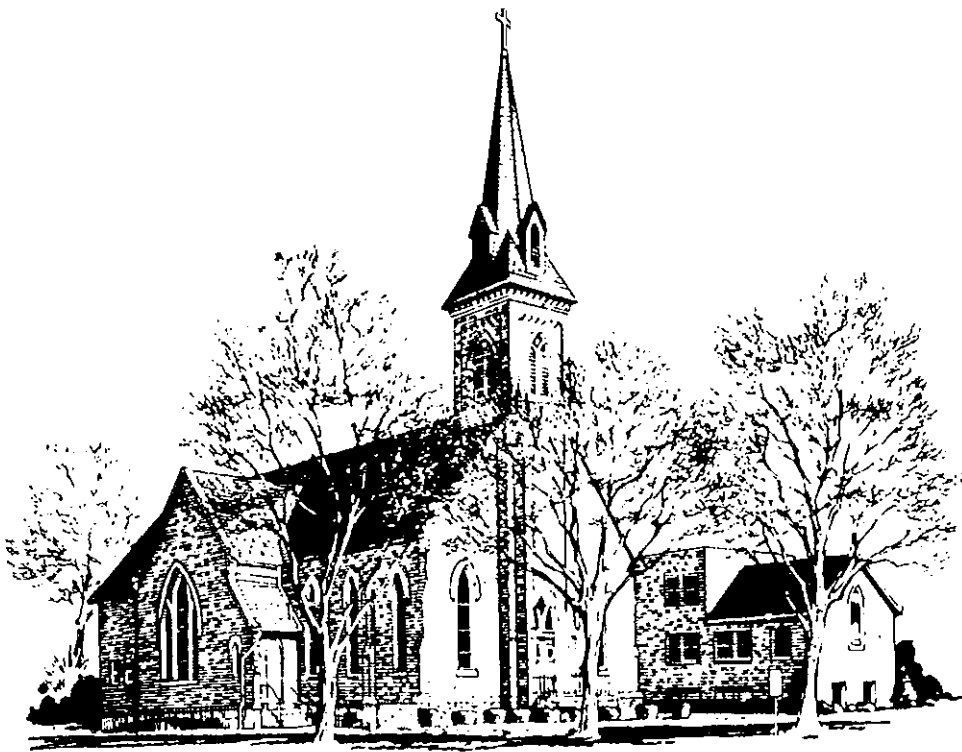


ANNUAL CONGREGATIONAL REPORT FOR THE YEAR 2021



**St. John's Evangelical Lutheran Church
3220 Columbus Street
Grove City, Ohio 43123
January 30, 2022**

St. John's Lutheran Church
Annual Meeting
January 30, 2022

1. Opening prayer – Lord, be here among us as we seek to do the business of your church. Give us a sense of peace in these difficult times and send your spirit to inspire and lead us. In Jesus' name, Amen.
2. Call Meeting to order
3. Approval of minutes of previous meetings
 - a. Quarterly Meeting
 - b. Annual Meeting, January 2021
4. Financial report
5. 2022 Budget
6. Senior Pastor's report
7. Associate Pastor's report
8. Youth Ministry report
9. Lay Ministry report
10. Business Manager report
11. Sunday School report
12. Altar Guild report
13. Bereavement report
14. Landscape Team report
15. Bed Brigade report
16. Membership statistics
17. Handicapped Accessibility Proposal

18. Technology Team Proposal
19. Internship Proposal
20. Ratification of NALC constitution amendments
21. Election of Officers/ Congregation Council/ Nominating Team
22. Close with Lord's Prayer

St. John's Lutheran Church

Quarterly Meetings

October 23-24, 2021

Members were given Quarterly Meeting packets containing: the Meeting Agenda, Minutes of the Quarterly Meetings held July 24-25, 2021, Monthly Financial Statement through September 2021, Senior Pastor's report, and the Associate Pastor's report.

President Neva Warren called the meeting to order after the 6:00 Saturday night service at 6:44 pm and began with prayer. President Warren presided over each of the Sunday morning meetings.

Approval of Minutes-Cindy Pennington made a motion to approve the minutes of the July 2021 Quarterly meeting. Gayle Woodgeard seconded the motion. The motion passed unanimously at each of the services.

Financial Report-Treasurer Dan Yeater submitted a written report. He reported that the church's financial position remains solid. We continue to operate within the approved budget for the year. At the 11:00 Traditional service, Carl Patzer asked about the balance in the Organ & Renovations Debt Reduction Fund. Dan reported that the fund remains open and has had some recent contributions. It contains just over \$1400 and continues to be used for Organ & Renovations of the Sanctuary as needed. As an example, we recently added plexiglass to the balcony railing to make it safer. That improvement was paid for out of this fund. Cindy Pennington made a motion to approve the Financial report. Kathy Myers seconded the motion. The motion passed unanimously at each of the services.

Senior Pastor's Report-Pastor Seth Jersild ask members to read his written report in the Quarterly Meeting packet. He commented on how exciting it was to have such a large New Member class this month and to welcome so many new members.

Associate Pastor's Report-Pastor Patti Morlock's written report is in the Quarterly Meeting packet. She thanked the congregation for continued generosity to the Good Samaritan Fund. We have helped 15-18 families per month and will continue to do so as long as funds are available.

Handicapped Accessibility Team Report-Dan Yeater reported that the team is close to finalizing their recommendations to present to the congregation. He reminded us of a few of the reasons that the team began this study including: having a handicapped accessible restroom close to the sanctuary, ability to enter the sanctuary without going up/down any stairs, a way to access the Family Life Center at ground level that did not involve going outside from building to building, a covered, drive through drop off area, and a communal welcoming area. The team's goal is to meet with small groups, Sunday school classes, OWLs etc. to share their proposal. They are also planning question and answer sessions about the proposed plan, so that members will be able to vote on whether we want to proceed with next steps at the Annual Meeting in January.

Technology Visioning Team Report-no updates at this time.

Larry Link made a motion to adjourn the meeting following the Contemporary service at 11:52 A.M. Aaron Clark seconded the motion. The motion passed unanimously. Pastor Seth dismissed the members following the benediction.

Respectfully submitted, Karen Bentley, Secretary

St. John's Evangelical Lutheran Church
Annual Meeting Minutes
January 30, February 7, 2021

Traditional meeting protocols were modified due to Covid-19 restrictions. See Annual Congregational Report 2020 for details.

Opening Prayer: Offered by President Neva Warren.

Meeting Called to Order: President Neva Warren called the meeting to order on Saturday, January 30, 2021 after the service, and Sunday, February 7 after 8:15 A.M. Traditional Service, before 11:00 A.M. Traditional Service, and after the 11:00 A.M. Contemporary Service (the meeting was postponed from January 31 due to a Level 2 Snow Emergency). Annual meeting agenda and packet was available for pick up at church entrances and also available to download from the church website. Packet included: A letter of explanation from Council President Neva Warren, Agenda, Quarterly Meeting Minutes – 10/24-25/2020, Annual Meeting Minutes – 1/19/2020, 2020 Financial Summary, December 2020 Monthly Financial Statement, Proposed 2021 Budget for Congregational Approval, Senior Pastor's Annual Report, Associate Pastor's Annual Report, Business Manager's Report 2020, Youth Staff Annual Report 2020, Director of Lay Ministries 2020 Annual Report, Bed Brigade Update, Membership Statistical Report as of December 31, 2020, names put forward by the nominating committee for 2021 Church Council, NALC Convocation, and Nominating Team. Also included in the packet was a letter from NALC dated September 16, 2020 regarding a vote on the convocation's action to amend various articles of the NALC Constitution, a copy of the amendments approved by the convocation, explanation of the amendments, and ballot.

Approval of Minutes: A motion was made by Barb Armentrout to accept the October 2020 Quarterly Meeting Minutes. Motion seconded by Teresa Orahoad. Minutes approved with a unanimous voice vote at each meeting.

A motion was made by Mike Gibboney to accept the 2020 Annual Meeting Minutes. Motion seconded by Teresa Orahoad. Minutes approved with a unanimous voice vote as submitted at each meeting.

Financial Report: Treasurer Dan Yeater directed the congregation's attention to the Monthly Financial Statement for December 2020. Dan shared that through the faithfulness of the congregation, we were able to pay off the organ and renovation loan and ended the year in a stronger position than when we started. A motion was made by Barb Armentrout to accept the December 2020 Monthly Financial Statement. Motion seconded by Dave Keil. December 2020 Monthly Financial Statement approved with a unanimous voice vote at each meeting.

Proposed 2021 Budget: Dan Yeater reviewed the Proposed 2021 Budget with the congregation. This budget is \$15,000 less than the 2020 budget. The decrease is a result of not needing a budget line for debt reduction. Dan addressed questions from the congregation. A motion was made by Don Allman to accept the Proposed 2021 Budget. Motion seconded by Holly Starr. Proposed 2021 Budget approved as submitted with a unanimous voice vote at each meeting.

Staff Reports: President Neva Warren encouraged the congregation to review the prepared staff reports and direct any questions directly to the ministry person responsible for the report.

Congregational Vote: Neva Warren asked if there was any discussion or questions regarding the ratification of NALC constitutional amendments, NALC delegates, Church Council Members, or 2021 Nominating Team Members. She stated that no additional names were put forward to the slate of nominees. There was no further discussion or questions.

A motion was made by Mike Gibboney to cast a unanimous ballot for the Ratification of NALC constitutional amendments, NALC delegates, Church Council Members, and 2021 Nominating Team Members. Motion seconded by Don Allman. Motion approved as submitted with a unanimous voice vote at each meeting.

Congregation was instructed to vote by text between 11:00 and 11:30 a.m. on February 7, 2021.

Ratification of NALC constitutional amendments, NALC delegates, Church Council Members, and 2021 Nominating Team Members all passed by unanimous vote.

Meeting Adjourned: Meeting closed with the Lord's Prayer.

Respectfully submitted,

Melissa Butsko

St. John's Lutheran Church

Monthly Financial Statement
Prepared 1/12/2022

December 2021

Monthly/Year to Date Major Funds		
Month of:	December	Year to Date
Income		
Current	\$75,213.78	\$619,078.46
Benevolence	\$8,664.71	\$60,753.76
Building & Maint.	\$16,869.34	\$127,862.06
Total Operating Income	\$100,747.83	\$807,694.28
Expenses		
Current	\$48,207.01	\$560,971.32
Benevolence	\$5,257.68	\$55,133.37
Building & Maint.	\$16,518.25	\$161,062.48
Total Operating Expense	\$69,982.94	\$777,167.17
Fund Differences		
Current	\$27,006.77	\$ 58,107.14
Benevolence	\$3,407.03	\$ 5,620.39
Building & Maint.	\$351.09	\$ (33,200.42)
Totals	\$30,764.89	\$ 30,527.11

Approved Non-Budgeted Expenditures	
Account	Year to Date
Current	\$0.00
Benevolence (Previous Year/Designated)	\$16,633.37
Building & Maintenance	\$0.00
Total Income	\$16,633.37

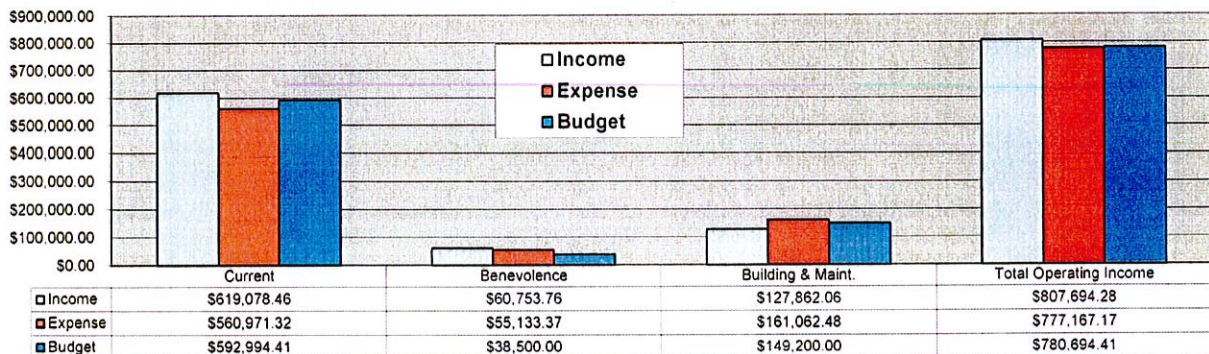
Budget Comparison - Year to Date		
Budget vs. Actual thru December 2021		
Account	Budget	Actual
Current - Budgeted	\$592,994.41	\$560,971.32
Benevolence - Budgeted	\$38,500.00	\$55,133.37
Bldg & Maint - Budgeted	\$149,200.00	\$161,062.48
Totals	\$780,694.41	\$777,167.17

Budgeted expenditures listed above do not include spending approved from the three (3) operating accounts separate from the budget. These expenditures were approved by either the Council or congregation. They include items such as "pass-through" designated benevolence, benevolence funds received at the end of last year but spent this year, and particular maintenance or capital improvement items.

Open Loan (Principle Reduction)		
Month of:	December 2021	Since Inception
Current	\$0.00	

The charts below show total income and expense, rather than budgeted items only.

Fund Balances: End of Month Balanced	
Account Name	Amount
OPERATING:	
Operating -- Current + B&M	\$156,567.25
Benevolence	\$20,859.39
Organ & Renovations Debt Reduction Fund	\$1,441.89
DESIGNATED:	
Genesis Fund	\$3,181.88
Youth Designated Fund	\$29,269.18
MOPS Designated Fund	\$3,760.26
Sarah Circle & Elizabeth Circle	\$756.00
Beacons	\$1,258.61
Bed Brigade Ministry	\$12,483.98
Bereavement Dinner Ministry	\$2,108.34
Designated Funds Interest	\$193.90
MEMORIAL:	
Memorial Fund Unrestricted Savings	\$55,332.16
Memorial Restricted (M/R) Library	\$311.74
M/R Handbell	\$4,601.82
M/R Kitchen	\$5,488.08
M/R Music	\$4,892.47
M/R Youth Camp Memorials	\$849.93
M/R Youth	\$4,419.34
M/R OWLs	\$648.80
M/R Special One-Time Account	\$56,117.86
M/R Van Fund	\$0.00
M/R Puppet Ministry	\$1,350.81
M/R Mission Trip Gen	\$28,212.47
M/R Mission Trip Alaska	\$12,805.16
M/R Mission Trip Mexico	\$18,740.50
M/R Columbarium Fund	\$16,380.00
M/R Bell Tower Carrillon	\$2,000.00
ENDOWMENT-PRINCIPAL:	
Endowment/Gen/Restricted/Principal	\$406,039.25
Endowment/Prop/Restricted/Principal	\$234,404.64
Endowment/Youth/Restricted/Principal	\$32,395.25
Cemetery Endowment Principal	\$45,000.00
Unrealized Appr/(Depr)	\$162,816.39
ENDOWMENT-AVAILABLE INCOME:	
Endowment/Gen/Available Income	\$13,372.78
Endowment/Prop/Available Income	\$6,367.04
Endowment/Youth/Available Income	\$3,505.81
Cemetery Available-HNB Premium MM	\$2,204.79
COLLEGE GRANTS/SUMWALT LOANS:	
College Fund Savings - HNB	\$5,564.82
Sumwalt Savings Account - HNB	\$2,587.97
Loans Payable	
Organ & Renovations Loan	\$0.00



2022 Budget - Summary for congregational approval

1/8/2022

Account Name	2021 - Final	2022 vs 2021	2022 For Cong. Approval
Debt Reduction* Loan Payments	\$0.00	\$0.00	\$0.00
Stewardship Total	\$2,175.00	\$0.00	\$2,175.00
Benevolence Total	\$38,500.00	\$0.00	\$38,500.00
Youth & Family Ed. Total	\$10,150.00	\$0.00	\$10,150.00
Evangelism Total	\$2,210.00	\$0.00	\$2,210.00
Evangelism Total	\$5,100.00	\$0.00	\$5,100.00
Finance Total	\$900.00	(\$400.00)	\$1,300.00
Spiritual Care Total	\$6,775.00	(\$200.00)	\$6,975.00
Worship Total	\$15,625.00	(\$825.00)	\$16,450.00
Youth Total	\$13,050.00	\$350.00	\$12,700.00
Property Mgt. Total	\$149,200.00	(\$4,900.00)	\$154,100.00
Admin. Operations Total	\$19,000.00	(\$1,100.00)	\$20,100.00
Pastoral Staff Total	\$208,187.81	\$0.00	\$208,187.81
Youth Staff Total	\$100,493.90	\$0.00	\$100,493.90
Support Staff Total	\$209,327.69	(\$14,958.03)	\$224,285.72
Staff Total	\$518,009.41	(\$14,958.03)	\$532,967.44
Grand Total	\$780,694.41	(\$22,033.03)	\$802,727.44

**Senior Pastor's Report
Annual Congregational Meeting
January 30, 2022**

2021, with the pandemic still a concern, has sometimes felt to me like a "two steps forward, one step back" kind of year. I know I'm not alone in that feeling! Through all of this, I am so deeply thankful for my St. John's church family, that we are able to walk through these challenging times together with our hearts and minds centered in Jesus. God has not taken any steps back from providing us with all we need for our ministry together. He has truly blessed us as a congregation.

I am extremely thankful for Dan Yeater, who in 2021 was appointed by council to form a team to talk about some very real church accessibility concerns (i.e. having handicapped accessible restrooms and addressing ease-of-movement issues through the building). The proposal which you will be voting on today is the result of a lot of careful thought on the part of the team that Dan put together. Regardless of how the vote goes this weekend, we should give a huge THANK YOU to the team for all the time and very special effort they've given for the good of St. John's this year.

If we do move forward with the accessibility proposal (appointing a team to formulate a potential funding plan), please pray for our congregation as we potentially take this big, exciting step!

We've welcomed two new people to our wonderful staff at St. John's this past year: Kathryn Mullins and Mark Meuser. Kathryn has been doing a wonderful job as our church secretary, and Mark has been generously sharing his outstanding musical gifts with us as our new church organist and choir director. Welcome Kathryn and Mark! We are so happy and blessed that you are with us!

I give thanks for all of you, and for your faithful investment of time and resources to the ministry we do together for Christ. The shape of our ministry may sometimes change as we adapt to shifting worldly circumstances, but God's love for us never changes. Our mission to reach people for Jesus remains constant. I often remind myself that however opaque God's will may seem at times, I can be sure that he is mysteriously at work right now in my life and relationships, no matter how messy things get. So instead of wishing my circumstances were different, I can keep things simple and ask: "what does Jesus want me to do today, to bring glory to him?" Likewise, the people of St. John's have indeed shown a wonderful willingness to adapt, and to keep on asking that central question—what can we do to serve our Lord today?—with love, grace, and faithfulness.

Please know that I am always here for you. Give me a call any time at 217.255.2118. Thank you all so much for your graciousness, faithfulness and patience as we move forward together to our final victory in Christ. I am thankful for every day that I can serve as your pastor, and I ask for your continued prayers.

In Christ,
Pastor Seth Jersild

ST. JOHN'S EVANGELICAL LUTHERAN CHURCH
ANNUAL REPORT 2021
PASTOR PATTI MORLOCK

"I thank my God every time I remember you, constantly praying with joy in every one of my prayers for all of you, because of your sharing in the Gospel from the first day until now. I am confident of this, that the one who began a good work among you will bring it to completion by the day of Jesus Christ." (Phil. 1:3-6)

An annual report is in some ways a kind of magical thinking. It makes the assumption that we can push a cosmic pause button that gives us time to both reflect on and tie up the happenings of the previous year in a neat package that can then be filed away. But time didn't stop on December 31, 2021 and what we accomplished or failed to achieve this past year is all part of the information that we are still working with and adding to in 2022. In light of this, the most important thing I have to report with respect the life of St. John's is that God is faithful; God's mercies are new every morning and we can expect that to continue into 2022.

When the world changed in early March of 2020 because of the pandemic, our life together was up-ended and we had to figure out some way to meet without actually being in the same room. When mandates loosened and we were able to gather again, we had to figure out how to do so safely for all concerned. We have discovered that we have a vast array of opinions and attitudes about what constitutes "safe". We've done fairly well with the adjustments we have had to make in the process. It has been both an exhausting and energizing thing to go through this process. It is never easy to be dispossessed of what you think are normal expectations. Yet when this happens there is a corresponding call to innovation and adaptation. The former depletes us; the latter restores us. And we have experienced both states over the last almost 2 years.

Our giving and our attendance have remained steady this past year. Not only is God faithful, but so are you. You are hanging in there and working hard to continue the mission and ministries here at St. John's. Thank you for your faithfulness that is born of the faithfulness of God.

I can't say this with absolute certainty, but I suspect that we have been asked to go through more change this past year than we have ever been asked to endure before. I have heard it said that all change is often initially experienced as loss. Indeed, the loss of meeting together in our sanctuary for a time was a big one. By all rights, it should have killed us. Losing the place where we expect to live our life together felt life threatening. It required enormous adaptation, and we are still adapting, because the pandemic is still with us. These changes are like asking fish to develop lungs and legs so they can live on land or asking us terrestrial mammals to grow bigger lungs and fins so that we can join our cousins in the sea. That's a tall order!

But here are some ways we HAVE changed and grown in the process:

We have found a way to support those who have lost jobs, homes, family members and a sense of stability and security through the establishment of a Good Samaritan fund. This year, we gave the following:

- | | |
|--|------------------|
| • Gift Cards for Groceries and other items | \$8,882.90 |
| • Utility Assistance | \$ 477.16 |
| • Housing Assistance | \$ 599.64 |
| • Transportation Assistance | <u>\$ 210.00</u> |
| • TOTAL GIVEN | \$10,169.70 |
-
- REMAINING BALANCE IN FUND (as of 12/31/21) \$ 1,800.00
 - This does not include the Christmas outreach of \$ 1,700.00 which came from a different fund

We also continued with our phone call support as so many shut-ins need a reminder that they are not forgotten in their isolation. We have a team of 20+ people who are reaching over a hundred of our members on a regular basis. When a specific need arises, we also have a team of willing members who see that those needs are met.

What makes all of this possible is that there are still points that do not change. One of those is God's faithfulness to us. The big, big heart of God has not stopped being the place in which we primarily dwell. My prayer for 2022 is that we can spend more time resting in this truth than being anxious about the yet unknown ways in which we will be invited to adapt. It is hard to know what is before us, but we can rest in the truth of where we are. We're fixed firmly on the rock of Jesus Christ and this foundation is one from which we can't be shaken loose.

Looking Forward in Faith.

Pastor Patti

Youth Staff Annual Report 2021

Diana Imbrock (part time)

Gary Pecuch (ten hours a week)

Laurie Pecuch (full time)

Highlights for 2021

- Souper bowl Service Project, student-led by Blake Lang, raised \$1,056.08 for Grove City Food Pantry and \$ 655 for Lutheran Social Services Food Pantry. Grand Total: \$1,711.08. Blake thanks you for your generous support in feeding the hungry in our community.
- With the pandemic, all youth group activities (Adventure Club, Faith Trek, Explorers, Energizers), middle school confirmation, and high school Sunday School and high school bible study met virtually through the spring. Tim Allman coordinated the younger age Sunday School materials.
- In the Spring, a new swing set was added to the Gregory Allen Memorial Playground. Special thanks to Gary Allen, Tom and Rita Lang, Butch Myers, and Nate Wanner for their part in this project.
- Late Spring, Jenn Czaplicki and her team of parent leaders successfully re-started Children's Church. Children's Church meets during the sermon time of Contemporary Worship.
- During Lent, the Beds for Kids project, student-led by Corban Allman, raised \$10,405.00 for the Bed Brigade! Corban thanks his faith web, his parents, and everyone's generous support!
- Graduate Sunday was held in-person on June 6th. Ten seniors received recognition and beautifully made prayer shawls from the St. John's Prayer Shawl Ministry.
- We delivered 22 Family Faith Boxes (to families who requested a summer box). We also provided seven different Family Faith Connection Newsletters to families throughout the summer.
- We offered three summer opportunities, a virtual weekly study called "God's Word" and two in-person experiences called "His Story/Our Story" and "Serving Like Jesus".
 - "God's Word" covered Bible Study methods, Lectio Divina, Word Journaling, and Art Journaling.
 - "His Story/Our Story" was a four-day faith skills training for grades 5 - 12. Students enjoyed learning how to develop relationships through conversation and how to share through storytelling.
 - "Serving Like Jesus" was also a four-day experience for grades 5 – 12. Students packaged 300 Teddy Bears for Carrying Tender Angels. For Life Care Alliance, they made 91 cat toys, packaged 80 bags of dog food, and made 47 dog toys. For Mt. Carmel Street Medicine, they assembled 71 Blessing Bags. For the Bed Brigade, they decorated 28 beds and tied six blankets. At the end of each day of serving, adult small groups from St. John's shared and gave goodie bags to the students. It was a highlight for us all!
- Students who confirmed their faith at 11am worship on September 26 were Kailtyn Ball, Abi Brubaker, Morgan Cline, Cora Grimm, Olivia Straub, Erin Wahl, and Jenna White
- In the fall, we started meeting in-person. Calling it "CONNECT", we moved youth groups to one night to accommodate family schedules. We currently have weekly CONNECT groups for ages 4/5/K, grades 1 - 2, grades 3 - 4, and grades 5 – 6. Middle school, high school, and adult leaders are an important part of our CONNECT time.

- Operation Christmas Child, student-led by Jeremy Butsko collected 126 boxes for Samaritan's Purse. Additional boxes were also made on-line.
- The Bike Project, student-led by Dylan Allman, raised funds that enabled us to purchase 25 bikes and helmets. The bikes were assembled and, with the helmets, were delivered to The Buckeye Ranch for distribution to children and youth in foster homes in the Columbus area.
- The Mitten Tree, student-led by Ellen Previts for the second year in a row, collected mittens, gloves, and scarves and delivered them to the LSS Champion Food Pantry in December.
- 80 Advent Block and Bible Story activity sets were given to families at St. John's, particularly to those with younger children. These beautiful block sets and books will be ones that families can use for years in preparing for Christmas. We originally purchased 70 block/book sets and needed to buy ten more. Special thanks to Kevin and Holly Starr for their gift to help with this!
- AXIS, an on-line parenting resource, was provided to parents, families, and adults who faith web with our youth. We currently have 70 people who have requested AXIS materials.

Special thanks to...

- Thrivent Financial gave us eleven \$250 charitable grants during 2021, totaling \$2,750. These monies helped with Family Faith Boxes, the Serving Like Jesus service projects, Adventure Club, Faith Trek, Explorers, Energizers, Vet's Luncheon, The Bike Project, new toys for the nursery, and Kindness Bags. If you're a Thrivent member, feel free to ask the youth staff how you can request grant monies to help with ministries at St. John's and in our community!
- Gary Allen for his generous donation to the St. John's playground and his faithful giving over the years.
- Ron Nighbert for being the financial recorder for the Youth Designated Fund.
- Gayla and Jeff Anderson for their continual donations to St. John's Youth Ministries.
- Kevin and Holly Starr for their special donation given every year in honor of Brock, Grace, Jaxon and Alice Starr.
- Matt and Kaleigh Shrum for their special donation to 2022 Serving like Jesus.
- Pam Wittenberg for her expertise and support with the SCRIP program. Scrip profit in 2021 was \$2,753.77
- Jenny Brockman for her boundless knowledge and expertise in assisting Gary with his faith webbing podcasts.
- Members who use AmazonSmile when ordering through Amazon, raising \$297 for the youth program in 2021.
- Members who have linked their Kroger Card with the Kroger Community Rewards Program, raising \$764.06 this past year. Our enrollment number is EY530.
- Countless adults who faith web and volunteer with the youth programs at St. John's!

St. John's is a treasure and a gift. Our faith web is very dear to us! Thank you for your faithfulness, prayers, and support! -Gary, Laurie, Diana

Director of Lay Ministries Annual Report

Even though the pandemic continued to pose challenges to the way we do ministry and gathering, 2021 was still a great year for Lay Ministry. One of the biggest highlights for me was the month of September as we focused on recommitting ourselves to worship, ministry, and the financial support of our congregation. We kicked the month off with a Ministry Fair in the Family Life Center. The attendance was incredible. There were many new faces and many people signing up to serve in ministries. This also provided a great time of fellowship, with people visiting with others they may not have seen during the pandemic. At the end of September, we asked everyone to fill out a commitment card noting the ministries you commit to serve in and to make or renew your financial commitment to our church. We had a very nice response. In October, a Recommitment Celebration/Volunteer Appreciation luncheon was held to lift up this wonderful response. During the luncheon, we had many more people fill out their commitment cards.

I would like to sincerely thank everyone who serves and financially supports the mission of our congregation. You all are such blessings, and we quite literally could not do all we do without you.

Below is my annual list of highlights for the year. It is not an all-inclusive list. There are many, many more wonderful ministries that happen year-round that did not make the list but are no less important. A few of those ministries are the Bed Brigade, the Altar Team, the Bereavement Ministry, Choirs, OWLS, and Prayer Shawl Ministry just to name a few. If you would like to get involved or have questions about any of our ministries, please contact me, Elaine Bennett, at 446-0148. Again, thanks so very much to all who serve!

February 2021:

Pancake Dinner
Church Council Retreat

March 2021:

Stuff Eggs Sunday
Play Practice for Palm Sunday
Easter Family Fun Day
Palm Sunday Drama

April 2021:

Easter Breakfast

May 2022:

Afternoon with Puppets

June 2022:

Dr. John's Retirement Party

July 2021:

Vacation Bible School
Dumpster Day

August 2021:

Outdoor Worship
Church Picnic
Back to School Bash
Rally Day Celebration

September 2021:

Ministry Fair
Recommitment Sunday
Gardening/Grounds Clean-up Day
Arts in the Alley Parade

October 2021:

New Members Class
Receive New Members
Trunk or Treat
Volunteer Appreciation/Recommitment Celebration
Nominating Process Began

November 2021:

Veterans Day Recognition Luncheon
Food Drive
Chili Cook-off and Dessert Auction
Service of Comfort and Remembrance and Reception

December 2021:

Decorate Church for Christmas
Christmas Program and Dinner Theater
Christmas Kindness/Adopt-A-Family Deliveries

BUSINESS MANAGER

ANNUAL REPORT 2021

2021 was a busy year despite Covid. I call it the “year of the volunteer” with the loss of our custodian(s), it was up to our members/volunteers to help take care of many issues that can’t be contracted out to be done.

The buildings not being used as much as previous years allowed more updates to be done. New lighting was installed on the 2nd floor of the Education Building. Painting both inside and outside of the FLC and the Education buildings was done.

The entire parking lot was repaired where necessary and then the lot was resealed.

A safety plexiglass wall was installed in the Sanctuary balcony.

A new signage system for the front of the Family Life Center was constructed and installed. The signs can be put up and then taken down when not needed, and was professionally done by one of our members.

Volunteer members and staff completed a total clean out of all three buildings, completely filling a 30 yd. dumpster.

Work has been started on repairs and cleaning of tombstones at St. John’s cemetery. This will continue in the Spring.

We are still working with our new contracted cleaning company. They are in twice a week and will take care of additional issues as soon as we notify them.

Per the request and protection of the business that allows our Bed Brigade ministry to store materials and construct beds, full insurance coverage was added to the church’s insurance policy to cover both the ministry/volunteers and the business. This will continue until such time as the ministry becomes an independent “not-for-profit” entity.

Thanks to our member donations, new LED ceiling lighting was installed. We were also able to purchase 200 new chairs for the Family Life Center, plus the carts to move/store them. The old chairs were purchased in 1995 and were showing their age. The old chairs that were still useable were donated to a church in southern Ohio.

Working with Peace United Methodist Church in Columbus, we donated all of our excess durable medical equipment to their Durable Medical Equipment Ministry. They get this equipment to individuals who cannot afford to purchase it and are in need.

New or replaced items this year include: 200 chairs, Family Life Center freezer, refrigerator, and coffee maker; new lighting for the Chancel Choir area in the Sanctuary; and the purchase and installation of the (insurance company approved) swing set by the Youth Department.

The fire escape from the Sanctuary balcony was power water blasted, cleaned up and repainted. The main church doors and ramp door were refinished and re-sealed for winter and painting of all metal outside doors and railings continued until it was too cold. It will resume in the Spring.

Items still needing to be completed:

- Major historical plaster repair in the southeast corner of the sanctuary, once the area has completely dried out.
- Updating of the Altar Guild room with new sink, cabinet countertop and new refrigerator, plus additional heating.
- Install a sidewalk on the west side of the FLC to replace stepping stones.
- On hold – purchase of a large storage building to be placed behind our dumpster to hold Christmas decorations, etc. for easier access.
- Purchase and install small booster water heater for the side room for Contemporary Service communion clean-up after service.

Finally, we need to start the search for a 2nd columbarium for our cemetery. The first one only has 11 niches that have not been purchased.

Many thanks to the following members and volunteers:

Doug Jones, Mike Grimm,, Wayne and Karla Beavers, Tom and Sally Weisenberger, Dennis Imbrock, Dellno and Betty Lewis, Matthew Little, Dave Grossman, Doug Grossman, Nick Grossman, Boy Scout Troop 392, leaders and parents, Mel and Carol Penrod
Doug Cress, Chad Whyte, Butch and Kathy Myers, Dan Yeater, John Lechner, Brad Wahl, Pastor Seth Jersild, Pastor Patti Morlock, Don Allman, the Grounds committee, Jo Anne Keller, Jeff Anderson, Ron Funk, Steve Marcum, Keith and Jane Stenerson, Brittany Bennett, Brady Stewart, Larry Mitchell, all of the church clean-up day volunteers, the Christmas cookie team, and Quilters Group.

If I have forgotten anyone I apologize. Everyone of you helped to keep St. John's repaired, renewed, and welcoming. Thank you!

Mike Esposito

Sunday School Annual Report.

Our youth Sunday School program shut down due to COVID-19 in March of 2020. During the shutdown, the Sunday school worked with the youth program to provide take home materials for parents to facilitate lessons at home. We returned to in person classes at St. John's with a Rally Day August of 2021. Since Rally Day we have had 48 children from age 2 through Grade 6 attend a Sunday school class.

The pre-kindergarten class through the 4th grade class continue to use the Spark Lectionary curriculum which matches up with the scripture readings in the worship service. The 5th and 6th grade class does a pre-catechism curriculum. The 2 & 3 year old class does their own age appropriate programming.

We still have a number of options for adult classes and we are looking forward to a parenting class starting in February.

We currently have two teaching opportunities that need filled. If you are passionate about the future of our congregation and would like to join our team, please contact myself, Laurie Pecuch, or Elaine Bennett. We have positions in PreK-Kindergarten and 3rd-4th grade. Each of those classes already have a teacher and need a helper or co-teacher.

Tim Allman

Bereavement Annual Report

2021

As all of us know Bereavement luncheons were not being served due to COVID.

Our members who have donated food, helped with serving and clean-up at the luncheons have made this ministry very comforting for the families and friends who have lost their loved ones.

<u>Date of Luncheon</u>	<u>Deceased</u>	<u>Age</u>	<u>#Served</u>
August 23, 2021	Rosemary Krebs		36
November 6, 2021	Marilyn Rice	75	34
November 12, 2021	Carl Kinman	90	119
December 20, 2021	Stan Pifer	72	40

On behalf of the Bereavement Committee we want to thank everyone who worked and/or provided food for funeral luncheons. It was very much appreciated by the families of those who lost loved ones.

Suzie Brace
Betty Lewis
Wilma Phillips
Sue Sutton

The Bed Brigade

Happy New Year! I am amazed at what God has done through Bed Brigade in the midst of Covid! We Built and Delivered more than 500 Beds this past year! We have our own Bed Delivery van! We have a website (Bedbrigadecolumbus.org) where people can sign up to Request a Bed, Volunteer, or Donate! We participated in several Vacation Bible Schools and students decorated foot boards, tied blankets, and Built and Delivered Beds! We have continued to partner with other churches, Civic and youth groups to see God's kingdom come in Columbus, Ohio. We plan to launch as a 501c3 non-profit this Spring. God has been good to us!

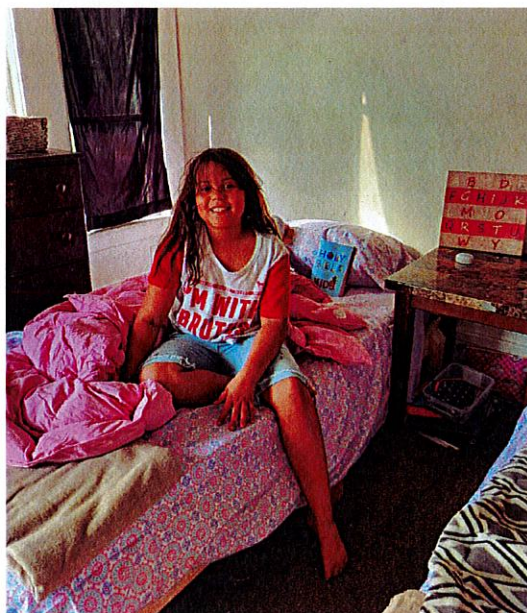
What do you think God has in store for us this year? I am excited to find out.

If you haven't seen them, the art quality of our footboards soared after stencil donations from St John's Lutheran Church VBS (thank you Dianna Imbrock - Amazing idea!).



The Naz decorated footboards as well. They collected bedding and Bibles for us to give away. Between our faithful friends at St John's and The Naz, we have enough Bibles for the entire year of 2022! Thank you Jesus!

One of my favorite Deliveries was to Kaelynn and Raelynn (below). They shared about their new Beds at school, and little Waylon down the street asked his momma to get a Bed for him and his sister, Chloe (bottom). She called and we Delivered and Assembled their new Beds, just 2 weeks later!



TECHNOLOGY TEAM

A tech team has identified several big-picture audio-visual needs and possibilities for St. John's.

First, we will create an improved electronic infrastructure on which we can build (internet service, wireless connectivity, and physical wiring throughout the building).

Then we will be purchasing and installing some audio/visual equipment that will make it much easier for volunteers and staff to record our worship services and educational events.

Several recent generous donations are helping us to kick-start progress on these plans.

If you would like to contribute towards these important improvements, please let Pastor Jersild know!

ST. JOHN'S EVANGELICAL LUTHERAN CHURCH

MEMBERSHIP STATISTICAL REPORT

DECEMBER 31, 2021

Baptized Membership as of end of 2020	1839	Confirmed	1038
Members received during 2021			
By Baptism: Children	2		
By Baptism: Adults	0		0
By Affirmation of Faith:	7		07
By transfer	1		01
From other sources & statistical adj.	2		0
Total Members received in 2021	12		08
Baptized youth who were confirmed	<u>07</u>		<u>07</u>
Total Members Received 2021	19		15
Members removed during 2021			
By death	23		23
By transfer	00		00
Other sources and statistical adj.	06		06
Total members removed in 2021	29		29
Membership end of 2021	1829		1024

South East Ohio Mission District Internship Initiative

When Bishop Dan Selbo was elected in 2019, one of the first things he did was lay out a vision for The NALC called the 2020 Vision. There are 10 areas in which we are to grow as a denomination, and the one our Mission District has embraced is Vision #6. In part it states:

“We will increase scholarship support for all NALC candidacy-approved seminary students and challenge each mission district/congregation to raise up/plant seeds for potential seminary candidates (students, young adults, second career). We will work with NEXUS to encourage students to consider a pastoral ministry vocation. Overall, we will work to double the number of seminary students by 2023, prepare 300 pastors for ordained ministry in the next 10 years, and provide funding to train seminary professors to serve at the NALS.”

As a mission district, we have decided a few things:

- To financially support the training of an internship within the mission district at the cost of around \$33,000 (\$22,000 has already been committed by many of our mission district congregations).
- To provide a congregation suitable for training said intern.
- To provide as wide a range of ministry experiences as possible, guided by the appointed supervisor.

St. John's has been selected by the mission district as the most logical and well-equipped congregation to host the internship experience. We will not begin this process until the funding has been complete. The attached sheets lay out the requirements for a congregation/mission district, to host an intern. They also describe a summary for congregations to understand the undertaking more fully. Before St. John's applies to the seminary to become an official internship site, we would like to have most of the cost committed. Since the North American Lutheran Seminary will make assignments for Fall 2022 internships sometime in April, please prayerfully consider how you and your congregation may be able to help us reach this goal together. If it turns out that there is a shortfall, we will continue to receive donations toward hosting an intern in Fall 2023.

NALC CANDIDACY- INTERNSHIP

MANUAL FOR CONGREGATIONS- A SUMMARY

What is Internship?

1- Internship is an integral and required component of a candidate for ordained ministry in the North American Lutheran Church. That means that as much as one-fourth of the total post-college training for ministry takes place among the people of God at a congregational internship site.

2- It is usually a full year of major and intensive involvement in a congregational ministry of the church and is a time of learning and serving on the part of the intern. It may occur during the third or fourth year of seminary training.

3- Internship is intended as a time of pastoral development, meaning that an intern is not only immersed in the multiple ministries of congregational ministry but also spends time analyzing, reflecting upon, and learning from all those involvements.

4 – During the internship year, interns will meet regularly (typically over the phone) with a life-to-life discipleship guide, provided by the NALC. The meetings are intended to facilitate the intern's continued growth as a disciple of Christ, as well as help him/her develop lifelong habits of prayer and living that ensure a healthy and fruitful ministry for the long-term. Time set aside for these conversations should be supported and encouraged by the internship site.

5- The internship experience is intended to integrate a student's knowledge, skills, attitudes, and gifts with the planning, doing, and evaluating of ministry in the parish. Ministry experience is to include preaching, teaching, visiting, counseling, administering, leading in worship, working with various age and interest groups, evangelistic outreach, stewardship training, community involvements and engagement with societal concerns, interaction with various church judicatories, administration of Holy Baptism in emergencies, conducting funerals when requested by the supervising pastor, and serving as an assisting minister at celebrations of Holy Communion.

How does a congregation become involved in the internship experience?

1- A congregation of the North American Lutheran Church interested in becoming an internship site first contacts the internship coordinator of the Candidacy Committee. Since the coordinator of internship will change from time to time, the initial contact is made through the NALC office who will then contact the internship coordinator.

2- The internship coordinator will provide three documents: a) this summary manual on internship, b) an application for internship which includes information about the congregation and the clergy supervisor, and c) a description of the financial requirements for hosting an intern.

Usually the clergy supervisor is the pastor (or one of the pastors) of the congregation requesting to host an intern. There are occasions when the clergy supervisor may be a neighboring pastor who

agrees to supervise the intern. In that instance the congregation contracts with the supervisor for his/her services as a supervisor.

3- The completed application is filed with the internship coordinator. Filing the application means the congregation is committed to the financial obligations of internship and has a clergy supervisor in place. No congregation will be considered for an internship unless an application is on file.

Note- the number of interns available each year varies. Though a congregation has requested an intern, there may not be one available in any given year for that particular congregation. However, it is important that we have a variety of internship sites available because of the various needs of interns such as geographical restrictions, the career of a spouse, or other family considerations.

What are some things to look for or expect from the supervising pastor?

1- The supervising pastor ideally has had a minimum of three years of demonstrated effectiveness in ordained pastoral ministry and completed at least one year of service in the site for which an intern is requested.

2- The supervisor should demonstrate general understanding of and agree to promote the internship as primarily an educational and formative experience for the intern.

3- The supervising pastor basically had a positive internship and shows a lively, positive attitude towards parish ministry and the mission and ministry of the larger church.

4- As supervisor the pastor commits him/herself to supervisory conferences with the intern usually an hour in length each week. The purpose of the conferences is to provide adequate initial direction which pursues a strategic course of learning and service during internship, to provide constructive evaluation for the intern, and to mentor the intern providing guidance, friendship, and a model for pastoral ministry including being a spiritual advisor for the intern.

5- The supervisor shall provide mid-year and final evaluative reports on the intern to the internship coordinator and the NALC office.

What is the role of the congregation in all this?

1-The congregation is expected to provide the broadly diversified training opportunities and resources called for by the program, but is free to indicate special areas of ministerial need in the congregation for which an intern is requested.

2- The congregation must provide and arrange for competent clergy supervision.

3-The members and committees of the congregation understand that the intern is supervised only by the pastor, and that requests for the intern's services ought to be cleared through the pastor.

4- An internship committee of 3-5 members shall be formed and meet regularly with the intern for support and constructive evaluation. Normally, the supervising pastor does not attend these meetings. Such meetings are usually monthly. This committee shall also provide mid-year and final evaluative reports to the internship supervisor and the NALC office. Each report shall be discussed with and signed by the intern.

5-The congregation shall provide the intern with an adequate stipend and package of benefits, in no instance below stated minimums. The compensation shall be mutually agreed upon by the intern and the congregation.

6-It shall also provide supervised opportunities for the intern to examine and experiment with emerging personal and professional identities while experiencing the full range of professional decision-making roles and responsibilities within the life of the congregation.

Who is the intern?

1- The intern has been approved by the Candidacy Committee of the NALC for internship which takes place in the third or fourth year of their seminary education.

2- The intern is committed to being involved in the ministry of the congregation while also growing personally and professionally in their pastoral identity.

3- The intern recognizes and accepts that the clergy supervisor is the primary means by which this learning/serving process is effected.

4- The intern is responsible for filing mid-year and final self-evaluations to the internship coordinator and the NALC office.

Special Provisions for 4th year Internship:

1- An intern who serves an internship at the end of their academic work and has received a M.Div. shall function within a congregation in the same manner as a 3rd year intern.

2- The intern may, however, have their approval interview for ordination with the Candidacy Committee after serving three-fourths of their internship (9 months of a 1-year internship, etc.).

3- Prior to the approval interview the intern shall complete the paperwork required of all candidates seeking approval. In addition, the intern and the clergy supervisor shall complete the final internship evaluations.

4- Approval by the Candidacy Committee does not shorten the internship. However, an approved candidate may consult with the Assistant to the Bishop for Ministry about starting the call process after the interview which approves them for ordination.

5- At the conclusion of the internship, the congregational internship committee shall provide the final evaluation of the intern to the internship coordinator and the NALC office with a cover letter from the clergy supervisor that the internship was completed successfully. Both documents are to be reviewed and signed by the intern.

NALC Committee Financial Matters 2019

These financial guidelines for the internship program are to assist us to provide a strong year for each intern. Congregations should budget approximately \$30,000 a year for hosting an intern. This amount varies based on each internship site.

Stipend	\$1,200 monthly (half-time internship, \$600)
Housing and Utilities	Adequate compensation, varies regionally
Car/Mileage	IRS standard mileage rate
Work Expenses	By agreement
NALC Theological Conference/ Convocation	Expenses covered by congregation
Health Insurance	Approx. \$2,500 (at 100%) when required by seminary.
FICA	Employer's portion
Moving Expenses	Expenses covered by congregation
Day Off and Paid Vacation	Based in length of internship
Off-site Supervisor	\$150 monthly (minimum)
Travel Fee Travel Pool fee:	\$500
Residential Fees	Cost covered by intern

Stipend

The stipend is \$1200 per month for a one-year, full-time internship; \$600 per month for a two-year, half-time (concurrent) internship. As the intern is considered an employee of the congregation, his/her stipend is taxable. Congregations are required to pay the employer's portion of the FICA.

Housing and Utility Allowance

The congregation will provide adequate, furnished housing, including utilities. **Separate, private housing is expected. The intern is not to be housed together with a parishioner.**

If housing is not secured in advance by the congregation, the congregation will assist the intern in locating housing. A monthly housing and utility allowance will be paid to the intern. If housing has been secured but is unfurnished or under-furnished, moving expenses between the internship site and the seminary will be provided by the congregation. (Please note, this cost is not covered by the Travel Pool.)

Any other alternative housing arrangements must be negotiated with the NALC Candidacy Committee.

Car/Mileage

Car expenses are to be reimbursed at the **IRS standard mileage rate** as an allowable deduction

or as a monthly allowance.

Work Expenses

The congregation will reimburse the intern for approved expenses incurred in his/her work.

NALC Theological Conference/Convocation

Expenses for NALC Theological Conference and NALC Convocation are the responsibility of the congregation. These expenses include registration fees, transportation cost, hotel expenses, etc....

Health Insurance

A health insurance is vital for interns and their families. The student health insurance premium has become a financial obstacle for seminarians. Currently, the internship congregation is asked to cover the cost of the intern's health insurance premium for the internship year. This is only for cases where the Seminary requires the student to carry its health insurance.

FICA

All stipends are subject to income tax and FICA, and congregations are subject to FICA for the intern as employee. Income tax and FICA will also need to be paid on the housing allowance or fair- rental value of housing that is provided. Thus, the financial implication for a congregation hosting a full-time intern is the payment of 7+% per month FICA on the stipend and housing allowance. Over the course of a full year the liability of the congregation, therefore, would likely be somewhere between \$1000 - \$1500. The congregation may assist the intern by paying the employee's portion as well.

Travel Fee Travel Pool fee: \$500

Travel reimbursement fee is based on the number of miles between the home seminary and the internship site. The congregation covers the Travel expenses (food, gas, lodging) for the seminarian and the seminarian's family from seminary to internship sites. Also, the congregation covers the Travel Fees from internship site to seminary after the internship is completed.

Moving Expenses

1. If a congregation provides unfurnished housing, the student is entitled to some assistance in moving furniture and personal possessions. Normally this means the congregation will pay for the rental of a trailer or a truck. The student is responsible for negotiating this agreement with the congregation.

2. If the congregation has provided furnished housing, the congregation bears no additional responsibility to assist with moving costs for furniture or other personal items.
3. Any agreement regarding reimbursement of moving expense to or from the site must be in writing with a copy provided to the NALC Candidacy Committee. All negotiations should be completed before the student leaves for the site.

Day Off and Vacation time

Normally, the intern will receive one day off per week and two weeks of paid vacation (including two weekends) for a year's internship. For a nine-month internship, the intern will receive one day off per week and ten days of paid vacation (including one weekend).

Compensation for Supervisors of Detached Sites

In internships where supervision is provided by a pastor who has no official relationship to the internship site except for being the internship supervisor, it is appropriate for the supervisor to be compensated by the internship site. Such compensation should be identified when the internship application is submitted as part of the financial obligation that the internship congregation is prepared to assume in order to host an intern. Minimum compensation should be \$150 a month plus reimbursement for expenses such as mileage or telephone costs. Any request for a variation from the above recommendation is to be negotiated with the NALC Candidacy Committee.

State Residential Requirements

It is the responsibility of the intern to find out what the obligations are and fulfill them as necessary. Residential requirements differ from state to state and may affect car insurance, licensing, etc.



Proposed Amendment to Article 11
2021 Convocation of the North American Lutheran Church

The 2020 Convocation voted to postpone proposed amendments to Article 11, Regional Subdivisions, of the NALC Constitution. The amendments proposed last year would have named Mission Districts as the regional subdivisions.

There was support for naming them as Mission Districts. The reason for postponing consideration of the amendments was to revise the amendments so the Constitution clearly allows for Mission Districts to form mission regions. Several mission regions have already been formed in the NALC.

In light of the reasons for postponing the amendments to Article 11, the Executive Council proposes the following constitutional amendments to the 2021 Convocation:

11.01 Congregations shall join in collaboration **as Mission Districts** to fulfill most effectively the ministry and mission of the NALC, normally based on common geographic boundaries. **Mission Districts may form Mission Regions for more effective ministry and mission as needed. Mission Regions shall have such organizational form and functions as shall be determined by the constituting Mission Districts.** Such organization shall be done in consultation with the Bishop and subject to the approval of the Executive Council.

11.02 Each ~~regional group~~ **Mission District** of congregations shall adopt appropriate governing documents that are consistent with the governing documents and practice of the NALC and shall include election of a Dean, adoption of a budget, and provision for supervision, mutual support of member congregations, and procedures necessary for carrying out its mission and ministry.

11.03 The Deans, who shall be ordained ministers of the NALC, shall be accountable to the Bishop and work with the Bishop by conducting similar functions in their ~~respective areas~~ **Mission Districts**. Deans shall serve as pastor to ordained ministers, their families, and congregations, and will conduct a ministry of teaching and visitation with ordained ministers and congregations. Deans may continue to serve under the call of a congregation.



2020 Proposed Constitutional Amendments

6.05 Prior to each ~~annual~~ Convocation, the NALC shall calculate for each congregation a benevolence share of the proposed NALC annual budget based on congregational size and resources.

Article 7 – ~~Annual~~ Biennial Convocation

7.01 A Convocation of the NALC shall be held ~~annually~~ biennially.

7.02 Delegates with voting privileges at a Convocation shall be the ordained ministers of the NALC and at least an equal number of laypersons. Each congregation of the NALC shall elect **at least** one lay delegate to the Convocation ~~for every 750 baptized members, or fraction thereof, of such congregation. For purposes of determining the number of lay delegates that a congregation may elect, associate members (those holding primary membership in another congregation) shall not be counted. In the event that the total number of lay delegates elected pursuant to the preceding sentence is less than the total number of ordained ministers, the Executive Council shall apportion additional lay delegates based on the relative size of the congregations of the NALC.~~ **The Executive Council shall apportion additional lay delegates based on the baptized membership of congregations so there is approximately an equal number of lay and clergy delegates to the Convocation.** To the extent appropriate to maintain good order, and subject to any action by the Convocation, the Executive Council may adopt procedures relating to the timing of delegate selection and to verifying the credentials of all delegates.

7.04 The responsibilities of the ~~annual~~ biennial Convocation shall include: election of the Bishop, the Executive Council, and any other position requiring election; adoption of a budget for the subsequent calendar year; consideration of teaching statements; reception of reports; and other items of business as may be determined by the Executive Council or by the Convocation.

9.08. In the event of vacancy in the office of Bishop, the Executive Council shall appoint a Bishop to fill the vacancy on an interim basis. The next ~~annual~~ Convocation shall elect a Bishop, who shall take office for a four-year term beginning the following October 1. In the event of vacancy in the office of Recording Secretary or Treasurer, the Executive Council shall appoint an interim to fill the vacancy until the following October 1, when the successor elected by the Executive Council shall take office for a four-year term. If the vacancy in the office of Recording Secretary or Treasurer occurs in September of any year, the Executive Council may choose to extend the term of an interim until October 1 of the next calendar year, when the successor would begin a four- year term.

9.09 The Executive Council is empowered to suspend the Bishop by a three-quarters vote of all members, excluding the Bishop, for cause, as outlined in the provisions for discipline in Section 14.01, in consultation with the Court of Adjudication and the Commission on Theology and Doctrine. The Executive Council will appoint an interim Bishop to exercise the office until the next ~~annual~~ Convocation. The next ~~annual~~ Convocation may subsequently remove the suspended

Bishop by a two-thirds vote and set in motion a process for the election of a successor according to Article 8. In case of death or disability precluding the exercise of the office, the Executive Council may appoint an interim Bishop to serve until the next ~~annual~~ Convocation.

10.02 The terms of elected members shall be staggered such that ~~one~~^{two} ordained ministers and ~~one~~^{two} lay members will be elected at each ~~annual~~ Convocation. Each term shall begin on the October 1 immediately following the ~~annual~~ Convocation and shall end on the September 30 four years later. In the event of a vacancy, the Executive Council may appoint an interim replacement, who will serve until the next October 1. The next ~~annual~~ Convocation shall elect a permanent replacement, who shall serve the remainder of the term to which the original holder of the seat had been elected. ~~If necessary to create or maintain staggered terms, an annual Convocation may elect an Executive Council member for a term of less than four years.~~ **To the limited extent necessary to assure that an equal number of seats will be open at each Convocation or that the seats open at each Convocation will be evenly split between those held by ordained ministers and those held by lay members, the Executive Council as a provisional matter may change the number of seats open for election at a particular Convocation and may shorten the term to which a particular member is to be elected.**

10.05 The duties and function of the Executive Council shall be to:

- e. Ensure and approve long-range planning for the NALC to be presented at the ~~annual~~ Convocation.
- j. Adjust the budget approved by the ~~annual~~ Convocation as prudence dictates in response to changed financial circumstances.
- l. Report all actions to the next ~~annual~~ Convocation.

10.06 The Executive Council is empowered to suspend any member of the Executive Council by a three-quarters vote of all members for cause, in consultation with the Court of Adjudication and the Commission on Theology and Doctrine. The Executive Council may appoint an interim replacement until the next ~~annual~~ Convocation. The Executive Council is empowered to suspend or remove any other elected officer by a three-quarters vote of all members.

11.01 Congregations shall join in collaboration **as Mission Districts** to fulfill most effectively the ministry and mission of the NALC, normally based on common geographic boundaries. Such organization shall be done in consultation with the Bishop and subject to the approval of the Executive Council.

11.02 Each ~~regional group~~^{**Mission District**} of congregations shall adopt appropriate governing documents that are consistent with the governing documents and practice of the NALC and shall include election of a Dean, adoption of a budget, and provision for supervision, mutual support of member congregations, and procedures necessary for carrying out its mission and ministry.

11.03 The Deans, who shall be ordained ministers of the NALC, shall be accountable to the Bishop and work with the Bishop by conducting similar functions in their respective areas. Deans shall serve as pastor to ordained ministers, their families, and congregations **in their Mission District**, and will conduct a ministry of teaching and visitation with ordained ministers and congregations. Deans may continue to serve under the call of a congregation.

15.01 There shall be a Court of Adjudication consisting of seven members, each elected to a four-year term by the ~~annual~~ Convocation. Each term shall begin on the October 1 immediately

following the ~~annual~~ Convocation and shall end on September 30 four years later. Terms shall be staggered so that ~~two~~**four** seats will be open each year, ~~except that every fourth year, only one seat will be open.~~ If necessary to create or maintain staggered terms, an annual Convocation may elect a Court member for a term of less than four years **at one biennial Convocation and three seats will be open at the next.** The Nominating Committee, after soliciting names from congregations, shall place in nomination one or more names of candidates for each seat that needs to be filled effective on the upcoming October 1. Supporting biographical information shall be made available to the members of the NALC no less than 90 days prior to the Convocation. Three or more delegates representing at least three congregations may together submit an additional nomination in writing. To be in order, the nomination, together with supporting biographical information, must be submitted to the Nominating Committee no later than 45 days prior to the Convocation. If more than one seat is open for the same term of years, the seats shall be filled using a single ballot that includes all candidates. Those receiving the highest number of votes shall be elected. No member of the Court shall serve on the Nominating Committee. **To the limited extent necessary to assure that the number of seats open at each Convocation is as close to equal as possible, the Executive Council as a provisional matter may change the number of seats open for election at a particular Convocation and may shorten the term to which a particular member is to be elected.**

17.02 A minimum of twenty-five delegates to an ~~annual~~**a** Convocation may propose an amendment to the Constitution. The adoption of such an amendment shall require a two-thirds majority vote of the delegates present and voting at such Convocation as well as the subsequent ~~annual~~ Convocation. Amendments approved pursuant to this Section 17.02 shall be submitted to congregations for ratification after approval by a second consecutive ~~annual~~ Convocation.