



Mission Investment Fund
Evangelical Lutheran Church in America
God's work. Our hands.

Partnering in faith

The Mission Investment Fund, a financial services ministry of the ELCA, provides a strong, stable, faith-based way for individuals, congregations and ministries to achieve their financial goals.

MIF provides a range of investments for individuals, congregations and ministries. We put those investments to work to fund building and renovation loans for congregations and ministries.

The result? Impact investments, with a transformative impact on our communities: Expanded worship spaces ... new space for education and youth ministry ... much-needed day care centers for working families ... industrial-grade kitchens and fellowship halls for community meals.



During the year-long pandemic, MIF provided assistance to investors who needed immediate access to their funds and to borrowers who needed flexibility with their loan payments. We collaborated with our ministry partner, the ELCA Federal Credit Union, to offer expedited loans for congregations, ministries and individuals, as well as Paycheck Protection Program loans for congregations and ministries to keep employees on the payroll and continue operations.

Our capabilities and capacity have never been stronger. At year-end 2020, MIF had 883 loans outstanding, totaling \$596.4 million. Investment obligations totaled \$543.1 million. With total assets of \$773.8 million and net assets of \$218.2 million at year-end 2020, MIF maintains a capital ratio of 28.20 percent—positioning MIF in the top tier of well-capitalized church extension funds.

Our steadfast support continues for the members, congregations and ministries of the ELCA and the many ways you care for a world in need. We are honored and humbled to walk alongside you as a trusted partner.

For more information about MIF capabilities, please visit our website, mif.elca.org.



MIF at work in the Northwest Synod of Wisconsin (as of December 31, 2020):

- 9 Mission Investment Fund loans, with a balance of \$4,288,778
- \$7,437,946 in Mission Investment Fund investment obligations

MIF representative The Rev. Richard Wehrs, Regional Manager, Tel: 708-475-2169; email: richard.wehrs@elca.org



Region 5

Evangelical Lutheran Church in America

God's work. Our hands.

Report for 2021 Synod Assembly

Thank you for taking the time to learn about the ministry of Region 5 as you prepare for and engage in the business of your synod assembly. This synod joins with eleven other synods in Wisconsin, Upper Michigan, Iowa, and Illinois to form Region 5: one of the 9 regions across the ELCA. The ministry of region 5 is roughly divided into 3 categories: convening synod ministry leaders; accompaniment of those preparing to become pastors and deacons; and tending to archival records.

As a region, your synod bishop, staff, and other leaders gather with their colleagues throughout the year. These gatherings are a way for them to support and pray with one another; and to share their ideas, experience and expertise with one another to faithfully minister in your synod. The twelve bishops, along with the regional candidacy manager, make up a regional steering committee. Region 5 welcomed a record number of new bishops to the steering committee in 2020 with three bishop elections and two interim bishop appointments. In 2021 we will welcome two new bishops. Their collegiality is important in establishing great working partnerships for years to come.

As with all ministry settings, Region 5 ministries shifted greatly last year due to the global pandemic. The steering committee suspended all in person regional gatherings in March 2020, and bishops established a weekly videoconference schedule. The steering committee also established a “jubilee” for synod contributions to Region 5 following the first quarter of 2020 and significantly reduced the recommended synod contributions to Region 5 for 2021 and 2022.

The steering committee continued a collaborative grants program established in 2020. Funds are awarded for innovative collaborations involving two or more synods in Region 5. For 2021, Region 5 is supporting projects aimed diversity and inclusion. 1) Diversity and Inclusion series of events for adults. 2) Multi-Cultural Youth Leadership Academy. Both projects will involve all three synods in Illinois and Northern Great Lakes Synod in Wisconsin/U.P. of Michigan.

As candidacy and leadership manager for region 5, much of my work is spent working with synod candidacy committees. “Candidacy” is the term used to describe our process of forming and preparing people to serve as a pastor or deacon in the ELCA. Ministry also includes training for new candidacy staff and committees, shepherding a new First Call Process approved in 2020 and begun on 2/1/2021, and continuing to foster partnerships in varied spaces across the church.

You have a part in raising up, nurturing, and sending those whom God calls into service as pastor and deacon. To that end, I commend to you a resource, “Called to Lead”, available online at www.elca.org/resources/candidacy. This discernment guide is for those who are wondering about ministry as a pastor or deacon. As a leader in your congregation, it is also a resource for you as a helpful conversation tool when talking with people you know who have gifts for ministry in the ELCA.

As a region, we also share in the care of archival records. Region 5 archives are housed at Wartburg Theological Seminary in Dubuque, Iowa. Our archivist, Sue Dodd, collects records of and responds to inquiries concerning synods, deceased rostered personnel, and dissolved congregations within region 5. This work both preserves institutional records and documents the historical record of the institution within the context of the larger world. As congregations in the region make decisions to close, Sue is a resource to you in determining what records to save and how to transfer them to the archives. Although the archives are closed to the public due to the pandemic, the work continues, and you are commended to reach out to Sue via email.

Thank you for your synod’s participation in this shared ministry and for the privilege to serve among you.

Rev. Ramie L. Bakken, Candidacy and Leadership Manager ramie.bakken@elca.org
Sue Dodd, Region 5 Archivist sdodd@wartburgseminary.edu

In partnership with the Synods of
Metropolitan Chicago ~ Northern Illinois ~ Central/Southern Illinois ~ Southeastern Iowa ~ Western Iowa ~ Northeastern Iowa
Northern Great Lakes ~ Northwest Wisconsin ~ East-Central Wisconsin ~ Greater Milwaukee ~ South-Central Wisconsin ~ La Crosse Area



ELCA Foundation
Evangelical Lutheran Church in America
God's work. Our hands.

THE ELCA FOUNDATION/Lutheran Planned Giving

It is important to begin this report by thanking our synod bishops, congregations and partners for their incredible leadership during a year of upheaval and challenges. When everything seemed to go wrong, your ability to direct the work of the church was one of the things that was right in 2020. Through it all, this church supported the work of ministering to the world with the love of Jesus Christ.

As of Dec. 31, 2020, the Foundation has crossed a major milestone — \$1 billion in assets managed in gifts and endowments for the ministry of the greater church. This achievement reflects being the church together in ways that equip congregations, organizations and individuals to live out their vocation. This landmark accomplishment was achieved through the work of the ELCA Foundation staff regularly engaging with donors, congregations and organizations along with your trust in the ELCA Foundation to manage gifts and assets for ministry. Throughout the year, despite limited travel and in-person meetings, gift planners engaged with nearly 900 congregations, synods and ELCA-related organizations. They spent time with over 1,500 individuals working on gift plans, logged over 5,500 interactions and continued to maintain partnership relationships with over 150 ELCA-related entities, including 54 synods.

Fund A distributed over \$30 million to ministry in 2020 while also growing the underlying investment to ensure that distribution is there for years to come. Fund A has neither missed nor reduced a distribution amount once it was established – including the volatile year of 2020. We know these distributions are vital to ministry and often used to support service in local communities.

- As of Dec. 31, 2020, the value of participant accounts invested in Fund A was \$904.2 million, compared to \$817.6 million on Dec. 31, 2019. There are 1,155 investing participants in Fund A, including 938 congregations and 54 synods.
- Throughout the year, 53 new endowment accounts were opened, totaling \$7.1 million, and 14 accounts were closed, totaling \$3.0 million. Investments made to new and existing Fund A accounts totaled \$31.1 million; withdrawals totaled \$18.6 million.

In addition, gift levels remained high throughout 2020: Due to the generosity of our members and donors distributions to ministry totaled \$59 million for the year.

- The gift-planning network, including affiliates, posted solid results throughout 2020, with \$118.2 million in total gifts and endowment assets. Of that, \$78.5 million was written in future planned gifts, \$20.3 million in current gifts (including funded trusts, gift annuities and individual endowments) and \$19.4 million in new assets invested in Fund A.
- New gift plans written during the year totaled 249. In addition, gift planners stewarded over \$60.2 million in previously written plans, in some cases increasing the estimated gift to ministry.

The Foundation exists as a separately incorporated ministry, with a network of 23 regional gift planners, working in 21 partnerships, across the United States. Critical to their work and ministry funding outcomes are the Gift Administration and Financial Services (accounting and investment administration) teams. These teams are the bench strength of the deployed gift planners, providing continuous assistance to donors, beneficiaries and Fund A investors — all this despite limited access to the building due to the pandemic.

The Foundation staff continues to work with donors and beneficiaries to create individual gift plans, administer life income and endowment gifts, distribute terminated gifts and facilitate the sale of marketable assets such as land, homes, commodities and other assets.

- Regional gift planners remain available to:
 - Guide individuals in discerning how to be faithful stewards of their estates and invite them to support ministries, congregations and synods through charitable estate gifts.
 - Assist synods, congregations and related entities in investing endowment funds and other assets in the Endowment Fund Pooled Trust — Fund A, which is structured to provide distributions to support ministry today and into the future, utilizing investments that adhere to the ELCA's social purpose guidelines.
 - Advise church leaders in the development of gift acceptance policies for congregations, which often include gifts to synods.

Thank you for your continued work with the ELCA Foundation.

Cynthia (Cindy) Halverson
Regional Gift Planner for Wisconsin and Upper Michigan
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ELCA Foundation Regional Partners

LaCrosse Area Synod/Campus Ministry	Northern Great Lakes Synod/Fortune Lake Camp	Greater Milwaukee Synod/Outreach for Hope	South-Central Synod	Northwest Synod
East Central Synod	Lutheran Social Services of WI and UP	Lutherdale Bible Camp	Crossways Camping Ministries	Sugar Creek Bible Camp
Bethel Home and Services	ELCA Churchwide Organization	Lutheran Immigration and Refugee Servs	ELCA Seminaries	

Supporting Those Who Serve Now More Than Ever

PORTICO®
Benefit Services | A Ministry of the ELCA

Portico Benefit Services is a holistic benefits ministry serving those who serve — from rostered ministers and their families to staff at social ministry organizations. We strive to help our members grow their overall well-being.

We could not have predicted this pandemic. But the virtual benefits we've introduced before and after its arrival, the benefit adjustments we've made since, our successful navigation of volatile financial markets, and the consistency of our customer service have made a powerful difference.

During this pandemic, ELCA benefits are helping to lower stress levels, create safer access to health care, and increase financial flexibility — all to strengthen the resilience of those who serve and, by extension, the resilience of this church.



The Rev. Jeff Thiemann
President & CEO

Building Resilience in 2020

26%

More Calls to Our Financial Planners

During last year's market volatility and our introduction of target date funds.

559

Took a Penalty-Free Distribution

Thanks to quick modification of our retirement plan rules for 2020.

49

Sought Student Loan Help

Through no-cost counseling via our partner, LSS of Minnesota Financial Counseling.

3,230

Medical Visits Via Text

Through 98point6, our new virtual 24/7 primary health care service — with \$0 copay.

98%

Satisfaction With New Mental Health Option

Our self-directed online program, Learn to Live.

10%

Of Members Streamed a Course

On topics like resilience, mindfulness, and beating burnout via Being, our new wellness video platform.

90%

Very Satisfied

With our Customer Care service — delivered by Portico employees working remotely.

22

Target Date Funds Introduced

To help members maintain an age-appropriate asset mix over time — and better weather volatility.

3.1%

Annuity Payment Increase

Received, in these difficult times, by ELCA annuitants during 2021.



Dear Friends in Christ,

When the Center for Faith and Spirituality student staff gathered via Zoom for the first time in the fall of the 2020-21 academic year, I told them the word that would guide our year was ENCOURAGEMENT.

We wanted to be the place that students knew they could turn to and find words of encouragement to get through a long day of learning on Zoom. We wanted to be the place that would send out encouragement when everything felt different and they just wanted one thing to feel normal. We wanted to be the place that encouraged Carthaginians that we could make it through whatever this year gave us. We wanted to be there for one another and encourage one another as we imagined how we would do our work differently than the year before. I'm grateful to say that the CFS student staff rose to the occasion.

Each of you in your ministry context have had to figure out how to do things differently, and the same has happened in campus ministry. Most of the students spend their social media time on Instagram, so that is where we put much of our time and energy. Students created videos that encouraged others to engage with the BIG questions of life. Monday mornings, I would "go live" with a short devotion to help motivate people for the week. The student in charge of our social media made up graphics with words of encouragement to make it through pandemic life on campus.

Life in campus ministry changed on campus, along with life in the classroom, the gym, and student organizations. Some classes went completely online, and others followed a hybrid model. All sports were moved to spring semester and are figuring out how to share space. Some student organizations have stopped meeting, and others like the handbell choir have figured out how to make it work through social distancing.

J-Term turned into May Term for this academic year, so the Class of 2021 will graduate at the end of April and the Class of 2020 will have the opportunity to take part in an in-person, yet revised, version of graduation at the end of May. This is not what either class had in mind when it came to its college graduation, but we are encouraging everyone to celebrate this major accomplishment with joy. The 2021 Interfaith Baccalaureate will highlight that, even in the midst of major adversity, it is possible to find beauty.

We will be asking big questions for years about the impact 2020 has had on each part of our lives. Some pieces of ministry and the life of the church will never go back to "normal," and that is good. Some parts of higher education will be changed forever, as well. Hopefully we will be encouraged to see and highlight the beauty that has come through it all.

Made New in Christ,

Pastor Kara Baylor



2020 Annual Report to the Synods

*Wartburg College is dedicated to challenging and nurturing students
for lives of leadership and service as a spirited expression of their faith and learning.*

Just as Wartburg College has overcome trials and tribulations in its 169-year history, so it met head-on the unprecedented challenges of the COVID-19 global pandemic in 2020. Thanks to the resiliency, adaptability, and extraordinary efforts of our faculty and staff, Wartburg responded by adjusting student services, instruction methods, and academic calendars in an environment of mitigated normalcy.

New Vision Statement

In February, the Board of Regents approved a new vision statement as part of an ongoing collaborative planning effort involving Regents, faculty, and staff: “Wartburg College is called to be the leading institution in education of the whole person. Together, we create an inclusive community combining diverse curricular and co-curricular experiences to prepare students to be resilient leaders of positive change through service in a complex world.”

Enrollment

Despite COVID-19, Fall 2020 enrollment was 1,564 students (the highest since 2014) from 38 U.S. states and a record 61 countries. This number included 117 international students and 199 U.S. students of color including a record 72 Hispanic students. The top five majors are business administration, biology, psychology, music therapy, and elementary education. First-to-second year retention was the highest since 1997 at 83 percent and 87.6 percent overall. More than 25 Christian denominations and seven world religions are represented.

Academic and Co-Curricular Programs

- Wartburg received approval from the Higher Learning Commission to offer an online Master of Arts in Leadership starting in Summer 2021. The program leverages the popular leadership minor for undergraduates and builds on the College’s new online graduate leadership certificate.
- Three faculty members were named to existing endowed positions: Dr. Abbylynn Helgevold, assistant professor of religion – Board of Regents Distinguished Professor in Ethics; Pamela Ohrt, associate professor of journalism and communication – R.J. McElroy Chair in Communication; and Dr. Nana Quaicoe, assistant professor of economics – James A. Leach Chair in Banking and Monetary Economics.
- A \$1.2 million gift from David McCartney and James Petersen of Iowa City has created the Grant Price Endowed Archivist position, named for the pioneering Iowa broadcast journalist and former chair of Wartburg’s communication arts department. This marks Wartburg’s 21st endowed faculty or staff position and 8th in the past decade.
- Because the pandemic interrupted so many activities in 2020 – and to ensure students receive the full benefit of a Wartburg education – Wartburg will offer a fifth year tuition free for students enrolled full time during the 2020-21 school year.
- Construction began on the Meyer Strength & Conditioning Annex to the Wartburg-Waverly Sports & Wellness Center. The current strength and conditioning space will be renovated to create the Wuertz Health & Human Performance Center, which will feature two exercise science laboratories and offices for Department of Health & Human Performance faculty. Mike Murphy ’89 of Ankeny, Board of Regents member and father to three Wartburg student-athletes, made a \$1 million gift commitment to the \$3.7 million project, slated to open May 2021.
- Jack ’82 and Sarah ’82 Salzwedel of Madison, Wis., made a \$750,000 challenge gift to spur completion of the last phase of the Outdoor Athletics Facilities project that created new spectator seating at the soccer, baseball, and softball facilities and enhanced the lacrosse/multipurpose field, Max Cross Country Course, and parking areas.

Spiritual Life and Campus Ministry

- Felecia Boone '93, diversity, equity, and inclusion consultant for Hennepin County, Minn., was the 2020 Graven Award recipient. The annual award for Christian vocation highlights the powerful and positive effect of a strong sense of Christian vocation as it interfaces with service to community, the church, and the world. Boone is vice president of the Minneapolis Area Synod of the ELCA and is a member of the ELCA Multicultural Leadership Event 2021 core team.
- Pastoral Intern Rebecca Baird '18 completed her clinical pastoral education (CPE) at the University of Colorado Hospital. She continues to work part-time (20-25 hours/week) while taking classes online through Wartburg Theological Seminary's Collaborative Learning Program.
- Wartburg assumed oversight from Wartburg Theological Seminary of the Kern Foundation grant that funds the B.A.-M.Div. Accelerated Ministry Program, now in its third year. Dean of Spiritual Life Rev. Dr. Brian Beckstrom is serving as director.
 - The program welcomed a cohort of six in Fall 2020 bringing the total number to 15.
 - O. Jay and Pat Tomson of Mason City have made a lead challenge gift of \$200,000 for student scholarships each year since the program was initiated in 2018.
 - Samantha Pfab '20 joined the SLCM team in October as program associate to support current students and recruit future cohorts.
 - Rev. Dr. Kristin Wendland '00, assistant professor of religion, serves as program academic advisor.
 - Beckstrom teaches seminar courses on spiritual practices for Christian ministry, discernment, and pastoral identity.
- SLCM partnered with several offices across campus, particularly Student Life, to provide care for community members who were sick, respond to increased needs for counseling due to a rise in anxiety, and advance campus-wide diversity, equity, and inclusion efforts. Staff also created online and socially distanced options for campus ministry programming, worship, and other spiritual resources.
- Kris Steege, office coordinator in the humanities, joined the SLCM staff in a part-time capacity following the retirement of office assistant Kathy Tractow.

Recognition

- Shelby Davis, co-founder of the Davis United World College Scholars Program, received an honorary Doctor of Humane Letters degree from Wartburg in February. Wartburg first partnered with the program in 2007 and since then has enrolled 218 students with Davis-UWC scholarships from 28 countries.
- New Board of Regents members include Felecia Boone '93, diversity, equity, and inclusion consultant for Hennepin County, Minn.; Jim Buchheim '85, community and social impact officer, American Family Insurance, Madison, Wis.; and Greg Schmitz '83, president of CVT Group, New Hartford. Bishop Steve Ullestad '75 stepped off the Board in May upon his retirement.
- Devout Lutherans and longtime Wartburg supporters Ed and Rennie Scharlau, both 1961 graduates, received the Wartburg Medal in recognition of sustained service to the College. Ed is a founding board member of Water to Thrive, a faith-based nonprofit dedicated to bringing clean, safe water to rural Africa. Formerly of Austin, Texas, the Scharlaus now reside in Waverly.
- Dr. Caryn Riswold, professor of religion and the Mike and Marge McCoy Family Distinguished Chair in Lutheran Heritage and Mission, was elected to a second four-year term on the National Network Board of the Lilly Fellows Program.
- President Darrel Colson continues to serve on the board of directors of the Network of ELCA Colleges and Universities (NECU) and on the Council of Independent College's NetVUE Advisory Board.

Wartburg continues to deliver on a vibrant mission that transforms the entire college community as together we learn, serve, and demonstrate care for each other. Thank you for your prayerful support of our efforts to strengthen Lutheran higher education.

Darrel D. Colson, President

2021 Report to ELCA Synod Assemblies

“Though it seems that those days were long ago, before this virus, nevertheless this church will continue to thrive.” These were the words of Bishop Elizabeth Eaton in her video message to the ELCA Synod Assembly last spring.

I am glad to report that as we head into 2021, we are thriving at Augustana College. We have met the difficulties of this past year with a characteristic balance of nimbleness and faith.

As is true for other colleges and universities, to face the challenges we have made notable changes. One of these is a delay to my retirement, initially planned for this year. So that we may continue to successfully respond to the drastic inconsistencies presented by the pandemic, I plan to continue leading the college, aided by our steadfast board and administration, until the summer of 2022. In this way I will gladly extend my tenure to a full 19 years at Augustana College.

I have experienced such wonderful growth at Augustana, from new academic and athletic programs, to innovative buildings that support students in all aspects of their lives, to the successful outcomes of several strategic plans and campaigns. I’ve witnessed the college’s adoption of its Five Faith Commitments in 2004, and the life of those commitments since. I am especially gratified to see such strength of growth in our first two commitments: *Interfaith Engagement* and *Social Justice*.

My friend, former Augustana chaplain Richard Priggie, did manage to retire this past summer. I know that the Five Faith Commitments and what they say about Augustana’s identity as a church-related college continue to make him proud.

In January, Augustana welcomed the arrival of The Rev. Melinda Pupillo. Pastor Pupillo has more than 20 years of experience in the ministry, most recently as the village pastor at Holden Village in Washington—a place well loved by members of the Augustana community for retreat, reflection and study away. Pastor Pupillo is committed to social justice and an inclusive form of ministry that reaches across lines of difference.

I look forward to partnering with Pastor Pupillo throughout this next year. Her creative, collaborative and holistic approach will make her an inspiring mentor to Augustana students as they explore issues of faith, commit to justice, and answer their calling in a world that requires the fullness of their brilliance.



Steven C. Bahls, President