

Nominations For Election

1. Synod Treasurer

– Four-year terms beginning July 1, 2010

S8.40. *Treasurer*

+S8.41. *The treasurer shall be elected by the Synod Assembly. The treasurer shall be a voting member of a congregation of this synod. The treasurer may be either a layperson or an ordained minister.*

S8.42. *The treasurer shall provide and be accountable for:*

- a. Management of the monies and accounts of this synod, its deeds, mortgages, contracts, evidences of claims and revenues, and trust funds, holding the same at all times subject to the order of this synod.*
- b. Investment of funds upon the authorization of the Synod Council.*
- c. Receipt and acknowledgment of offerings, contributions, and bequests made to this synod, collecting interest and income from its invested funds, and paying regular appropriations and orders on the several accounts as approved and directed by the Synod Council. The treasurer shall transmit each month to the treasurer of the Evangelical Lutheran Church in America the funds received by this synod for the general work of this church.*
- d. Maintenance of a regular account with each congregation of this synod and informing the congregation, at least quarterly, of the status of this account.*
- e. Rendering at each regular meeting of the Synod Assembly a full, detailed, and duly audited report of receipts and disbursements in the several accounts of this synod for the preceding fiscal year, together with the tabulation, for record and publication in the minutes, of the contributions from the congregations.*
- f. Giving of corporate surety in the amount determined by the Synod Council, which shall be in the custody of the secretary, and the premium therefore shall be paid by this synod. Fidelity coverage provided by the Evangelical Lutheran Church in America shall be deemed a fulfillment of this requirement.*

BALLOT - A. – Synod Treasurer

Elect One

(term begins July 1, 2010 and ends June 30, 2014)

NAME: Michael Weir

Occupation: Internal Revenue Service

Education: B.A. Southwestern Univ. Georgetown, TX also holds a CPA Certificate

King of Glory / Dallas, TX

North Central East Conference

Leadership:

Parish - Active in Partners in Faith (a life group)

Synod/CW – Synod Treasurer – fulfilled a term and served one full term

Community - None current. When children were younger, involved in school activities and youth sports.

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NAME: the Reverend Virginia Kay “Ginger” Georgulas

Occupation: Retired Clergy

Education: B.B.A., St. Mary's Univ., San Antonio; M.Div., Pacific Lutheran Theological Seminary

Certs/Licenses: C.P.A., State of Hawaii, 1993

Rejoice / Coppel, TX

North Central West Conference

Leadership:

Parish - Parish pastor, 10 years, Interim pastor, Mentoring for T.E.E.M. student. Volunteer Bible Study leader, Special stewardship drive, Rejoice, Coppel

Synod/CW - Interim pastor, Mentoring for T.E.E.M. student,; Voting member, CWA, 1993 and 2005; Various committees and commissions, NTNL, Pacifica and Sierra Pacific Synods; Conference Dean, California & Texas Synod Council, NTNL, 2003-2005 DiscipleLife Goal Team C – Public Witness for Peace and Justice; Chaplain, Lutherans Concerned; Advocate for Peace and Justice in the Holy Land

Community - Human Rights, Faith and Religion Comm. Member; Dallas; B.of D. Pres., Kyros, San Mateo, CA; B. of D., Sunnyview Lutheran Home, Cupertino, CA; B.of D., PFLAG, Dallas; Treasurer, Land of Lakes Quilt Guild, Lewisville, TX

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2. Conference positions for Synod Council

– Four-year terms beginning July 1, 2010

Synod Council members are the synod “connectors” to and from Synod Council meetings. The Council conducts the necessary business for the synod between assemblies. This body of leaders gathers three times a year as a Council: in September for a two day retreat (Fri. & Sat), February in a synod congregation, and just prior to assemblies. This is an awesome responsibility that requires dedication and commitment, time and energy to be out and about within the conference.

- S9.01.01. Synod Council members, voting members from this synod to the Churchwide assembly, and members of the Discipline Committee and Consultation Committee shall be elected at large by the Synod Assembly. Synod Council members, except the officers, shall be elected at large by the Synod Assembly from nominations submitted by conferences so that there is a lay person from each conference and an ordained minister from five or six conferences on the Synod Council. Youth representatives on the Synod Council shall be elected at large by the Synod Assembly from the nominations of the Youth Ministry Committee. The Youth Ministry Committee shall nominate at least two persons for each position of youth representative to the Synod Council whenever an election is required.

BALLOT - B. –East TX North LA Conference

Ordained Elect One

(term begins July 1, 2010 and ends June 30, 2014)

NAME: the Rev. Stanley Larson

Occupation: Pastor

Education: BA - Bethany College, Lindsborg, KS M. Div. - LSTC

Holy Trinity / Shreveport, LA
ETNL Conference

Leadership:

Parish - Pastor - preach, lead worship, teach confirmation, Bible Study

Synod/CW - Synod Council - Southwestern Texas Synod; Chair of Synod Assembly Planning Group; Synod Christian Education Committee; delegate to Churchwide Assembly (LCA) 1974; Camp Counselor; Camp Program Director

Community - Lion's Club; Kiwanis Club; Ministerial Alliance; Board of Local Community Action Programs

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BALLOT - C. – North Central West Conference –

Lay Female Elect One

(term begins July 1, 2010 and ends June 30, 2014)

NAME: Bethann Hamann Vidmar

Occupation: Music Teacher, 1996-2010; Federal Budget Analyst, 1982-1995

Education: Bachelor of Music Therapy, West Texas State University, 1982

Faith / Flower Mound, TX

Leadership:

Parish - Day School Teacher & Music Teacher, 2002-2010; Choirs Director, 1982-2010; Worship Coordinator, 1996-1999; Worship Song Leader, 2001-2010; Sunday School Director and Teacher, 1986-2000; Church Council and/or Finance Committees, 1988-1999; Treasurer, 1995-1998

Synod/CW - None to date

Community: Volunteer for: Christian Community Action; Nelson Children's Center; Multiple Christian or secular musical and theatrical productions; Marcus High, Downing Middle, and Bridlewood Elementary schools

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BALLOT - D. - Mid Cities Conference -**Lay Female Elect One***(term begins July 1, 2010 and ends June 30, 2014)***NAME:** Angie Hartman

Holy Trinity / Irving, TX

Occupation: Former Leasing Agent

Education: MA Business Administration BS Psychology & English

Leadership:**Parish** - Parish Lay Minister Vision & Mission Committee Coordinator - 2nd Saturday Market Teacher - Adult Class Worship & Music Committee Founder of Church Vegetable Garden**Synod/CW** - Synod Contact for ELCA World Hunger Contact for Thrivent**Community** - Irving Mayor's Green Advisory Committee Interfaith Stewards of Irving

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NAME: Linda M. Ness

Advent / Arlington, TX

Occupation: Previous Business Owner

Education: Master's Degree from University of Missouri in St. Louis in English/Writing

Leadership:**Parish** - Served on Council, call committees, search committees, prepared Parent's Day Out Handbook, Chair of personnel committee, choir member, leader of women's group, major event planner, anniversary committee, long-range planning committee, edited and published 25th anniversary book for Advent**Synod/CW** - Voting member at several NT-NL Assemblies**Community** - Worked several years with Church Women United to plan a community wide service honoring area Church's' woman of the year. Active member of clubs within homeowners association. Support of Mission Arlington and Arlington Night Shelter

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BALLOT - E. - Waco Conference -**Male Elect One***(term begins July 1, 2010 and ends June 30, 2014)***NAME:** Peri Segaran

Salem / Rosebud, TX

Occupation: Salesman & Entrepreneur

Education: Texas real estate & business I.A.T.A College; P.L.M. Academy; Stewardship Academy

Leadership:**Parish** - 1982-'97 Gloria Dei, Garland Council Various positions & Council President 2000-'02 Messiah Lutheran, Council President**Synod/CW** - 1989-'92 NTNL-Multi Cul Min. 1991-'98 NTNL-LMM President Treasurer & board 1989-ELCA Assembly Voting Member 1991-'96 ELCA-CMM Board Mem. 1995-'97 ELCA-LMM Board. 2003-NTNL Bishop's Consultation to Restart LMM 2004-'07 NTNL-LMM V.P & Treasurer.**Community** - Various Community and Political Leaderships

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BALLOT - F. - Lutheran Youth Organization –

Lay Male Elect One

(term begins July 1, 2010 and ends June 30, 2012)

NAME: Jeremiah Jackson

Immanuel Lutheran Church-Killeen

Occupation: Student - Graduating high school June 6th, 2010

Education: YMCA-After School Program

Leadership:

Parish - Youth group (including fund raisers, mission activities, and special events for younger youth), Weekly bible study (attending, planning and facilitating), Sunday school, usher in Sunday worship.

Synod/CW - Historian on LYO board 2009-2010 helped plan sr. and Jr. High gatherings Volunteered in New Orleans at national youth gathering

Community - Volunteered to help w/ children's soccer in schools and recreational league. Participates in "Skills USA" in school-working with special ed. students

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3. ELCA Churchwide Assembly Voting Member Nominees Slate – Next ELCA Churchwide Assembly is set for August 14 - 20, 2011 in Orlando, Florida

BALLOT - G. - Female Clergy

Elect One

NAME: The Rev. Norma Cooper

Holy Trinity Lutheran Church / Irving, TX

Occupation: Pastor

Education: BA - Elementary Education MA - Special Education M Div

Leadership:

Parish - All aspects of parish life

Synod/CW - Director for First Call Theological Education, Parish Lay Academy faculty, Conference Dean Pro-Tem

Community - Lutheran Sunset Ministries Board 2002-2008

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NAME: The Rev. Yvonne Kiebler

United Lutheran Ministries: Grace/Slaton,
Immanuel/Posey, St. John/Wilton

Occupation: Parish Pastor of three congregations

Education: Post Grad. – LSTC, Chicago; M. Divinity – Brite Divinity Seminary, TCU/Ft. Worth; M.B.A. and M.A. – UT-Arlington, TX

Leadership:

Parish – 2005 – Present, Pastor of United Lutheran Ministries (3 parishes); 2003-04 Intern – St. Matthew/Ft. Worth, 1993 – 2003, Women of the ELCA, Mid-Cities Conference, Arlington and Panhandle Conference, Amarillo

Synod/CW - 2009 – Present, Synod Council Member; 2002 – 08, NT-NL Mission Endowment Fund Board; 1994-96, NT-NL Synodical Women Organization Board; 1995 – 2001, NT-NL Outreach Commission

Community - Volunteer – Kids Café – Hunger Program, Slaton, TX - 2006 to present; Quilter – Charity – quilts for Lubbock Women’s Shelter – 2007 – present; Ft. Worth, TX Community Organizer on public issues – 2003-04; Arlington, TX – Mission Hunger Program 1998 – 2003

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BALLOT - H. - Male Clergy

Elect One

NAME: The Rev. Jeffrey Borgwardt

First Lutheran Church / Longview, TX

Occupation: Pastor

Education: BS and MS in Biology, Northern Illinois University MDiv, Lutheran School of Theology at Chicago

Leadership:

Parish - Pastor, First Lutheran Church, Longview, TX, 2009-present; Pastor, St. John Lutheran Church, Ely, IA, 2000-2009

Synod/CW - Southeastern Iowa Synod: First Call Theological Education Committee, Chair; Natural Church Development coach; Churchwide Assembly: Voting member, 2005; Congregational observer, 2007

Community - Rotary Club member since 2001; Past Club President and Club Secretary; School Crisis team member

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NAME: The Rev. Russell Vardell

First United Lutheran Church / Dallas, TX

Occupation: Pastor

Education: 1992 PhD American History University of Houston 1999 MS Computer Education & Cognitive Studies University of North Texas 1981 MTh Church History Luther Seminary 1980 MDiv Luther Seminary 1976 BA History University of Texas

Leadership:

Parish - All aspects of parish life

Synod/CW - Dean and Church History Instructor of the Parish Lay Ministry Academy Member of the Affirming Our Evangelical Lutheran Identity DiscipleLife Group Previously served in committees for synod assembly as well as theological conference planning I have been a Conference Dean and completed a term on the Synod Council

Community - Boy Scouts Arts groups

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BALLOT - I. - Lay Female any age

Elect One

NAME: Stephanie Varnum, AiM

St. Paul Lutheran Church / Farmers Branch, TX

Occupation: Associate in Ministry, Retired

Education: B.S. Nursing

Leadership:

Parish - Assisting Minister, Social Ministry Community Outreach, Altar Guild help

Synod/CW - NT-NL Synod Vice President, 1998-2002 member NT-NL Candidacy Committee, 2002-2009 Chairperson NT-NL Candidacy Committee, member of Long-Range Planning Task Force for the Lutheran Seminary Program in the Southwest

Community - Texas Master Naturalist, naturalist volunteer at Cedar Ridge Preserve in Dallas, Citizen Scientist on a botanical research team out of the University of Dallas.

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NAME: Pamela Hendricks

Covenant Lutheran Church / Temple, TX

Occupation: Retired MT (ASCP); community advocate

Education: MT(ASCP) concurrent with BA in General Science; post-grad Physiology; PLM

Leadership:

Parish - Past council chair for Worship & Music, Mothers' Day Out, Treasurer, VP, President; flute and choir; women's group; Adult Sunday School; Assisting Minister and Visitations as PLM; rep to synod meetings.

Synod/CW - PLM; Medical Mission trip to SL; SL Companion Committee

Community - Many local service groups; Past president of the Bell Co. Medical Alliance; Past president Texas Medical Association Alliance; Legislative and Community Health committees for American Medical Association Alliance; state boards for Domestic Violence, Immunization and Public Health; Leadership Temple; Leadership Texas; committee to establish local COPS program; Temple Free Clinic volunteer; committee to establish local Habitat for Humanity; co-chair for National Civic League's Healthy Communities program; All American City task force; Women of Distinction for Girl Scouts.

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BALLOT - J. - Lay Female under 35

Elect One

NAME: **Jennifer L. Gebhardt** Good Shepherd Lutheran Church / Irving, TX
Occupation: Customer Service
Education: Graduated Nimitz High School Some college (Northlake Community)

Leadership:

Parish - "Piecemakers" needlework ministry; "Fish & Loaves" food pantry; Choir; Youth Group; Acolyte Scheduler; SS & VBS teacher; Nursery worker; Pre-school teacher; deliver tapes to shut-in
Synod/CW - Briarwood camp councilor; Happening (11 weekends); Via de Cristo (staffed 2); Volunteer synod assemblies (4)
Community - Girl Scouts (10 yrs. Silver award); Day Camp councilor (girl & cub scouts); "Good Yarn" group @ Irving Library

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NAME: **Angela K. Oslie-Whitfill** All Saints Lutheran Church / Arlington, TX
Occupation: Business Banker
Education: UT Arlington, Texas Life and Health Insurance licenses

Leadership:

Parish - Member of POSC (family ministry support team); Help in Nursery; Help with Family Experience (Youth & Family Ministry)
Synod/CW - Former NT-NL LYO Officer (4 yrs), served on the Board of Happening (Youth – Via de Cristo), Delegate to ELCA National Youth Convention (1994 / Atlanta)
Community - Dallas Children Charities, March of Dime walk

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BALLOT - K. - Male any age

Elect One

NAME: Ronald C. Gubrud

First United Lutheran Church / Dallas, TX

Occupation: Office Supervisor

Education: BS Speech and performing Arts Northeastern Illinois University Currently seeking dual Masters degrees from TWU, MBA and Masters of Health Systems Management

Leadership:

Parish - Served in the following capacities: Congregational president, Council member, Synod assembly voting member, Sunday School Teacher, Confirmation teacher.

Synod/CW - Synod Council 2004-2009, Served as council Liaison to DiscipleLife group F, Served on Reference and Council committee at synod assembly 2004.

Community - Cook meals at the Ronald McDonald House, Active in Masonary and Eastern Star with Humanitarian efforts, Volunteered at the Dallas Ramp project, Chairman of the Advisory Council Richard H. Rose DeMolay Chapter

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NAME: Todd Alan Hixson

Rejoice Lutheran Church / Frisco, TX

Occupation: Operations Manager--Intuit

Education: Majored in Engineering--UTSA San Antonio

Leadership:

Parish - Weekly Usher/Communion assistant Synod Representative Administration Committee

Synod/CW - Volunteer for Synod assembly in Allen last year

Community - Chairperson for the San Antonio Metropolitan Service organization--handling 122 service orgs in the SA metropolitan Area, Little ELM friends of the Library, Committee member, North Texas Nebraska—Ronald McDonald house charity event, organizer for various "We Care and Give back events"

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BALLOT - L. - Lay Male under age 35

Elect One

NAME: **Keith A. Clicque** New Life in Christ Lutheran Church / Duncanville, TX
Occupation: Police Communications Supervisor
Education: DeSoto High School - 1999 Cedar Valley College - Law Enforcement Academy 2002 Rio Salado College
- Certificate in Law Enforcement Technology - 2004

Leadership:

Parish - Vice President of Congregation 2008 - Current Liaison to Youth Committee -2008 Liaison to Education Committee - 2009 VBS Coordinator 2007, 2008, 2009

Synod/CW - Synod Voting Member 2008, 2009, 2010 Elected member of Discipline Committee

Community - None

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NAME: **Doug Yassen** Calvary Lutheran Church / San Angelo, TX
Occupation: Student
Education: Graduated Central High School in San Angelo. Attend Texas Tech University as a Sophomore Music education and Composition

Leadership:

Parish - Served as Youth president. Often plays cello and sings for services on Sundays

Synod/CW - Former NT-NL LYO President and Vice President, Worked at Briarwood for three years and worked as the LYLE coordinator and returning for a fourth year. Actively helps as a small group leader for Sr. High Gatherings. Attended the 2007 Church Wide Assembly.

Community - Served on RCY San Angelo Board (Right Choices for Youth)

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BALLOT - M.- Lay Female or Lay Male

Elect One

Who is of color or whose primary language is other than English

NAME: Name

Name Lutheran Church / City

Occupation:

Education:

Leadership:

Parish -

Synod/CW -

Community -

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2010 Spending Plan and 2011 Proposed DiscipleLife Mission Strategy

Northern Texas – Northern Louisiana Synod

	2010 Approved	Differ- ence	2010 Revised	Differ- ence	2011 Proposed
DiscipleLife Tithes and Offerings					
Congregation Mission Support	1,455,167	(45,167)	1,410,000	15,000	1,425,000
Special Gifts	25,883	767	26,650	(825)	25,825
Interest Income	5,000	(3,000)	2,000	-	2,000
Prior Year Surplus	7,000	(7,000)	-	-	-
Total DL Tithes and Offerings	1,493,050	(54,400)	1,438,650	14,175	1,452,825
DiscipleLife ELCA Partnership					
ELCA Churchwide - Mission Support	683,928	(21,228)	662,700	14,175	676,875
Total DL ELCA Partnership	683,928	(21,228)	662,700	14,175	676,875
	47.0%		47.0%		47.5%
DiscipleLife AIO Partnership Support					
Seminary Support	15,000	(10,000)	5,000	-	5,000
Lutheran Social Services	500	-	500	-	500
Texas Council of Churches	500	-	500	-	500
Briarwood Lutheran Ministry	15,000	(10,000)	5,000	-	5,000
CILMIF (Border Ministries)	1,000	-	1,000	-	1,000
Louisiana Interchurch Conference	300	-	300	-	300
Texas Lutheran University	500	-	500	-	500
Texas Impact	750	-	750	-	750
Total DL AIO Partnership Support	33,550	(20,000)	13,550	-	13,550
SYNOD PROGRAMS					
DiscipleLife Congregational Development					
Congregational Life Commission Expenses	5,350	-	5,350	-	5,350
Campus Ministry	15,000	(10,000)	5,000	-	5,000
Total DL Congregational Development	20,350	(10,000)	10,350	-	10,350
DiscipleLife Leadership Development					
Candidacy Expenses	8600	-	8600	-	8600
Event Expenses & Meetings	1050	-	1050	-	1050
Seminarian Scholarships	5000	-	5000	-	5000
Intern Support	6000	-	6000	-	6000
Parish Lay Ministry Academy	7500	(2,500)	5000	-	5000
Total DL Leadership Development	28,150	(2,500)	25,650	-	25,650
DiscipleLife Outreach					
Administration	1,000	-	1,000	-	1,000
Consultations	1,000	-	1,000	-	1,000
Outreach Grants	8,000	(8,000)	-	-	-
New Ministry Support	10,000	-	10,000	-	10,000
Companion Synod-Sierra Leone	4,000	-	4,000	-	4,000
Hispanic Strategy	5,500	-	5,500	-	5,500
African-American Strategy	500	-	500	-	500
Rural Strategy	500	-	500	-	500
Total DiscipleLife Outreach	30,500	(8,000)	22,500	-	22,500

Synod Council

2010 Spending Plan and 2011 Proposed DiscipleLife Mission Strategy

Northern Texas – Northern Louisiana Synod

	2010 Approved	Differ- ence	2010 Revised	Differ- ence	2011 Proposed
Synod Council Expenses (travel and assembly)	12,000	-	12,000	-	12,000
Healthy Congregations Support	5,000	-	5,000	-	5,000
Total Synod Council	17,000	-	17,000	-	17,000
Deans	500	-	500	-	500
Deans	500	-	500	-	500
DiscipleLife Communication					
Meetings	500	-	500	-	500
E-Newsletters	500	-	500	-	500
Web Manager	5,000	-	5,000	-	5,000
Total DiscipleLife Communication	6,000	-	6,000	-	6,000
Total Synod Programs	102,500	(20,500)	82,000	-	82,000
Synod Operations					
Salaries & Benefits					
Salary & Housing-Clergy *1	236,504	(2,504)	234,000	-	234,000
Salary-Other *1	164,970	(4,970)	160,000	-	160,000
Other Personnel Expenses	24,198	(6,198)	18,000	-	18,000
Pension/Medical-Ordained	82,000	9,000	91,000	-	91,000
Pension/Medical-Other	53,000	(4,000)	49,000	-	49,000
ELCA Shared Cost	(55,000)	15,000	(40,000)	-	(40,000)
Continuing Education	4,500	-	4,500	-	4,500
Total Salaries & Benefits	510,172	6,328	516,500	-	516,500
Travel					
Travel Expenses	44,600	(1,000)	43,600	-	43,600
Total Travel	44,600	(1,000)	43,600	-	43,600
Administration					
Postage	2,500	-	2,500	-	2,500
Insurance	16,000	-	16,000	-	16,000
Telephone	9,000	-	9,000	-	9,000
Outside Services	12,000	-	12,000	-	12,000
Region IV Expenses	-	2,000	2,000	-	2,000
Office Expenses	6,800	-	6,800	-	6,800
Equipment Leases and Maintenance	14,000	-	14,000	-	14,000
Office Rent	50,000	-	50,000	-	50,000
Depreciation-Office Equip	8,000	-	8,000	-	8,000
Total Administration	118,300	2,000	120,300	-	120,300
Total Synod Operations	673,072	7,328	680,400	-	680,400
Total Expenses	1,493,050	(54,400)	1,438,650	14,175	1,452,825
Tithes and Offerings over/(under) Expenses	0	0	0	0	0

*1 Last salary increase for clergy was 2008. None included above.
Last salary increase for staff was 2009. None included above.

RESOLUTIONS

*The following resolutions are introduced to the assembly by the NT-NL Synod Council.
SC = Synod Council; NB = New Business Strike through indicates a deletion. Underline indicates an addition.*

SC- 1 Synod Constitution Amendments

2010 Synod Assembly Amendments to the Synod Constitution

The following amendments to the *Constitution for Synods*, having been approved by the Eleventh Churchwide Assembly (August 17-23, 2009) and pertaining to non-mandatory sections of the *Constitution for Synods*, may be adopted by the Synod Assembly on a majority vote under +S18.12.

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- S7.26 This synod may establish processes through the Synod Council that permit representatives of mission settings formed with the intent of becoming ~~chartered~~ recognized congregations and authorized worshiping communities of the synod, which have been authorized under Evangelical Lutheran Church in America bylaw 10.02.03., to serve as voting members of the Synod Assembly, consistent with +S7.21. ~~Authorized worshiping communities, acknowledged under criteria, policies, and procedures approved by the Church Council of the Evangelical Lutheran Church in America, shall accept and adhere to the Confession of Faith and Statement of Purpose of this church, shall be served by leadership under the criteria of this church, and shall be subject to the discipline of this church.~~
- S13.40. Synodically Authorized Worshiping Communities
- S13.41. Authorized worshiping communities, acknowledged under criteria, policies, and procedures approved by the Church Council of the Evangelical Lutheran Church in America, shall accept and adhere to the Confession of Faith and Statement of Purpose of this church, shall be served by leadership under the criteria of this church, and shall be subject to the discipline of this church.
- S8.42. The treasurer shall provide and be accountable for:
- f. ~~Giving of corporate surety in the amount determined by the Synod Council, which shall be in the custody of the secretary, and the premium therefore shall be paid by this synod. Fidelity coverage provided by the Evangelical Lutheran Church in America shall be deemed a fulfillment of this requirement. Obtaining a fidelity bond in the amount determined by the Synod Council for persons handling synod funds, which bond shall be in the custody of the secretary. The premium for the bond shall be paid by this synod. Fidelity coverage provided by the Evangelical Lutheran Church in America shall be deemed a fulfillment of this requirement.~~
- S7.22. The synod may establish processes that permit retired ordained ministers, retired associates in ministry, retired deaconesses, and retired diaconal ministers on the rosters of this synod to serve as voting members of the Synod Assembly, consistent with +S7.21.c. above. The synod may establish processes that permit ordained ministers, associates in ministry, deaconesses, and diaconal ministers who are on leave from call, or those designated as disabled, on the roster of the synod to serve as voting members of the Synod Assembly, consistent with +S7.21.c. above. If the synod does not establish processes to permit the rostered leaders specified above to serve as voting members, they shall have voice but not vote in the meetings of the Synod Assembly.

S7.23. ~~All ordained ministers on leave from call, all associates in ministry on leave from call or retired, all deaconesses of the Evangelical Lutheran Church in America on leave from call or retired, and all diaconal ministers of this church on leave from call or retired, all of whose names appear on the rosters of this synod, shall have the privilege of voice and vote at all meetings of the Synod Assembly.~~ The presiding bishop of the Evangelical Lutheran church in America and such other official representatives of this church as may be designated from time to time by the Church Council shall also have voice but not vote in the meetings of the Synod Assembly. Like privileges shall be accorded to those additional persons whom the Synod Assembly or the Synod Council shall from time to time designate.

The following amendments to the bylaws for the NT-NL Synod are proposed to enact the provisions of S7.22 above, if adopted. This synod may amend its bylaws at any meeting of the synod Assembly by a two-thirds vote of voting members of the assembly present and voting (+S18.21.).

S7.22.01 ~~All retired~~ All ordained ministers, associates in ministry, deaconesses, and diaconal ministers on the rosters of ordained ministers of this synod who are retired and who are in attendance at the Synod Assembly shall be voting members.

S7.22.02 All ordained ministers, associates in ministry, deaconesses, and diaconal ministers on the rosters of this synod who are on leave from call and who are in attendance at the Synod Assembly shall be voting members.

S7.22.03 All ordained ministers, associates in ministry, deaconesses, and diaconal ministers on the rosters of this synod who are designated as disabled and who are in attendance at the Synod Assembly shall be voting members.

Proposed for adoption by the 2010 Synod Assembly

CARE & COMPENSATION 2011

Mutual Ministry Issues for Rostered Leaders in 2011

Northern Texas – Northern Louisiana Synod
Evangelical Lutheran Church in America

THE GOAL: A Healthy Relationship Between Pastor and People

- *Means that there is a mutually shared vision of the congregation in its mission,*
- *Means that there is mutual respect for the gifts and responsibilities that each has,*
- *Means that good communication and collaboration is pursued, especially through a Mutual Ministry Committee,*
- *Means that there is a clearly defined set of goals for the congregation and pastor that have the solid support of the whole parish,*
- *Means that the rostered leaders are enabled to keep their energy, dedication, creativity, and spiritual vitality strong, and*
- *Means that compensation is designed to be fair, to acknowledge effort and gifts, and to show appreciation and care.*

HOW TO ACHIEVE THE GOAL Items for the Congregation to Consider

We assume too much, and we talk too little about the essential issues that determine the health and vitality of both the parish and the pastor and other paid staff. If committee meetings are only about taking care of tasks and council meetings are only about handling the business affairs of the congregation, when will pastor and people talk heart-to-heart about what they are thankful for in the other? When will they share what they need from the other? When will they develop a shared vision of what they hope to become in their life together as a community?

Caring for the rostered leaders of the congregation is about their compensation ... and much more. It is about mutual affirmation, goal setting, communication, responsibility, and accountability. When done well, this sense of *mutual ministry* can make all the difference in staff morale, attitude, longevity, creativity, and productivity. Assume less; talk about it more!

PLANNING MINISTRY TOGETHER The Work of a Mutual Ministry Committee

The work of the Mutual Ministry Committee includes developing a process in which goals are established by the pastor and congregation that are born in a spirit of earnest desire for faithfulness to "the great commission." It is vitally important that goals emerge out of a sharing, caring, collaborative process. The persons responsible for achieving a goal have to participate in its development.

- Considerations when setting goals include:
- Goals should reflect the deep intent of the congregation's Mission Statement.
 - Goals should build on the pastor's and congregation's strengths *but* should challenge both to new levels of effectiveness, especially in identified deficient areas.
 - Goals faithful to God's will and direction in mission should challenge the pastor and congregation to growth, effectiveness, change, vision and stewardship.

- Goals should not be a "to do" list or a listing of normal activities of pastor and congregation. They should identify those ministry tasks that should be central to the pastor's work in the coming year in order for the pastor and congregation to move forward toward their long-term mission goals.
- Pastor and other leaders should realistically write only four to six goals per year and then be responsible for their accomplishment.
- The pastor is accountable for his/her ministry to the Congregation Council via the Mutual Ministry Committee.
- The goals should be reviewed quarterly by the pastor and Mutual Ministry Committee. A final review of the stated goals and a re-negotiation of goals for the coming year are the central tasks of the annual pastoral review which is conducted in anticipation of the conversation about compensation for the coming year.
- The goals are recorded on page 2 of the "Definition of Compensation, Benefits, and Responsibilities of the Pastor" document.

INTERLOCKING GOALS

Rostered Leaders Congregation Synod

*The NT-NL Synod has been vigorously pursuing an overarching goal of **Sowing and Growing Disciples of Jesus** in all of its planning, programming, and staffing objectives. The Synod in Assembly has repeatedly affirmed this direction: we want to be a synod that holds up DiscipleLife as our primary calling and purpose. Congregations have been asked to join in a similar redirection of energy around the tasks of mission. In writing goals for the rostered leaders and congregation in the year ahead, you might ask how the goals advance this priority of DiscipleLife. What does the congregation need to do in the coming year to truly reach beyond itself? What does the congregation need of the pastor and staff to lead and support in this effort? What are the congregation's missional goals?*

The Purpose of a Mutual Ministry Committee

It is important to make a distinction between caring for the *professional development* of staff and caring for their *personal needs*. It is certainly true that clergy and other staff have personal needs to which they must attend. It is also true that the church community needs to be sensitive to these needs. But it may be helpful to clarify that the Mutual Ministry Committee is not the group to support the pastoral and professional staff around their *personal* needs. Emotional and spiritual support best comes from outside the congregation – such as colleagues or friends with whom the professional can relax, or a therapist or spiritual director who can assist with personal issues and spiritual development.

The real focus of the Mutual Ministry Committee is *professional development*, that is, supporting the pastor/staff in becoming more competent and effective at their tasks. The committee needs to develop within itself the capacity to carry on a reflective process with the leader. One of the problems Mutual Ministry Committees often experience is that they view their role as keeping track of whether or not the pastor is "doing the job." The result of a supervisory view of mutual ministry is that pastors and congregations miss out on the benefits of good mutual reflection in a non-defensive environment.

Mutual reflection includes asking questions like: "*How are we doing together?*" "*How are we doing in terms of effectiveness in mission?*" "*How are we dealing with expectations of each other?*" "*In what ways are we satisfied?*" "*Disappointed?*" "*Are there expectations that we have of each other that are unrealistic?*" There are no recipes or "how to" solutions for developing this kind of mutuality and trust. It simply takes trust and a commitment and a willingness to learn from each other.

A helpful resource for organizing a Mutual Ministry Committee is the book, Pastor and People: Making Mutual Ministry Work. The book is available for purchase from Augsburg Fortress Publishing House: www.AugsburgFortress.org/store.

OUR COVENANT OF CARE Maintaining Vitality, Vigor, and Vision for Ministry

Leaders flourish in nutrient-rich environments of genuine care, mutual support, and Christian encouragement. Their sense of health, worth, and service are invigorated by intentional – not accidental – attention to their personal, professional, and spiritual lives. “Burn-out” is too often a product of sagging vision, persistent negativity, and spiritual isolation. The antidote is found in those things that stir the imagination and creativity, that offer thanks and appreciation for work earnestly done, and that create collegiality and partnership.

The *Covenant of Care* (found on page 9) is one way to encourage mutuality in ministry. It suggests concrete ways to support your rostered ministers in their work, especially in the areas of

- Spiritual reflection and renewal
- Continuing education and professional development
- Mutual conversation, encouragement, review and goal-setting

The congregation (or agency) is urged to enter into some form of a Covenant with their pastor and/or associate in ministry, *not as a matter of luxury but as a matter of urgency*. Much hinges on the work we do to maintain the vitality, vigor, and vision that our leaders have for their ministry.



The ELCA urges all rostered leaders to be attentive to the well-being of their whole selves by:

- Taking the *Health Risk Assessment* survey annually
- Using the resources of *EmbodyHealth* at www.ELCAforWellness.org
- Developing their Personal Wellness Account and Flexible Spending Account

The diagram below illustrates the way well-being is a matter of attention to the several key areas of human experience. All of these grow out of our central experience of being a baptized child of God, and all of these are nurtured by our over-arching experience of spiritual wellness.



COMPENSATION FOR ROSTERED LEADERS

ESSENTIAL FACTORS Affecting Compensation

Determining a fair base salary begins with a calculation of the *minimum* recommended salary which is then adjusted for

- Level of responsibility
- Education and Expertise
- Initiative and Merit
- Local Cost of Living
- Fairness and Equity
- Growth and Leadership

COMPENSATION FOR LAY ROSTERED STAFF

LAY ROSTERED STAFF

Associates in Ministry are persons who have been rostered by the ELCA as persons of faith, skills, and training (a college degree with course work in theology as well as an area of specialization). Their compensation consists of three parts: a base salary, the pension and health benefits plan, and Social Security. AIMs receive reimbursement for professional expenses (including automobile use). They do not receive a housing allowance as the IRS allows for clergy.

The **Base Salary** for an AIM should compare favorably to others in your community of similar responsibility, training, and activity – such as local school teachers as reflected in Chart I. It is recommended that in the NT-NL Synod a Lay Rostered Minister not be paid less than

\$36,885 in 2011

(the recommended *minimum salary* or *entry level* salary) and that at least \$600 per year of experience be added to this minimum amount to recognize years of service.

Chart I – Lay Rostered Ministers Compensation Comparison: 2008-2009	
Texas School District	Average Elem. Teacher’s Salary
Abilene	\$43,657
Amarillo	\$44,603
Clifton	\$40,583
<div style="border: 1px solid black; padding: 10px; width: fit-content; margin: auto;"> <p style="font-size: 1.2em; margin: 0;">2008-2009 data will be available by April 1, 2010</p> </div>	
Tyler	\$44,129
Waco	\$42,879
Wichita Falls	\$44,514
AVERAGE	\$44,359
<p><i>Salaries given are for elementary school teachers on a 12-month teaching contract. Source: Texas Education Agency (TEA).</i></p>	

I. COMPENSATION FOR ORDAINED MINISTERS

Pastors are persons – rostered by the ELCA as leaders with faith, skills, and training – who are gifted by God for Word and Sacrament ministry. They have both a four-year college and four-year seminary education. Their compensation consists of “defined compensation” (cash salary, housing, Social Security allowance) and benefits (pension, medical). Professional expenses (auto use, continuing education and assembly expenses, books and professional supplies) are not part of compensation, but a part of the congregation’s administrative costs. The IRS prefers that clergy income be reported on a W2 rather than a 1099 form. Housing Allowance is not reported in Box 1, but in Box 14 (“Other”) of the W2 form.

Chart II – Ordained Ministers Compensation Comparison: 2008-2009		
School District	Average for Counselors	Average for Principals
Abilene	\$52,045	\$73,810
Amarillo	\$53,892	\$78,047
C		
E		
D		
For		
Gr		
Le		
Ll		
M		
R		
Sar		
S		
Tex		
Tyler	\$51,495	\$75,364
Waco	\$52,713	\$75,192
Wichita Falls	\$49,992	\$72,120
AVERAGE	\$53,682	\$74,821
<p style="text-align: center; font-size: 1.2em;">2008-2009 data will be available by April 1, 2010</p>		
<p><i>Salaries given are for counselors and principals of elementary schools on a 12-month contract. Source: the Texas Education Agency (TEA).</i></p>		

I.a. BASE SALARY

The **Base Salary** for a pastor should compare favorably to others in your community of similar responsibility, training, and activity – such as local school counselors and principals as described in Chart II. The salaries of other masters-level professionals within the congregation might be identified as yet another valuable point of reference in determining fair compensation. It is recommended that in the NT-NL Synod an Ordained Minister not be paid less than

\$34,570 in 2010

(the recommended *minimum salary* or *entry level salary*) and that at least \$700 per year of experience be added to this minimum amount to recognize years of service.

The IRS allows for clergy to be provided a parsonage (with all bills paid, including utilities, repairs, improvements, insurance) or to be paid a housing allowance in addition to salary. Housing Allowance is described in greater detail below. It is recommended that in the NT-NL Synod an Ordained Minister receive between

\$15,000 - \$24,000 Housing Allowance

depending on local costs for a typical three bedroom home with utilities and furnishings. The sum of the pastor’s base salary, housing allowance, and Social Security Allowance should compare favorably with the salaries shown in Chart II. More specifically, the salary of a newly ordained pastor should compare favorably to the average salary of a local school counselor. The salary of a pastor with 25 years experience should compare favorably to the average salary of a local school principal. Pastors with more than 25 years experience should have increases proportionately greater than the average school principal.

Some congregations, because of their smaller membership and/or financial constraints, may be unable to provide an adequate compensation package for full-time service. A congregation should not expect a pastor

to work full-time for part-time compensation. Ask the synod office for help in identifying creative options, such as calling a part-time, bi-vocational pastor or sharing a pastor with another congregation.

I.b. SOCIAL SECURITY ALLOWANCE

Regardless of whether the congregation pays the minister as an “employee” in IRS terms, **Social Security** always *considers an ordained minister “self-employed.”* That means the congregation does not and **cannot pay FICA** [7.65%]. It also means that the minister **must pay self-employment SECA** [15.3%]. It is recommended that the congregation provide the minister with a 7.65% allowance in lieu of paying Social Security. The allowance is considered taxable income. The minister uses this money in paying this 15.3% self-employment tax. Salary, housing (allowance or parsonage) and this SS allowance are used in determining SECA tax.

I.c. HOUSING ALLOWANCE

The housing component of compensation is a complicated matter because of variations in the cost of housing, IRS rules and because some congregations own a parsonage while most do not. For an ordained minister the cost of housing is *compensation exempt of income tax* according to IRS rules. Associates in ministry and other lay employees do not qualify for this tax benefit.

For the ordained minister who *owns a house*, the limit of tax exemption is based on actual *housing expenses* recorded for the year by the minister – up to a maximum of the amount that was designated as “housing allowance” by the Congregation Council. The minister tracks and claims all justifiable expenses and then pays tax on the remaining “allowance” that is not actually used for housing.

For the minister *in a parsonage*, utilities, repairs, insurance, lawn, maintenance and remodeling are paid by the church, done in a timely manner and, of course, not taxed. The congregation can designate additional “furnishings allowance” for deductible household expenses that are paid by the minister. Some congregations with a parsonage also give an “equity allowance” so the pastor can build a modest housing equity for a future down payment on a house for retirement.

Every December the pastor should notify the Congregation Council that a specific amount of his/her compensation for the coming year be designated as housing allowance. The Council acknowledges this request by a motion and vote that is entered into the meeting minutes. It needs to be understood that dividing housing allowance and salary is for income tax purposes, and the division can appear unusual. The Council may choose to use this format within the minutes of its meeting (source; *Clergy Financial Services, Inc.*):

A motion was duly made, seconded, and approved that the ministry compensation paid to Rev. _____ during the year 20__ include a designated housing allowance in the amount of \$ _____. This amount shall remain in effect annually until amended or rescinded.

II. BENEFITS

II.a. PENSION AND MEDICAL PROGRAM

Full participation in the ELCA pension and benefit plans is expected for rostered leaders. The cost is determined as a percentage of “Defined Compensation” (base salary, plus housing or furnishings allowance, plus Social Security allowance). The pension contribution is a minimum of 10% of Defined Compensation. The premium for the medical plan (medical and dental insurance, disability insurance, and death benefits) varies according to a schedule. The ELCA Board of Pensions offers a rate calculator at www.elcabop.org/calculators.aspx.

Sick leave is assumed, with the congregation paying pulpit supply as necessary. It is becoming standard that a new parent be granted up to six weeks family leave to care for a newborn. Reasonable leave is usually granted by the Congregation Council to take care of family emergencies. In the case of disability, the minister continues to receive up to two months of salary with full benefits from the congregation.

II.b. VACATION AND DAYS OFF

Because of the intense and emotional nature of the work done by a minister, it is important and recommended that the leader be granted four full weeks vacation time per year in order to tend to family responsibilities and emotional and spiritual refreshment. Vacation is not a reward, but recognition that a person needs time for renewal to be most effective in ministry. It is not necessary that vacation time be taken all at one time. The congregation needs to understand that the equivalent of two days off each week for family time and renewal is important. Of necessity, it is recognized that the minister is still “on call” during these days. The congregation needs to be trained not to encroach on days off except in emergency.

II.c. OTHER

Congregations often adopt policies or procedures that are intended to benefit the rostered leader as they grow and “stay fresh” amid their duties and tasks. Such items might include:

- A policy governing compensation during times of illness and hospitalization.
- A policy about unused vacation time.
- A parental-leave policy to allow time away upon the birth or adoption of a child.
- A sabbatical-leave policy for a period of extended study.
- A policy to reimburse certain dues and memberships deemed essential to that ministry context.
- A membership in a health or fitness club.
- Participation in the ELCA’s Flexible Spending Account
- Life insurance coverage.
- Supplemental pension or tax sheltered annuity contributions.

III. PROFESSIONAL EXPENSES

Clergy receive reimbursement for professional expenses (including automobile use) but this is a matter of reimbursement, not compensation. Professional expenses therefore belong under “administrative” or “operating” expenses in the budget and not under “staff salaries.”

The IRS recommends that ministers be placed on an Expense Reimbursement plan in which business related expenses are paid to the minister upon submission of an invoice or signed and itemized business expense form. This is in contrast to a system in which the minister is given a flat monthly allowance for expenses (which is reported as income) and then deducts business related expenses.

III.a. AUTOMOBILE EXPENSES

Use of the minister’s automobile for business activity is a congregational expense and should properly be listed under congregational administrative expenses in the budget rather than under compensation. Reimbursement to the minister on a per-mile basis using an Expense Reimbursement plan is recommended. The IRS rate for business use of an automobile in 2010 is 50 cents per mile. Alternately, the congregation could consider providing the minister with a church-owned or leased vehicle.

III.b. CONTINUING EDUCATION

Continuing education is essential for rostered leaders and other staff to bring fresh insights and resources to the congregation and for professional growth. Continuing education is a means by which the congregation's leader(s) builds upon and extends knowledge, acquires new skills and grows into more effective ministry. Indeed, failure to maintain a regular discipline of continuing education should be regarded negatively in the annual performance and compensation review.

- The congregation and rostered leader should complete an annual learning covenant for the year ahead. The Mutual Ministry Committee is the group that represents the congregation in making this covenant.
- Two weeks (50 contact hours) are allowed and taken for continuing education each year.
- A minimum of \$700 should be designated in the congregation's annual budget for continuing education. The rostered leader participates by contributing a minimum of \$300 annually.

The minister reports to the Council on the use of money, time and, of course, the learning that has occurred. By mutual agreement, continuing education time can accumulate up to three years for a major project. Funds contributed by the congregation and the rostered leader each year are held in a separate account and forwarded to the leader's next congregation should he/she receive and accept a new call.

Extended leave (sabbatical) of one to three months every five years in the present call is recommended for a rostered leader. Planning extended leave needs to begin early, with the Congregation Council approving the idea at least six months in advance.

Extended leave is understood to be a time of release from normal duties in order that a person may devote extended time to study and renewal. Ministers and congregations have found without exception that an occasional planned extended leave pays rich dividends in the quality and effectiveness of ministry the minister and the congregation share together. Information about such planning is available from the synod office or at <http://www.elca.org/Growing-In-Faith/Vocation/Rostered-Leadership/Leadership-Support/Sabbatical.aspx>.

III.c. BOOKS, FEES, AND OTHER EXPENSES

Reimbursing the minister for expenses incurred in the course of doing the ministry of the congregation is *not compensation*. But the cost of reimbursement has to be planned. The congregation should adopt a policy to reimburse the minister for costs such as:

- Books, periodicals and professional dues directly related to current ministry.
- Program costs, hospitality costs, charity costs and other out-of-pocket expenses.
- Annual Synod Assembly, Bishop's Convocation and theological conferences fees. All pastors and other rostered leaders are required, by constitution, to attend the assembly and are expected by the bishop to attend the convocation and annual theological conference.

Other staff-related expenses should be budgeted, such as pulpit supply during vacation, worker's compensation, discretionary fund, long distance telephone charges, etc.

Endorsed by the NT-NL Synod Council: January, 2010
Proposed for adoption by the NT-NL Synod Assembly: April, 2010

Our Covenant of Care

Respect those who labor among you...and esteem them very highly in love because of their work. (1 Thess. 5:12-13)

*Leaders flourish in nutrient-rich environments of genuine care, mutual support, and Christian encouragement. Their real sense of health, worth, and service are invigorated by intentional – not accidental – attention to their personal, professional and spiritual lives. In order to help our pastor (and other rostered leaders) fulfill the vows he/she has taken in a manner imagined by the ELCA's **Vision and Expectations**, we therefore covenant to appropriately nurture and support servant-leadership in this place.*

+ + +

Pledge of the Pastor or Lay Rostered Minister

- ❖ To participate in at least one peer group gathering each month for growth and support.
- ❖ To work at the integration of faith and life through a regular pattern of personal study, prayer, and reflection as well as a day each spring and fall in spiritual retreat.
- ❖ To focus my spiritual energy on the ministry of this place, while also offering a tithe of my time and energy to the larger work of community, conference, synodical, and/or churchwide ministries.
- ❖ To consult with the leadership here, my peers, and my bishop as I plan for my life-long learning and growth.
- ❖ To write an annual continuing education plan in consultation with the leadership here as I seek to fulfill the recommended annual goal of 50 contact hours.
- ❖ To give special energy and effort this year in the ministry here to: _____

_____, Pastor / Lay Rostered Minister

+ + +

Pledge of the Congregation or Agency

- ❖ To celebrate with you each five-year anniversary of public ministry.
- ❖ To provide for a Mutual Ministry Committee that will support you in your life as a professional and servant-leader.
- ❖ To assist your growth, development, and insight through an annual review of your service in ministry.
- ❖ To insist that you take at least one day off each week and a regular vacation time each year.
- ❖ To publicly and financially support your annual continuing education plan as an issue of your – and the congregation's – health and welfare.
- ❖ To adopt a plan for Extended Study (sabbatical) that will be available to you after each five years in ministry here.
- ❖ To annually review your compensation and, if low, to adopt a plan to bring it to an appropriate level within 3 years.
- ❖ To encourage your study objectives this year in the area of: _____

_____, Chief Lay Officer

+ + +

Pledge of the Synodical Bishop

- ❖ To be available to you as your pastor, offering counsel and encouragement to you as you fulfill your vows.
- ❖ To provide regular opportunities for learning, growth, reflection, and collegial support.
- ❖ To offer, whenever possible, scholarships to help our under-funded leaders join in on these opportunities.
- ❖ To provide confidential intervention and consultation services.
- ❖ To encourage your talents and service within the ministries offered by the community, conference, synod, and churchwide organization.
- ❖ To hold you in prayer, in collegial regard, and in love for your ministry's sake.
- ❖ To encourage you to grow this year in the area of: _____

_____, Kevin S. Kanouse, Bishop
Northern Texas – Northern Louisiana Synod, ELCA

sjm 1/2004

2011 Worksheet for Pastor's Compensation

NAME _____	2010 AMOUNT	CLERGY COMPARISONS	2011 PROPOSED
I. SALARY a. Base salary excluding housing Adjusted for experience, merit, size of congregation, responsibility and education. b. Social Security allowance c. Housing Allowance or Furnishings & Equity Allowances TOTAL "DEFINED COMPENSATION"	_____ _____ _____ \$ _____	*ISD _____ *NTNL minimum \$ 34,570 + \$700 x yrs. _____ 7.65% of base plus housing \$15,000 - \$24,000 depending on local costs	_____ _____ _____ \$ _____
II. BENEFITS a. Pension, medical, disability, death benefits (percentage of "Defined Compensation") b. Vacation c. Other benefits: TOTAL BENEFITS	_____ _____ weeks _____ \$ _____	10% Pension, % for Medical varies four weeks _____	_____ _____ weeks _____ \$ _____
III. PROFESSIONAL EXPENSES a. Automobile expense reimbursement b. Time for continuing education c. Continuing education allowance d. Books, magazines, and registration fees e. Other reimbursable expenses TOTAL PROFESSIONAL EXPENSES	_____ _____ weeks _____ _____ \$ _____	\$ 0.50 per mile in 2010 two weeks \$ 700.00 _____ _____	_____ _____ weeks _____ _____ \$ _____
TOTAL FOR PASTOR'S MINISTRY <i>Salary, benefits, and reimbursed professional expenses as minister of this church.</i>	\$ _____		\$ _____

Anticipated RESOLUTIONS

Resolutions can only be introduced to the assembly by a registered voting member of the assembly and was requested to the Committee Reference and Counsel. c/o the Synod Office by April 9, 2010. A packet of submitted resolutions will be passed out at the time of assembly and possibly shared electronically.

2010 Synod Assembly
Items of New Business for Consideration
Unedited Resolutions

The 2010 Synod Assembly will consider two items of New Business. It is important to note that "only items of business which have been submitted by voting members or the Synod Council may be considered by the assembly. Resolutions must be submitted to the Committee for Reference and Counsel by April 9, 2010 in order to be considered at this year's assembly" (Proposed Rules of Organization and Procedure, 2010, p. 1).

The two items of New Business have been referred to the Committee for Reference and Counsel. "The Committee for Reference and Counsel shall report on every resolution referred to it, and may recommend approval, disapproval, referral to a unit of this synod or the ELCA, or recommend a substitute motion to the assembly" (p.1).

The two items of New Business that are given below have not as yet been reviewed by the Committee for Reference and Counsel and therefore may not be in the final form in which the committee will ultimately present them. The two items of New Business are reprinted here as they were received and are published for information purposes only.

NEW BUSINESS #1 – as received

Topic: Constitutional Integrity

Submitter: Pastor Joel Berthelsen, Hope Lutheran Church, Cedar Hill, Texas

The Resolution:

Whereas: The Evangelical Lutheran Church in America's constitution states, the ELCA "...accepts the canonical Scriptures of the Old and New Testaments as the inspired Word of God and the authoritative source and norm of its proclamation, faith, and life."

And Whereas: a plain reading of the scriptural passages regarding same-sex sexual activity upholds the idea that same-sex sexual activity is not to be practiced and that it is wrong

Therefore be resolved: that the Northern Texas Northern Louisiana Synod of the ELCA memorialize the ELCA to rescind the 2009 Churchwide Assembly's decisions on 8/21/09 titled Ministry Policies Resolutions #2, 3, & 4 #2: "Resolved, that the ELCA commit itself to finding ways to allow congregations that choose to do so to recognize, support and hold publicly accountable lifelong, monogamous, same-gender relationships." #3: "Resolved, that the ELCA commit itself to finding a way for people in such publicly accountable, lifelong, monogamous, same-gender relationships to serve as rostered leaders of this church." & #4 which dealt with the changing of Visions and Expectations.

IMPLICATION OF RESOLUTION (NB #1) - If Adopted

What is the financial impact of this resolution on the synod budget?

It will be beneficial.

What are the sources of income anticipated to accomplish the resolution's purpose?

Congregations

What are the personnel implications within our Synod – or churchwide?

It will affect rostered leader definitions.

Who will be responsible for implementation of the resolution?

The proper ELCA Churchwide Assembly memorial committee.

How does this resolution enhance the mission of the church and our synod?

It would lend the view of integrity to our church as the world would see we say what we mean and we mean what we say.

NEW BUSINESS #2 – as received

Topic: The ELCA Churchwide Assembly's Resolutions of August 21, 2009 Are Unconstitutional
Submitter: Mark Johnson, Central Lutheran Church, Dallas, Texas

The Resolution:

WHEREAS "[t]his church accepts the canonical Scriptures of the Old and New Testaments as the inspired Word of God and the authoritative source and norm of its proclamation, faith, and life,"¹ AND

WHEREAS the Scriptures demonstrate that God's plan for human sexuality does not permit homosexual conduct,² AND

WHEREAS "[a]n ordained minister of this church shall be a person whose commitment to Christ, soundness in the faith, aptness to preach, teach, and witness, and educational qualifications have been examined and approved in the manner prescribed in the documents of this church; who has been properly called and ordained; who accepts and adheres to the Confession of Faith of this church; who is diligent and faithful in the exercise of the ministry; and whose life and conduct are above reproach. An ordained minister shall comply with the constitution of this church,"³ AND

WHEREAS "[o]rdained ministers shall be subject to discipline for preaching and teaching in conflict with the faith confessed by this church or willfully disregarding the provisions of the constitution or bylaws of this church,"⁴ AND

WHEREAS the blessing of same sex unions is a human contrivance found nowhere in the Scriptures, and that Martin Luther gravely warned us of the dangers of neglecting the Scriptures,⁵ and predicted that "men will, as the ancients did, once more turn to human schemes ... and again issue laws and regulations to keep the people in the unity of the faith,"⁶ AND

WHEREAS the ELCA 2009 Churchwide Assembly's resolutions permitting the ordination and calling of pastors engaged in homosexual conduct and the blessings of same sex unions are nowhere authorized by scriptural or canonical authorities and are therefore unconstitutional. Moreover, the exercise of the resolutions violates Articles 7.22 and 20.21.01 of the ELCA Constitution. Such resolutions are also incompatible with other scriptural directives in that they have grieved many members of the body of Christ.⁷ Therefore be it

¹ ELCA Constitution, Article 2.03 (2009)

² E.g. Genesis 2:24; Mark 10:6-8; Ephesians 5:28-31; Leviticus 18:22; Romans 1:26,27; I Corinthians 6:9-11; I Timothy 1:9,10.

³ ELCA Constitution, Article 7.22 (italics added for emphasis).

⁴ *Id.*, Article 20.21.01, (a) and (d).

⁵ Martin Luther, *That These Words of Christ, "This is My Body," etc., Still Stand Firm Against the Fanatics*, in 37 *Luther's Works* 14-16 (Robert H. Fischer trans., Fortress Press 1961).

⁶ *Id.* at 17.

⁷ I Cor. 13:5: "Love does not insist on its own way."

RESOLVED, that the Northern Texas-Northern Louisiana Synod declares the ELCA 2009 Churchwide Assembly's resolutions permitting the ordination and calling of pastors engaged in homosexual conduct and the blessings of same sex unions are not authorized by Scripture or canonical authorities and are therefore unconstitutional. The Northern Texas-Northern Louisiana Synod hereby disavows and disassociates itself from any connection to the ELCA Churchwide Assembly Resolutions "Related to Ministry Policies" adopted on Friday, August 21, 2009, in Minneapolis, Minnesota, and declares that it is not bound by them.

IMPLICATION OF RESOLUTION (NB #2) - If Adopted

What is the financial impact of this resolution on the synod budget? If expenditures are required, what are the sources of income anticipated to accomplish the purpose of the resolution?

The financial impact is positive, since the passing of the resolution may encourage congregations contemplating leaving the ELCA and NTNL Synod to instead remain affiliated with the ELCA. No expenditures are required.

What are the personnel implications within our Synod – or churchwide?

The personnel implications would be the same as the status quo prior to August 2009.

How does this resolution enhance the mission of the church and our synod?

The resolution serves to spiritually and legally protect the church and our synod by adhering to the Scriptures and the constitution that governs the ELCA.

