

Assembly Materials

Waiting & Watching:



The Spirit Speaks

Northeastern Ohio Synod Assembly 2024

Worship. Conversations. Prayer. Business.

Saturday, June 1, 2024

John S. Knight Center



Northeastern Ohio Synod
Evangelical Lutheran Church in America



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Reports from more Ministry Partners can be found on the Assembly Website at:
neosassembly.org/materials

Synod Assembly Schedule 2024



8:30am	Doors Open
9:00am	Worship and Welcome
9:45am	Project Isaiah 43: Diving Deeper
11:15am	Business Session 1
11:45am	Lunch
1:00pm	Prayer Stations
1:30pm	Business Session 2
3:15pm	Project Isaiah 43: Diving Deeper
3:30pm	Worship and Sending

Menu



2024 Synod Assembly - Buffet Lunch

V - Vegetarian, VG - Vegan, GF - Gluten Free

**Salad with Cucumber and Tomato (VG, GF),
Choice of Ranch (V) or Italian (VG, GF) Dressing,
Herbed Croutons (V) and Artisan Rolls (VG)**

Fresh Seasonal Fruit Salad (VG, GF)

Broccoli and Dried Cherry Salad (V, GF)

Grilled Chicken (GF)

Pasta (VG)

**Penne with Spinach, Mushroom, Leeks,
Roasted Tomato and Olive Oil**

Potatoes (VG, GF)

Rosemary Roasted Redskin Potatoes

**Vegetable Medley (VG, GF)
Broccoli, Cauliflower, and Carrots**

Watching & Waiting...

Dessert (V, VG, GF)

**Fresh Baked Cookies and
Chocolate Brownies**

*(there will be a selection of VG and GF
options)*

If you have **medical** dietary needs please contact Ronald Dorsey at the J. S. Knight Center at 330-374-8900 or email rdorsey@visitakron-summit.org by May 24, 2024, and mention that you will be attending the Northeastern Ohio Synod Assembly.

General Assembly Information



PRIOR TO ARRIVAL:

- Review Assembly Materials for directions, maps, election information, agenda, reports, and more.
- Bring the Assembly Materials with you, either printed or in digital format, for the Business Sessions on Saturday, June 1, 2024.
- Lunch on Saturday will be available for all attendees. If you have medical dietary needs please contact Ronald Dorsey at the J. S. Knight Center at 330-374-8900 or email rdorsey@visitakron-summit.org by May 24 and mention that you will be attending the Northeastern Ohio Synod Assembly.

DAY OF ASSEMBLY:

- DOORS DO NOT OPEN until 8:30 am on Saturday, June 1. No entry to the John S. Knight Center will happen before that time. If you happen to arrive early, please wait outside or in your vehicle. Thank you in advance for your patience.
- Voting members MUST bring their own device to use the PointSolutions voting app (examples: smart phone, tablet, laptop). Voting assistance will be available in Exhibit Hall 1 during open voting times.
- We are not able to accommodate walk-in registrations. Everyone including non-voting attendees MUST have pre-registered.
- Nametags will be pre-printed and distributed at the registration table located in the lobby of the John S. Knight Center.
- You MUST have a nametag to be in the Knight Center. If you do not have a nametag you may be asked to leave.
- If you need to contact the synod staff during the assembly call the synod office at 330-929-9022 and leave a message for Sony Richardson-Gilroy at extension 24. All messages will be forwarded to Sony's cell phone, while she is on site at the Knight Center.
- Notice: Synod Assembly will be livestreamed. Photos and videos will be taken to be used on social media and in future communication/publicity materials.

Voting with PointSolutions App



Login information for voting using the PointSolutions app by Turning Technologies will be sent to the email address used to register as a voting member. You will receive **an email** with login information. If you do not receive this email **by Monday, May 20, 2024** email assembly@neos-elca.org **using the email address you registered with** to receive a copy of the email with login information.

If a dummy (non-working) email address was used when registering you **MUST** email assembly@neos-elca.org and request the login information for the voting app. **In the email requesting the voting app login information include: the voting member's first and last name, dummy email (voting app email), and name of congregation and city.**

Please note: The email address used for registering will also be used to authenticate registered voting members for the 2024 Business Sessions.

John S. Knight Center Safety & Security



- No outside food or beverages can be brought into the facility.
- Name badges should be worn at all times while in the John S. Knight Center.
- Unless otherwise authorized by law, pursuant to the Ohio Revised Code, no person shall knowingly possess, have under the person's control, convey or attempt to convey a deadly weapon or dangerous ordnance onto these premises.
- Concealed weapons will not be permitted into the facility.
- Purses, diaper bags, briefcases, camera cases and other small personal bags may be allowed, but may be inspected at any time.
- Only service animals pursuant to the Americans With Disabilities Act are permitted in the John S. Knight Center. In accordance with the Health Department, other pets/animals are not permitted in the building.

Thank you for your cooperation in the enforcement of these necessary procedures at the John S. Knight Center.

Driving Directions



John S. Knight Center • 77 E. Mill Street • Akron, OH 44308

330-374-8900 • 800-245-4254 • www.johnsknightcenter.org

Summit County Construction Update: Visit [Summit County: Construction update | Ohio Department of Transportation](#) for updated information on road closures, construction advisories, and detours.

FROM TURNPIKE VIA RT. 8:

I-80 East to Exit 180 (Rt. 8 South) / Follow Rt. 8 South to Perkins St. Exit / Right on Perkins St. to High St. / Left on High St. / Stay on High St. (one-way street going South) / Knight Center is located on the left at the corner of High & Mill Streets.

FROM NORTH VIA I-77 & WEST VIA I-76: ([review construction update](#))

I-77 & I-76 (they run concurrently briefly) to Exit 22A VIA I-77 (Main/Broadway/Downtown) and WEST / You will merge with a one-way side street (South St.) VIA I-76 / Follow South St. to 2nd light / At that point all traffic MUST turn left onto Broadway, which is a one-way street going North / Follow Broadway to Mill St. (about 1-1 1/2 miles) / Knight Center is located at the corner on Broadway & Mill St.

FROM NORTH & SOUTH VIA I-77: ([review construction update](#))

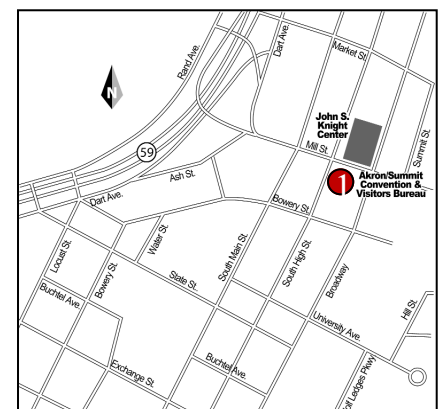
I-71 to I-76 East to Exit 22A (Main/Broadway/Downtown) / (follow directions above) VIA I-77

FROM SOUTH VIA I-71 & EAST VIA I-76: ([review construction update](#))

I-77 & I-76 to Exit 22A (Main/Broadway/Downtown) / VIA I-77 On the exit ramp, bear right to Broadway / EAST Broadway is a one-way street going North / VIA I-76 Follow Broadway to Mill St. (about 1-1 1/2 miles) Center is at the corner of Broadway & Mill St.

NOTE: Parking is **FREE** in all City of Akron parking lots and decks.

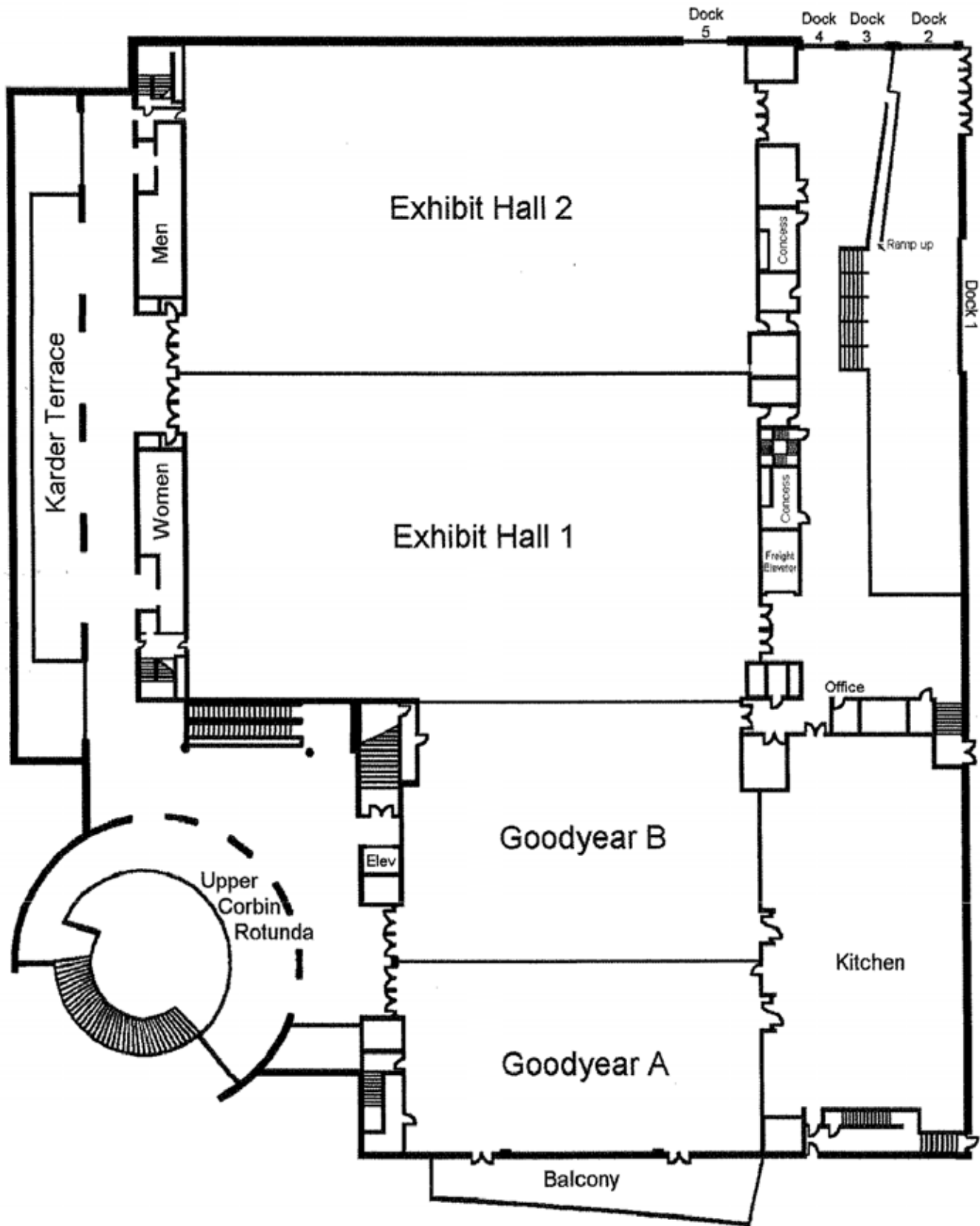
Broadway Parking Deck (entrances located at E. Mill St. & Wheeler Ln. or S. Broadway St) is the closest deck to the Knight Center. There is a fee to park in the Akron Art Museum lot at the back of the Knight Center. If you choose to park there, you will be responsible to pay for parking in this lot and will not be reimbursed.



John S. Knight Center Floor Plan



All Assembly Events Will Take Place on Level Two:



Language for Introducing Motions



For clarity and consistency, voting members should use the standard language for parliamentary procedure when introducing motions on the floor of the assembly. The chart below offers standard phrases used when introducing motions for various purposes.

If you wish to...	You say...
Close the meeting	I move to adjourn.
Take a break	I move to recess for <i>(specify time duration)</i> OR until <i>(time certain)</i> .
Register a complaint	I rise to a question of privilege.
Require the assembly to return to its agenda	I call for the orders of the day.
Lay a matter aside temporarily	I move to lay the question on the table.
Close debate	I move the previous question.
Limit or extend debate	I move that debate be limited to...
Postpone to a certain time	I move to postpone the motion to <i>(time certain)</i> .
Refer the motion to a committee	I move to refer the motion to <i>(committee name)</i> .
Modify the wording of the motion	I move to amend the motion by...
Kill the main motion	I move that the motion be postponed indefinitely.
Bring business before the assembly	I move that... OR I move to...
Enforce the rules	Point of order.
Submit a matter to the assembly after a ruling from the chair	I appeal the decision of the chair.
Suspend the rules	I move to suspend the rules.
Avoid a main motion altogether	I object to the consideration of...
Divide a motion	I move to divide the question.
Demand a rising vote	I move for a rising vote.
Ask a parliamentary law question	Parliamentary inquiry.
Request for information	Point of information.
Take a matter from the table	I move to take from the table...
Reconsider a motion	I move to reconsider...
Cancel a previous action	I move to rescind...

For the charts on the following page (pg. 7):

- + Only an affirmative vote can be reconsidered
- Only a negative vote can be reconsidered

* Exceptions exist
M = Majority

Chart of Ranking Motions



Name of Motion in Order of Rank	Section	Interrupt?	Second?	Debatable?	Amendable?	Vote	Reconsider?
<i>Privileged</i>							
Fix the time to which to adjourn	22	NO	YES	NO*	YES	M	YES
Adjourn	21	NO	YES	NO*	NO*	M	NO
Take a recess	20	NO	YES	NO	YES	M	NO
Raise a question of privilege	19	YES	NO	NO	NO	CHAIR*	NO
Call for the orders of the day	18	YES	NO	NO	NO	NO*	NO
<i>Subsidiary</i>							
Lay on the table	17	NO	YES	NO	NO	M	YES(-)
Previous question	16	NO	YES	NO	NO*	2/3	YES*
Limit or extend limits of debate	15	NO	YES	NO	YES	2/3	YES
Postpone to a certain time	14	NO	YES	YES	YES	M*	YES
Commit or refer	13	NO	YES	YES	YES	M	YES*
Amend	12	NO	YES	YES*	YES*(x1)	M	YES
Postpone indefinitely	11	NO	YES	YES	NO	M	YES(+)
<i>Main motion</i>							
Main motion	10	NO	YES	YES	YES	M	YES

Chart of Nonranking Motions



Name of Motion	Section	Interrupt?	Second?	Debatable?	Amendable?	Vote	Reconsider?
<i>Incidental</i>							
Appeal	24	YES	YES	YES	NO	M	YES
Consider by paragraph/seriatim	28	NO	YES	NO	YES	M	NO
Division of the Assembly	29	YES	NO	NO	NO	DEMAND	NO
Division of a question	27	NO	YES	NO	YES	M	NO
Nominations and polls (reopen)	31	NO	YES	NO	YES	M	YES (-)
Nominations and polls (close)	31	NO	YES	NO	YES	2/3	NO
Objection to consideration of a question	26	YES	NO	NO	NO	2/3	YES (-)
Parliamentary inquiry	33	YES	NO	NO	NO	NO-CHAIR	NO
Point of information	33	YES	NO	NO	NO	NO-CHAIR	NO
Point of order	10	YES	NO	NO*	NO	NO-CHAIR	NO
Ratify/confirm	10	NO	YES	YES	YES	M	YES
Requests to withdraw a motion, read a paper, etc.	33	YES	NO*	NO	NO	M*	YES*
Suspend the rules	25	NO	YES	NO	NO	2/3*	NO
Voting	30	NO	YES	NO*	YES	M*	YES
<i>Bring Back Motions</i>							
Discharge a committee	36	NO	YES	YES	YES	2/3*	YES(-)
Reconsider	37	YES*	YES	YES	NO	M	NO
Rescind or amend something previously adopted	35	NO	YES	YES	YES	2/3*	YES(-)
Take from the table	34	NO	YES	NO	NO	M	NO



PROPOSED RULES OF PROCEDURE for the 2024 Synod Assembly

I. General Rules

- A. Upon recognition by the chair, a speaker shall identify oneself by name, congregation (or agency or institution), and town (or city).
- B. Chairpersons of standing committees who are not voting members of the synod assembly are accorded voice but not vote on all business relevant to the committees' work.
- C. The Parliamentarian is considered a Synod Assembly Committee of one.
- D. Unless otherwise determined by a two-thirds vote, speeches during debate shall be limited to two (2) minutes.
- E. The chair may bring forward items as necessary or as helpful to the business of the assembly. The Chair may declare such items to be Special Orders for the Day if needed.
- F. Motions shall be submitted to the secretary in writing and presented to the Secretary either on paper at his table or electronically in the Zoom chat.
- G. To afford voting members the option of expressing "no opinion" on a question, the chair will call for yeas, nays, and abstentions.
- H. In the event that the assembly must adjourn before completing its business, all remaining items shall be referred to the synod council for disposition.
- I. Because of the inability to add voting members after the authorized voting list has been finalized and transmitted to the voting application vendor prior to the assembly, the Credentials Committee will simply and singly report the final number of members authorized to receive voting credentials as the members in attendance at the assembly. The final assembly minutes will also show any information about the number of such individuals who did not at any time join the meeting or vote.

II. Nominations and Elections

- A. The consent of all nominees shall have been obtained prior to their nomination. Time constraints prevent distribution of biographical information for persons nominated from the floor. Nominations made from the floor of the assembly shall be submitted by voice and followed up with a written submission to the secretary on paper or the Zoom chat. Since such nominations may be submitted at any time after the opening of the assembly, if no nominations are received prior to the time that the nominations committee has presented its official slate, the chair will declare nominations closed.



- B. Nominees for offices shall be listed in alphabetical order on the first ballot, in two groups. Nominations made prior to the assembly shall be alphabetically listed first, followed by nominations made from the floor. This grouping is necessary for efficient handling of vote counting. On subsequent ballots, listing will be in descending order according to votes received on the previous ballot.
- C. Upon completion of all elections, a summary of the results shall be published.

III. Consideration of the Budget

Changes to the proposed budget shall be submitted electronically, according to instructions provided in the pre-assembly materials for that purpose, to the Finance Committee by 12 noon on May 15, 2024. The proposed changes shall be sent to lbarbins@neos-elca.org. This will allow the Finance Committee to provide written responses and recommendations, which will be distributed as website materials for assembly action. All proposals shall be in writing and shall include the amount of increase for a specific line item and/or the amount of decrease for a specific line item and the rationale for such change.

IV. Consideration of Resolutions

- A. Resolutions to be considered by the assembly shall be received in writing in the synod office by Monday, April 15, 2024 for consideration by the Committee on Reference and Counsel. The Committee on Reference and Counsel shall report their action on such resolutions to the assembly, whether a recommendation for discussion and Assembly action, reference to an appropriate synod committee, no action, or postponement of further discussion to the next Assembly (with possible interim action, if appropriate). Actions of the Committee on Reference and Counsel shall be final unless the Assembly chooses to discuss such actions by a majority vote.
- B. No resolutions may be submitted after the original deadline date, unless such a resolution is determined by the Reference and Counsel Committee to be of an urgent nature, in which case the committee may recommend to the assembly that debate at the assembly be considered. Such a recommendation for debate shall require a two-thirds vote for approval; if the assembly does not pass an enabling motion, the resolution shall be referred to the synod council. Resolutions of an urgent nature shall be submitted electronically, according to instructions provided at the assembly for that purpose.
- C. The Committee on Reference and Counsel shall also grant or deny permission to distribute material to assembly voting members.

Proposed Agenda



All assembly business will be conducted in Goodyear A&B and will be live streamed on the synod's YouTube channel NEOSynod (<https://youtube.com/NEOSynod/>)

Proposed Business Agenda

(recommended by Synod Council, April 13, 2024)

- 11:15am Call to Order
Report of the Credentials Committee
Adoption of the Special Rules of Procedure
Adoption of the Agenda
Nominations
Election of Uncontested Positions
Remainder of Elections During Lunch Break
- 11:45am Recess for Lunch
- 1:30pm Resume Business
Report of the Elections Committee
Report of the Vice President
Climate Care Resolution Task Force Report
Financial Reports
 Report of the Treasurer
 Audit Report
Presentation and Vote on the Budget
Presentation and Vote on Compensation Standards
Presentation and Vote on Resolutions
Close of the Meeting

Proposed 2025-2026 Budget



NEO Synod Assembly Budget Presentation

Accounts	2022-2023 Actual	2023-2024 Draft	Revised 2024-2025 Budget	Requested 2025-2026 Budget
INCOME				
Unrestricted Support				
Mission Support Income	\$1,200,062	\$1,130,673	\$1,150,000	\$1,100,000
Undesignated Congregation & Individual	\$24,933	\$28,840	\$30,000	\$30,000
Total Unrestricted- Support	\$1,224,995	\$1,159,513	\$1,180,000	\$1,130,000
Interest/Investment Income	\$2,526	\$1,332	\$1,219	\$2,419
Grant Income	\$10,000	\$10,000	\$10,000	\$21,000
Fees and Registrations		\$34,377	\$29,000	\$23,500
Other Income	\$4,246	\$0	\$3,000	\$0
Total INCOME	\$1,241,767	\$1,205,222	\$1,223,219	\$1,176,919
EXPENSES				
CHURCH IN SOCIETY				
ELCA Churchwide Support	\$550,056	\$550,000	\$400,000	\$400,000
Social Ministry Organizations	\$12,000			
Total CHURCH IN SOCIETY	\$562,056	\$550,000	\$400,000	\$400,000
CONGREGATIONAL LIFE				
Congregational Vitality		\$360		
Kaufman Resource Center	\$276	\$971	\$1,280	\$1,500
Congregation Events & Program	\$1,625	\$1,718	\$4,700	\$5,700
Synod Assembly		\$43,879	\$29,200	\$1,500
General Conference Support	\$12,800	\$12,000	\$12,300	\$12,000
Total CONGREGATIONAL LIFE	\$14,701	\$58,928	\$47,480	\$20,700
LEADERSHIP				
Seminary Student Support	\$20,000	\$2,000	\$2,000	\$9,000
Candidacy Programs	\$3,291	\$5,252	\$5,350	\$6,250
Care of Rostered Persons	\$170	\$2,787	\$4,575	\$8,450
Total LEADERSHIP	\$23,461	\$10,039	\$11,925	\$23,700
FAITH AND LIFE				
Young Adults - Campus	\$11,875	\$5,000	\$5,000	\$5,000
Youth				
54411 - Lutheran Youth Organization (LYO)	\$2,000	\$0	\$2,000	\$0
54511 -Hopewood/LOMO	\$48,750	\$2,000	\$40,000	\$20,000
Total Youth	\$50,750	\$2,000	\$42,000	\$20,000
Total FAITH AND LIFE	\$62,625	\$7,000	\$47,000	\$25,000

Proposed 2025-2026 Budget Cont'd



ADMINISTRATIVE				
General Administrative	\$7,625	\$8,169	\$8,250	\$8,250
Staff Compensation	\$390,929	\$408,180	\$429,000	\$437,505
Staff Benefits	\$199,231	\$216,081	\$220,370	\$222,872
Travel and Profession Expenses	\$23,511	\$29,542	\$20,000	\$20,000
Total Synod Staff	\$613,671	\$653,803	\$669,370	\$680,377
Contract Services				
56711 - Accounting	\$14,079	\$53,252	\$21,600	\$21,600
56721 - Audit	\$18,267	\$30,239	\$28,000	\$28,000
56731 - Legal	\$859	\$0	\$0	\$0
Total Contract Services	\$33,205	\$83,491	\$49,600	\$49,600
Synod Office Operations	\$41,634	\$36,005	\$28,400	\$28,200
Synod Building Expense	\$52,840	\$26,693	\$37,100	\$36,500
Total ADMINISTRATIVE	\$748,975	\$808,161	\$792,720	\$802,927
Total EXPENSES	\$1,411,818	\$1,434,128	\$1,299,125	\$1,272,327
Total Net Operating Income/Loss	-\$170,051	-\$228,906	-\$75,906	-\$95,408
Depreciation Expense	\$26,687	\$26,789	\$32,000	\$32,000
Total Income/Loss	-\$196,738	-\$255,695	-\$107,906	-\$127,408
Released from Restricted Funds		\$27,515		\$8,000
Total Income/ Loss after Release		-\$228,180	-\$107,906	-\$119,408

Compensation Standards 2024-2025



Available for review online at

<https://www.neosassembly.org/materials.html>

Nominations



All Votes for elections will be cast using the "pointsolutions" app.

This sheet is **NOT** a ballot and cannot be used as such unless authorized by the assembly.

The following nominees are presented for election to office in accordance with S8.51 and S10.01 of the Northeastern Ohio Synod Constitution and Bylaws. Person(s) are elected by the whole synod to serve the entire synod. The use of "conference designation" is only to maintain balance on synod council, synod representation at the Churchwide Assembly, and committees.

SYNOD VICE PRESIDENT (*three-year term*) - Vote for one

- Kevin Kampfer
- _____
- _____

SYNOD SECRETARY (*two-year term*) - Vote for one

- Rev. Jeremy Hollingshead
- _____
- _____

SYNOD COUNCIL

Meets five times a year to conduct the business of the synod between synod assemblies.

SYNOD COUNCIL: Northeast Conference (*three-year term, lay*) - Vote for one

- Gretchen Hallerberg
- Beverly Lund
- _____
- _____

SYNOD COUNCIL: Northeast Conference (*two-year term, lay*) - Vote for one

- Kirk Lombardy
- _____
- _____

Nominations



SYNOD COUNCIL: South Central Conference (*three-year term, rostered*) - Vote for one

- Rev. Kristina Crog
- _____
- _____

SYNOD COUNCIL: South Central Conference (*one-year term, lay*) - Vote for one

- _____
- _____

SYNOD COUNCIL: Southeast Conference (*three-year term, rostered*) - Vote for one

- _____
- _____

SYNOD COUNCIL: Southeast Conference (*two-year term, lay*) - Vote for one

- Janet Hartman
- _____
- _____

SYNOD COUNCIL: Southwest Conference (*three-year term, lay*) - Vote for one

- Rowland Blackley
- _____
- _____

SYNOD COUNCIL: Southwest Conference (*one-year term, lay*) - Vote for one

- _____
- _____

SYNOD COUNCIL: At Large DEI* (*three-year term, lay*) - Vote for one

- Bobby Barnes
- _____
- _____

*Diversity, Equity, and Inclusion (DEI) - a person of color, primary language other than English, or a person who identifies as LGBTQIA+

Nominations



SYNOD COUNCIL: Young Adult 18-30 years old (*three-year term, lay*) - Vote for one

- Alexander Clevinger
- _____
- _____

SYNOD COUNCIL: Youth under 18 years old (*two-year term, lay*) - Vote for one

- August Weight
- _____
- _____

CONSULTATION COMMITTEE

Meets as needed to hear disagreements of substantive issues as well as hear charges against a rostered person or congregation which could lead to referral to the Discipline Committee.

CONSULTATION COMMITTEE (*six-year term, rostered, female*) - Vote for one

- _____
- _____

CONSULTATION COMMITTEE (*six-year term, lay, female*) - Vote for one

- Gretchen Hallerberg
- _____
- _____

CONSULTATION COMMITTEE (*four-year term, rostered, male*) - Vote for one

- Rev. Donald Frantz
- _____
- _____



DISCIPLINE COMMITTEE

Meets as needed to hear cases that may result in disciplinary action against a rostered person or congregation.

DISCIPLINE COMMITTEE (*six-year term, lay, female*) - Vote for one

- Erin Slates
- _____
- _____

DISCIPLINE COMMITTEE (*six-year term, lay, female*) - Vote for one

- Jennifer Ackerman
- _____
- _____

DISCIPLINE COMMITTEE (*six-year term, rostered, female*) - Vote for one

- Rev. Laura Kuntz
- _____
- _____

DISCIPLINE COMMITTEE (*six-year term, rostered, male*) - Vote for one

- Rev. David Connor
- _____
- _____



CHURCHWIDE ASSEMBLY VOTING MEMBERS
Represent the Northeastern Ohio Synod at the 2025 Churchwide Assembly,
July 28 - August 2, 2025, in Phoenix, AZ

CHURCHWIDE ASSEMBLY: Northeast Conference (*lay, female*) - Vote for one

- Beverly Lund
- _____
- _____

CHURCHWIDE ASSEMBLY: Northwest Conference (*lay, male*) - Vote for one

- David Johnson
- _____
- _____

CHURCHWIDE ASSEMBLY: South Central Conference (*lay, female*) - Vote for one

- Sony Richardson-Gilroy
- _____
- _____

CHURCHWIDE ASSEMBLY: Southeast Conference (*rostered*) - Vote for one

- Rev. Chelsea Spencer
- _____
- _____

CHURCHWIDE ASSEMBLY: Southwest Conference (*rostered*) - Vote for one

- Rev. Jane Mokren
- _____
- _____

Nominations



CHURCHWIDE ASSEMBLY: At Large (*rostered, male*) - Vote for one

- Rev. David Connor
- Rev. Steven Mahaffey
- Rev. Paul Moody
- _____
- _____

CHURCHWIDE ASSEMBLY: Person of Color, Primary Language other than English
(*female*) - Vote for one

- Caroline Cole
- _____
- _____

CHURCHWIDE ASSEMBLY: Person of Color, Primary Language other than English
(*male*) - Vote for one

- _____
- _____

CHURCHWIDE ASSEMBLY: Youth Under 18 years old or Young Adult 18-30 years old at time of election (*female*) - Vote for one

- Jhayda Ammons
- _____
- _____

CHURCHWIDE ASSEMBLY: Youth Under 18 years old or Young Adult 18-30 years old at time of election (*male*) - Vote for one

- Alexander Clevinger
- Leo Franck
- _____
- _____

Nominee Biography Information



Occupation: Disabled
Demographics: Female
31+
LGBTQIA+

JENNIFER ACKERMAN

FIRST, LORAIN - NORTHWEST CONFERENCE

My main interest in the church is:
helping it grow and focus on our current members

SYNOD SERVICE

CURRENT:
Synod Council
Churchwide WELCA
executive board member

PREVIOUS:
Vice President NEOS
Women's Organization

CONGREGATION SERVICE

CURRENT:
Choir Member
Call Committee

PREVIOUS:
Worship & Hymn
Selection Committee

COMMUNITY SERVICE

PREVIOUS:
Oberlin's Musical
Union Member
LCCC Community
Choir



Occupation:
Demographics: Female
Young Adult (18-30)

JHAYDA AMMONS

ST. PAUL, BELLVILLE - SOUTHWEST CONFERENCE

My main interest in the church is:
servicing others and learning to love like Christ

SYNOD SERVICE

PREVIOUS:
Attended 2022 ELCA
Churchwide Assembly

CONGREGATION SERVICE

PREVIOUS:
Youth Group
Acolyte

COMMUNITY SERVICE

PREVIOUS:
Work Camps



Occupation:
Demographics: Male
31+
BIPOC

BOBBY BARNES

NEW COVENANT, EAST CLEVELAND - NORTHEAST CONFERENCE

My main interest in the church is:
to see the church grow

SYNOD SERVICE

CURRENT:
Synod Council

PREVIOUS:
ELCA Churchwide
Assembly

CONGREGATION SERVICE

COMMUNITY SERVICE

Nominee Biography Information



ROWLAND BLACKLEY

My main interest in the church is:
gathering the people of God together to hear the Gospel, share the Eucharist, support each other, pray, and do God's work outside the walls of the church building

PEACE, ASHLAND - SOUTHWEST CONFERENCE

Occupation: Professor of Music
Demographics: Male
31+

SYNOD SERVICE

PREVIOUS:
Synod Council
Discipline Committee

CONGREGATION SERVICE

CURRENT:
Music Director

COMMUNITY SERVICE

CURRENT:
Community Music
Presentations
PREVIOUS:
Ashland Symphony
Chorus Board of
Directors & Search
Committee



ALEXANDER CLEVINGER

My main interest in the church is:
to spread God's love to the community

ADVENT, UNIONTOWN - SOUTH CENTRAL CONFERENCE

Occupation: Graduate Student
Demographics: Male
Young Adult (18-30)

SYNOD SERVICE

CURRENT:
Synod Council
PREVIOUS:
Lutheran Outdoor
Ministries in Ohio -
Summer Staff 2017-2018

CONGREGATION SERVICE

CURRENT:
Church Council

COMMUNITY SERVICE

CURRENT:
Lake Township FISH
Food Bank
PREVIOUS:
Invasive Species
Control



CAROLINE COLE

My main interest in the church is:
to win souls for Christ

NEW COVENANT, EAST CLEVELAND - NORTHEAST CONFERENCE

Occupation: Retired
Demographics: Female
31+
BIPOC

SYNOD SERVICE

CURRENT:
One Body, Many
Members Anti-Racist
Conversations Affinity
Group

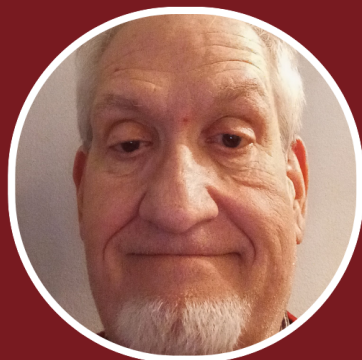
CONGREGATION SERVICE

CURRENT:
Church Council
Secretary
Director of Hunger
Center
President of African
Descent Lutheran
Association

COMMUNITY SERVICE

CURRENT:
Fairfax Renaissance
Development Corp.
Board
Northeast Ohio
Alliance for Hope
Board

Nominee Biography Information



REV. DAVID CONNOR

My main interest in the church is:
following Jesus as best I can every day

GOOD SOIL, ROCKY RIVER - NORTHWEST CONFERENCE

Occupation: Pastor - Retired
Demographics: Male
31+

SYNOD SERVICE

CURRENT:
Supply Pastor

PREVIOUS:
Global Mission Committee
Camp Luther Advisory
Board & Volunteer

CONGREGATION SERVICE

PREVIOUS:
Interim Pastor in 27
Congregations - 5
different Synods

Resident Pastor in 3
Congregations in Ohio

COMMUNITY SERVICE

CURRENT:
Lakewood Rangers
Swim Team Volunteer

PREVIOUS:
Cuyahoga Valley Scenic
Railroad Volunteer
All Aboard Ohio
Volunteer



REV. KRISTINA CROG

My main interest in the church is:
to share the love and acceptance of Jesus Christ with all people

ST. JACOB, MASSILLON - SOUTH CENTRAL CONFERENCE

Occupation: Pastor
Demographics: Female
31+

SYNOD SERVICE

CURRENT:
ELCA Churchwide
Disciplinary Committee

PREVIOUS:
Synod Council
Synod Executive
Committee

CONGREGATION SERVICE

CURRENT:
St. Jacob, Massillon

PREVIOUS:
Jerusalem, Seville
St. Peter, New Pittsburg

COMMUNITY SERVICE

PREVIOUS:
Cleveland Rape Crisis
Center
Lutheran Foundation
of America Greater
Cleveland Chapter



LEO FRANCK

My main interest in the church is:
building community with each other and God

CELEBRATION, CHARDON - NORTHEAST CONFERENCE

Occupation: Student
Demographics: Young
Adult (18-30)
LGBTQIA+

SYNOD SERVICE

PREVIOUS:
NEOS LYO Board
Member

CONGREGATION SERVICE

PREVIOUS:
Call Committee
God's Work, Our Hands
events
Food Pantry

COMMUNITY SERVICE

CURRENT:
CapFam Days of
Service

PREVIOUS:
Lake County Humane
Society
MPL Youth Programs

Nominee Biography Information



Occupation: Clergy - Retired
Demographics: Male
31+

REV. DONALD FRANTZ

My main interest in the church is:
servicing God to the best of my ability, using my God given talents wherever the Spirit leads

CHRIST, AVON LAKE - NORTHWEST CONFERENCE

SYNOD SERVICE

PREVIOUS:
Synod Assembly
Resolutions Committee
Lutheran Outdoor
Ministries in Ohio Board

CONGREGATION SERVICE

CURRENT:
Interim - First, Lorain
PREVIOUS:
Interim - Church of the
Master, Bedford
Pastor - Parma, Parma

COMMUNITY SERVICE

CURRENT:
Lorain Co. CoOp
Ministry Board Member
PREVIOUS:
Superintendent's
Advisory Committee -
Wilmington City
Schools



Occupation: Medical
Research Librarian - Retired
Demographics: Female
31+

GRETCHEN HALLERBERG

My main interest in the church is:
expanding the diversity of the church and its role(s) in the world

PEACE, CLEVELAND HEIGHTS - NORTHEAST CONFERENCE

SYNOD SERVICE

CURRENT:
Voting Member to Synod
Assembly

CONGREGATION SERVICE

CURRENT:
Dandelion Project
Worship & Music,
Creation Care, and
Personnel Committees
PREVIOUS:
Church Council
President

COMMUNITY SERVICE

CURRENT:
Cleveland Museum of
Natural History Volunteer
PREVIOUS:
Board Member/President
for several library
organizations (local,
regional, state)



Occupation: Teacher
Demographics: Female
31+

JANET HARTMAN

My main interest in the church is:
worshipping regularly and sharing my faith with the young people of the congregation

ZION, YOUNGSTOWN - SOUTHEAST CONFERENCE

SYNOD SERVICE

CURRENT:
Synod Council Lay
Representative
WELCA Board

CONGREGATION SERVICE

CURRENT:
Sunday School Teacher
Youth Music
Adult Choir
Communion Server

COMMUNITY SERVICE

CURRENT:
Changing Hearts
God's Work, Our Hands
Day
PREVIOUS:
Rescue Mission

Nominee Biography Information



Occupation: **Pastor**
Demographics: **Male**
31+

REV. JEREMY HOLLINGSHEAD

My main interest in the church is:
helping us do a better job of doing the things Christ tells us to do

MARTIN LUTHER, YOUNGSTOWN - SOUTHEAST CONFERENCE

SYNOD SERVICE

CURRENT:
Synod Secretary

PREVIOUS:
Synod Council Member
Synod Council Executive Committee

CONGREGATION SERVICE

CURRENT:
Pastor

COMMUNITY SERVICE

CURRENT:
MVAC Board

PREVIOUS:
CropWalk Organizer
Community Garden Overseer



Occupation: **Engineer**
Demographics: **Male**
31+

DAVID JOHNSON

My main interest in the church is:
doing God's work in the world

BETHESDA ON THE BAY, BAY VILLAGE - NORTHWEST CONFERENCE

SYNOD SERVICE

CONGREGATION SERVICE

CURRENT:
Dandelion Project
Usher/Greeter
BSA Chartered Organization Representative

COMMUNITY SERVICE

CURRENT:
LMM Financial/Audit Committees Board Member

PREVIOUS:
Cleveland Metroparks Zoo Volunteer
Cleveland Chapter of ASM International - Chairman



Occupation: **Bank VP - Retired**
Demographics: **Male**
31+

KEVIN KAMPFER

My main interest in the church is:
sharing the message of God's love, hope, and grace for all people

TRINITY, MAGNOLIA - SOUTH CENTRAL CONFERENCE

SYNOD SERVICE

CURRENT:
Synod Vice President
Synod Council Executive Committee

CONGREGATION SERVICE

CURRENT:
Congregation President
Lector
Lay Worship Leader
Prepare Monthly/Yearly Financial Reports

COMMUNITY SERVICE

PREVIOUS:
Massillon Urban League Board of Directors-Treasurer
Mount Union College Alumni Council
Junior Achievement Educator

Nominee Biography Information



Occupation: Pastor
Demographics: 31+
LGBTQIA+

REV. LAURA KUNTZ

CHRIST, AVON LAKE - NORTHWEST CONFERENCE

My main interest in the church is:

to receive and share the Good News of Jesus

SYNOD SERVICE

CURRENT:
Intentional Interim
Ministry

CONGREGATION SERVICE

CURRENT:
Interim - Christ, Avon
Lake

PREVIOUS:
Interim - Bethel,
Middleburg Heights
Interim - St. Timothy,
Mansfield

COMMUNITY SERVICE

CURRENT:
Proclaim community
planning and support
Local Lakewood
cleanup crew



Occupation: University
Instructor - Retired
Demographics: 31+

KIRK LOMBARDY

TRINITY, MADISON - NORTHEAST CONFERENCE

My main interest in the church is:

carry out the work of God through
worship and service with our church
community and the NE Ohio Synod

SYNOD SERVICE

CURRENT:
Synod Council

CONGREGATION SERVICE

CURRENT:
Council President
Worship & Digital
Media

COMMUNITY SERVICE



Occupation: Retired
Demographics: Female
31+

BEVERLY LUND

PEACE, CLEVELAND HEIGHTS - NORTHEAST CONFERENCE

My main interest in the church is:

fostering & deepening each member's
relationship with Christ, enabling them to
more fully engage in the world as Jesus did

SYNOD SERVICE

CURRENT:
Synod Council
Hunger Team Affinity
Group

CONGREGATION SERVICE

CURRENT:
Peace & Justice Ministry
Creation Care Task
Force
Children's Closet
clothing community
outreach

COMMUNITY SERVICE

CURRENT:
Hunger Network:
Pantry & Food Rescue
volunteer
Malachi House
volunteer
Community Emergency
Response Team (CERT)

Nominee Biography Information



Occupation: **Pastor**
Demographics: **Male**
31+

REV. STEVEN MAHAFFEY

My main interest in the church is:
to help guide others in using their spiritual gifts for mission and outreach, and to assist others in deepening their walk with God and others through educational and service opportunities

ST. MATTHEW, MEDINA - NORTHWEST CONFERENCE

SYNOD SERVICE	CURRENT: First Call Theological Education - Presenter	CONGREGATION SERVICE	CURRENT: St. Matthew, Medina	COMMUNITY SERVICE	CURRENT: Thrivent Action Team Organizer
	PREVIOUS: S.Ohio Thrive Campaign S.Ohio Call Committee for Assistant to the Bishop		PREVIOUS: St. Luke, Marietta Developer/Leader of Youth Service Ministry at Lord of Life, Dublin		PREVIOUS: Harmar Rowing Club, Marietta - President Local Organizing Committee for Midwest Rowing Championship



Occupation: **Pastor**
Demographics: **Female**
31+

REV. JANE MOKREN

My main interest in the church is:
sharing the word of God with others encouraging telling our stories as well as serving

ZION, DOYLESTOWN - SOUTHWEST CONFERENCE

SYNOD SERVICE	CURRENT: Voting Member to Synod Assembly	CONGREGATION SERVICE	CURRENT: Pastor	COMMUNITY SERVICE	CURRENT: Community VBS Planner/Leader w/ UMC Partner
			PREVIOUS: Council President WELCA Study Leader		CURRENT: Interfaith Caregivers, Akron Hudson Garden Club Treasurer & Volunteer



Occupation: **Pastor**
Demographics: **Male**
31+

REV. PAUL MOODY

My main interest in the church is:
growing in love, sacramentally sustained

MESSIAH, LYNDHURST - NORTHEAST CONFERENCE

SYNOD SERVICE	CURRENT: Synod Worship Committee First Call Cohort Mentor	CONGREGATION SERVICE	CURRENT: Messiah, Lyndhurst Pub Theology	COMMUNITY SERVICE	CURRENT: Hillcrest Interfaith Association Convener Sundays and Seasons Gospel Reflections Commentaries Contributor

Nominee Biography Information



Occupation: Office Manager/Events Coord.
Demographics: Female
31+

SONY RICHARDSON-GILROY

ST. LUKE'S, CUYAHOGA FALLS - SOUTH CENTRAL CONFERENCE

My main interest in the church is:
finding ways for us, as people of God, to engage with our communities and be welcoming to all

SYNOD SERVICE

CURRENT:
Synod Staff

CURRENT:
Synod Assembly Voting Member
ELCA Communications Conference Attendee

CONGREGATION SERVICE

CURRENT:
Council Secretary
Altar Guild
Gifts & Memorial committee chair

COMMUNITY SERVICE

CURRENT:
BSA Troop 166, Charter Org. Representative
Making Strides Against Breast Cancer participant

PREVIOUS:
Relay For Life of Cuyahoga Falls, committee member and team captain



Occupation: Physical Therapist/Rehab Manager
Demographics: Female
31+

ERIN SLATES

ST. JOHN, MCZENA (LAKEVILLE) - SOUTHWEST CONFERENCE

My main interest in the church is:
church health and growth in a changing world

SYNOD SERVICE

PREVIOUS:
ELCA Churchwide Assembly Voting Member

CONGREGATION SERVICE

CURRENT:
Steward for Council Operation AED Committee Member

COMMUNITY SERVICE

CURRENT:
American Heart Association CPR Instructor



Occupation: Pastor
Demographics: Female
31+

REV. CHELSEA SPENCER

NEW LIFE, YOUNGSTOWN & GRACE, HUBBARD - SOUTHEAST CONF

My main interest in the church is:
to proclaim Christ crucified to the world in today's context while remaining faithful to the Lutheran theological and scriptural lens through which we understand the Gospel

SYNOD SERVICE

CURRENT:
Synod Congregational Systems Resource Team

PREVIOUS:
Synod Council Nominating Committee

CONGREGATION SERVICE

CURRENT:
New Life, Youngstown Grace, Hubbard

PREVIOUS:
Martin Luther, Bucyrus & Nevada, Nevada

COMMUNITY SERVICE

PREVIOUS:
Licensed Foster Parent for county Children Services

Nominee Biography Information



AUGUST WEIGHT

My main interest in the church is: being an active member of my congregation and my youth group. I will be attending the ELCA Youth Gathering in July and I am looking forward to grow in my faith.

ST. MATTHEW, MEDINA - NORTHWEST CONFERENCE

Occupation: Student
Demographics: Male
Youth (13-17)

SYNOD SERVICE

CURRENT:
Synod Council

CONGREGATION SERVICE

CURRENT:
Luther League
President
Choir Member

PREVIOUS:
Luther League
Secretary

COMMUNITY SERVICE

CURRENT:
Key Club
Latin Club

Synod Vice President Resume



KEVIN KAMPFER

Canton, Ohio * kkampfer@sbcglobal.net

NORTHEASTERN OHIO SYNOD SERVICE

2021 - Present : Vice President

2017 - Present : Synod Council - (Representative for the Southern Conference -2017-2021)

2018 - Present : Audit and Finance Committee

2019 - Present : Executive Committee

CONGREGATIONAL SERVICE

Trinity Evangelical Lutheran Church, Magnolia, OH.

2010 - Present : President of the Congregation and Church Council

2005 - 2010 : Vice President of the Congregation and Church Council

2005 - Present : Lay Worship Leader, Lector

2015 - Present : Prepare monthly and year-end financial reports to assist our Treasurer

WORK HISTORY

2012 - Present : Retired

CHARTER ONE fka CHARTER ONE BANK, FSB (Citizens Financial acquired Charter One Bank, FSB in 2004)

2005 - 2012 : Vice President, Branch Sales Manager

NMLS ID # 753606

CHARTER ONE BANK, FSB (Charter One Bank, FSB acquired First American Savings Bank, FSB in 1992)

2000 - 2005 : Vice President, Branch Manager Administrative Services

*Returned to solely managing day-to-day operations of a branch and originating loans as all administrative services functions were moved to Cleveland and then out of state.

1992 - 2000 : Vice President, Eastern Ohio Division - Savings

Manager, Administrative Services

FIRST AMERICAN SAVINGS BANK, FSB fka FIRST FEDERAL SAVINGS AND LOAN ASSOCIATION OF CANTON

1992 - 1992 : Vice President - Savings

Corporate Security Officer

Purchasing Agent

1989 - 1992 : Senior Branch Manager - Canton Main Office (Corporate Headquarters)

Corporate Security Officer

Purchasing Agent

1980 - 1989 : Branch Manager Trainee/Branch Manager/Senior Branch Manager

NATIONAL CITY BANK

1979 - 1980 : Branch Manager Trainee



KEVIN KAMPFER

Canton, Ohio * kkampfer@sbcglobal.net

COMMUNITY SERVICE

Massillon Urban League Board of Directors, 1996 - 2006; Board Treasurer, 1997-2006
(The Massillon Urban League was merged into the Stark County Urban League in 2006.)

Mount Union College Annual Fund Committee, 1979 - 1998

Mount Union College Alumni Council, 1990 - 1996

Junior Achievement Educator, 1985 - 1986

Mount Union College Board of Trustees, 1979 - 1980

EDUCATION

B.A., Mount Union College, Alliance, OH., 1979

Degree of Distinction, The Institute of Financial Education, 1987

Graduate, Ohio Savings and Loan Academy, 1988

Growing in Faith - The Diakonia Program - 2023 to Present

Synod Secretary Resume



REV. JEREMY HOLLINGSHEAD

Salem, Ohio

EDUCATION

8/2012-5/2016

Trinity Lutheran Seminary M.Div.

Bexley, Ohio

9/1998-5/2001

Ohio Christian University BA

Circleville, Ohio

EMPLOYMENT HISTORY

9/2020-present

Pastor Martin Luther Evangelical Lutheran Church

- Preaching & Teaching Faith Formation classes and creating curricula
- Community organizing and strategic planning for ministry initiatives
- Worship planning and leading
- Providing for various pastoral care needs
- Serving on North-eastern Ohio Synod Council
- Serving on North-eastern Ohio Synod Council Executive Committee

11/2019-9/2020

Interim Pastor Saint James Lutheran Church

- Preaching & Teaching Faith Formation classes and creating curricula
- Community organizing and strategic planning for ministry initiatives
- Worship planning and leading
- Providing for various pastoral care needs

8/2015-11/2019

Pastor Faith Evangelical Lutheran Church

- Preaching & Teaching Faith Formation classes and creating curricula
- Community organizing and strategic planning for ministry initiatives
- Worship planning and leading
- Providing for various pastoral care needs

9/2018-11/2019

Adjunct Professor University of Rio Grande

- Teaching speech and communication classes
- Teaching Introduction to Humanities
- Constructing syllabi
- Helping first generation college students in Appalachia gain skills and confidence necessary to succeed in a collegiate environment



REV. JEREMY HOLLINGSHEAD

Salem, Ohio

EMPLOYMENT HISTORY Continued

3/2005-8/2012

Chemical Reactor Operator

- Made phenol/formaldehyde polymers in a thermochemical reactor
- Ran formaldehyde and urea formaldehyde concentrate plants

1/2000-3/2005

Chemical Dependency Counsellor

- Ran Group and individual counselling sessions and provided assessments
- Planned curricula for several types of group therapy

KEY ACHIEVEMENTS

Ordained an ELCA Lutheran Pastor in March of 2017

Expanded Hope Garden at Martin Luther Lutheran Church in size, food production, and distribution

Elected to Northeastern Ohio Synod Council 2021

Elected to Northeastern Ohio Synod Council Executive Committee 2022

Served as President of Jackson Ministerial Alliance 2017-2019

Received the Pearch Gift from Trinity Lutheran Seminary for dedication to ministry in Appalachia in May of 2016

Received the Schaaf award for outstanding achievement in the field of church history from Trinity Lutheran Seminary in May of 2013



"SPIRIT LEAD ME WHERE MY TRUST IS WITHOUT BORDERS."

This is a sign that one of my daughters used to have in her bedroom, and I found it just the other day. It seems like an apt way to sum up the last year in the Office of the Bishop and how we are thinking about the future of our ministry together.

I need to start with the financial health of our synod: to be honest, it has been an ongoing challenge the past 3 years. Over these past years, we have been unraveling a long tradition of an overly complicated accounting system – some of which was not sufficiently explained or understood before our accountant of 30 years left the synod offices in October of 2020. We were forced this year to hire a forensic accountant to sort out the system and to pay our auditors more as we unraveled the threads. Please note, we have received a clean audit for fiscal years ending 2020, 2021, and 2022; there has been no malfeasance. Also, it is important to know that your Finance Committee and Treasurer have been working very hard to get everything to a steady state. Last year we had a deficit of nearly \$229,000 (unaudited) which was fueled in no small part by increased audit and accounting expenses. Of course, this sort of deficit cannot be sustained. We continue to work on contingency plans as well as look for revenue streams besides unrestricted mission support to fund the work we do together and on your behalf.

While our congregations continue to be generous, your generosity is not enough to make up for our costs. There is no doubt that the largest expense we have at the synod offices is no different than in your congregation: salaries and benefits. So, we look for great things from those people. And this year we have not been disappointed as your synod staff has worked hard to resource, accompany, and partner with you in the proclamation of the gospel in northeast Ohio.

We did see staff changes within our offices: we said goodbye to four staff members and hello to three new ones. We give thanks for the gifts that Pastor Smith, Pastor Jackson, and Deacon Schwabe lent to our offices. We look forward to the ministry that Pastor Stuftt will do among us. We are blessed with the added capacity for resourcing ministry in lay education and youth and young adult ministries that Deacon Frantz brings to our offices. Sue Tully at the front desk brings joy and laughter to that space and on the phone. Thank you for supporting the work of all these people.

This past year we continued with two previous initiatives: stewardship opportunities and the Dandelion Project. We were pleased to have 8 congregations in which your synod offices invested funds so that they might deepen the stewardship practices of their congregation. We also had 5 congregations participate in Dandelion, Too!, our second iteration of the Dandelion Project. We invested in these congregations as well, helping them to become persistent and prolific proclaimers of the gospel.

Pastor Phillips, Pastor Smith (before she retired), and I listened a lot this past year to congregations and their challenges. To that end, we were able to bring onboard Growing in Faith, our lay school program, for the purpose of empowering and equipping lay people in discipleship. We look forward to the coming year and the ways that this program may be deepened and broadened to equip lay leaders for the priesthood of all believers.

Report of the Bishop Cont'd



A second thing that came out of that listening was a new hypothesis for what God may be doing in the life of the church. We truly believe that God is up to something in Christ's church - that there is a reforming in the making. Our working hypothesis is that congregations are being called together in groups of 4-6 to be the Body of Christ together. These consortiums or collaboratives of congregations would have a shared mission and vision within their communities. They would be served by a staff of at least 2 pastors and potentially a deacon who would help shepherd the life of the consortium. Each congregation would maintain their own building, their own worship - and be led at least in part by a trained lay minister who could effectively and soundly lead worship when one of the pastors or the deacon could not be present.

We tested this hypothesis this spring with groups of people in each conference in events we are calling Project Isaiah 43. These events were very well attended with 45% of our congregations participating. As we collate all the conversation that was engendered at these events, we look towards Synod Assembly when we will go deeper into our findings by furthering conversation among the members of our synod.

The hope of your synod staff is that by the end of the summer we have a proposal for what we think the Holy Spirit is up to in our little corner of God's realm. We do absolutely believe that God is up to something not only in our synod, but in the world. Because that is the nature of our God: a God who is always creating, always renewing. And the nature of Lutheranism has always been a church that is re-forming for the sake of the Gospel.

I would be remiss if I did not thank, with all my heart, the Officers of the Synod and your synod staff. To Bob Emmerich, Treasurer and Kevin Kampfer, Vice President: Thank you for your tireless and thoughtful efforts on behalf of this church. I am so grateful for your gifts, your leadership, and your hours of hard work. To our staff: Thank you for the ways you care for the people of Christ's church and the gifts that you bring to your positions. We would not be where we are today without your gifts and strengths.

And so, Gracious God, may your Spirit lead us where our trust is without borders!

The Rev. Dr. Laura L. H. Barbins
Bishop
Northeastern Ohio Synod

Report of the Treasurer



TREASURER'S REPORT TO THE 2024 SYNOD ASSEMBLY

The financial information being provided to the Assembly is shown in the budget presentation, which includes the revised budget for 2024-2025, the requested budget for 2025-2026, and draft unaudited financial results for the General Operating Fund for the year ending January 31, 2024.

FINANCIAL RESULTS FOR 2024

The Synod outsourced its accounting services to Lutheran Metropolitan Ministries (LMM) in August of 2023. LMM has provided the Synod draft financial statements for year-end 2024.

Highlights are as follows:

- Mission Support Income was \$1,130,673, which was \$94,327 below the revised budget for 2023-2024 of \$1,225,000.
- Total Income for the year was \$1,205,220, which includes Synod Assembly Registration fees.
- Total Expenses for the year before depreciation were \$1,433,768, compared to a revised budget of \$1,385,410. ELCA Mission Support expense of \$550,000 and Total Staff expense were in line with the budget. Contract services of \$83,491 were \$48,491 over budget due to higher audit expenses and the engagement of an accounting consultant to assist with the audit preparation.
- The operating loss before depreciation -\$228,906 exceeded the budgeted loss before depreciation of -\$100,211, and the variance can be explained by the shortfall in Mission Support revenue and the higher contract fees for auditing and accounting.

In the past, the Synod charged many expenses directly to the Synod's Restricted Fund Accounts. While this is an acceptable practice, going forward, for better transparency we will include many of these expenses in the operating budget. These expenses will be offset in the income statement under the caption "Funds Released From Restrictions." In 2023-2024 these releases totaled \$27,515.

We have not included investment income or unrealized gains and losses on investments in our operating statement. Income and gains and losses on investments from our PNC Investment portfolio have been credited or debited to the Council Designated PNC Investment Surplus Fund. Investment income and unrealized gains and losses on investments in our ELCA Endowment Fund account have been credited or debited to the Synod's Net Asset Account. In fiscal 2023-2024 the Synod's investment portfolio benefited from a strong stock market and the combined income and unrealized gains net of fees was a positive \$107,019. The prior year was a loss of -\$109,725.

A Budget Deficit Fund is maintained at 16% of budgeted Operating Fund expenditures. At year-end the fund had a starting balance of \$246,285, and the operating loss of -\$228,906 was charged against that balance. A transfer of a like amount was then made from the PNC Investment Surplus Fund to restore the Budget Deficit Fund to the required balance.

AUDITED FINANCIAL STATEMENTS

Due to internal accounting issues, the Synod was not able to complete audits of fiscal 2021-2022 and fiscal 2022-2023 until October of 2023. The report for those years is on the Synod's website. In fiscal 2023 the Synod's net assets declined by -\$299,996 before its investment return and -\$409,721 after a negative investment return of -\$109,725. The decline in net assets was due to outflows from Donor Restricted Funds, outflows from the Council Designated funds to cover the

Report of the Treasurer Cont'd



building renovations, and transfers from Council Designated funds to cover the operating loss in the General Fund. Work on the 2023-2024 audit will take place in May, with an expectation the audit will be received in June.

LIQUIDITY POSITION

Historically, the Synod has been blessed with a strong cash position and investment portfolio. However, the recurring deficits and normal outflows from the restricted funds have reduced the Synod's cash position, as can be seen from the chart below. During 2023-2024 the Synod sold \$310,000 in securities from the PNC Investment Portfolio to cover outflows, which was partially offset by a \$107,019 improvement in the net market value of the securities.

NEOS ELCA TREND IN CASH & INVESTMENTS

	1/31/2020	1/31/2021	1/31/2022	1/31/2023	1/31/2024
Huntington Checking	\$268,281	\$462,482	\$129,046	\$88,144	\$113,563
ELCA Mission Demand Fund	\$356,363	\$361,091	\$363,084	\$1,310	\$1,315
Cash Total	\$624,643	\$823,572	\$492,130	\$89,454	\$114,878
ELCA Mission Term CD	\$57,017	\$58,444	\$59,701	\$60,984	\$61,635
PNC Investment Portfolio'	\$937,148	\$1,043,689	\$1,118,552	\$1,012,358	\$769,748
ELCA Mission Endowment Fund	\$369,613	\$414,196	\$449,905	\$424,442	\$459,178
Investment Total	\$1,363,777	\$1,516,329	\$1,628,158	\$1,497,784	\$1,290,561
Cash & Investments	\$1,988,421	\$2,339,901	\$2,120,288	\$1,587,238	\$1,405,439

RESTRUCTURING OF COUNCIL DESIGNATED AND DONOR RESTRICTED FUNDS

At its meeting on April 13, the Synod Council approved the restructuring of a number of restricted funds. The restructuring 1) eliminated funds whose balances had been exhausted and whose purpose was no longer relevant to the Synod, 2) merged funds that had a similar purpose, 3) converted some donor restricted funds to council designated where the source of funds was not really from a donor and where restrictions were vague or non-existent, and 4) eliminated "project funds" and moved them to the general fund. These changes will be effective as of April 30, 2024.

Respectfully submitted,

I. Robert Emmerich, Treasurer
May 10, 2024

Report of the Synod Council



Your Northeastern Ohio Synod Council met on August 26, 2023 at The Lutheran Center. We began by welcoming and installing our new Synod Secretary and Synod Council Members. We also received a “sneak peek” tour of the renovations made to the building.

A few highlights of our August 26th meeting included:

- **New Staff Member:** We authorized the Executive Committee to issue a call to a new Director of Communication and Formation
- **Synod Assembly:** We approved the venue for our June 1st Synod Assembly. We also appointed members of the 2024 Synod Assembly Planning Committee.
- **Care of Creation:** We considered and created action items from the Care of Creation Resolution referred to your Synod Council by the 2023 NEO Synod Assembly.
- **Financial Policies & Procedures:** We approved the revised Northeastern Ohio Synod Financial Policies and Procedures with endorsement from the Finance Committee.

Your NEO Synod Council next met on October 21, 2023 at Bethel Lutheran in Middleburg Heights. Joined by our Conference Deans, we discussed When Church Stops Working by Andrew Root and Blair D. Bertrand. All other business is reported in the Synod Council Meeting Minutes.

A few highlights of our October 21st meeting included:

- **Vitality Grants:** We approved Congregational Vitality grants for ministries serving in one of the poorest communities in the nation: Calvary, East Cleveland and New Covenant, East Cleveland. We also approved a grant to pay for expenses for the TEEM Leader at New Covenant.
- **Renewal:** We renewed Synod Authorized Worshipping Communities: Oasis, Sagrada Corazon, Iglesia Luterana la Trinidad. We also renewed Mission Developers: Pr. Lisa Arledge and SAM Jorge Uzho.
- **Synod Assembly:** We voted to allow each congregation to bring up to three voting members, provided one of the members is BIPOC, LGBTQIA+, and/or under the age of 30.
- **Leadership Changes:** We welcomed Deacon Jenny Frantz as Director of Communication & Formation. We also said a special thank you to Pastor Angel Jackson for her four years of service as NEOS Candidacy Coordinator.

On January 20, 2024, your NEO Synod Council met on Zoom. Among other business items, synod council learned about Strategic Ministries: congregations in ethnic communities and/or communities experiencing poverty that strengthen strategic, innovative, resourceful ministries enriching the whole Church.



A few highlights of our January 20th meeting included:

- **Synod Assembly:** We approved deadlines and committees related to the 2024 NEO Synod Assembly. We also looked ahead to potential dates & venues for 2025 and 2026.
- **Budget Matters:** We approved an amended budget for 2024-2025 as recommended by the NEOS Finance Committee.
- **Strategic Ministries:** We identified New Covenant, East Cleveland and Calvary, East Cleveland as strategic ministries for 2024.
- **Care of Creation:** We received a report from the Care of Creation Task Force as they explore the potential for installation of solar panels and publish "Care of Creation" newsletters.

Finally, Synod Council met on April 13, 2024 at Celebration Lutheran in Chardon, Ohio. Among other business items, the council focused on the financial wellbeing of your Northeastern Ohio Synod. After the conclusion of the meeting, we celebrated the installation of Pastor Jonathan Stufft as the new Assistant to the Bishop for Congregational Vitality and Director for Evangelical Mission.

A few highlights of our April 13th meeting included:

- **Youth & Young Adult Ministry Fund:** We established a new Donor Designated Fund aimed to fund future Youth & Young Adult Ministry initiatives within our synod.
- **Care of Creation:** We moved to enroll the Lutheran Center in the Cuyahoga Falls Renewable Energy Credits program.
- **Synod Assembly:** We approved a proposed agenda for the 2024 Synod Assembly and recommended Compensation Standards to the business of the Assembly.
- **Budget Matters:** We approved a proposed budget for 2025-2026 as recommended by the NEOS Finance Committee. We reviewed and stewarded changes to some Donor Restricted and Council Designated Funds.

An archive of approved minutes from previous Synod Council Meetings can be found at: neos-elca.org/synod-council-documents

SYNOD COUNCIL MEMBERS BY TERM ENDING DATE & CONFERENCE

2024

- Bobby Barns** - Northeast Conference
- Dr. Lito Belardo** - South Central Conference
- Sheryl Budd** - Southwest Conference
- Alexander Clevenger** - South Central Conference
- Janet Hartman** - Southeast Conference
- Kirk Lombardy** - Northeast Conference
- Beverly Lund** - Northeast Conference
- August Weight** - Northwest Conference

Report of the Synod Council Cont'd



2025

Jennifer Ackerman - Northwest Conference

Rev. Steve Bond - Northeast Conference

Yvonne Hoetler - Northwest Conference

Rev. Dan Skillman - Northwest Conference

Linda Weidenbach - South Central Conference (*resigned Feb. 2024*)

Dr. Don Wiff - Southeast Conference

2026

Susan Frantz - Northwest Conference

Johanna Henderson - South Central Conference

Rev. Dr. Marilyn Matevia - Northeast Conference

Rev. Dr. Stephanie Woods - Southwest Conference

ADVISORY MEMBERS

Jennifer Ackerman, Northeastern Ohio Synodical Women's Organization

Jamie Savarin, Lutheran Men in Mission

Synod Officers

Rev. Dr. Laura Barbins, Bishop

Kevin Kampfer, Vice President

Rev. Jeremy Hollingshead, Secretary

Bob Emmerich, Treasurer

This concludes our 2024 NEOS Synod Council Report.

A handwritten signature in black ink, appearing to read 'Jeremy Hollingshead', written over a white background.

Respectfully submitted by Secretary Jeremy Hollingshead

Report of the Presiding Bishop



Evangelical
Lutheran Church
in America

April 8, 2024

“We have known and believe the love that God has for us. God is love, and those who abide in love abide in God, and God abides in them” (1 John 4:16).

Dear friends in Christ,

Thank you for your faithful and continuing partnership as we work together to help people discover the difference God’s grace and love in Christ make for all people and creation.

Because God’s grace and love have made a difference in our daily lives, we want others to experience that same love and acceptance. There are many in our communities who feel alone and are searching for love and connection. Sometimes we feel at a loss to know how to make a difference — what do we say, what can we do, how do we share God’s love?

You share this love every day. When you invite others to join in your faith community, to worship, to participate in service activities, to pray together, to share their story — these are all ways our neighbors experience the love of God in community.

There are examples of God’s love throughout our church as we work for healing, peace and justice to make a difference in the lives of those around us.

The Spirit is calling us to move together as one church to share the grace and love we experience every day. May God bless your time together.

In Christ,

A handwritten signature in black ink that reads "Elizabeth A. Eaton".

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

Mission Support Report



Thank you for your generosity this past year with gifts totaling more than \$1,130,000. We sent nearly half of that on to support the work of the larger ELCA including supporting the administrative work of World Hunger, Lutheran Disaster Relief, our seminaries and colleges, and our global partnerships. With the rest of the gifts, we were able to:

- Support our congregations in transition between rostered ministers.
- Walk with seminarians through the candidacy process.
- Provide resources to congregations through the Kaufman Resource Center.
- Offer stewardship and vitality programs and resources to our congregations.
- Begin and support a new lay education program called Growing in Faith.

The following congregations contributed* to our calling to make Christ known in Northeastern Ohio:

Between 10-19% of their regular congregational Giving

Abiding Savior, Alliance[†]
Christ The Redeemer, Brecksville
Divinity, Parma Heights[†]
Emmanuel, North Georgetown
First, Lorain
Good Shepherd, Conneaut[†]
Messiah, Ashtabula
St John, Baltic
St Paul, Alliance
St Paul, Ravenna
St Paul, Sharon Center

8-9%

Advent, Mentor
Bethany, Ashtabula
Bethesda On The Bay, Bay Village[†]
Evangelical Lutheran Church of the Master, Bedford[†]
Faith, Fairlawn
Holy Trinity, Akron
Holy Trinity, Canton
Good Soil Lutheran Ministries, Rocky River[†]
Martin Luther, Youngstown
Peace, Cleveland Heights[†]
St James, Jewett
St John, Canal Fulton

6-7%

Advent, Uniontown[†]
Emmanuel, Salem[†]
First, Beach City
First, Plymouth
First, Strongsville[†]
Grace, Hubbard[†]
Jerusalem, Seville
Messiah, Akron
New Horizons, Homerville
Salem, Wooster
St Mark, Tallmadge
St Paul, Leetonia
St Peter, Wooster
St Stephen Martyr, Belden/Louisville
St Timothy, Mansfield (now part of Hope Lutheran)
Trinity, Magnolia
Trinity, Sebring
Trinity, Vermillion[†]
Zion, North Canton[†]
Zion, Wooster[†]

3-5%

Bethel, Boardman
Advent, Cleveland
Bethany English, Cleveland
Bethel, Middleburg Heights
Canaan, Creston
Christ, Lorain
Emmanuel, Elyria
Emmanuel, New Philadelphia
First, Canton
Grace, Wadsworth[†]
Holy Trinity, Massillon
Iglesia Luterana la Trinidad, Akron

Mission Support Report Cont'd



3-5% (cont'd)

Living Lord, Howland
Living Word, Medina
Lutheran Church of the Covenant, Maple Heights
Messiah, Fairview Park[†]
New Covenant, East Cleveland
New Life, Youngstown
Our Saviour, Hinckley[†]
Parma, Parma
Peace, Ashland
Pleasant Valley, Lucas
Redeemer, Elyria
Rejoice!, Hudson
Shanesville, Sugarcreek
St Jacob, Massillon
St Jacob's, North Canton
St John, Lakeville
St John, Warren
St Luke's, Cuyahoga Falls
St Matthew, Medina
St Paul, Lucas
St Paul's, Massillon[†]
Trinity, Carrollton
Trinity, Clinton
Trinity, Madison[†]
Zion, New Middletown
Zion, Valley City

1-2%

Advent, Solon
Augsburg, Orrville
Celebration, Chardon
Christ, Avon Lake[†]
Christ, Struthers
Christ, Willoughby[†]
Emmanuel, Warren
Good Shepherd, Canton
Grace, Austintown
Grace, Stuebenville
Holy Trinity, Brunswick[†]
Holy Trinity, Salem
Israel's, Paris
Lord of Life, Canfield
Lord of Life, Chagrin Falls
Lordstown, Lordstown
Messiah, Newton Falls
Mt Moriah, Berlin Center
Peace, Canton
Prince of Peace, Poland
Prince of Peace, Westlake

Redeemer, Brook Park
St James, Tuscarawas
St John, East Liverpool
St John's, Minerva
St John, Perrysville
St John, Petersburg
St Mark, Warren
St Michael, Marshallville
St Paul, Berea
St Paul, Jefferson[†]
St Paul, Ontario (now part of Hope Lutheran)
St Paul, Smithville
St Stephen, Stow
Trinity, Kent
Trinity, Niles
Triune, Broadview Heights
Zion, Doylestown
Zion, New Waterford
Zion, Youngstown[†]

Less than 1%

All Saints, Olmsted Township
Bethel, Bath
Calvary, East Cleveland
Christ, Massillon
Christ the King, Twinsburg
Faith, Ashtabula
First, Strasburg
Grace Evangelical, Dover
Good Hope, North Lima
Jerusalem, Columbiana
Lutheran Church of the Good Shepherd,
Cleveland
Messiah, Lyndhurst
Mt Hope, Shiloh
Oasis Outreach Opportunity, Akron
Pleasant Valley, Ashland
Prince of Peace, Cortland
Sagrado Corazon, Akron
Shepherd of the Valley, Sandyville
St Mark, Mansfield
St Paul, Bellville
St Paul's, Warren
Trinity, Girard
Trinity, Norton
Zion, Canton[†]
Zion, Loudonville

Mission Support Report



These congregations are pledging this year for the first time:

Abiding Savior, Alliance
Advent, Cleveland
Christ the Redeemer, Brecksville
First, Strongsville
Good Shepherd, Conneaut
Grace, Hubbard
Holy Trinity, Brunswick
Hope, Mansfield
Messiah, Ashtabula
Peace, Cleveland Heights
St. John, Warren
St. Paul, Jefferson
St. Paul's, Massillon
Trinity, Vermillion
Zion, Canton

THANK YOU!

**2023 Mission support to the NEOSynod as a percentage of total unrestricted, regular giving to the congregation. The latest report to the ELCA is used for congregation giving; synod office records are used for mission support giving.*

† Congregations that have indicated an intent to increase their giving in 2024 based on their submitted pledges.

Anniversaries—Rostered Ministers



25 Years:

Rev. Byron Arledge
Rev. Jaclyn Gasior
Rev. Alan Smearsoll

55 Years:

Rev. Joseph Allen Jr.
Rev. George Keeler
Rev. H. Dixon Slingerland

50 Years:

Rev. Robert Linsz
Deacon Jeanette Rebeck
Rev. Lynn Schlessman
Rev. Daniel Wenger
Rev. James Zingale

60 Years:

Rev. Rodney Funk
Rev. Robert Handson
Rev. William Medford

70 Years:

Rev. James Metzger

Anniversaries—Congregations



75 Years:

Bethel, Middleburg Heights
Divinity, Parma Heights

150 Years:

Trinity, Clinton

175 Years:

Zion, New Middletown

Report of Changes to the Roster



April 10, 2023 - April 16, 2024

*Designates Deacon

ORDAINED

Jane Mokren	Zion, Doylestown	June 17, 2023
Mark Knauss	Redeemer, Brook Park	June 25, 2023
Morgan Walker Annable	Grace, Wadsworth	September 17, 2023
Andrea McDonough	Luth. Church of the Master, Bedford	February 3, 2024

RECEIVED FROM OTHER SYNODS

*Sally Kerr	Southeastern Pennsylvania	June 23, 2023
*Jane Roper	Southeastern Pennsylvania	June 23, 2023
*Nancy Wagner	Upstate New York	July 27, 2023
*Jenny Frantz	Southern Ohio	September 18, 2023

TRANSFERRED TO OTHER SYNODS

Angela Storer	Southern Ohio	August 7, 2023
Ruth Anderson	Northwest Intermountain	September 1, 2023
Eli Seitz	Southern Ohio	November 13, 2023

RETIRED

Mark Williams	July 1, 2023
Dawn Richie	July 1, 2023
Laurie Miller	July 1, 2023
Julie Thoms	November 1, 2023
Paul Thoms	November 1, 2023
Deborah Wissner	November 1, 2023
*Nancy Wagner	January 1, 2024
Julianne Smith	February 1, 2024

ON LEAVE FROM CALL

*Erin Bodenstab
 *Marla Wood Kay (study leave)
 Sarah Taylor
 Deborah Pinnegar

INSTALLED

Mark Knauss	Redeemer, Brook Park
Brad Ross	Divinity, Parma Heights
*Jenny Frantz	Northeastern Ohio Synod
Morgan Walker Annable	Grace, Wadsworth
Alan Smearsoll	Zion, New Middletown
Jane Mokren	Zion, Doylestown
Tina Crog	St. Jacob, Massillon

Report of Changes to the Roster



INSTALLED (<i>continued</i>)	
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Andrea McDonough

Church of the Master, Bedford

Church of the Covenant, Maple Heights

Jonathan Stufft

Northeastern Ohio Synod

CALLED BY SYNOD COUNCIL		
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Andrew Genszler

Fairmount Presbyterian Church, Cleveland Heights

April 13, 2024



NORTHEASTERN OHIO SYNOD ROSTER REPORT

As of April 16, 2024

MINISTERS OF WORD AND SACRAMENT

<u>CODE</u>	<u>SETTING</u>	<u>CALLING BODY</u>	<u>NUMBER</u>
1.0	Congregational Ministry	Congregation	69
1.13	Associate/Assistant Pastor	Congregation	3
1.5	Interim Ministry	Synod Council	3
2.1	Bishop	Synod Assembly	1
2.2	Assistant to the Bishop	Synod Council	1
4.1	Presiding Bishop or Secretary	Churchwide Assembly	1
4.3	Staff of the Churchwide Organization	Church Council	1
5.1	Institution/Agency	Synod Council	2
6.1	Campus Ministry Staff	Synod Council	2
8.1	Ecumenical Ministry	Synod Council	1
9.1	Inter-Lutheran Ministry	Synod Council	1
10.1	ELCA Related Seminary	Church Council	3
13.0	On Leave from Call	Synod Council	2
14.0	Retired		117

TOTAL

207

MINISTERS OF WORD AND SERVICE

1.0	Congregational Ministry	Congregation	1
4.3	Churchwide Ministry	Church Council	1
5.1	Institution/Agency	Synod Council	1
13.0	On Leave from Call	Synod Council	2
14.0	Retired		12

TOTAL

17



DEACON EDWARD KIRST | September 8, 1930 - June 6, 2022

Deacon Edward Kirst passed away on June 6, 2022. He was born September 8, 1930, and grew up in Wisconsin. In 1952, he graduated from Concordia Teachers College in River Forest, IL with a Bachelor's in Education. That same year, he was commissioned as a working professional with the English Synod Association of Evangelical Churches in Chicago, IL. In 1985, he obtained his Masters in School Administration from Cleveland State University. While beginning his ministry in the Lutheran Church Missouri Synod, Deacon Kirst moved intentionally out of that denomination, into the predecessor bodies of the ELCA, and then became a deacon in the ELCA in 2016.

He was employed as a teacher at First St. John Lutheran in Chicago from 1952-1954. From there, he taught at St. Matthew Lutheran in Garden City, MI, between 1954-1958, where he also became principal. Following his time with St. Matthew, he became employed as a teacher for Messiah Lutheran in Fairview Park, OH, in 1958, becoming principal in 1974. He remained employed there until his retirement in 1995. Throughout his career, he assisted in planning and implementing professional growth conferences for teachers and principals in the Greater Cleveland church schools. In 1991, he was the recipient of the Outstanding Lutheran School Leadership Award.

THE REV. DANIEL ROSSBACH | November 30, 1946 - September 3, 2022

The Rev. Daniel Rossbach passed away on September 3, 2022. He was born November 30, 1946, in Lethbridge, Alberta, Canada to Darlene (Bolte) and Walter Rossbach. In 1969, he received his B.A. in Social Science and Secondary Education from Kearney State College in Kearney, Nebraska. From there, he also received his M.S. in Counseling Psychology from Kearney State College in 1973, and in 1981, he received his M.Div. from Wartburg Theological Seminary in Dubuque, Iowa. He was ordained at St. John's Lutheran Church in Randolph, Nebraska on October 18, 1981.

He was employed as a drug and alcohol counselor and mental health therapist at Southern Central Community Mental Health Center in Kearney, Nebraska from 1969-1971. From 1981-83, he was a chaplain at the Cuyahoga County Juvenile Detention Center, and from 1983-2018, he was employed as the Director of Pastoral Care at Metro Health, where he created a Pastoral Care department that was used as a model in surrounding hospital systems. Throughout his lifetime, he also held positions as a Protestant chaplain for Cleveland Metropolitan General Hospital, a program coordinator and renaissance effort director for the Kearney Drug and Health Education Committee, and as an instructor of social sciences for Benkelman Public Schools in Benkelman, Nebraska. He retired on July 1, 2018.

Necrology Report Cont'd



THE REV. CARL WILLIAM CUNFER | July 5, 1932 - November 19, 2023

Reverend Carl William Cunfer passed away Sunday, November 19, 2023.

Born in Slatington, PA on July 5, 1932, he was the son of the late Charles and Mary (Brobst) Cunfer. He graduated from Slatington High School in 1950 then was a proud member of the US Army from 1953-1954, including service in the Korean War. Carl then continued his education, graduating from Wittenberg College in 1959, and Hamma School of Theology (now Trinity Lutheran Seminary) in 1962.

Carl was ordained May 22, 1962 at Zion Lutheran Church in Canton, OH and was called as Pastor of St. Mark's Lutheran Church in Mansfield, OH where he served for 34 and ½ years until his retirement on December 31, 1996.

As an active member of his community, Carl was a member of the Mansfield Area Lutheran Pastors Association and served Mansfield General Hospital as a member of the Pastoral Care Advisory Committee, Institutional Review Board, and Gerontology Committee. Carl served on the board of directors of Good Shepherd Home for Aging in Ashland, OH for 6 years, was treasurer of Richland Branch: Lutheran Brotherhood for 15 years, as a volunteer at Camp Mowana for 24 years, and on the Community Action Board for 6 years.

Carl took pride in his gardens and was a 35-year member of the Mansfield Men's Garden Club. In retirement, he found much enjoyment in traveling, making 25 trips overseas, and visiting 30 different countries, and spent his winters in Florida. The Christmas season was a favorite of Carl's. He loved to decorate and for many years would host an open house for people to enjoy the decorations.

Carl is survived by his friend, Michael Bing; a brother, Edwin Cunfer; as well as many nieces, nephews, and cousins. He was preceded in death by his parents; and his siblings, Arvilla, Ralph, Ernest, and Dean Cunfer.

THE REV. EDWIN RICHARD BOWEN | September 9, 1926 - November 19, 2023

Reverend E. Richard Bowen returned to his heavenly home on November 19, 2023, following a brief illness. His devotion to his family and firm belief in God supported him throughout his life and gave him peace.

Born in Bruceton Mills, West Virginia on September 9, 1926, Richard was the son of William and Iva Bowen. Pastor Bowen graduated from Harding High School in Fairport Harbor, Ohio in 1944 and proudly served for 51 months in the U.S. Army. While stationed in Europe for 43 months, he



met his wife, Edeltraud Kuhr, in Bremen, Germany. Upon return to the states, they lived in Fairport Harbor where he worked as a butcher for Mackey's Groceries. In 1963, Richard responded to a call to the ministry and moved the family to Springfield, Ohio where he continued his education, graduating from Wittenberg University in 1967 and Hamma School of Theology in 1968.

Pastor Bowen was ordained September 15, 1968 at Zion Lutheran Church in Fairport Harbor, Ohio and was called to Olivet Lutheran Church in Sylvania, OH and Lutheran Church of Our Savior in Toledo, OH. In March of 1970, he began his second call to Evangelical Lutheran Church of the Master in Bedford, OH before following the call to Good Shepherd Lutheran Church in Conneaut, OH from November of 1973 until his retirement in September of 1991. He then continued to serve in Northeastern Ohio as a pulpit supply and visitation pastor.

Pastor Bowen was a gentle, loving, caring man who left a permanent impression in the hearts of many. He will be greatly missed by his son, daughter-in-law and friends.

Richard was married to Edeltraud for 61 years before her death in 2010. They had two sons, Gary, who resides in Colorado with wife Kathi, and James who also passed away in 2010.

THE REV. BRUCE BOND HATHAWAY | January 17, 1938 - November 23, 2023

The Reverend Bruce Bond Hathaway of Bedford, Ohio, passed away on November 23, 2023. He was 85 years old. He was the beloved husband of Kristi Maren (Kaushagen) Hathaway; dear father of Jennifer Hathaway (Steve) Stucker and Ryan Bruce (Erin) Hathaway; loving grandfather of Margaret Stucker, Audrey, Henry and Emma Hathaway; dear brother of Margaret Hathaway Lieb (Richard, deceased) and the late William Henry (Sarah) Hathaway and Clayton Bishop (Carol) Hathaway, Jr.

Bruce Bond Hathaway was born in Auburn, Indiana and spent his first eighteen years in neighboring Butler, Indiana. His father, Clayton Bishop Hathaway was a small town doctor who worked long hours and made house calls. His mother, Mildred Elizabeth (Painter) Hathaway was a nurse and homemaker. His older brothers, William Henry and Clayton Bishop Jr. became doctors and his younger sister Margaret Ann Lieb is a nurse. Bruce, becoming a Lutheran pastor, claimed his calling as a different kind of caregiver.

Bruce went to Wittenberg University (B.A. in sociology and philosophy), continuing his education at Hamma School of Theology (M. Div). His internship at First Lutheran Church in Cincinnati with Pr. Les Schultz was a treasured experience. He was ordained at St. Luke Lutheran Church in Lima, Ohio in 1965 and served as assistant pastor there. He served at St. Paul Lutheran Church in Springfield and St. Luke Lutheran Church in Toledo, both in Ohio. His final parish for 25 years was The Lutheran Church of The Master in Bedford, Ohio, where he retired in 2004. As a pastor he particularly enjoyed personal ministry and found it satisfying to minister to many generations of a family. He had great respect for the liturgy, its historical richness and varieties of music. He



enjoyed events held by the Society of the Holy Trinity, a pan-Lutheran organization.

Bruce loved his family. He was married to his wife, Kristi Maren Kaushagen, for nearly 56 years. Bruce was a considerate and supportive husband and father of his two children, Jennifer Kristi and Ryan Bruce. He was pleased to preside at the weddings of his daughter Jennifer to Steve Stucker and his son Ryan to Erin Roberson. He delighted in baptizing all four of his grandchildren: Margaret Elizabeth Stucker; and Audrey Louise, Henry Ryan, and Emma Lorraine Hathaway. Bruce enjoyed traveling. He took pride in his home and keeping up the yard. He liked to shop, especially at Costco. He was very good at keeping track of maintenance for the home, the cars, and health. He enjoyed Cleveland Orchestra concerts and trips to the Cleveland Museum of Art. Bruce loved to eat, be it at restaurants or at home.

Bruce was a kind, considerate and appreciative man, patient and able to understand other people's points of view. He enjoyed telling stories and jokes, but also listening to others. He went out of his way to please others and especially loved family get-togethers. However, God and the Church held first place in his life, his faith informing everything he did.

THE REV. JAMI LEE HAYES | October 23, 1953 - November 21, 2023

Reverend Jami L. Hayes of Rockton, Illinois, passed away on Tuesday, November 21, 2023. Jami was born October 23, 1953, in Tinley Park, Illinois to James and Goldie Lee.

Jami attended Carthage College in Kenosha, Wisconsin and graduated in 1975 with a Bachelor of Arts in Music. She then continued her studies at Trinity Lutheran Seminary in Columbus, Ohio, graduating in 1979. Pastor Hayes was ordained on June 15, 1979, and followed her first call as Associate Pastor to Zion Lutheran Church in Wooster, Ohio. She served there until 1981 before earning a Master of Arts in Counseling in 1984 from Governors State University in Illinois. Pastor Hayes returned to congregational ministry at Christ Lutheran Church in Lexington, Ohio from 1999 until 2002.

Jami married William Hayes on August 5, 1998, in Columbus, Ohio. She is survived by her husband, William; children, William Hayes, Wolfie Jeras, Heidi Hayes, and Amy (Brian) Greene; grandchildren, Damian, Collin, Cillian, Andrew, and Maddelynn; and sister.

Necrology Report Cont'd



THE REV. ELIZABETH MCGEEHAN FOX | July 4, 1943 - December 11, 2023

Reverend Elizabeth Fox passed away peacefully on December 11th, 2023 surrounded by her family.

Elizabeth was born on July 4, 1943 in Chester, Pennsylvania to her beloved parents, Tom and Jean McGeehan. She met the love of her life, Jim Fox, as a sophomore at Akron Central School in Akron, New York. They dated for four years and were married in 1963.

Elizabeth lived a life of service to others. She was active in the church and in the community. When she was in her late thirties she felt called to become a Pastor. Elizabeth graduated with a Bachelors in Sociology from Miami University in Oxford, Ohio in 1986 and continued her studies at Trinity Lutheran Seminary in Columbus, Ohio. Elizabeth graduated with her Master of Divinity in 1991. It was a nine year journey that culminated with her ordination August 4, 1991 at Greenford Lutheran Church in Greenford, Ohio where she was called to serve for thirteen years until her retirement on February 1, 2004.

Elizabeth loved with all her heart, served with all her strength, and inspired all who knew her.

Elizabeth is survived by her husband Jim Fox, son the Rev. Tom Fox, daughter-in-law Diana Fox, daughter Leslie Swaim-Fox, and son-in-law Mark Swaim-Fox. She is also survived by her sisters Margaret Barker and Barbara McGeehan. Her brother Patrick McGeehan and her parents Thomas and Jeannette McGeehan preceded her in death. She will be missed by her grandchildren Abbey Fox, Anna Fox, and James Fox, Jordan Swaim-Fox (Sarah Lentz) and Callan Swaim-Fox.



2024 Synod Report

Grace and peace to you, dear partners in mission,

Trinity Lutheran Seminary forms leaders for Christ's Church at work in the world. Our students come from a variety of church bodies across Ohio and across the country. The student experience is enriched by collaborative learning within a diverse community. We welcome both degree and non degree seeking students. Degree seeking students are enrolled in either the Master of Divinity Program or the Master of Theological Studies Program.

Our Master of Divinity curriculum continues to form students in deep and meaningful ways. Students, supervisors, and congregations find our 2 year internship model of formation vital for forming relationships and creating transformational ministry experiences. Our Master of Theological Studies program continues to grow with most students hailing from the Columbus area. Many of these students are already serving as pastors and leaders of local communities of faith, and they are grateful for the opportunity for theological education.

This academic year we welcomed the Rev. Dr. Olehile Buffel as Associate Professor of Pastoral Theology. Dr. Buffel, a Lutheran pastor, hails from South Africa and brings a wealth of ministry experience and teaching experience to Trinity. We are currently in the process of hiring a new professor of systematic theology, who will also enrich our faculty.

Highlights of the 2023-2024 Academic year include:

- Inaugural University Sundays with University President Dave Kaufman & Director of Congregational Engagement & Advancement Rev. Mary Ann Siefke
- Trinity Days featuring former Trinity professor the Rev. Dr. Julie Faith Parker
- Student-led Ecumenical Prayer Breakfast to celebrate the Week of Prayer for Christian Unity
- Seven of our African American students attending the Samuel DeWitt Proctor Conference in Chicago
- Nelson W. Trout Lectures in Preaching featuring the Rev. Dr. Valerie Bridgeman
- The 25th anniversary of the dedication of the "Promise for Life" Holocaust memorial on campus

This May we will celebrate the commencement of twelve church leaders in four degree programs! Almost all Trinity students, whatever their degree program, receive full-tuition scholarships. Your partnership and support make our mission of forming leaders possible. Thank you. We are grateful for your faithful generosity!

Partners in mission, we ask three things of you.

- Encourage potential candidates for ministry to explore Trinity Lutheran Seminary at Capital University.
- Make a financial gift to support the mission of Trinity Lutheran Seminary at Capital University.
- Keep us in your prayers.

In Christ,

Handwritten signature of Kathryn A. Kleinhans in black ink.

The Rev. Kathryn A. Kleinhans, Ph.D.
Dean of the Seminary

Handwritten signature of Mary Ann Siefke in black ink.

The Rev. Mary Ann Siefke
Director of Congregational Engagement &
Advancement

Forming leaders for Christ's church at work in the world.