In this annual report, we take time to look back at the previous year. And we also move forward. Extraordinary Lutheran Ministries has been engaged in a process to identify our core purpose and current strategic objectives. I’m excited to share this new vision with you.

As I begin my final two months with Extraordinary Lutheran Ministries as Executive Director, I join you in looking at both our extraordinary past and our bold future. From the bottom of my heart, thank you for all you do to support LGBTQ+ people in ministry in the Lutheran church. I have lived and breathed this work for the last decade. You have shared your hearts and stories with me and I will never be the same. As I leave this work to begin my Master of Divinity at Wartburg Seminary, I am so thankful and energized about Extraordinary Lutheran Ministries’ future. I would not be able to imagine my future as a pastor without ELM – or you!

With unending gratitude,

Amalia Vagts, Executive Director

BELIEF STATEMENT
Extraordinary Lutheran Ministries believes the public witness of LGBTQ+ ministers transforms the church and enriches the world.

CURRENT STRATEGIC OBJECTIVES
We have named two major strategic objectives for our immediate future: public witness and boldly proclaiming.

Public witness: Model God’s liberation for all by claiming the value of visible LGBTQ+ led ministry.
Public witness is one of the core gifts ELM brings to the church - by being our true selves, we invite others to be their true selves. ELM’s focus on this brings purpose to our work and clarity to the point of Proclaim. This is so central to our identity that we must be clear and committed to it. Unwavering commitment to this value will provide clarity and direction in all of our work.

Boldly proclaim: Boldly address barriers and create space for emerging ideas, leaders, and movements.
These times call for boldness. By proclaiming boldly we step into brave space, we engage in holy provocation, and we explore big ideas like funding emerging ministry. If we do not embrace boldness, our work could lead us down the road of safely fitting within the system. If we embrace boldness, this direction resonates with the history and spirit of ELM and meets a need in the church right now for truth-telling and action.
Over the last three years...

- The number of Proclaim members has increased 38%
- The number of Proclaim candidates awaiting first-call has decreased 61%
- As Proclaim has grown, the percentage who are seminarians as remained around 27%

As a community, Proclaim held conversations about community values, norms, and identity. These conversations help the growing number of newcomers determine the kind of community Proclaim is and how to engage with one another as a community.

- The annual National Proclaim Gathering provides renewal, networking, and sends everyone back out to proclaim. The 2016 Gathering brought nearly 80 leaders together in California for three days in April.
- Our four chaplains provided “rivers in the desert” for Proclaim leaders throughout the year.

### Ministry Engagement

- Increased presence at synod assemblies from 4 in 2015 to 8 in 2016.
- ELM Local Contacts increased from 9 in 2015 to 13 key synods in 2016 to help connect synod staff and local congregations
- Peer-to-peer resourcing: Diaconal minister Lauren Morse-Wendt compiled ELM resources into a letter for Proclaim colleagues to help leaders talk with their congregations about the work of ELM and what it means to be in Proclaim.

### Accompaniment

- Visits to ELCA seminaries give us a chance to connect in person with Proclaim members and faculty to learn from each other.
- Our First-Call Coaches project (led by Rev. Javen Swanson) really started bearing fruit! Of the 15 people who started with the first group, only 2 remain without call. Our work continues as more candidates are approved and await first call.
- While many candidates report an easier time with candidacy and call, those who are gender non-conforming and queer-identifying are facing extra barriers and expectations.
Thank you friends for your support in 2016!

Extraordinarily Faithful & Fabulous Friends
($30,000 +)
Bruce Jervis & Jim Kowalowski
Rhodes & Leona B. Carpenter Foundation

($10,000 – 19,999)
Anonymous
Margaret Moreland & Bennett Falk
Timothy Nguyen & Randy Presuhn

($5,000 – 9,999)
Grady & Kenneth Kase
Nathan Unquhart

($2,500 – 4,999)
Gregory Allen Egertson
Julie & Luther Grafe
Blanche L. Grube
Charles W. Horn
Betty & Dale Johnson
Sarah & Mark Stegemoeller
Amalia Vagts & David Lester

Congregations & Foundations
Faith Lutheran Church; East Hartford, CT
Philip N. Knutson Endowment
University Lutheran Chapel; Berkeley, CA

Faithful & Fabulous Friends
($1,000 – 2,499)
Anonymous
Rev. Shawn Brandon & Mo Goff
Mary Barton
Rev. Rose Beeson
Rev. Donna Dauesing
Shirley Egertson
H. Leon Hoover & Scott Franklin
Marti Griffiths Irvin
The Rev. Jeff R. Johnson & J Guadalupe (Repe) Sánchez Aldaco
Tom Jacobson and Ramone Mutoh
Judy Kittleton & Rev. Michael Wilker
Max Kirkeberg and Gabriel Proo
Nicole Johnson & Rev. Barbara Lundblad
Sandra Kunst
Dr. Russell H. Miller & Mr. Kirk Alan Pessner
Tim Mumm
Rev. Dr. Randy & Joy Nelson
Marcia & Jim Nagel
Rev. Jen Rude
John Eric Rolfstad
Joseph C. Steins
Rev. AJ Striffler
Rev. Gordon Straw & Evelyn Soto
Joseph C. Steins
John Eric Rolfstad
Michael Nelson & Dale von Seggern
Rev. Asher Herman O’Callaghan
Cheryl Persiello & Jonathan Flak
Nancy & Rev. Ron Rude
Rev. Jill Roda & Rev. Gretchen Colby Rode
Richard Schmidt
Bp. Jim & Ellie Sudbrook
Jim & Karen Shancek
Rev. Kyle Severson & Clyde Andrew Waler
Rev. Rebecca Seely & Abby Ferjak, D.M.
Rev. Ann Tiemeyer & Rev. Dr. Tom Taylor

Congregations
Resurrection Lutheran Church

Faithful Friends
($300 – 599)
John Askre & Cynthia Michael
Amy Alexander & Rev. Kelli Shepard
Rev. Albert & Jean Ahlstrom
Janice & Al Edwards
Rev. Dr. J. Elise Brown
Rev. Cary Bass-Descènes
Michael Bass-Descènes
Grant Burger
Rev. Jay Berry
Patrick I Brown
Rev. Sara Coogin & Rev. Laura Kunz
Rev. Paul Clark
Cigele Clark
Rebecca and Dennis Cremin
Rev. Aaron Decker
Kathy & Dave Endorf
Daniel Feiertag
Ingrid & Rev. Paul Feiertag
Rev. Brad Fosse & Bill O’Connor
Ronald & Susan Graet
Rev. Nathan Cruel
Sally M. Gibls
Mary Ann Horton
Karen Herseth-Wee & David Wee
Tim Hilleran
Linda Headrick
Debra Holcomb & Dale Ashlock
Douglas Howard
Jennifer Jervis
John Jorde
Ronald and Barbara Johnson
Wheeler & Lisa Jervis
Paul L Johnson
Jeannine Janson
Leona Lee
Shirley & Robert Lester
Rev. Amy and Rev. Matt Larson
Steve Mosco & Joe Flint
Joe McMahon
Norma Martin
Rev. Stacey & Doug Nalean-Carlson
Jannelle Petersen
Jason Poole
Noel & Ann Peterson
Rev. Dale Poland
Clare Tallon Ruen and Rev. Daniel Ruen
Bruce Raddke
Rev. Javen Swanson
Martti Scheel
Janet Thuesen
Rev. Manda Truchinski
Nancy VanBrunt and Connie Wood
Rachel S. Vagts
Richard Warren
Nancy Wichmann
Charles Witschorik

Congregations
Holy Trinity Lutheran Church; Chicago, IL
Lutheran Church of The Master
Redeemer Lutheran Church
St. Peter’s Lutheran Church of Cape Cod
St. John’s Lutheran Church of Christopher Street; NY, NY
St. Paul Lutheran Church

Extraordinary Friends
($10 – 24.99 monthly)
Glenn & Audrey Anderson
Richard E. Anderson
Rev. Julie Boley & Rev. Jeanine Reardon
Rev. Bruce & Carol Benson
Rev. Daphne Burr
Joel Bergeland
Michael J. Chandell
Rev. David W Coffman
Rev. Caleb Crainer
Peter Carlson Schattauer
Gordon & Carol Duprey
Jason DeRose
Rev. Mark Eron
Rev. Emily Elizabeth Ewing
Josh Evans
Lewis Eggleston
Lynn Millerson and Sharon Kilburn
Annette Foor & Patricia Bane
Rev. Ruth Frost and Rev. Phyllis Zillhart
Mary & Dick Graves
Bonnie Joy Gunzenhauser
Rev. Paul Gibson
Christophor Gilbert
Rev. Jason Glomicki
Rev. Dr. Shauna K. Hannan
Rev. Erik Hauland & Daniel Holmgren
Rev. Susan Halvor
Rev. Anita C. Hill
Rev. Allyn Iterly
Philip Iensee & Martha Maier
Rev. Matthew James & John Weit
Paul Andrew Johnson
Rev. Amy Kumm
Rev. Richard W Krug
Rev. Bill Knessi
Kristian Kohler
Rev. Vince Lavieti
Rev. Angel David Marrero
Meagan McLaughlin
Lauren Mort-Wendt
Markus Mueller
Rev. Andrew Nelson
Rev. Amanda Nelson
Rev. Kevin O’Hara
Bill Paiksen
Mack Patrick
Rev. Donn L Rosenauer
Rev. Kevin L. Strickland
Kathy & Jim Shatbuck
Margaret Schuster & David Weiss
Miriam & Daniel Samuelson-Roberts
Rev. Jana Schofield & Michael Iensee
Rev. Susan M Strouse
Timothy Schroeder
Jennifer & Vance Thomas
Kelsie Theiss
Barbara Thalacker
Rev. Thad William Fisher
Rev. Jay Wilson
Steven Wilco
Rev. Tim Weisman

Joel R. Workin Memorial Endowment
($300 – $15,000)
Bruce Jervis & Jim Kowalowski
Carl Hunter & Rev. Dan Hooper
Betty & Dale Johnson
Leon & Beth Workin
Raydon Workin
Marl’s Books And… (Rev. Paul Egertson Estate)

We have made every effort to correctly display names. If you see any errors, please accept our heartfelt apology and contact us at 312-759-7070 or info@elm.org so we can make the change.
Thank you for making our ministry possible!

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**2016 RECEIPTS**

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**2016 EXPENSES**

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Our budget surplus in 2016 prepared us for the challenges of making an executive change in 2017.

### Giving by Category
- ELM Board Members – 100% Giving
- ELM Staff – 100% Giving
- Proclaim Community – 48% giving – (over half of those giving give monthly!)
- Congregations – 19 Congregations gave a total of $16,515

### Joel Workin Endowment Fund
The Joel R. Workin Scholarship Fund passes $100,000!

We received three significant gifts to the Joel R. Workin Scholarship Fund in 2016. Joel’s mother, Betty, passed away on November 22, 2016. We received a number of gifts in her memory from friends and family. We also received significant gifts from two couples: Bruce Jervis & Jim Kowalski and the Rev. Dan Hooper & Carl Hunter

<table>
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