Apostles’ Creed, Third Article)

Finally, an important theme that kept emerging was the need for us to find more effective ways to “connect.” That might be through cooperative ministry ventures, more effective communication, or finding ways to share resources to fund a new mission opportunity. We will do that by learning together, loving each other, and being strong and faithful leaders in the joint mission of Jesus Christ in the Southwestern Texas Synod.
**Purpose Statement**

*God’s grace transforms and connects us to learn, to love, to lead.*

**Scriptural Foundation**

Romans 12:2 – “Do not be conformed to this world, but be transformed by the renewing of your minds, so that you may discern what is the will of God - what is good and acceptable and perfect.”

**Core Convictions and Goals**

*God’s grace transforms and connects us . . .*

<table>
<thead>
<tr>
<th>Goals / Core Convictions</th>
<th>Pastoral Care for Leaders</th>
<th>Congregational Sustainability and Vitality</th>
<th>Justice and Peace</th>
<th>Engagement with Neighbors</th>
</tr>
</thead>
<tbody>
<tr>
<td>. . . to learn</td>
<td>Accompany leaders in developing and executing a plan for growing in their faith and leadership.</td>
<td>Experiment with models to teach the faith and deepen discipleship.</td>
<td>Train people to listen and amplify messages.</td>
<td>Motivate both urban and rural congregations to move beyond their comfort zones to build relationships and welcome the neighborhood.</td>
</tr>
<tr>
<td>. . . to love</td>
<td>Follow the commandment of Jesus to love ourselves.</td>
<td>Determine congregational strengths and weaknesses, questioning and clarifying congregations’ purpose and values.</td>
<td>Equip people to speak and act on issues of injustice.</td>
<td>Following the commandment of Jesus to love our neighbor, we walk with the marginalized, the immigrant and the refugee.</td>
</tr>
<tr>
<td>. . . to lead</td>
<td>Create a movement of diverse leaders who are growing new leaders.</td>
<td>Change structures to create a diverse leadership that shares power.</td>
<td>Confess, Repent and confront our personal blind spots and sinfulness systemic sinfulness like around race, gender, age, sexuality, culture, and ethnicity.</td>
<td>Facilitate opportunities to work together meeting the needs of and with the neighborhood our neighbors.</td>
</tr>
</tbody>
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ROSTER CHANGES & INFORMATION ITEMS
Synod Council Meeting
September 8-9, 2017

ROSTER CHANGES

A. On-Leave from Call (Sept. Action)
   1. Requests Received: Motion: That On Leave from Call Status be approved for:
      Pastor Gary Bertsch for a 1st year beginning August 1, 2017
      Pastor Sam Brannon for a 1st year beginning May 1, 2017
      Pastor Pam Brouker for Study Leave ending August 27, 2022
      Pastor Jessica Cain for a 1st year beginning August 1, 2017
      Deacon Joel Nye for 3rd year beginning July 15, 2015
      Pastor Ryan Pederson for Study Leave ending July 1, 2020
      Pastor Marie Purcell for Study Leave ending August 20, 2022
      Pastor Alex Raabe for 1st year beginning June 1, 2017
      Pastor Shelley Simmont for a 2nd year beginning July 1, 2016
      Pastor Howard Stendahl for a 3rd year beginning September 9, 2015

B. Extension for on-Leave from Call (Request to Conference of Bishops)

C. Specialized Calls:
   Pastors Kelsie & Paul Theiss - Synod Council Call - Cluster Ministries (Faith, McDade; Good Shepherd, Bastrop; Grace, Giddings)

D. Disability Status:

E. Retired Status:
   Pastor Victor Andersen – June 1, 2017
   Pastor Walter “Skip” Courter – September 1, 2017
   Pastor Marcia Kline – September 1, 2017
   Pastor Jeffrey Lange – May 1, 2017
   Pastor Margaret Pfaff – August 1, 2017
   Pastor Anamae Storbeck – September 9, 2017
   Deacon Terry Westerman – May 1, 2017

F. Appointments:

G. Synod Council Action on Congregations leaving the Synod & ELCA:

H. Synod Council Action on Congregation Redevelopment:

INFORMATION ITEMS

1. New to the Synod:
   Pastor Espiridion Elizondo – Retired
   Deacon Brianna Morris-Brock – Triumphant Love, Austin
   Pastor Herb Palmer - Retired
   Pastor Aaron Richter – Triumphant, Garden Ridge
   Pastors Kelsie & Paul Theiss - Synod Council Call - Cluster Ministries (Faith, McDade; Good Shepherd, Bastrop; Grace, Giddings)

2. New Calls within the Synod:
   Pastor Marcus Bigott – Emanuel’s, Seguin
   Pastor Anne Kolmeier – St. Peter (Ander), Goliad
Pastor Paul Muehlbrad – St. Mark’s, Cuero
Pastor Ron Windecker – Zion, Fredericksburg

3. Specialized Calls: (Approved May 5, 2017 at the Synod Council Meeting)
   Pastor Julie Rowe – University Health System’s Center for Caring & Spiritual Care - Chaplain

4. Transfer Out of the Synod:
   Pastor Paul Bailie - Northeastern Ohio Synod
   Pastor Paula Canby - Delaware-Maryland Synod
   Deacon Maria Hurni – Saint Paul Area Synod
   Pastor Cheryl Lamaak – Texas-Louisiana Gulf Coast Synod
   Pastor Felix Malpica – South-Central Synod of Wisconsin
   Pastor Rosalina Rivera – Northeastern Ohio Synod
   Pastor Philip Ruge-Jones – Northwest Synod of Wisconsin
   Deacon Stacey Troisi – North Carolina Synod
   Pastor Steven Troisi – North Carolina Synod

5. On-Leave from Call (Feb. Action)
   Pastor Tim Anderson for a 1st year beginning January 1, 2017
   Pastor Rosemarie Doucette for a 1st year beginning January 29, 2017
   Pastor Greg Gaskamp for a 3rd year beginning January 1, 2015
   Pastor Nate Lizarazo with COB Extension ending September 1, 2019
   Pastor William Sappenfield with COB Extension ending October 6, 2018
   Pastor Bridget Thien with COB Extension ending May 1, 2019

6. Congregations that have joined the Synod & ELCA:

7. Congregations that have left the Synod & ELCA:

8. Resigned from the Roster:

9. Congregations Disbanded:

10. Necrology:
   Pastor Richard Dahikle – July 1, 2017
   Pastor Warren Rinehart – July 8, 2017

11. Specialized Ministry Calls:
   Pastor Javier Alanis - Lutheran Seminary Program in the Southwest
   Pastor Norman Beck - Texas Lutheran University
   Pastor James Bouzard - Christ Chapel at Texas State University, San Marcos (SAWC)
   Pastor Brad Fuerst – Lutheran Campus Ministry at University of Texas, Austin (SAWC)
   Pastor Susan Briner - Southwestern Texas Synod, ELCA
   Deacon John Dellis - Lutheran Foundation of the Southwest
   Pastor Pamela Dorman - Mission Investment Fund, ELCA
   Pastor Ann Helmke – Community Faith Based Liaison, City of San Antonio
   Pastor Kay Johnson – Companion Hospice, San Antonio
   Pastor Torrey Johnson – Bureau for Federal Chaplaincy Ministries of the ELCA
   Pastor Timothy Lincoln - Austin Presbyterian Theological Seminary
   Anna Livingston (Minister of Word & Service) - Lutheran Foundation of the Southwest
   Pastor Scott Ofsdahl – Randolph Air Force Base
   Deacon Emmerentia Esme` Peterson - Seton Medical Center Williamson, Round Rock
   Deacon Robert S. Pfennig - University Hospital, San Antonio
   Pastor Jose Rodriguez - Evangelical Lutheran Church in America
   Pastor Julie Rowe – University Health System, San Antonio
   Pastor Judith Spindt - Southwestern Texas Synod, ELCA
   Pastor Kara Stewart - Texas Lutheran University
   Bishop Ray Tiemann - Southwestern Texas Synod, ELCA
Deacon Jolene Webster - University United Methodist Church, Austin
Deacon Alicia Wills - Superior Hospice, San Antonio
Deacon Nicholas Wilkens - Guadalupe Valley Christian Counseling, Seguin
Pastor Lucinda Zesch - Knopp Nursing Rehabilitation, Fredericksburg
SEPTEMBER 2017

ACTION ON CONSTITUTIONS – NEW AND REVISED –

The Legal, Constitution and Roster Review Committee recommends:

1. The approval of the Constitution and Bylaws of CHRIST LUTHERAN CHURCH OF ALAMO HEIGHTS - (SAN ANTONIO) as both conform to and are not in conflict with the ELCA Model for congregations.

Just a reminder that the above will need to send a clean copy of the Constitution (and Bylaws) to the Synod office for filing if they have not already done so.
At Risk Congregations Task Force

One year ago, the SWT Synod Council appointed this task force in light of the reality that 57% of our congregations had an Average Worship Attendance (AWA) of 75 or less. Such a statistic provided a major challenge to the familiar model of a Full Time Pastor for a congregation. This Task Force has met multiple times on-line, with participants including: James Ehler; Paul Goldenbaum; Ken Donoghue; Pr Kris Hill; Pr Linda Mosely; Pr Ron Bessert; Pr Greg Gaskamp; and Pr Sue Briner.

To engender a larger conversation with Synod Council, we share the following:

Bright Spots

1. 3 smaller congregations—in the Cap North Conference- have come together into a Cooperative Ministry (CCM/Congregational Cooperating for Mission), and are now being served by 2 Pastors (one full time, and one half time);
2. 2 congregations are coming together to call a Pastor, forming another new Cooperative in the Rio Grande Valley;
3. 2 separate groups of smaller congregations are in ongoing CCM conversations within the San Antonio area, which could result in 2-4 different cooperatives;
4. There are beginning discussion on an additional cooperative in the south Austin area;
5. There are plans to place two San Antonio area candidates in internship sites that will help initiate cooperative activity with other congregations in the area;
6. There is high interest and now plans for a second transitional ministry forum for October 14, 2017.

What are we Learning (especially fostered by the CCM event of 02/2016)

1. Lay leaders who embody hopefulness and have a vision for a hopeful future, are key for considering cooperative ministry;
2. Individual congregations, without a called Pastor for an extended time, have an increased openness and motivation for considering a new ministry model;
3. Our Dwelling in the Word practice gets lay leaders to see their local narrative through lens of the divine narrative, helping them glimpse new possibilities outside their congregational walls;
4. Hearing the first person story of being transformed through Cooperative Ministry—from a Pastor and multiple Lay Leaders—helps seed a local vision, and a huge shift from “an obsession with surviving” to a “vision for thriving”;
5. Strong congregational lay leadership being on board with a “cooperative ministry concept” is a vital ingredient;
6. Having a specific pastoral candidate available (including TEEM candidates, seminary interns), motivates lay leaders to focus on the “big picture”, rather than early on getting tripped up on secondary issues that exhaust energy and try patience;
7. The geographical proximity of congregations might initially appear to be the most important variable, yet a “culture of trust” is even more critical than the driving distance;
8. Small simple things early on amongst small congregations, helps to build trust; little things can make a big impact (examples have been individuals dropping in for Wednesday Lenten services, shared Christmas Social Gathering, shared Seder Meal, Fish Fry etc);
9. Discerning cooperative ministry is “spiritual” and “emotional” work; without that early groundwork the challenges of coordinating worship schedules, figuring out finances, etc. become much more difficult;

10. Open and honest dialogue about cooperative ministry with the congregation is important; every Sunday dialogue is not too often for this two way conversation;

11. On the other hand, having only a small number of officers discern cooperative ministry, and/or resorting to one-way communication via a monthly newsletter report overlooks building trust with the congregation;

12. Having a neutral Coach helps the process and discernment when congregational lay leaders meet to explore cooperative ministry (coach is not there to provide answers or supply a specific cooperative model);

13. The financial capacity for a full time call (or right match of congregations to support a full time call package) is an obvious challenge, but once again deep trust between congregations can provide the support for meeting that challenge;

14. Last, but certainly not least, present and past trust with the SWT Synod & Office of Bishop is critical for multiple reasons:
   a. The Synod staff is the source of appropriate candidates for pastoral leadership, if not also processes for TEEM candidates, pastoral leadership via a Full Communion Partner, etc;
   b. The Bishop and Synod Office can counsel on ministry models adapted for unique contexts that yet fall within ELCA, Synod and Congregational constitutions & roster procedures;
   c. The Synod Office is familiar with current compensation/benefits numbers for a Full Time Pastor.

**Reality Lessons**

1. The Gulf Coast Conference cooperative is rebooting, out of which we glean the following: a) trying too big of a cooperative project initially forces things for which sustainability is not realistic; and b) there needs to be enough strength around the table, at the outset;

2. Across our Synod, some congregations have declined so much in their sustainability (people, dollars, and energy) that we see a need for resources which communicate “death as a pathway to new life” (even in our Synod’s recent history, congregations in closing have left a lasting legacy through buildings at Cross Trails, our present Synod Office facility, new mission starts, etc).

In closing, this has been an important conversation. Meanwhile the Spirit has emboldened and renewed some of our small congregations. As this focused conversation returns to include the Synod Council, we look forward to your input and discernment for the next steps in doing God’s mission in this time and place!

In behalf of the At Risk Congregations TF,

*Pastor Greg Gaskamp*
POSITIONS FOR 2018 ELECTIONS AT SYNOD ASSEMBLY

Executive Officer
Bishop, Clergy, 6 year term

Ministry Team Chairs
Mission Team, Lay or Clergy, 4 year term
Leadership Development Team, Lay or Clergy, 4 year term

Synod Council
Youth, At Large, Lay, 2 year term (under 18 at time of election)
Young Adult, Lay, 4 year term, (between 18-30 at the time of election)
Bluebonnet Conference, Lay Female, 4 year term
Cibolo Creek Conference, Lay Male, 4 year term
Capital North Conference, Lay Female, 4 year term
Rio Grande Conference, Lay Male, 4 year term
Gulf Coast Conference, Clergy, 4 year term
Alamo Conference, Clergy, 4 year term

Consultation Committee
1 Clergy Female, 6 yr. term
1 Lay Female, 6 yr. term

Discipline Committee
1 Clergy Female, 6 yr. term
1 Clergy Male, 6 yr. term
1 Lay Male, 6 yr. term
1 Lay Female, 6 yr. term

2019 ELCA Churchwide Voting Members
undetermined
The Women of the ELCA calendar begins with our annual Convention. Last year’s was at the Live Oak Convention Center with the theme: When God Does Something New based on Isaiah 43: 18-19. We had 136 ladies and guests in attendance. What an inspiring kick-off to our year. Our unit and individual offerings were $5496.00. Our Silent Auction raised $1911.00 to be divided between Costa Rican Lutheran Church (ILCO) and Seek the Peace. Additionally, $359.45 was raised for our 550 Reformation Challenge. With matching funds, $609.45 was sent to Churchwide Women of the ELCA for this challenge.

In November, our Board came together at Ebert Ranch to lay out plans for our next year and work on strategic goals. We began our retreat with an exercise from Module 1 of “Faith, Sexism and Justice” led by Pastor Barbra Beale and myself. This module focuses on active listening as part of our Christian community. We are all connected as children of God. This interconnectedness approach was an excellent foundation for our board deliberations. We reviewed the evaluations from Convention, discussed budget for the coming year, received an update from the 2017 Convention planning committee and laid out work plans for meeting attendance and Conference events. We also had wonderful worship, fellowship and food!

February begins the busy season for our Synodical Womens Organization (SWO). The Rio Grande Conference event was 11 February at Grace, Harlingen. The next weekend was Council of Presidents in Chicago which includes the presidents of all 64 SWOs, the Executive Board of WELCA and the staff from Churchwide. This year’s theme, “Do You See this Woman?” was based on Luke 7:36-50. The focuses of the meeting was Triennial Convention and Gathering and financial concerns. Updates were provided by President Patti Austin and Executive Director, Linda Post Bushkofsky. We had workshops on writing resolutions, stewardship, leadership styles, justice for women, and Today’s Dreams, Tomorrow’s Reality. Regional caucuses provided opportunity to meet with the presidents from our regions and share what the concerns are within our group and decide on resolutions for Triennial. Bible study was led by Rev Beth Birkholz. Bishop Eaton provided words of guidance and encouragement and worship fellowship and team building rounded out the weekend.

Back in Texas, February closed out with Synod Council meeting. March Conference events at Capital North/South, Hill Country, Bluebonnet and Gulf Coast made the month fly! I wasn’t able to attend Bluebonnet as it was the same weekend as Gulf Coast but I received a great report from Lorie Garcia, VP as she attended that event representing me. April 1st found me being a “Fool for Christ” with my Alamo/Cibolo Creek sisters. While our Conference events had a variety of themes and Bible verses, they all were about God being in the center of our lives and our need to serve others. All provided wonderful opportunities to make and renew friendships work together on service projects and go out celebrating God in worship!
Next up was the Lutheran World Relief Ingathering on 19 April at Texas Lutheran University, Seguin, TX. This event is done in conjunction with our LCMS sisters. They arrange the trailers and we coordinate the "on the ground" piece. Thanks to Lorie Garcia, VP, for all her work with the coordinating and to Barbie Johnson, Secretary, and her husband, TJ, for their on the ground help. We exceeded two trailers this year! It took some coordination to get a 3rd truck for Thursday morning but it all worked out and our last boxes were on their way to the warehouse in Maryland. Mark your calendars for 4 April for 2018!

May started off with our Synod Council meeting and Assembly. Thanks to Lorie Garcia and Elva Cope who helped staff our table at Assembly and to all the folks who stopped by to share stories, ask questions or to just visit for a bit. The 20th of May found the Board and Conference leaders gathered at the YO Ranch Hotel in Kerrville for the Spring Board meeting. Bad weather got us off to a slow start but the business got done! Convention updates were the primary business along with a tour of the facility prior to our meeting the end of September.

June was a personal travel month with Pete’s class reunion in Janesville WI and my family reunion. They were a week apart and both in WI! God was in on that planning. We returned to Texas and 6 days later I was on a plane to Minneapolis for the Triennial Convention and Gathering. This has got to be the greatest gift of being president of our Synodical Womens Organization! It was my first Triennial and it will not be my last. I already purchased my registration for Phoenix in 2020. We voted on the budget, memorials, and elected the officers and executive board members for the next 3 years. It was a busy, fast paced 2 ½ days! Then came the Gathering! Wonderful worship, keynote speakers and great workshops. The Ra’ah Village (exhibit area) provided service opportunities with making quilts for LWR and menstrual hygiene kits for Days for Girls among others. There were many displays, Quilt challenge, hand massages, making bath salts, shopping, informational booths—quite an eye opener. There was also a 5 K run on Saturday morning. Many thanks to Elva Cope for being my walking buddy!

Currently we are putting the finishing touches on the 30th Annual Convention of the Southwestern Texas SWO, YO Ranch Hotel and Convention Center September 29-Oct 1. Our theme, “You will go out in Joy”, is based on Isaiah 55:12. We are hoping to see lots of our ladies for Boots, Bling & Bibles!

Yours in Christ,

Dinah Halopka-Ryson, President

Southwestern Texas Synodical Womens Organization
The Triennial Assembly of the National Lutheran Men in Mission was held in Minneapolis, MN on July 21, 22 and 23. A business meeting preceded the Assembly and was attended by five voting delegates* from our Synod LMM, representing several Synod Conferences. The business meeting covered a number of issues which had major impacts on both the national and local levels of the organization. Outcome of the results of the business meeting are summarized here:

- Triennial National LMM Assemblies (past procedure) will no longer be held. Instead, local LMM groups are encouraged to hold their own gatherings. The national office will work to help in their coordination and may offer webinars.
- The National LMM business meetings will now be held annually either electronically or in-person.
- Voting Delegates to the business meetings had in the past has been determined by each Synod unit of LMM by its protocol. This has been changed and in the future any LMM member who has donated at least $100 to the national organization in the previous year is now automatically a voting delegate the following year. Organizations (churches, Synods, etc.) which donate at least $100 will also be allow one delegate.
- The number of National LMM Board of Directors has been reduced from 17 to 9. The previous nine regional Board members have been replaced with four Ministry Team Board Members. This effectively replaces the geographical emphasis with a functional one.
- New national LMM officers were elected for three year terms. (Jay Wenger, Atonement, San Antonio, was elected Secretary).

The National Assembly followed the business meeting and was attended by men from throughout the country. Following previous models, a number of nationally known speakers gave keynote presentations which were excellent and inspirational. These included Pastor Robert Johnson of Magnolia United Methodist Church of Johnson Ridge Ln., Thibodaux, LA, Dr. Jacqueline Bussie, Professor of Theology and Religion at Concordia College in Moorhead, MN; and Pastor John H. Armstrong, now at the Lutheran Church of the Master in Carol Stream, IL. Also, the gathering was entertained by Peter Mayer and his son, Brendan. Peter Mayer is the lead guitarist in Jimmy Buffett’s Coral Reefer Band.

The National Assembly also offered a number of break-out sessions for men to attend on themes such as: “Lead Yourself,” “Lead Others,” and “Leading a Men’s Ministry.”

On a personal note, we shall sorely miss the National Gatherings, for they allowed us to listen to and be inspired by a number of dynamic persons of faith all at one meeting and in one location. I feel that the local events which are what we are left with often lack the critical mass of attendees and speakers needed to have a memorable event. Our SWTX LMM will continue to work with the other two Texas Synods to hold Tri-Synod Assemblies like we did last year.

Lastly, there was considerable discussion over the $100 requirement to become a delegate. Many men from my Conference (Alamo), myself included, were against adopting this change, but we lost out to a majority which were in favor.

Respectfully Submitted,
Paul Goldenbaum, President

*Synod Delegates
- David Brewton
- Paul Goldenbaum
- Henry Howe
- Ken Null
- Jay Wenger