



Upstate New York Synod

Evangelical Lutheran Church in America

God's work. Our hands.

November 9, 2020

Dear Siblings in Christ,

Grace to you and peace from the One who was and is and is to come, Jesus Christ, our crucified and risen Lord!

The words of Ecclesiastes are familiar words to most I believe and appropriate for this moment in time. "3:1 "For everything there is a season, and a time for every matter under heaven."

It is with a sense of deep sadness that I write to inform you that Pastor Norma Malfatti, our Director of Evangelical Mission for the past five years, has accepted a call, following the prodding of the Holy Spirit, to become DEM in the Minneapolis Synod of the ELCA. In our conversations regarding this it is my strong sense and belief that this is the work of the Holy Spirit and a great move for Norma as she continues to build upon her many gifts and talents in this position. To say that she will be missed by many would be an understatement.

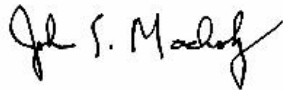
Norma has been a gift to this synod in her time with us first as a parish pastor at Christ the King in Vestal and then as our DEM. She has grown into the ever-evolving roll along side the changing dynamics of working for churchwide and being my Assistant. She has served faithfully and well, often going above and beyond the call to assist individuals and congregations with their challenges, needs and questions. She has been a trusted colleague on your staff and helped to drive ministries across our territory. She has been a friend, a pastor and a leader in this part of Christ's church and will be sorely missed.

Plans call for Norma to end her active ministry with us on November 30. She has vacation time coming which will round out her time with us. She begins her new ministry on the Day of the Epiphany of Our Lord, January 6th and will move as Corona Virus and housing allows. The staff in Minneapolis is working from home and she can do the same from here for a while as she begins with them.

I have begun working with Chicago and the Domestic Mission Unit to discover an interim DEM who will work with us to pick up the pieces central to the work Norma did such as New Starts, Congregational Vitality work and stewardship. I hope to have some more information on that in hand sooner rather than later. I will keep you informed moving forward.

In the meantime, please keep Norma and her mom Betty in your prayers as they begin this transitional time of life. There will be much to do for them and for us but together we will move forward. If you have any further questions please be in touch with me and I will attempt to answer them as best I can.

In Christ's Peace and Hope,

A handwritten signature in black ink, reading "John S. Macholz". The signature is fluid and cursive, with the first letters of the first and last names being capitalized and prominent.

John S. Macholz, Bishop

