

2018



UNDER CONSTRUCTION
*Transforming
in Christ*

Part C
Book of Reports

Items of Business:
Elections
Mission Strategy
Resolutions

Nominations - General Election

1. NT-NL Synod Treasurer

Four-year term beginning July 1, 2018 and ending June 30, 2022

S8.40. *Treasurer*

+S8.41. *The treasurer may be elected by the Synod Assembly or may be appointed by the Synod Council. 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. 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 the requirement.*

BALLOT - A. - NT-NL Mission Area Treasurer -

Ordained or Lay- **ELECT ONE**

(term begins July 1, 2018 and ends June 30, 2022)



NAME: **Mark V. Bradley** Christ / Dallas, TX
Occupation: Retired (former Finance Manager for IBM) NE Dallas Conference
Education: MBA, University of Minnesota MA in Teaching, St. Thomas, MN
 BA in Economics, Carleton, MN and CMA (Certified Management Accountant)
Leadership:
Parish - Mutual Ministry Team, Christ Lutheran, Dallas (2016 –); Finance Secretary / Council, Christ Lutheran, Dallas (2011 – 2014); Endowment Fund Chairperson, Zumbro Lutheran Church (2006 – 2009); President / VP, Zumbro Lutheran Church, Roseville, MN (1995 -1996); Finance Committee Chairperson, Zumbro Lutheran Church, (1990 -1994)
NT-NL/CW - NT-NL Mission Endowment Fund Board member, Parliamentarian at Mission Area Assembly. Formerly: SE MN Synod Treasurer
Community - Church and Family

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2. Conference positions for NT-NL Synod Council

Four-year terms beginning July 1 2018 and ending June 30, 2022

Synod Council members are the Synod's "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 (Fall) September for a two day retreat (Fri. & Sat), (Winter) late January or early February at Briarwood /retreat Center or in a NT-NL congregation, and (Spring) just prior to assemblies at the assembly venue. This is an awesome responsibility that requires dedication and commitment, time and energy to be out and about within the respective 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 are two lay persons from each conference, one male and one female, and an ordained minister or Synodically Authorized Worship Leader from each conference on the Synod Council. It is the expectation that the two lay voting members serving on the Synod Council shall not be from the same congregation, nor be married to each other or from the same household. It is the expectation that one of the voting members from a conference shall be under the age of thirty-five (35) at the time of election and the other shall be age thirty-five or older at the time of election. The Synod Council shall ensure that a youth member is elected to serve on the Synod Council. Clergy members to the Synod Council may be from the same congregation as one of the lay voting members.

BALLOT - B. Synod Council – Hispanic/Latin@ Conference

Minister of Word and Sacrament

Elect ONE



NAME: Pr. Aura Violeta Siguenza-Del Aguila Walnut Hill / Dallas

Occupation: ELCA Rostered Minister of Word and Sacrament

Education: B.S. Psychology and TEEM graduate through LSPS

Leadership:

Parish - All aspects of congregational life.

NT-NL/CW – NT-NL Endowment Fund and NT-NL Synod Council

Community - Dallas Area Interfaith and Family Place.

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BALLOT - C.**Synod Council - Eastern Conference****Minister of Word and Sacrament****Elect ONE**

NAME: **Pr. Russell Vardell** First United / Dallas, TX
Eastern Conference

Occupation: ELCA Rostered Minister of Word and Sacrament

Education: MDiv, MTh (Church History) -- Luther Theological Seminary, St. Paul, MN; PhD (American History) -- University of Houston, Houston, TX; MS -- Computer Education and Cognitive Studies, University of North Texas, Denton, TX

Leadership:

Parish – All aspects of congregational life: Pastor, First United, Dallas, Texas; Pastor, Our Saviour's, Durant, Oklahoma; Pastor, Our Redeemer, Grand Prairie, Texas; Pastor, St. John Lutheran Parish, Westhoff / Lindenau, Texas; Pastor, St. Paul Lutheran Parish, Nordheim/Runge, Texas; Interim Pastor: Shepherd of Life Lutheran, Arlington, Texas; First, Waco, Texas; Good Shepherd Lutheran, Irving, Texas; University of Houston Campus; Ministry, Houston, Texas; Texas Southern University Campus Ministry, Houston, Texas; Pulpit Supply: NT-NL, SWTexas, TX Gulf Coast, and Grand Canyon Synods

NT-NL/CW - TEEM candidate Mentor; Parish Lay Mission Academy, Dean and Church History Instructor; Conference Dean and Assistant Dean; Theological Conference Planning Committee Synod Council (partial term); Presenter at Synod Assembly, ALOA, Congregations SELECT course facilitator

Community - Boy Scout troop volunteer; Local School PTA Treasurer; Speaker for Community Groups; CROP Walk

BALLOT - D.**Synod Council – Heart of Texas Conference****Lay Male (O)****Elect ONE**

NAME: **Dr. Douglas Krug** Hope / Comanche, TX

Occupation: Psychologist

Education: PhD, Experimental Psychology; Re-specialization, Clinical Psychology

Leadership:

Parish - Council President many times Hope; Council several positions Hope; Grounds and property, St. Matthews, Fort Worth; Ministerial Support, St. Matthews, Fort Worth

NT-NL/CW - Lutheran Men in Mission (LMM), President; Big Country Lutheran Camp volunteer

Community - Scouts, Local and district; 4-H; Volunteer nursing homes, youth activities, senior center; Alzheimer's support group resource.

**BALLOT - E. Synod Council – Heart of Texas Conference
Lay Female (U)**

Elect ONE

NAME: **Name** Congregation / City, State Code

Occupation:

Education:

Leadership:

Parish -

NT-NL/CW -

Community -

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BALLOT - F. Synod Council – Conference Out West - Lay Male (O)

Elect ONE



NAME: **Mr. K. Fritz Leifeste** Calvary/ San Angelo, TX

Occupation: Retired 2009 from Angelo State University in San Angelo as an Associate Professor. I went back to work in 2010 at Sul Ross State University in Alpine and retired again as Director of the Division of Education in 2013

Education: B.S., M.Ed., Ed.D

Leadership:

Parish -

 Social Service Committee; Committee for raising funds for Church remodel; Call Committee; Current: Church Council (treasurer)

NT-NL/CW – 2017 Voting Member to Assembly

Community - Past- Rotary Club; Past-Board Member for ARC of San Angelo; Past-Board Member for Project Dignadad food pantry

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BALLOT - G. Synod Council – Conference Out West - Lay Female

Elect ONE



NAME: Ms. Teresa Swecker

Trinity Evangelical / Miles, TX

Occupation: Wife and Mother

Education: College degree

Leadership:

Parish - Bell Choir, Count offering on Sunday, Birthday and Anniversary

cards, Hospitality, Reader, greeter, usher, ETC.

NT-NL/CW – Attended past assemblies as a voting member and attended the Youth Gathering in Louisiana

Community - Bronte Park Restoration, Fun day in the Park - Bronte, Brontoberfest, Clean up Bronte, Band Mom and Band Booster Treasurer for 6 years, Volunteer 1 day a week at Bronte ISD.

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3. ELCA Church Council Position

Six-year term beginning 2019

The NT-NL Synod is paired with the Arkansas Oklahoma (AOK) Synod in continuing resolution 19.02.C05. for the purpose of nominating two persons to the ELCA Church Council to be elected by the 2019 Churchwide Assembly. The nominating committee has assigned the category of Minister of Word and Sacrament to our synod for nomination.

We are looking for people who would bring a commitment to the work of this church in all of its expressions. It is important that those nominated can work with the other members of the Church Council in assuming the governance role that has been assigned to the council.

*This means that our 2018 Synod Assembly will **select two persons** who fit this category. These persons will then be nominated to the Churchwide Assembly, which will elect one to a six-year term on the Church Council, beginning upon the conclusion of the 2019 assembly.*

The process that our synod uses to identify and nominate these people is not described in the constitution. What is required is that the Synod Assembly nominates them. That means there will need to be a vote of the assembly to place these two people in nomination. Once these names are presented to the assembly in Milwaukee, there is not provision for nominations from the floor for this position. The two people we nominate from our 2018 Synod Assembly will be the only two on the ballot for the 2019 Churchwide Assembly.

BALLOT - H.

Nominees to the 2019 Churchwide Assembly for a clergy position on the ELCA Church Council

Elect TWO



NAME: **The Rev. Russell Vardell** First United / Dallas, TX
Eastern Conference

Occupation: ELCA Rostered Minister of Word and Sacrament

Education: MDiv, MTh (Church History) -- Luther Theological Seminary, St. Paul, MN; PhD (American History) -- University of Houston, Houston, TX; MS -- Computer Education and Cognitive Studies, University of North Texas, Denton, TX

Leadership:

Parish – All aspects of congregational life: Pastor, First United, Dallas, Texas; Pastor, Our Saviour's , Durant, Oklahoma; Pastor, Our Redeemer, Grand Prairie, Texas; Pastor, St. John Lutheran Parish, Westhoff / Lindenau, Texas; Pastor, St. Paul Lutheran Parish, Nordheim/Runge, Texas; Interim Pastor: Shepherd of Life Lutheran, Arlington, Texas; First, Waco, Texas; Good Shepherd Lutheran, Irving, Texas; University of Houston Campus; Ministry, Houston, Texas; Texas Southern University Campus Ministry, Houston, Texas; Pulpit Supply: NT-NL, SWTexas, TX Gulf Coast, and Grand Canyon Synods

NT-NL/CW - TEEM candidate Mentor; Parish Lay Mission Academy, Dean and Church History Instructor; Conference Dean and Assistant Dean; Theological Conference Planning Committee Synod Council (partial term); Presenter at Synod Assembly, ALOA, Congregations SELECT course facilitator

Community - Boy Scout troop volunteer; Local School PTA Treasurer; Speaker for Community Groups; CROP Walk



NAME: The Rev. Neil White

Rejoice / Frisco, TX
Dallas Area Metro North Conference

Occupation: ELCA Rostered Minister of Word and Sacrament
Education: B.S. in Civil Engineering, Texas A&M University 1995
MDiv Wartburg Theological Seminary 2004

Leadership:

Parish - Previously: Pastor of Shepherd of the Hills Lutheran Church, North Little Rock, AR; Peace Lutheran Church, Edmond, OK and Trinity Lutheran Church, Papillion, NE. Currently Pastor of Rejoice Lutheran Church, Frisco, TX. While at Rejoice in Frisco helped facilitate the planning and construction of a major expansion at Rejoice which will be completed this month.

NT-NL/CW - Was a part of both the Synod's Leadership Development Team and still a part of the Congregational Renewal (now Congregation Vitality) Team. Served as associate dean of the Dallas Area Metro North Conference from 2015-2017 and currently serves as the dean for the conference.

Community - Founded the Frisco Interfaith Alliance which has rapidly grown to discuss how multiple faiths live out their faiths in Frisco's diverse community. A member of the Student Health and Activities Committee for Frisco ISD.

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4. ELCA Churchwide Assembly Voting Members - August 5 – 10 2019
 Milwaukee, WI, - Bishop, Vice President of Synod, Two Rostered Ministers of Word and Sacrament (1 male and 1 female), 4 laypersons (two male and two female - 1 each gender between 18 - 35 and 1 each gender 36 or over) for a total of eight NT-NL Churchwide Voting Members are to be elected at this assembly.

BALLOT - i. 2019 ELCA Churchwide Assembly Voting Member
Female – Rostered Minister of Word and Sacrament
Elect ONE



NAME: **Pr. Diane Eggemeyer** Trinity Evangelical / Miles, TX
 Conference Out West

Occupation: ELCA Rostered Minister of Word and Sacrament
 Education: BA from Angelo State University majoring in Political Science;
 Parish Lay Academy graduate; Pacific Lutheran Seminary - Ordained.

Leadership:
Parish - All aspects of congregational life. I have been at Trinity, Miles for 15 years
NT-NL/CW - have served as Dean of the COW conference since deans have been selected; I have been on Synod council as a lay person before becoming ordained in 2008 and a member of the Briarwood Board.
Community - Lifetime member of Beta Sigma Phi; Chairperson of the Ministerial Alliance in Miles providing services for the community; Member of the Emergency planning efforts for disasters in San Angelo, Tx

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NAME: **Pr. Kristin Klade** St. Matthew / Fort Worth, TX
 Metroplex West Conference

Occupation: Chaplain at Cooks Children Medical Center, Fort Worth
 Education: BA Religious Studies and BFA Ballet Pedagogy- The University of Oklahoma; MDiv- Lutheran School of Theology at Chicago; Clinical Pastoral Education- 4 units- Loyola University Medical Center, Hinsdale Hospital, and Children's Medical Center (Dallas)

Leadership:
Parish - Member of St. Matthew's Lutheran Church 1988-present. I have been involved there in countless ways, most recently supply preaching and running a young adult group; Regular attendee at Kyrie Pub Church in Fort Worth- supply preach there once per month and preside when needed: 2015-present; Organize and preach/preside at special services at Cook Children's Medical center throughout the year: 2015-present; Year-long pastoral internship at Holy Trinity Lutheran Church, Glenview, IL- teaching, preaching, pastoral care, and etc.: 2013-2014;

Campus peer minister, Trinity Lutheran, Norman, OK: 2009-2011;
Have taught workshops on interfaith relations and on pastoral care in various churches

NT-NL/CW - Desires to be active

Community - Meals on Wheels Volunteer, Fort Worth, TX: 2015-present;
Ballet/dance teacher at various studios: 2008-present; Perinatal bereavement coordinator, Hinsdale Hospital, Hinsdale, IL: 2014-2015; Sarah's Inn Domestic Violence Hot line Volunteer (Certified Domestic Violence Advocate in Illinois), Oak Park, IL: 2014-2016; Heartland Hospice Volunteer, Norman, OK: 2008-2011; Internship at the Council on American Islamic Relations, OKC, OK: 2009-2010; Internship at the Xenia Institute for Dialogue, Norman, OK: 2009; Participated in various community interfaith dialogue initiatives in and around OKC. Founded the semi-annual interfaith coffee and conversation at the University of Oklahoma: 2008-2011

**BALLOT - J. 2019 ELCA Churchwide Assembly Voting Member
Male – Rostered Minister of Word and Sacrament**

Elect ONE



NAME: Pr. Franz Schemmel

Messiah / Weatherford, TX
Metroplex West Conference

Occupation: ELCA Rostered Minister of Word and Sacrament
Education: B.A. Luther College, Decorah, Iowa and
MDiv, Wartburg Theological Seminary, Dubuque, Iowa

Leadership:

Parish - All aspects of congregational life. ELCA congregations in Odessa, Fort Worth, and Springtown; 1999, mission developer and subsequently the pastor of Messiah Lutheran Church in Weatherford, where I continue to serve at the present time.

NT-NL/CW - I have served many years on the NTNL Public Witness Team, most recently leading the 2017 Creation Care: It's About the Kids seminar. I am presently one of the NTNL representatives on the board of Texas Impact. I have served on the board of the Church of the Damascus Road since its inception and am now the treasurer. Twice I have been on the synod assembly planning team, most recently as Dean of the University of Samaria. I'm a pretty regular participant in the Metroplex West semi-monthly pastor's Bible study.

Community - Interdenominational group called Churches Uniting in Christ that has a special focus on undoing racism in our community. In 2017 I visited Texas legislators in Washington on behalf of the hunger organization Bread for the World. My wife Ann Hafften and I have led several trips to the Holy Land to learn from and support our Lutheran brothers and sisters there.

**BALLOT - K. 2019 ELCA Churchwide Assembly Voting Member
Lay Female – 18 – 35 yrs old.**

Elect ONE



NAME: Ms. Bianca Blaney

Rejoice / Frisco, TX
Dallas Area Metro North Conference

Occupation: College Student

Education: High School Diploma at Prosper High School - Class of 2015;
Current Student at the University of Texas at Austin - Class of 2019; Degree Plan: BS Biology with Composite Teaching Certification

Leadership:

Parish -

Council President at Lutheran Campus Ministry Austin: Jan '18-Present; Council Vice President at LuMin Austin: Aug-Dec '17; Ministry Board Member at LuMin Austin: Aug '17-Present; Council Member at LuMin Austin: Aug '16-Present; Member of Music team at LuMin Austin: Aug '15-Present; Member of Music team at Rejoice Lutheran Church, Frisco: 2013-2015; Former Monthly Assistant Minister at Rejoice Frisco: 2014-2015 ; Former Sunday School/Vacation Bible School Assistant at Rejoice Frisco; Former Youth Member at Rejoice Frisco

NT-NL/CW - Selected as Servant Companion for National Youth Gathering; 2018 Houston; Attendee of NTNL Young Adult Retreat Winter 2017; Attendee of National Youth Gathering in Detroit 2015 and New Orleans 2012; Participated in Mission DFW 2013

Community - Residence Hall Desk Assistant at UT Austin: Aug '16-Present; Senior Resident Assistant at UT Austin: Aug-Dec '17; Resident Assistant at UT Austin: Aug '16-Dec '17; SMU Plano Summer Youth Program Intern: Summer '16, '17; Girlstart STEM Crew Member Sep '15-May '16; Volunteer at Feed My Starving Children 2014-Present

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**BALLOT - L. 2019 ELCA Churchwide Assembly Voting Member
Lay Female – 36+ yrs old.**

Elect ONE



NAME: **Ms. Susan Batdorf** King of Glory / Fort Worth, TX
Metroplex West Conference

Occupation: Accountant
Education: BSBA Accounting, University of Arizona
Leadership:

Parish - Sunday School Teacher - Preschool & Adult
VBS Coordinator; Choir & Handbell Choir

NT-NL/CW - Attended Synod Assemblies, Table Talks other Synod
events; Macedonia Group team member, Via de Cristo
Weekend staff, some classes at Parish Lay Ministry
Academy, Tarrant Lutheran Chorale

Community - Fort Worth Jaycees - State director, Treasurer; JCI
Senator; Cowtown Cleanups, Habitat for Humanity
builds, Meals on Wheels, Food drives for Eastside
Ministries, Performed at Gospel Night and Christmas
by Candlelight fundraisers for Eastside Ministries.

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NAME: **Ms. Sabrina Walker** St. John /Dallas, TX
Eastern Conference

Occupation: Customer Service/ Accounting Specialist
Education: B.A. Finance/Accounting Texas Lutheran College
Leadership:

Parish - Church Council President/ VBS Leader/ Courageous
Conversation

NT-NL/CW - NT-NL Public Witness Team Member and Synod
Assembly Voting Member

Community - Volunteering at several food pantries, NTFB volunteer, voter
registration and neighborhood voting registration and
transportation, Oliver Wendel Holmes morning prayer with
children.

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NAME: **Ms. Shirley Wilson-Sigler** St. Luke's / Richardson, TX
Dallas Area Metro North Conference

Occupation: Retired Registered Dietitian
Education: BA-Nutrition and Food Science, minor Business
Administration; minor Business Administration- Illinois Wesleyan University
MPH- Master Degree in Public Health, University of Illinois, Chicago

Leadership:

Parish - Council President, St. Luke's Lutheran Church, Richardson, Texas; Previous
Council Offices held: President, Vice-President and Secretary; Previous

Congregational Committees: Stewardship, Education, Development of Congregation Profile for call process; Other: Assistant Minister, Choir, Greeter, Rebekah Circle

NT-NL/CW - Current Positions: NT-NL Consultation Committee; NT-NL Candidacy Committee ; Synod/Churchwide Previous; Lay Female Metro North Mission Council Member (term ended 2017); Chair, Metro North; Mission Council Nominating Committee (term ended 2017); NT-NL Mission Assembly: voting member 2012; ELCA Churchwide Assembly: voting member 2001; Metropolitan Chicago Synod Council: (1989-1994)

Community - Board of Directors League of Women Voters, Collin County; Delta Sigma Theta Public Service Sorority; HABITAT for Humanity, Chicago Christian Industrial League-Homeless Shelter, Family Program, Mosaic Activity Volunteer

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**BALLOT - M. 2019 ELCA Churchwide Assembly Voting Member
Lay Male – 18 – 35 yrs old.**

Elect ONE



NAME: **Mr. Thomas M. Blaney** Rejoice / Frisco, TX
Dallas Area Metro North Conference

Occupation: Civil Engineering Student

Education: Bachelor's of Science in Civil Engineering, University of Texas at Austin, May 2018; High School Diploma, Prosper High School, May 2014

Leadership:

Parish - President of the LuMin Board, Lutheran Campus Ministry at UT Austin, 2017-P; Member, LuMin Student Leadership Team, Lutheran Campus Ministry at UT Austin, 2015-Present; Youth Representative, Rejoice Lutheran Church Council, 2013-2014

NT-NL/CW - Participant, Salt and Light Young Adult Winter Retreat, 2017; Participant, Mission DFW, 2014; Participant, National Youth Gathering, 2012

Community - LuMin Representative, UT Austin University Interfaith Council, 2018-Present; Member, Engineers for a Sustainable World, 2016-Present; Budget and Schedule Manager, Projects with Underserved Communities Team Guatemala, 2016-2017

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**BALLOT - N. 2019 ELCA Churchwide Assembly Voting Member
Lay Male – 36+ yrs old.**

Elect ONE



NAME: Mr. Thomas K. Blaney Rejoice / Frisco, TX
Dallas Area Metro North Conference

Occupation: Program Manager with DXC Technology
Education: DePaul University, Chicago, IL- Certificate, Computer Career Program; Purdue University Calumet, Hammond, IN – Certificate, Computer Information Systems; Purdue University, West Lafayette, IN - B.S., Restaurant, Hotel, and Institutional Management

Leadership:

- Parish -** Past President of the Rejoice Frisco Church Council - 3 years; Past Vice President of the Rejoice Frisco Church Council - 3 years; Past Chair of the Finance Committee; Sound Team member; Mowing Team member; Past Youth Team leader; Confirmation Team member
- NT-NL/CW -** Synod Council Member – current; Synod Finance Committee Member – current; Hospitality Chair for the 2017 Mission Assembly; Voting member for Rejoice Frisco to the 2016 Mission Assembly ; Adult participate at the ELCA National Youth Gathering 2012 in New Orleans
- Community -** Past Vice President of the Prosper Parks and Recreation Board - 3 yrs; Past President - Prosper Band Booster Club - 2 yrs



NAME: Mr. Don Heller ++++++ Bethel / Ericksdahl (Avoca), TX
Conference Out West

Occupation: Crop Insurance Agent
Education: BS Animal Science Texas A&M and Parish Lay Academy

Leadership:

- Parish -** Teaches confirmation; Served as SAWL several times until interim pastor could be located for Bethel; President of Big Country Lutheran Camp council; member synod assembly voting member numerous times
- NT-NL/CW -** member of NTNL candidacy committee; served on Parish Lay Academy board; helped fill the pulpit in extended periods for Grace Lutheran, Abilene; St John, Winters (formerly an ELCA parish); hosted Parish Lay Academy Day at Bethel
- Community -** Anson ISD school board president; Anson Lions Club member; Ericksdahl Water Co-op board member; Crop Insurance Professional Association member

RESOLUTIONS FROM THE SYNOD COUNCIL

- 1) 2019 Mission Strategy (Budget)
- 2) 2019 Care and Compensation
- 3) Synod Constitution Amendment re: Audit
- 4) Iglesia Luterana Santa Maria del Guadalupe

2018 Spending Plan and 2019 Proposed Synod Strategy

Northern Texas – Northern Louisiana Synod, ELCA

	2018 Spending	Differ- ence	2019 Proposed
Tithes and Offerings			
Congregation Mission Support	1,203,000	36,090	1,239,090
Special Gifts	31,000	-	31,000
Interest Income	1,000	-	1,000
Total Tithes and Offerings	1,235,000	36,090	1,271,090
ELCA Partnership			
ELCA Churchwide - Mission Support	577,440	17,323	594,763
Total ELCA Partnership	577,440	17,323	594,763
	48.0%		48.0%
Mission Programs			
New Ministries			
Hispanic Strategy	2,000	-	2,000
Briarwood	3,000	-	3,000
Sierra Leone	4,500	-	4,500
Campus Ministry	6,000	-	6,000
Parish Lay Mission Academy	5,000	-	5,000
Louisiana Interchurch Conference	500	-	500
Tri-Synodical Theological Conference	2,500	(2,500)	
Region 3 and 4	3,000	-	3,000
Seminarian Scholarships	10,000	-	10,000
Candidacy Expenses	5,000	-	5,000
Mission Deans Expenses	2,000	-	2,000
Mission Council Travel	12,000	-	12,000
Communications	3,000	-	3,000
Total Mission Programs	58,500	(2,500)	56,000
Mission Operations			
Salaries & Benefits			
Salary, Housing, Wages, & Contract Labor	316,000	9,450	325,450
Medical, Pension and other labor costs	142,350	8,228	150,578
Total Salaries & Benefits	458,350	17,678	476,028
Travel & Administration			
Travel & Auto Lease Expenses	49,500	-	49,500
ELCA Shared Cost	(10,000)	-	(10,000)
Administrative Expenses	37,332	339	37,671
Audit / Payroll	5,000	12,500	17,500
Web Site update and Maintenance	14,000	(9,250)	4,750
DL Center Reception Support	10,000	-	10,000
DL Center loan Payment/Utilities	34,878	-	34,878
Total Travel and Administration	140,710	3,589	144,299
Total Mission Operations	599,060	21,267	620,327
Total Expenses	1,235,000	36,090	1,271,090
Revenue over/(under) Expense	-	-	-

Proposed for Adoption by the NT-NL Synod Assembly on April 28, 2018

CARE & COMPENSATION 2019

Mutual Ministry Issues for Rostered Leaders in 2019

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 are 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 congregation,*
- *Means that the rostered leaders are enabled and encouraged 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 congregation 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 by 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 areas of identified deficiency.
- 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.

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

Chart I – Lay Rostered Ministers Compensation Comparison: 2016-2017	
Texas School District	Average Elem. Teacher’s Salary
Abilene	48,452
Amarillo	53,280
Clifton	43,558
Dallas	56,064
Denton	54,994
Fort Worth	57,220
Greenville	48,176
Longview	46,403
Lubbock	48,309
Midland	53,197
San Angelo	45,941
Slaton	42,306
Temple	48,073
Waco	50,239
Wichita Falls	51,702

AVERAGE	\$49,861
MEDIAN	\$48,452
<i>Salaries given are for elementary school teachers on a 12-month teaching contract. Source: Texas Education Agency (TEA).</i>	

LAY ROSTERED STAFF

Deacons are persons who have been rostered by the ELCA as persons of faith, skills, and training (at minimum a college degree with course work in theology as well as an area of specialization – and in some cases course work at the seminary level). Their compensation consists of three parts: a base salary, the pension and health benefits plan, and Social Security. Lay Rostered ministers 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 a Lay Rostered minister 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, an Associate in Ministry not be paid less than

\$42,600 in 2019

(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.

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: 2016-2017		
School District	Average for Counselors	Average for Principals
Abilene	58,948	80,734
Amarillo	63,382	88,703
Clifton	60,431	80,632
Dallas	65,894	92,464
Denton	65,509	98,400
Fort Worth	67,583	96,770
Greenville	57,990	92,954
Longview	64,286	85,947
Lubbock	59,432	96,315
Midland	64,245	89,169
San Angelo	53,136	74,236
Slaton	62,667	94,428
Temple	57,431	80,627
Waco	56,997	83,970
Wichita Falls	56,481	84,388
AVERAGE	\$60,961	\$87,982
MEDIAN	\$60,431	\$88,703
<i>Salaries given are for counselors and principals of elementary schools on a 12-month contract. Source: the Texas Education Agency (TEA).</i>		

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

\$39,930 in 2019

(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

\$18,000 - \$28,000 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 toward the paying of 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 at the start of the year. 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 the rostered leader and family. 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. Portico Benefit Services (the ELCA’s pension and medical program provider) offers a rate calculator at <https://employerlink.porticobenefits.org/Home/Resources/Calculators.aspx>.

With the advent of the *Affordable Healthcare Act*, Portico will be offering four levels of medical coverage from which a congregation may select. The third level (“Gold”) is roughly equivalent to the coverage that rostered leaders have historically received. To offer less may add financial stress to your rostered leader and jeopardize the attractiveness of your call to any prospective rostered leaders.

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

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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 2017 is 53.5 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 Mission 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 his/her current ministry.
- Program costs, hospitality costs, charity costs and other out-of-pocket expenses.
- Annual Mission 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 Mission Council:
Proposed for adoption by the NT-NL Synod Assembly: April, 2018

2019 Worksheet for Pastor's Compensation

NAME _____	2018 AMOUNT	CLERGY COMPARISONS	2019 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 \$ 39,930 + \$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 _____ _____ \$ _____	\$ 0.545 per mile in 2018 two weeks \$ 700.00 _____ _____	_____ _____ weeks _____ _____ \$ _____
TOTAL FOR PASTOR'S MINISTRY <i>Salary, benefits, and reimbursed professional expenses as minister of this church.</i>	\$ _____		\$ _____

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3. Synod Constitution **AMENDMENT FOR CONSIDERATION RE: AUDIT**

Proposed amendment to S8.42 concerning the timing of the audited annual report to Synod Assembly

- Whereas first quarter is peak time for, and premium charges by, audit firms; And
- Whereas, the time between 1/31/xx NTNL year-end and late April Assembly is tight and overlaps with tax season; And
- Whereas, experience with two different audit firms in recent years has resulted in frequent failure to meet the Assembly deadline even with premium charges, Be it hereby

Resolved that S.82 section e of the NTNL Synod Constitution be modified to permit completion of an annual, preceding year, audit after the following year Synod Assembly with the audit to be presented to the next, subsequent Synod Assembly.

From the September 2017 Constitution -- +S15.31 is unchanged; S8.42 (e) is changed:

+S15.31. This synod shall arrange to have an annual audit of its financial records conducted by a certified public accountant firm recommended by the synod Audit Committee and approved by the Synod Council. The audited annual financial report shall be submitted by this synod to the churchwide Office of the Treasurer and to the congregations of this synod. The financial reports shall be in the format approved from time to time by the churchwide Office of the Treasurer.

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

Proposed revised wording to allow for the prior year annual audit to occur after Synod Assembly:

- 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 year preceding** the preceding fiscal year. **And, rendering at each regular meeting of the Synod Assembly a full, detailed 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.

4. Resolution regarding Iglesia Luterana Santa Maria del Guadalupe
Adopted by the Synod Council of the Northern Texas-Northern Louisiana Synod
February 3, 2018

- Whereas, Iglesia Luterana Santa Maria de Guadalupe is a congregation of the ELCA and the NT-NL Synod as described in the congregational constitution section C6.01 and C6.03, and in Chapter 9 of the Constitution, Bylaws, and Continuing Resolutions of the Evangelical Lutheran Church in America, and,
- Whereas, Iglesia Luterana Santa Maria de Guadalupe was established by the ELCA, and,
- Whereas, The constitution for Iglesia Luterana Santa Maria de Guadalupe, approved by the Synod Council on February 25, 2006, in accordance with Chapter 9 of the ELCA Constitution, included C6.03.e., the provision which states the constitution will be in agreement with the ELCA Model Constitution for congregations, and,
- Whereas, Iglesia Luterana Santa Maria de Guadalupe has not followed the required process to terminate its relationship with the ELCA as described in Chapter 9 of the ELCA Constitution and in the congregation constitution sections C6.04 and C6.05, and,
- Whereas, The ELCA Interim Pastor Gus Vinajares, recommended by NT-NL's former bishop the Rev. Dr. Kevin Kanouse, was inappropriately terminated as part of an unconstitutional process, and,
- Whereas, The current Council of Iglesia Luterana Santa Maria de Guadalupe has not followed their constitution by putting into leadership unapproved pastoral leadership, and,
- Whereas, There is a worshipping community of Iglesia Luterana Santa Maria de Guadalupe members that want to remain members of the ELCA, and,
- Whereas, The property located at 2601 S. MacArthur Boulevard, Irving, Texas ("Property") is currently occupied by a faction of people who attempted to leave the ELCA through unconstitutional processes, and
- Whereas, Since constitutional processes have not been followed, the Synod Council recognizes as the legal congregation the community known as Iglesia Luterana Santa Maria de Guadalupe (in exile), meeting at Holy Trinity Lutheran Church in Irving, and,
- Whereas, The community known as Iglesia Luterana Santa Maria de Guadalupe (in exile) remains the legally-recognized congregation and wishes to retain the Property, and
- Whereas, The NT-NL Synod Constitution S17.11 directs the congregation to refer the issue to the Synod Council if the parties in disagreement are unable to resolve the issue, and,
- Whereas, Iglesia Luterana Santa Maria de Guadalupe previously received mission support from the ELCA and NT-NL in the combined amount of \$445,630 and has made no effort to make arrangements for repayment of grants to the ELCA, **THEREFORE BE IT**

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RESOLVED AS FOLLOWS:

1. That purported vote of Iglesia Luterana Santa Maria de Guadalupe to leave the ELCA and affiliate with the North American Lutheran Church ("NALC") was inappropriate and in conflict with the polity of the ELCA and the constitutions of the ELCA and Iglesia Luterana Santa Maria de Guadalupe and therefore was an illegal vote.
2. That the NT-NL Synod does not approve of the termination of Iglesia Luterana Santa Maria de Guadalupe's membership in the ELCA as required by the congregational constitution section C6.05.h.
3. That Iglesia Luterana Santa Maria de Guadalupe has not followed proper procedures for terminating its affiliation with the ELCA and is, therefore, still a member of the ELCA.
4. That Iglesia Luterana Santa Maria de Guadalupe immediately terminate affiliations with NALC or any church other than the ELCA. Dual affiliation with the NALC is precluded by the governing documents of the ELCA.
5. That Iglesia Luterana Santa Maria de Guadalupe immediately restore to full voting membership all members of the community known as Iglesia Luterana Santa Maria de Guadalupe (in exile) who previously qualified as voting members before the unconstitutional attempt to leave the ELCA.
6. That any efforts to exclude members wishing to remain a part of the ELCA from using the Property are improper.
7. That every member of Iglesia Luterana Santa Maria de Guadalupe has the right to expect that the constitutions of the congregation, the NT-NL Synod and the ELCA will be followed and their provisions adhered to.
8. That the community known as Iglesia Luterana Santa Maria de Guadalupe (in exile) has the right to enforce and protect the rights afforded to them by the constitutions of the congregation, the NT-NL Synod and the ELCA and to seek to enforce the provisions of this resolution.

NEW BUSINESS

New Business #1

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