



Metropolitan Washington, D.C. Synod
Evangelical Lutheran Church in America
God's work. Our hands.

MINUTES
of the
2009 SYNOD ASSEMBLY

“God’s work, our hands.”

The
METROPOLITAN WASHINGTON, D.C. SYNOD
of the
EVANGELICAL LUTHERAN CHURCH IN AMERICA

SPRING SESSION

May 8-9, 2009

Kellogg Conference Hotel of Gallaudet University
Washington, D.C.

FALL SESSION

September 26, 2009

Good Shepherd Lutheran Church
Gaithersburg, Maryland

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The following are the minutes of the Spring Session of the 2009 Synod Assembly of the Metropolitan Washington, D.C. Synod of the Evangelical Lutheran Church in America.

The Spring Session was held May 8 and 9 at the Kellogg Conference Hotel of Gallaudet University in Washington, D.C. The minutes herein transcribed were prepared by the Secretary of the Synod, reviewed by the Synod Council and recommended for approval by the 2010 Synod Assembly.

*The Rev. Dr. Marguerite M. Rourk
Secretary of the Synod
April 15, 2010*

PLENARY SESSION 1

Spring Session

FRIDAY, MAY 8, 2009

1:00 - 5:00 p.m.

Kellogg Conference Hotel of Gallaudet University
Washington, D.C.

ORDER FOR THE OPENING OF THE SYNOD ASSEMBLY

Bishop Graham opened the Synod Assembly with the traditional rite and prayer.

REPORT OF THE REGISTRAR

Present:

Voting members	142
Rostered	79
Visitors	<u>20</u>
Total:	241

MOTION: Seating of the Synod Assembly members was moved.

SA09.05.01a The motion was adopted.

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MOTION: To excuse the following members of the synod roster from the assembly.

The Reverends

Louis Almen	Richard Hoehn
Anne Anderson	Ivan Ives
Ron Barbour	Mary Keiser
Mark Blice-Baum	Kristen Johnson Largen
Bernie Boehm	John Muller
Anne Dwiggin	Bill Ridenhour
Nancy Eggert	Lowell Schutze
Paul Gysan	Robin Steinke
Sherman Hicks	Susan Tyykila
	Harry Yeide

Rostered Lay

Mitzi Budde	Alfreda Rulis
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Synod Council Members

Jane Bossler (Friday)	Barbara Topel
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SA09.05.01b A motion was adopted.

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ADOPTION OF AGENDA AND RULES OF PROCEDURE

MOTION: To adopt the proposed agenda and the Rules of Procedure.

Rules of Procedure

01. To the extent consistent with the following rules of procedure, Robert's Rules of Order, latest edition, shall govern.

Voice and vote

02. All persons under call, on leave from call, and retired on the roster of this Metropolitan Washington, D.C. Synod, in attendance at this assembly, shall have voice and vote at the proceedings of this assembly. All interim pastors serving congregations of this synod, at the time of the assembly, shall have voice and vote.

03. Alternate lay members shall be seated if the regular lay members are unable to serve.

04. Persons giving reports during this assembly's proceedings who are not members shall be given voice, no vote, during that portion of the assembly.

05. The parliamentarian appointed by the Synod Council shall be given voice, no vote (unless a member) during the proceedings of this assembly.

06. The Presiding Bishop, or his or her representative(s), and ecumenical representatives shall be given voice, no vote during the proceedings of this assembly.

Quorum

07. One-half (1/2) of the members of the Synod Assembly shall constitute a quorum.

Proxy

08. Proxy and absentee voting shall not be permitted in the transaction of any business of this synod.

Items of Business

09. With the consent of this assembly, the chair shall have the authority to call items of business before the assembly in whatever order is deemed by the chair most expedient for the conduct of assembly business. The chair shall limit discussions to items germane to the issues before the assembly.

Resolutions

10. Resolutions to be considered by the assembly shall be submitted to the Secretary of the Synod prior to the beginning of the assembly. In order to assure the resolution going to the floor of this assembly, such resolutions shall be presented in writing to the secretary, who shall refer them to the Committee on Reference and Counsel. The Committee on Reference and Counsel shall report to this assembly with its recommendations; which shall constitute a motion to the floor of this assembly.
11. The deadline for submitting resolutions to the Secretary of this Synod will be 30 days prior to the first day of the Assembly. Any resolutions submitted after this date are not guaranteed a place on the agenda and must receive a two-thirds vote in order to be heard. Any resolution not receiving a two-thirds vote will be referred to the Synod Council for disposition.
12. Multimedia presentations will not be part of floor debate on resolutions.

Motions

13. All main motions, to be made, shall be in writing and presented to the Secretary of the Synod immediately (Constitution and Bylaw amendments require five (5) signatures of members).
14. Debate shall be limited to two (2) minutes per person, per speech.

Elections

15. Ballots shall be accepted only from those members who are seated within designated areas of the assembly hall.
16. Nominations from the floor shall be accompanied by the copy-ready vita, consent of the person to be nominated, both to be submitted to the secretary at the time of the nomination.

Election of the Bishop

17. Speeches by candidates for the office of Bishop, prior to the fourth ballot, shall be limited to seven (7) minutes per candidate.

Minutes

18. Minutes of this assembly shall be available for review by Synod Council by the following September 30th.

Committee on Reference and Counsel

19. The work of the Committee on Reference and Counsel will be guided by Synod Policy 2-02.

Assembly Exhibits

- 20. The Assembly Planning Committee shall determine the amount of space available for displays at each assembly site, year by year, and shall determine the fees charged for displays that are not directly related to the offices and divisions of this synod in coordination with the Synod Council. Permission or license for displays at each assembly shall be given in light of the following priorities:

- First Priority: Synod divisions and offices.
- Second Priority: Agencies and ministries directly affiliated with this synod, its congregations and/or the ELCA, including Augsburg/Fortress.
- Third Priority: Independent organizations, services, or ministries related or useful to the ministry of this church (e.g. church fund raising organizations, ecclesiastical arts agencies).

In principle, display authorization at this synod’s assemblies shall always be considered a privilege and shall never be considered a right of any organization not officially affiliated with this synod and/or the ELCA.

In accord with available “third party space,” the Assembly Planning Committee shall choose as many as seems appropriate from among the applicants.

Organizations whose prior behavior or whose styles of ministry are thought to be or have been demonstrated to be demeaning of persons of differing viewpoints as to their worth as individuals, or their worthiness to hear the Gospel or to live in community with other believers, shall not be permitted the privilege of display at assemblies of this synod. Decisions of the Assembly Planning Committee in this regard are considered final.

SA09.05.02 The agenda and Rules of Procedure were adopted.

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ADOPTION OF THE MINUTES OF THE 2008 SYNOD ASSEMBLY

MOTION: To adopt the Minutes of the 2008 Synod Assembly.

SA09.05.03 The Minutes of the 2008 Synod Assembly were adopted.

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REPORT OF THE NOMINATING COMMITTEE

The Rev. Steve Buechler reported on nominations for election.

MOTION: To close nominations for Synod Vice President.

Barbara Topel
John White

Robert Sargeant (nominated from the floor)

SA09.05.04 Motion to close nominations for Synod Vice President was adopted.

MOTION: To close nominations for Committee on Discipline.

Committee on Discipline – 2 lay and 2 clergy nominees needed

Lay: Dr. Tommie Robinson and David Douglas

Clergy: The Rev. Kimberly Conway, The Rev. Sarah Lewis, The Rev. Brent Thalacker

SA09.05.05 Motion to close nominations for the Committee on Discipline was adopted.

MOTION: To close nominations for Synod Council.

D.C. Conference – Lay: Amanda Wahlig

Maryland Conference – Lay: Robert Smith

Fairfax Conference – Clergy: The Rev. Justin Lathrop

Montgomery Conference – Clergy: The Rev. Teka Fogi

Potomac Conference – Clergy: The Rev. Jane Halpern

Virginia Conference – Lay: Shirley Gibbs

Youth Representative – Kelsey Glass

At-Large – Clergy or lay: Barbara Topel, The Rev. Kendall Summers, Victoria Wagner

SA09.05.06 Motion to close nominations for Synod Council was adopted.

REPORT OF THE COMMITTEE ON REFERENCE AND COUNSEL

The Rev. Darcy Tillman explained the numbering and order of resolutions, with revised resolutions having been distributed for reading and discussion. Resolutions pertained to Greetings, thanks to Spouses and family Members, Israel and Palestine, human sexuality, and gratitude. Pr. Tillman reminded the assembly that while only the Resolved sections are voted, nevertheless all supporting Whereas sections must be accurate.

MOTION: To adopt Resolution 8.1.1.1R, *Greetings*, extending greetings and best wishes to the Florida-Bahamas Synod and the Southeastern Pennsylvania Synod as they gather in Assembly concurrent with the Metro D.C. Synod Assembly.

Greetings

WHEREAS, other synods throughout the Evangelical Lutheran Church in America (ELCA) are gathering in assembly at the same time as the Metropolitan Washington, D.C. Synod meets in Assembly, and

WHEREAS, we are partners in the Mission of the Gospel with other synods of this church; therefore be it

RESOLVED, that the Metropolitan Washington, D.C. Synod in Assembly direct the Secretary of the Synod to extend best wishes to the:

*Florida-Bahamas Synod
Southeastern Pennsylvania Synod*

and express to them our greetings in Christ as they gather in assembly.

SA09.05.07 The resolution was moved, seconded and adopted.

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GREETINGS FROM ELCA WASHINGTON OFFICE

Mr. Andrew Genszler brought greetings from the ELCA Office of Advocacy.

RECOGNITION OF GUESTS

The Rev. Darrell Morton, Assistant to the Presiding Bishop for Federal Chaplaincy Ministries, was recognized for his work.

Recognition of Ecumenical Guests:

- The Rev. David Bennett, President of the Eastern District Executive Board brought greetings from the Moravian Church, Northern Province.
- The Rev. Richard McPhail brought greetings from The Rev. Wilson Gunn, General Presbyter of the National Capital Presbytery.
- The Rev. Tom Joyce brought greetings from the Virginia Council of Churches, the oldest ecumenical body in Virginia.
- The Rev. Clark Lobenstine brought greetings from the Interfaith Conference of Metropolitan D.C.

Introduction of Assembly Planners:

- The Rev. Drs. Robert and Terri Driver-Bishop were introduced as the co-planners of this Assembly.

PLENARY SESSION 2

Spring Session

FRIDAY, MAY 8, 2009

2:00 - 3:30 p.m.

Kellogg Conference Hotel of Gallaudet University
Washington, D.C.

RECOGNITION OF GUESTS Continued

The Rev. John Denninger brought greetings from the Rev. Dr. John T. Diefenthaler, President of the Southeastern District of the Lutheran Church Missouri Synod.

REPORT OF THE BISHOP

Bishop Graham stated that we are a synod which means that we are “on the road together” being about our Father’s business. He asked the assembly to take several minutes to discuss and write out answers to 4 questions:

1. What would I like to know about my synod:
2. What should my synod know about my congregation and my ministry?
3. What should my synod know about my Christian life?
4. What is a question that you think is important, and how would you answer it?

REPORT OF THE ELECTIONS COMMITTEE - First Ballot

A tutorial session on the use of electronic voting devices preceded the balloting. The Rev. Bill Nienstedt reported, recommending election by acclamation for candidates with no opposition.

MOTION: To declare those persons nominated for uncontested positions elected by acclamation.

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|---|------------------------------|---------------------|
| + Synod Council: | D.C. Conference lay | Amanda Wahlig |
| | Fairfax Conference clergy | Pr. Justin Lathrop |
| | Maryland Conference lay | Robert Smith |
| | Montgomery Conference clergy | Pr. Teka Fogi |
| | Potomac Conference clergy | Pr. Jane Halpern |
| | Virginia Conference lay | Shirley Gibbs |
| | | |
| + Committee on Discipline lay (elect 2) | | Dr. Tommie Robinson |
| | | David Douglas |

SA09.05.08 The motion was adopted.

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MOTION: To recast ballots for Vice President.

The election of Vice President was delayed as some voting members had not received candidate information.

SA09.05.09 The motion to recast ballots was adopted.

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Election for Committee on Discipline was also postponed because some candidate information had not been distributed.

FIRST PRESENTATION BY THE ELCA REPRESENTATIVE

The Rev. Dr. Walter May, Executive Director for Synodical and Constituent Relations for the Presiding Bishop, reviewed principal issues to come before the Churchwide Assembly in August, including the 10th Social Statement of the ELCA, on Human Sexuality, which was mandated by the 2001 Churchwide Assembly. He recommended referring to the ELCA website section “Faithful Journey.”

RECOGNITION OF ECUMENICAL GUEST

The Rt. Rev. David Jones, Suffragan Bishop of the Diocese of Virginia, brought greetings from Bishop Peter James Lee and Bishop Coadjutor-elect Shannon Sherwood Johnston.

HEARINGS

The Assembly took a break for dinner and had the opportunity to attend hearings on proposed Resolutions. Hearings were conducted on:

- Resolution on Israel and Palestine
Presenter – The Rev. Russ Siler; Moderator - The Rev. Dr. Terri Driver-Bishop
- Expression of Gratitude to Spouses and Families of Synod Rostered Leaders
Presenter – The Rev. Clinton Kersey and The Rev. Wolly Jensen
- Overview of the Proposed Social Statement on Human Sexuality
Presenter – Dr. Diane Yeager

FESTIVAL WORSHIP

From 7:30 - 9:00 p.m., Festival Worship was held in Elstad Auditorium, Gallaudet University.

PLENARY SESSION 3

Spring Session

SATURDAY, MAY 9, 2009

9:30 - 11:00 a.m.

Kellogg Conference Hotel of Gallaudet University
Washington, D.C.

BIBLE STUDY

Preceding this morning's Plenary Session, Bishop Richard Graham held Bible Study from 8:30 - 9:15 a.m.

As the Plenary Session began, Bishop Graham reported an offering from last evening's worship of \$1,943 which will be sent to the Latino Ministries of the this synod.

Bishop Graham introduced the synod staff.

REPORT OF THE SYNOD COUNCIL

Dr. Tommie L. Robinson gave a report on Synod Council activity in his capacity as synod Vice President.

PROPOSED CONSTITUTIONAL AMENDMENTS OF THE SYNOD CONSTITUTION

Proposed Constitutional Amendments of the Synod Constitution were presented for first reading.

Proposed Amendments to Constitution for Synods

To amend provision †S8.12.e. in the Constitution for Synods to clarify the phrasing:

- †S8.12.e. Attest letters of call for persons called to serve congregations in the synod, letters of call for persons called by the Synod Council, and letters of call for persons on the rosters of this synod called by the Church Council on the rosters of this synod.

To amend provision †S10.01.a. in the Constitution for Synods to provide for representation under the partner synod design for nominations to and service on the Church Council:

- †S10.01.a. (First part unchanged.) ...A member of the Church Council of the Evangelical Lutheran Church in America from this synod, unless otherwise elected as a voting member of the Synod Council, may serve as an advisory member of the Synod Council with voice but not vote.

REPORT OF THE ELECTIONS COMMITTEE

The second ballot included election of Vice President of the Synod and the Committee on Discipline. Election results to be reported during the next session.

REPORT OF THE DIRECTOR OF EVANGELICAL MISSION FOR THE SYNOD

The Rev. Dr. Philip Hirsch will begin his ministry on June 1, as a member of the Metro D.C. Synod staff by virtue of his position. His work will address congregational statistics on worship attendance since 2002, the “unchurched,” and the health of congregations, as he focuses on evangelism and stewardship.

REPORT OF THE ASSISTANT TO THE BISHOP

One emphasis of the ministry of the Rev. Amy Thompson Sevimli has been ministering to young adults in the Metro D.C. Synod (adults 18-35, Millennials 18-28, Generation X’ers 29-35). She shared information on how this group is shaping the future of religion in America. The Web site www.dcyoungadults.org offers an e-newsletter and Facebook fan page. Any congregation can contact Pr. Sevimli, and the Ministry with Young Adults Working Group will have representatives visit the congregations so that all may learn more about this ministry to and with young adults. The challenge is to talk with the focus age groups and learn about their perceptions of the church and Jesus Christ. Purpose of conversations is to listen and to hear.

PRESENTATION BY THE EXECUTIVE DIRECTOR OF CAROLINE FURNACE CAMP

The Rev. Wayne Shelor reported the April 26 dedication of new facilities with multi-purpose meeting spaces and enlarged capacities. Work on Moyer Lodge is in progress, and sleeping quarters are due for renovation.

PLENARY SESSION 4

Spring Session

SATURDAY, MAY 9, 2009

11:00 - 12:00 noon

Kellogg Conference Hotel of Gallaudet University
Washington, D.C.

REPORT OF THE TREASURER

John Handley, Treasurer of the synod, gave his report.

- Because this year's Assembly is earlier than usual this year, the audited financials are not yet available, but the audit is in progress and will be posted on the synod website prior to the September second session of the Assembly.
- 2008 benevolence was down slightly from 2007. However, it was decided in January to continue grants to synod organizations because of the importance of their ministries.
- Mr. Handley thanked the Assembly for their support of the Christus Victor congregation which has closed on their property.
- The synod has changed the way congregations are asked to give their benevolence, asking them to tithe or to set a goal that will move toward a tithe of their regular giving. Approximately 20% of this synod's congregations already give more than a tithe.
- The Metro D.C. Synod still maintains our support of the ELCA at 55% of our receipts. The synod is on a spending plan, mindful of funds that are available but of which we are careful stewards.
- The synod's endowment funds with the Mission Investment Fund suffered a loss during the recent and current economic downturn, but continue to do better than many other funds.
- The budget will be presented to the Synod assembly in its second session.
- The Finance committee has been reconstituted to better represent the synod, and they will soon work on the proposed budget for 2010.
- \$2.3 million was approved for 2009, but current spending will result in only approximately a \$2 million expenditure. If receipts return to previous levels, more funds could be released. A reassessment in January will determine which additional funds can be disbursed prior to the end of the fiscal year.

REPORT OF THE COMMITTEE ON REFERENCE AND COUNSEL

MOTION: To adopt Resolution 7.1.2.1, *Expression of Gratitude to Spouses and Families of Synod's Rostered Leaders*.

Expression of Gratitude to Spouses and Families of Synod's Rostered Leaders

WHEREAS, *single rostered leaders with no spousal or other means of financial support, may have difficulty surviving on the pay they receive in underpaid positions; and*

WHEREAS, *married rostered leaders of the Metropolitan Washington, D.C. Synod, especially those with children, may find it difficult to support their families by means of the compensation packages offered them by their respective congregations or church agency; and*

WHEREAS, *many rostered leaders may rely on the economic and emotional support of their spouse and/or family members; therefore be it*

RESOLVED, *that the Metropolitan Washington, D.C. Synod in Assembly express its gratitude to the spouses and other family members of the Synod’s rostered leadership for their assistance in subsidizing the ministry of the Evangelical Lutheran Church in America and in serving as important partners in the church’s ministry.*

SA09.05.10 The resolution adopted with a voice vote.

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MOTION: To adopt Resolution 8.1.3.1R, *Israel and Palestine*.

MOTION: To consider all “Resolveds” in seriatim and one at a time.

SA09.05.11 This motion was defeated.

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MOTION: To amend the resolution with a change of wording.

MOTION: To amend the amendment.

SA09.05.13 The motion to change wording of the amendment was adopted.

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SA09.05.12 The motion to amend the resolution was accepted as a friendly amendment and adopted.

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MOTION: To amend the resolution with altered wording and phrasing.

SA09.05.14 The motion to amend failed.

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Israel and Palestine

WHEREAS *the Evangelical Lutheran Church in America (ELCA) continues to stand firm in its commitment to seek peace, justice, and security for all Israelis and Palestinians through its strategy of engagement, “Peace not Walls: Stand for Justice in the Holy Land;” and*

- WHEREAS the Bishops Academy of the ELCA and the Evangelical Lutheran Church in Canada (ELCIC) completed a trip to the Holy Land in January 2009, as a witness for peace with justice for all people and as an expression of accompaniment with the Evangelical Lutheran Church in Jordan and the Holy Land (ELCJHL) and ministries of the Lutheran World Federation (LWF); and*
- WHEREAS clergy and lay leaders of the ELCJHL have continually urged the ELCA to remember them in their prayers and in their support of the vital ministries of word and sacrament, inclusive education, ecumenical and interfaith understanding and humanitarian assistance that the ELCJHL provides: and*
- WHEREAS Gaza has been under a nearly total blockade of all goods and commodities for almost two years, and the tragic loss of life and the continuing loss of liberty in Gaza--both before, during, and following the tragic conflict of December 2008 and January 2009--flow directly from the continuing exercise of control the government of Israel exerts over Palestinian life in Gaza, East Jerusalem and the West Bank; and*
- WHEREAS the Executive Committee of the World Council of Churches (WCC), responding to the continuing humanitarian crisis in Gaza, has called on all churches to even greater engagement in joint efforts for peace*; and*
- WHEREAS the Metropolitan Washington D.C. Synod of the ELCA has strengthened its own efforts in awareness building as well as its commitment to the Peace not Walls strategy for engagement for peace with justice in the Holy Land through its March 29, 2009 symposium, "Lutheran Witness in Palestine: Grace Under Pressure"; therefore be it*
- RESOLVED that the Metropolitan Washington D.C. Synod in assembly commends the bishops of the ELCA and the ELCIC for their courageous witness and their stand for justice and peacemaking in the Holy Land; and be it further*
- RESOLVED that the Metropolitan Washington D.C. Synod in assembly encourage the congregations of this synod to pray for the people of the ELCJHL and all the people in Israel and Palestine; and be it further*
- RESOLVED that the Metropolitan Washington D.C. Synod in assembly memorialize the ELCA Churchwide Assembly, meeting in Minneapolis, August 17-23, 2009 to encourage all synods and congregations to renew and strengthen their efforts toward building awareness of the daily injustice and insecurity faced by Palestinians and Israelis and to advocate for a viable and just path toward true peace and security in the Holy Land; and be it further*
- RESOLVED that the Metropolitan Washington D.C. Synod in assembly memorialize the ELCA Churchwide Assembly to encourage each ELCA synod to sponsor and implement at least one event on its territory to present the ELCA strategy "Peace not Walls" to educate congregations and individuals as to the present circumstances in Israel and Palestine; and be it further*

RESOLVED *that the Metropolitan Washington, D.C. Synod in assembly memorialize the ELCA Churchwide assembly that the ELCA continue to partner with other organizations and agencies to help alleviate the suffering of the people of Gaza and Israel, to work with people of faith and good will throughout the world to bring about the just creation of two interdependent, secure states for Palestinians and Israelis and, by so doing, to work to prevent such calamity from ever occurring again in that land.*

** World Council of Churches Executive Committee Statement on the Gaza War, Feb. 17-20, 2009, Bossey Switzerland*

SA09.05.15 The resolution was adopted.

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REPORT OF THE COMMITTEE ON ELECTIONS

Results of the second ballot were announced:

Election of the Vice President:

Total votes cast 233; needed to elect 117

John White 89; Barbara Topel 86; Robert Sargeant 58.

Names on next ballot: John White and Barbara Topel

Election to the Committee on Discipline - 2 to be elected:

Total votes cast 227; needed to elect 114

Pr. Kimberly Conway 176; Pr. Sarah Lewis 137; Pr. Brent Thalacker 109

Pr. Conway and Pr. Lewis declared elected.

Second ballot for Vice President postponed due to malfunction of electronic voting devices.

HEARINGS

A lunch break and opportunity to attend hearings was held between noon and 1:30 p.m. These included a Hearing on the Human Sexuality statement in the ballroom, and dialogue with the Rev. Dr. Walter May, ELCA Representative, in Room 6B.

PLENARY SESSION 5

Spring Session

SATURDAY, MAY 9, 2009

1:30 - 3:15 p.m.

Kellogg Conference Hotel of Gallaudet University
Washington, D.C.

REPORT OF THE COMMITTEE ON ELECTIONS

Second ballot for Vice President of the Synod:

John White or Barbara Topel.

Needed for election:

simple majority.

John White was elected.

PRESENTATION ON THE LUTHERAN MAGAZINE

Michael Watson, art director and chief photographer of *The Lutheran* magazine, made a presentation. Watson noted that the predecessor publications of *The Lutheran* go back 178 years. Since 1999 there has been a significant decline in circulation. Various staff members are visiting 31 synod assemblies this year. The magazine endeavors to define the faith and communicate it to all church members while listening to them, because *The Lutheran* is not a house organ - it belongs to the members of the ELCA. News, features and photos are all “in a Lutheran key.”

REPORT OF THE COMMITTEE ON REFERENCE AND COUNSEL

MOTION: To adopt Resolution 8.1.4.1-2, *A Memorial Concerning Human Sexuality*

MOTION: To divide the “Resolveds” into four separate items.

SA09.05.16 Motion determined undebatable and was adopted.

MOTION: To strike items 3 and 4 of the Memorial.

MOTION: To add “direct” and insert “to remind the appropriate churchwide units of the importance of developing” in both paragraphs 3 and 4, lines 55; then line 61-62 be amended to read “be reminded of the importance of developing, and the Church Council be reminded to approve...”

SA09.05.18 The question was called and the above amendment language was adopted.

MOTION: To close all debate, a motion which requires a two-thirds vote.

SA09.05.19 The motion to close debate was adopted.

SA09.05.17 The motion to strike items 3 and 4 failed to carry.

A Memorial Concerning Human Sexuality

WHEREAS, the Task Force for ELCA Studies in Sexuality has earnestly studied and struggled with these matters for eight years, and their work models and invites mutually respectful dialogue about sexuality throughout this church; and

WHEREAS, the proposed Social Statement powerfully proclaims this church’s teachings on trust, love, and service to the neighbor as the proper foundation of sexuality, while honestly recognizing that there is no consensus regarding same-gender relationships or the rostered ministry of people in them; and

WHEREAS, the ELCA Church Council, at its March 2009 meeting, voted by an overwhelming margin to recommend to the 2009 Churchwide Assembly the proposed Social Statement on Human Sexuality, its implementing resolutions, and a Recommendation on Ministry Policies; and

WHEREAS, the Recommendation on Ministry Policies allows a way to maintain a uniform standard and process for candidacy and call throughout this church while respecting the bound consciences of all; therefore be it

RESOLVED, that the Metropolitan Washington, D.C. Synod, meeting in Assembly, memorialize the 2009 Churchwide Assembly of the Evangelical Lutheran Church in America to act as follows:

- 1. To adopt the proposed Social Statement on Human Sexuality and its implementing resolutions, as recommended by the ELCA Church Council.*
- 2. To adopt the four parts of the proposed Recommendation on Ministry Policies, as recommended by the ELCA Church Council.*
- 3. To adopt the following additional implementing resolution of the Social Statement on Human Sexuality: “To direct appropriate churchwide units to develop, in consultation with those most affected, resources for congregations or faith-communities and ministers that choose to do so to support same-gender relationships by holding them publicly accountable in the exchange of promises of lifelong love and fidelity.”*
- 4. To adopt the following: “Resolved, that the Vocation and Education unit be directed to develop, and the Church Council be directed to approve, procedures for the reception from another Lutheran church-body and for the expedited reinstatement to the roster or to candidacy of those whose*

rostering was precluded by previous policies on same-gender relationships.”

SA09.05.20 The motion to adopt the resolution was carried.

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MOTION: To adopt Resolution #8.1.5.1.3, *Expression of Thanks and Gratitude*, extending thanks to Gallaudet University staff, the Rev. Amy Thompson Sevimli, Dr. Tommie Robinson; Rev. Dr. Marguerite Rourk, Treasurer John Handley, Office Administrator and Assembly Coordinator Amy Acland, all Synod office staff and all volunteers, the Rev. Walter May, Thrivent for Lutherans for their voting devices, Drs. Robert and Terri Driver-Bishop and Debbie Streicher for media coordination, and others.

Expression of Thanks and Gratitude

WHEREAS, *the faculty and staff of Gallaudet University, and the staff at the Kellogg Hotel and Conference Center, Washington, D.C., have served as gracious hosts for the Metropolitan Washington, D.C. Synod Assembly, providing facilities and support for this 2009 Synod Assembly; and*

WHEREAS, *the 2009 Assembly Planning Committee and many others have worked many hours to prepare for this assembly; therefore be it*

RESOLVED *that the Metropolitan Washington, D.C. Synod in Assembly express its gratitude and extend its heartfelt thanks to God and to all whose support and efforts have made this Synod Assembly an efficient and joyful gathering of God’s people, including:*

- *the faculty and staff of Gallaudet University, and the staff at the Kellogg Hotel and Conference Center, Washington, D.C.;*
- *the Reverend Amy Thompson Sevimli, Assistant to the Bishop;*
- *Dr. Tommie L. Robinson, Jr., Vice President of the Synod; the Reverend Dr. Marguerite Rourk, Secretary of the Synod; and Mr. John Handley, Treasurer of the Synod;*
- *Ms. Amy Acland for registration and on-site administrative support;*
- *the Synod office staff: Ms. Amy Acland, Ms. Karen Krueger, Mr. Harold Sargeant and their team of volunteers for their “behind the scenes” work so important to this assembly;*
- *the Reverend Walter May, representing the Presiding Bishop and the church wide ministries of the Evangelical Lutheran Church in America (ELCA);*
- *Thrivent Financial for Lutherans for the generous grant for the voting devices;*
- *the Synod Assembly Planning Committee, under the leadership of the Reverend Robert Driver Bishop and the Reverend Terri Driver Bishop;*
- *Ms. Debbie Streicher for her work as the volunteer Media Coordinator;*
- *the Nominating Committee under the leadership of the Reverend Steven Buechler;*
- *the Elections Committee under the leadership of the Reverend Bill Nienstedt;*

- *the Assembly parliamentarian, Mr. Richard Ahlberg;*
- *the Reverend Richard H. Graham for leading the assembly in Bible study;*
- *Andrew Genszler, Director for Advocacy and Director for the ELCA Washington Office Church in Society*
- *the Reverend Dr. Phil Hirsch for sharing the mission initiatives in our synod;*
- *those who facilitated the workshops;*
- *the Assembly Worship Planning Team, led by the Reverend Scott McAnally;*
 - *presiders and preachers: the Reverend Richard Graham; the sacristans – the Rev. Kimberly S. Conway and the Rev. Kate Murray;*
 - *the musicians: Dr. Jeffery Pannebaker, AIM; Good Shepherd Chancel Choir, Mr. Peter Schmidt, director (Good Shepherd-Gaithersburg, MD), Reformation Bell Choir, Ms. Edie Venit, director (St. Luke-Silver Spring, MD); Monumental Brass Quintet, Pat Whitehead, director;*
 - *the liturgical dancers, Miss Laura Hempe and Miss Megan Bruening, the Rev. Sarah Scherschligt, coordinator;*
 - *Good Shepherd Lutheran Church, Gaithersburg, MD for the use of their chancel furniture*
 - *and all others who assisted in our worship life;*
- *those who permitted their names to be placed before this assembly for election to the Synod Council, the Committee on Discipline, and the Synod Vice President;*
- *those who are completing their terms of service on the Synod Council:*
 - *Ms. Jane Bossler*
 - *the Reverend Jane Halpern*
 - *the Reverend Justin Lathrop*
 - *the Reverend Marda Messick*
 - *Mr. Phillip Moeller*
 - *The Rev. Kendell Summers*
 - *Ms. Barbara Topel*
 - *Mr. John White*
- *ecumenical guests who attended the assembly:*
 - *the Reverend Dr. John R. Deninger, First Vice President, Southeastern District of the Lutheran Church-Missouri Synod;*
 - *the Reverend David Bennett, President, Eastern District Executive Board, Moravian Church, Northern Province;*
 - *the Reverend Richard McFail, Stated Clerk, National Capital Presbytery;*
 - *the Right Reverend John Bryson Chane, Bishop, Diocese of Washington, ECUSA*
 - *the Right Reverend David C. Jones, Bishop Suffragan, Episcopal Diocese of Virginia;*
 - *the Reverend Tom Joyce, Assistant to the Bishop, Virginia Council of Churches;*
 - *the Reverend Clark Lobenstine, InterFaith Conference of Metropolitan D.C.; and,*
- *the Reverend Richard H. Graham, Bishop of the Synod, for his leadership of*

this assembly, and his wife, Nancy Ann, for her faithful support of our bishop and this church.

SA09.05.21 The resolution was adopted.

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REPORT OF THE COMMITTEE ON ELECTIONS

Election of the Vice president:

Total votes cast 220; needed to elect – majority.

John White 129; Barbara Topel 100.

Dr. John White declared elected.

MAR-LU-RIDGE CAMP PRESENTATION

The Executive Director of Mar-Lu Ridge Camp and Conference Center, Derrick Trautman, noting that this was their 50th anniversary year, announced the Mar-Lu Capital Appeal, and presented their anniversary and appeal video.

LUTHERAN PLANNED GIVING CONSORTIUM PRESENTATION

Alice Benson, the director of Lutheran Planned Giving Consortium, emphasized the importance of wills and of bequests to Lutheran congregations, agencies, institutions and organizations.

ROANOKE COLLEGE PRESENTATION

Katherine Buchanan, Director of Church Relations at Roanoke College, gave a presentation.

REPORT OF THE COMMITTEE ON ELECTIONS

Election held for Synod Council members - at-large: vote for 2 out of 3

Pr. Kendall Summers, Barbara Topel and Victoria Wagner.

PLENARY SESSION 6

Spring Session

SATURDAY, MAY 9, 2009

3:30 - 5:00 p.m.

Kellogg Conference Hotel of Gallaudet University
Washington, D.C.

SECOND PRESENTATION BY THE ELCA REPRESENTATIVE TO THE ASSEMBLY

The Rev. Dr. Walter May, Executive Director for Synodical and Constituent Relations for the Presiding Bishop, conducted a “Question and Answer Session” pertaining to concerns about churchwide budget cuts. How is the morale of churchwide workers? In January the church responded to diminished synodical income, instituting two levels of cuts: 2% and 7%. They were confident that 2% cut would mean no job losses, but by the end of February the 2% cut was instituted. Before the end of February, the contingency planning committee was forecasting the necessity of a 7% cut, as they knew synods were experiencing the same situation. When churchwide loss/deficit rose to \$7 million, it was decided to make deeper cuts than so that such cutting would not have to be repeated. Morale has remained good, even among some of those whose positions eliminated and others who know their positions will end in June or July.

REPORT OF THE COMMITTEE ON ELECTIONS

Election of Synod Council Members-at-Large:

Total votes cast 220; needed to elect 111.

Pr. Kendall Summers 118; Barbara Topel 188; Victoria Wagner 93.

Pr. Kendall Summers and Barbara Topel declared elected.

UNFINISHED BUSINESS

All at the Assembly were reminded to take their ELCA World Hunger boxes home, and to fill and return them.

The Synod Assembly Fall Session will be Saturday, 26 September 2009, but the venue is not yet final. The Keynote Speaker is the Rev. Dr. Mark Alan Powell, Professor of New Testament at Trinity Lutheran Seminary in Columbus, Ohio. .

LACE - Lutheran Association of Christian Educators - Debbie Streicher announced their new website at faithfulteaching.org. All Christian educators are invited to inspect the site and join.

Bishop Graham announced that the next Social Statement of the Evangelical Lutheran Church in America will be on genetics, and is already available in note and draft form.

RITE FOR THE INSTALLATION OF ELECTED POSITIONS

Those elected to positions of synod leadership were installed.

ORDER FOR THE CLOSING OF AN ASSEMBLY

The Spring Session of the 2009 Synod Assembly of the Metropolitan Washington, D.C. Synod of the Evangelical Lutheran Church in America was adjourned at 4:00pm.

The following are the minutes of the Fall Session of the 2009 Synod Assembly of the Metropolitan Washington, D.C. Synod of the Evangelical Lutheran Church in America.

The Fall Session was held September 26 at Good Shepherd Lutheran Church in Gaithersburg, Maryland. The minutes herein transcribed were prepared by the Secretary of the Synod, reviewed by the Synod Council and recommended for approval by the 2010 Synod Assembly.

*The Rev. Dr. Marguerite M. Rourk
Secretary of the Synod
April 15, 2010*

PLENARY SESSION 1

Fall Session

SATURDAY, SEPTEMBER 26, 2009

9:30 - 11:45 a.m.

Good Shepherd Lutheran Church

Gaithersburg, Maryland

OPENING THE ASSEMBLY

The Fall Session began with devotions and an Order for the Opening of the Synod Assembly. Bishop Graham opened the Synod Assembly with the traditional rite and prayer.

REPORT OF THE REGISTRAR

Present:

Voting members	126
Rostered	73
Visitors	<u>16</u>
Total:	215

Asking to be excused 16

MOTION: To excuse absentees and accept the report of the Registrar.

SA09.09.01 The motion was adopted.

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RULES OF PROCEDURE

Rules of Procedure used in the Spring Session were again utilized for the Fall Session.

MOTION: To adopt the Agenda and Rules of Procedure.

SA09.09.02 The motion was adopted.

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ROSTER UPDATES

Bishop Graham reported the deaths of two persons on the synod roster, the Rev. Stuart Barstad and the Rev. Clinton Kersey.

A PowerPoint presentation introduced rostered leaders new to our synod since the 2008 Synod Assembly: the Revs. Karen Brau, Phil Carl, Chris Duckworth, Jessicah Krey Duckworth, Greg

Durig, Kathy Garrison, John Hundt, Dax Jordan, John Kidd, Kate Murray, Darcy Percy, Wayne Ralston, and Joe Vought.

Also introduced were seminarian interns serving in the Metro D.C. Synod this year: Rosario Hernandez Cruz, St. Luke, Silver Spring; Arabochy Dougugayu, All Saints, Bowie; Brandon Johns, St. Matthew, Woodbridge; Joel Richter, Christ, D.C., and Rmbdel Shentu, Holy Trinity, Falls Church.

REPORT OF THE TREASURER

The Synod financial status thus far in 2009, as reported by Treasurer John Handley, shows the spending plan being implemented, with congregations making their benevolence commitments. The original budget approved spending \$2.3 million, with 3 levels of funding: Level 1 spending currently approved is up to \$2 million; Level 2 spending would begin in October, if appropriate; and Level 3 spending would begin in January.

Congregational reports for benevolence statements of intention are to be sent out soon. Treasurer John Handley will be available to speak to any congregation about synod benevolence.

Synod Budget

Rick Ahlberg, Finance Committee chair, introduced the proposed budget for 2010 as it had been presented to Synod Council at \$2,269,496. He stated that this budget maintains our synod's 55% benevolence to ELCA, with increased support for the Ministry with Young Adult program, Latino ministries, and benefits costs increase.

Proposed Synod Budget for 2010

As prepared by the Synod Finance Committee

USE OF FUNDS

THE LARGER CHURCH

Churchwide Programs	1,188,000
Region 8 Support	<u>7,809</u>
<i>Subtotal, Churchwide/Region 8</i>	<i>1,195,809</i>

SYNOD DIVISIONS

Congregational Life	31,000
F/S Camps/Outdoor Ministry	12,000
Higher Education	2,000
F/S Campus Ministry	93,000
Ministry	20,387
F/S Urban Internship	4,000
F/S Seminary Student Aid	12,000
F/S Gettysburg Seminary	100,750
Outreach & Global Mission	1,700

Global Mission	22,300
F/S Local Missions	100,000
Church in Society	3,000
F/S Affiliated SMO's	29,800
F/S Advocacy Organizations	10,800
F/S Lutheran Congregation SMO's	<u>4,100</u>
<i>Subtotal, Synod Divisions</i>	<i>446,837</i>
OFFICES & COMMITTEES	
Ecumenical Affairs	12,600
Other Offices/Committees	<u>2,000</u>
<i>Subtotal, Offices Committees</i>	<i>14,600</i>
LEADERSHIP & ADMINISTRATION	
<u>Synod Office</u>	
Rostered Staff Comp & Benefits	259,500
Office Staff Comp & Benefits	148,500
Office Operations	100,000
Occupancy Costs	<u>89,250</u>
<i>Subtotal, Synod Office</i>	<i>597,250</i>
<u>Other Expenses</u>	
Bishop's Emergency Fund Allocation	2,500
Financial Support - LPGC	7,500
Depreciation	5,000
Synod Council Expenses	0
Miscellaneous/Unallocated	0
<i>Subtotal, Other Admin Expense</i>	<u>15,000</u>
Total Leadership & Administration	<u>612,250</u>
Total, Synod Programs	1,073,687
<i>Total Expense</i>	<i>2,269,496</i>
 <u>SOURCE OF FUNDS</u>	
Congregational Benevolence	2,160,000
Interest & Other Income	15,000
Unidentified Income or Deficit	<u>94,496</u>
<i>Total Receipts</i>	<i>2,269,496</i>

Concerning the Financial Report, it was asked whether a net reduction in assets was continuing, and is the Synod using monies from reserve funds to make up any deficits. Treasurer Handley stated that the report reflects contributions not sent in until February, and therefore some assets have increased. Investment losses in the Faith Fund and a fund used in the Mission Endowment Fund are reasons for deficits; all our temporary restricted and all unrestricted funds are invested mostly in long-term vehicles offered by the Mission Investment Fund. Some ELCA synods have pooled Trust funds, and some have utilized Thrivent Investment Funds as well. Markets have turned in our favor this year, and our conservative niche has seen improvement.

The Treasurer was asked for an explanation of \$100,000 designated for local missions: Peace, Alexandria's African congregation, \$5,000; Oromo Fellowship, \$4,000; Evangelical Oromo congregation, \$9,000; the Latino Ministry at Augustana, D.C., \$17,000; La Sagrada Familia San

Marcos, \$13,000; Belmont Ridge, etc., (see attached).

The Young Adult Ministry program increase is part of the Division for Congregational Life, and the \$31,000 in that line item includes funds for ministry and outreach.

95-98 % of the Metro D.C. Synod budget is funded by regular congregational benevolence. The Synod is holding up as a goal for congregations a congregational tithing of 10% of regular giving during the previous fiscal year. Designated gifts are a different category and may come from special gifts funds or a congregation's restricted funds.

The 2009 Spending Plan recognizes our contractual obligations (rent, salaries, etc.) We have maintained our 55% support of ELCA and will do so for 2010. Out of 65 ELCA synods, only about 20% give at that level. We are in conversation with ELCA about how our funding model might have to change of necessity, as we may not be able to sustain our giving to the ELCA at 55%. The Metro D.C. Synod will continue at that level, however, until we determine another model of ministry support. A number of our synod-supported agencies and institutions, such as seminaries and campus ministries, need increased funding from our synod. Our Synod has reduced administrative expenses as much as they could. The Synod has also reduced our expected contributions to some entities, as reflected in the proposed budget. This funding will be restored as synod income increases.

It was asked if our Synod has socially responsible investments. Treasurer Handley said yes, as we have all FDIC insured investments and through Thrivent as well. We cannot choose what they invest in, but they follow socially responsible guidelines, as does the ELCA pool trust. The Faith Fund does not do particular social screening, but all Thrivent investments are through approved by Thrivent as appropriate investment vehicles for congregations.

There was a question about the Higher Education increase of 21% from 2009 to 2010 being sustainable. The Rev. Tom Knoll, committee chair, stated that we support the campus ministries at George Mason University, the University of Maryland, Georgetown University, American University, George Washington University, and Howard University. The 2008 budget cut funds for these ministries, and, therefore, full funding in the 2009 budget is to make up for that. We support the campus pastor salaries except for American and Georgetown Universities. Campus Ministry at Howard University is a shared Lutheran/Episcopal ministry.

It was asked if congregations are withholding funds from our Synod because of ELCA votes on sexuality matters, which would mean diminished Synod income, and how are we planning for that?

KEYNOTE ADDRESS, PART 1

The Rev. Dr. Mark Allen Powell, Professor of New Testament at Trinity Lutheran Seminary, Columbus, Ohio, delivered the first part of his keynote address to the Assembly. He addressed the topic of, "The Good News of Biblical Stewardship – Belonging to God."

RECOGNITION OF DAY

The Assembly noted the anniversary of Good Shepherd Housing Foundation. The Rev. Justin Lathrop referred to the organization's brochure in the Assembly packet.

The Rev. Terri Driver-Bishop presented the Assembly with information for the day. The Assembly then took a break for lunch and had the opportunity to participate in workshops.

PLENARY SESSION 2

Fall Session

SATURDAY, SEPTEMBER 26, 2009

2:00 - 4:30 p.m.

Good Shepherd Lutheran Church

Gaithersburg, Maryland

KEYNOTE ADDRESS, PART 2

The Rev. Dr. Mark Allen Powell, Professor of New Testament, Trinity Lutheran Seminary, Columbus, Ohio, presented the second part of his address. He continued the theme, “The Good News of Biblical Stewardship – Belonging to God.”

GREENING THE ASSEMBLY

The Rev. Sara Scherschligt, Prince of Peace, Gaithersburg, reported on congregational and Assembly efforts to be as “green” as possible. Much less paper is being used at the Assembly this year, with meal service items not plastic but from renewable resources and recyclable such as biodegradable cups. Congregations are also urged to use these measures.

REPORT OF THE REGISTRAR

Plenary Session 2 attendance:

Voting members	130
Rostered	89
Visitors	<u>17</u>
Total:	236

SYNOD BUDGET DISCUSSION AND VOTE

Discussion was conducted prior to voting on the budget. It was suggested that the term Ministry Spending Plan be used instead of “Budget.”

MOTION To accept the Metropolitan Washington, D.C. Synod Ministry Spending Plan of \$2,269,496 for 2010.

SA09.09.04 The motion passed unanimously on a voice vote.

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ROSTERED LEADER COMPENSATION GUIDELINES

Vice president Dr. John White presented the Recommended Guidelines for Compensation for Rostered Leaders for 2010 before the Assembly as a motion brought by Synod Council (no second necessary).

MOTION To adopt the 2010 Recommended Guidelines for Compensation for Rostered Leaders.

Rostered Leadership Compensation Recommendations for 2010

INTRODUCTION

As with all matters, the consideration of the issue of rostered leadership compensation should be entered into prayerfully and in recognition of many factors. It is urged that congregations consider the following as a goal:

A pastor's total compensation package should, as much as possible, be comparable to the compensation received by members of the congregation in professional occupations, considering level of education and the years of experience.

"Compensation package" includes, but is not limited to salary, housing allowance, medical and dental benefits, social security offsets, and pension contributions.

These guidelines are written to assist the members of the congregation in setting a salary for pastors and rostered lay leaders. The guidelines contain worksheets that are intended to assist congregational members in setting a fair salary range for their rostered leadership. There is a worksheet for Clergy and a separate worksheet for Rostered Lay Leaders.

As the congregation and rostered clergy and lay leadership begin the process of determining a mutually agreed upon salary, please keep the following points in mind:

- Members of the congregation and the rostered clergy and lay leadership should be as honest with each other as possible.
- At all times, speak to each other with the love of Christ.

CLERGY SECTION

Salary

Using the following instructions for reference, please complete the worksheet located on page 8.

Section 1 - Unadjusted Minimum Salary

The Metropolitan Washington D.C. Synod Assembly annually sets an "Unadjusted Minimum Salary" for clergy. The unadjusted minimum salary includes what has been previously called "salary, housing allowance, and social security offset" and assumes up to \$200,000 as the minimum price of a home in the service area of the congregation. This definition is consistent with the term "defined

compensation” as used by the Board of Pensions. (It is important to note that the amount of salary actually designated as "Housing Allowance" must be recorded as a vote of the congregation’s Council/Board prior to the beginning of the year.)

Box 1: Write the 2010 minimum unadjusted salary amount of \$51,311 in Box 1. If the terms of call are less than full time this figure should be adjusted accordingly in consultation with Synod staff. If use of a parsonage is included as a portion of compensation, enter the unadjusted minimum amount of \$40,315 in Box 1.

Section 2 - Regional Cost of Living Salary Modifier

REGIONAL COST OF LIVING SALARY MODIFIER

The Synod believes there is great value in having the pastor living and identifying with the same parish community in which most of the members live. The Metropolitan Washington D.C. Synod covers a large, economically diverse area with the cost of living varying widely within and between the Northern Virginia, Maryland, and Washington D.C. areas. A regionally-based cost of living modification to the unadjusted minimum salary acknowledges the diversity.

Box 2: Determine the median single-family home prices near the congregation (the primary zip code(s) served by the congregation) by contacting a local realtor or using the Internet and following the steps below. Enter that figure in Box 2.

To use the Internet to determine median home prices:

1. Log onto www.realtor.com
2. Click “Real Estate 101”
3. Click “Cities & Neighborhoods”
4. Enter zip code of community

Box 3: If the figure in Box 2 exceeds \$200,000 (the minimum cost of housing within the Metropolitan Washington D.C. Synod), subtract \$200,000 from Box 2 and enter the resulting figure in box 3.

Box 4: Multiply Box 3 by .03 (3%) and write the result in Box 4. (Example: The price of a median single-family home in area served by congregation is \$300,000. $\$300,000 - \$200,000 = \$100,000$. $\$100,000 \times .03 = \$3,000$ is recorded in Box 4).

If use of a parsonage is included as a portion of compensation, a housing equity allowance should be calculated instead. This number will be a minimum of 30 percent of the amount determined above. (Example: $\$3,000 \times .30 = \900) In no case should this number be less than the equity allowance the pastor is presently receiving.

REGIONALLY MODIFIED MINIMUM SALARY

Box 5: Add Box 1 and Box 4 to obtain the "Regionally Modified Minimum Salary" for the congregation, and enter this figure in Box 5.

Section 3 - Determining Clergy Salary Adjustment

This section seeks to quantify the value of experience and education a pastoral leader may possess, and the unique aspects of the congregation. These factors will become a basis for adjustment to the minimum salary.

YEARS OF PASTORAL EXPERIENCE

As per most professional salary systems, the Synod seeks to reflect the value of acquired skills, wisdom, and experiences that can only come from actual pastoral experience.

Box 6: Credit one point for each year of service as an ordained pastor in Box 6.

WORSHIP ATTENDANCE

Pastoral leaders of large churches often bear increased responsibilities and expectations. The Synod seeks to acknowledge these responsibilities with this adjustment. Credit is given for primary leadership in congregations where the average weekly worship attendance exceeds 100 persons, at a rate of one point for each 12 persons over the 100 worshipers threshold. Associate pastors would receive one-half point for each 12 persons over the 100 worshipers threshold.

Box 7: To calculate, subtract 100 from the average number of worshipers (as reported on the congregation's annual parochial report). Divide that difference by 12, round to the nearest whole number, and enter the figure in Box 7. (Example: Congregation reports an average of 265 worshipers. $265-100=165$. $165/12=13.8$. Round up to 14 points.)

ADVANCED EDUCATION

Lutherans have long expected that their pastoral leaders be well-educated. This credit seeks to account for and encourage life-long learning for leadership in divinity or related fields. Credit is given (5 points) to those who have taken the time and made the commitment to earn a ministry related degree in addition to the Master of Divinity level.

Box 8: If such is the case, enter 5 points for each degree earned in Box 8.

LONGEVITY IN CURRENT CALL

Research has established that vibrant long-term pastorates are often associated with congregational growth. This adjustment seeks to reflect the shared valuing of healthy, longer-tenured pastorates.

Box 9: Credit one point for each year of service in the pastor's current call in Box 9, to a maximum of 10 points.

YEARS OF RELATED NON-PASTORAL EXPERIENCE

Increasingly, persons with prior experience in related fields are entering rostered ministry in our church. This adjustment seeks to acknowledge the value of prior experience in related fields that are helpful to the ministry (e.g. teaching, administration, financial, counseling, social work, etc.).

Box 10: Credit is given for each year of prior experience in a related field up to ten years. Multiply the pastor's years of significant prior experience by 0.5 (# years x 0.5) and write either that figure or the number 5 (whichever is lesser) in Box 10. If the pastor does not have any years of significant prior experience, enter "0" in Box 10.

Box 11: Add together the credits in Boxes 6 through 10 to create a “point total” and write that number in Box 11.

SALARY ADJUSTMENT

Box 12: The number recorded in Box 11, multiplied by the pre-determined adjustment factor of \$513, (1% of the unadjusted minimum salary) generates the minimum salary adjustment. Transfer that dollar figure to Box 12.

Section 4 - Determining Clergy Salary Range

MINIMUM SALARY

Box 13: By adding the “Geographically Modified Minimum Salary” and the “Salary Adjustment” figures together, the appropriate minimum salary limit is determined. Add Box 5 and Box 12 together and write that figure in the Box 13.

MEDIAN SALARY

Box 14: The median salary is calculated by multiplying Box 13 by 1.15 (15%). Enter that figure in Box 14.

MAXIMUM SALARY

Box 15: The higher salary range limit is calculated by multiplying Box 13 by 1.30 (30%). Enter that figure in Box 15.

NEGOTIATED PASTORAL SALARY FOR 2009

Although the Synod may produce helpful guidelines and suggested ranges for appropriate salary, congregations need to annually review and revise salary for their rostered leaders. Using the figure in Box 13 as a “minimum” and Box 15 as a “maximum”, it is the responsibility of the congregation to determine actual annual salary. During the course of the conversation between the Pastor and those responsible for annual salary recommendations, consider using the following questions as guides for allowing one to move up or down in the range presented:

- Does our pastor bring any additional or special skills to the position that ought to be rewarded?
- Do we expect our pastor to take on any significant additional responsibilities as a leader of our congregation?
- Does the pastor face any unique financial issues that ought to be addressed by the congregation?
- Are we in an area where housing costs are unusually high and special consideration may need to be made?

Box 16: The figure entered in Box 16 represents the mutually-negotiated pastoral salary for the year 2009 (adjusted accordingly if the terms of call are less than full time).

2010 Clergy Salary Range Development Worksheet

Metropolitan Washington, D.C. Synod of the ELCA

Section 1: Unadjusted Minimum Salary

1 Unadjusted Minimum Salary.....	Box 1
 Section 2: Regional Cost of Living Salary Modifier	
2 Average Housing Cost	Box 2
3 Cost Over Threshold (subtract \$200,000 from box 2).....	Box 3
4 Housing cost adjustment (multiply box 3 by 0.03)..... (If parsonage provided, enter agreed upon housing equity instead.)	Box 4
5 Regionally Modified Minimum Salary (add boxes 1 and 4).....	Box 5
 Section 3: Determining Salary Adjustment	
6 Years of Pastoral Experience.....	Box 6
7 Worship Attendance.....	Box 7
8 Advanced Education.....	Box 8
9 Longevity in Current Call (maximum 10 points).....	Box 9
10 Related Non-Pastoral Experience (maximum 5 points)	Box 10
 11 Total Points (Add boxes 6 through 10).....	 Box 11
12 Salary Adjustment (multiply box 11 by \$513).....	Box 12
 Section 4: Determining Clergy Salary Range	
13 Minimum Salary (add boxes 5 and 12).....	Box 13
14 Median Salary (multiply box 13 by 1.15).....	Box 14
15 Maximum Salary (multiply box 13 by 1.30).....	Box 15
 16 Mutually-Negotiated Pastoral Salary.....	 Box 16

Benefits

PENSION AND MAJOR MEDICAL

Congregations should also be responsible for providing pension and major medical coverage. Sponsorship will include medical-dental coverage for the pastor's spouse and children unless they have other employer-provided group medical insurance coverage and the pastor consents to waiving medical-dental coverage for them under the ELCA Pension and Other Benefits Program. Current contribution rates for the ELCA Board of Pensions coverage can be found at www.elcabop.com

VACATION

A minimum of four (4) weeks of vacation shall be provided.

STUDY LEAVE

A minimum of two (2) weeks paid study leave is recommended annually with the provision for the accumulation of unused study leave up to 6 weeks.

FAMILY LEAVE

Maternity/paternity, adoptive, and other forms of family leave of up to six (6) weeks with full salary, housing, and benefits, is recommended.

SABBATICAL

An extended leave/sabbatical of one to three months may be granted after the pastor has served a congregation three to five years beyond the First Call Theological Education Program.

Professional Expense Reimbursement

AUTOMOBILE EXPENSE

Pastors using personal cars for business shall be reimbursed for the actual costs they incur for church business, based upon the Internal Revenue Service guidelines.

CONTINUING EDUCATION

A contribution of \$500 per year toward the Pastor’s continuing education is recommended. This shall include Participation in a First-Call Theological Education Program, where applicable.

BOOKS AND PERIODICALS

A minimum book allowance of \$300 per year is recommended.

CONVENTIONS, ASSEMBLIES, AND PASTORAL CONFERENCES

Coverage of expenses for official meetings of the synod is required.

Calculating Salary for Clergy Examples

CLERGY WITH 12 YEARS EXPERIENCE IN A CALL FOR 3 YEARS

Pastor Fred is in his third year at New Trends Lutheran Church in Loudoun County, which reports an average weekly worship attendance of 183. Prior to New Trends, Pastor Fred served as a Pastor in a nursing home for 9 years. The average housing price near the church is \$561,858. In 2009, Pastor Fred's salary was \$57,680.

Unadjusted minimum salary	\$ 51, 311.00
Housing cost adjustment	\$ 10,855.74
Years of Experience	12
Worship Attendance	7
Advanced Education	0
Longevity in current call	3
Related Experience	0
Total points	22
Salary adjustment	\$ 11,286.00
Minimum salary	\$ 73,452.74
Median salary	\$ 84,470.65
Maximum salary	\$ 95,488.56

The determined clergy salary range for 2010 is between \$73,453 – \$95,487.

In talking about Pastor Fred’s 2010 Salary, the Church Council recommended a salary of \$74,701.

LONG TERM CALL, 30+ YEARS EXPERIENCE IN CONGREGATION

Pastor Kay has been at Sweet Gum Lutheran Church in Montgomery County for 31 years. Prior to serving at Sweet Gum, Pastor Kay started and led a church in Pennsylvania for 6 years. When she came to Sweet Gum, it consisted of just a few families meeting in temporary space. Now there are an average of 340 worshipers per Sunday at Sweet Gum. The average house price near the church is \$495,000. Pastor Kay's salary in 2009 was \$97,850.

Unadjusted minimum salary	\$ 51,311.00
Housing cost adjustment	\$ 8,850.00
Years of Experience	37
Worship Attendance	20
Advanced Education	0
Longevity in current call	10
Related Experience	0
Total points	67
Salary adjustment	\$ 34,371.00
Minimum salary	\$ 94,532.00
Median salary	\$108,711.80
Maximum salary	\$122,657.60

The Church Council agreed that Pastor Kay should receive a salary in 2010 of \$112,708.

ASSOCIATE PASTOR WITH 7 YEARS EXPERIENCE

A second Pastor, Carlos, was called 7 years ago to work with families and the youth at Sweet Gum Lutheran with Pastor Kay. Pastor Carlos is originally from El Salvador and recently started a Spanish language service for recent immigrants in the neighborhood.

Unadjusted minimum salary	\$ 51,311.00
Housing cost adjustment	\$ 8,850
Years of Experience	7
Worship Attendance	5
Advanced Education	0
Longevity in current call	7
Related Experience	0
Total points	19
Salary adjustment	\$ 9,747.00
Minimum salary	\$ 69,908.00
Median salary	\$ 80,394.20
Maximum salary	\$ 90,880.40

Pastor Carlos' salary in 2009 was \$65,800 and the 2009 appropriate Salary Range is between \$69,908 and \$90,880.

The approved salary of \$73,564 was a significant increase over his 2009 salary (11.3%), partially due to his increased responsibility with the growth of the Spanish Worship Service, and brings Pastor Carlos within the recommended salary range.

CLERGY WITH 10 YEARS EXPERIENCE; CONGREGATION WITH AN AVERAGE HOME COAST OF \$750,000.

Pastor Joe is interviewing with NOVA Lutheran Church, which is located in a very high cost neighborhood in Northern Virginia. The average home price in the area surrounding the Church is over \$750,000 but nearby is an area where 3 bedroom homes have been selling for \$500,000. Pastor Joe previously served Bering Strait Lutheran in Alaska for 10 years. NOVA Lutheran averages 98 worshipers per Sunday. In beginning the salary negotiations, the Church Council told Pastor Joe that their budget would not allow them to offer him a salary commensurate with living in the same zip code as the Church. Pastor Joe told the Call Committee that using the adjacent ZIP code would be acceptable. They agreed that this solution would work well for both parties and mutually agreed to base the Community Housing Cost Adjustment on the adjacent ZIP code average cost of \$500,000.

Unadjusted minimum salary	\$ 51,311.00
Housing cost adjustment	\$ 9,000.00
Years of Experience	10
Worship Attendance	0
Advanced Education	0
Longevity in current call	0
Related Experience	0
Total points	10
Salary adjustment	\$ 5,131.00
Minimum salary	\$ 65,442.00
Median salary	\$ 75,258.30
Maximum salary	\$ 85,074.60

Thus the appropriate salary range is between \$65,492 and \$85,075. The congregation proposed a beginning salary of \$73,000 for Pastor Joe. Pastor Joe asked for \$74,000 and they settled on \$73,500.

SEMINARY GRADUATE WITH 6 YRS. EXPERIENCE AS A SOCIAL WORKER

Seminarian Joan has just completed seminary after experiencing God's call to Ordained Ministry. Prior to seminary, Joan was a Licensed Clinical Social Worker in long term counseling with families for 6 years. In addition to her Masters in Divinity degree, she has a Masters in Social Work Degree. Her first call is Associate Pastor at Third Lutheran Church in Waldorf, MD, working with families and youth. Third Lutheran averages 65 worshipers, and the average house in the neighborhood around the church costs \$292,503. In negotiating her call, both parties agreed that her prior experience was pertinent to her call and would count in both the extra education and related non-pastoral experience categories.

Unadjusted minimum salary	\$ 51,311.00
Housing cost adjustment	\$ 2,775.00
Years of Experience	0
Worship Attendance	0
Advanced Education	5
Longevity in current call	0
Related Experience	3
Total points	8
Salary adjustment	\$ 4,104.00

Minimum salary	\$ 58,190.00
Median salary	\$ 66,918.50
Maximum salary	\$ 75,647.60

The congregation and Pastor Joan agreed upon \$63,500

CLERGY WITH 10 YEARS EXPERIENCE; CONGREGATION WITH A PARSONAGE

Pastor Sue has been a pastor at Downtown Lutheran Church for the past 10 years. Her congregation provides a parsonage for her use. The average home price in the area surrounding the Church is over \$500,000. Downtown Lutheran averages 200 worshippers per Sunday. Because the congregation offered a parsonage, a housing equity allowance would be calculated using the Housing cost adjustment. The housing equity allowance used was 30 percent of the housing cost adjustment figure.

Unadjusted minimum salary	\$ 40,315.00
Housing equity allowance	\$2,700
Years of Experience	10
Worship Attendance	9
Advanced Education	0
Longevity in current call	10
Related Non-Pastoral Experience	0
Total points	29
Salary adjustment	\$ 14,877.00
Minimum salary	\$ 57,892.00
Median salary	\$ 65,575.80
Maximum salary	\$ 75,259.60

Pastor Sue and the congregation agreed to pay a salary of \$62,000 and an additional \$1400 in a housing equity adjustment for a total compensation of \$63,400.

ROSTERED LAY LEADER SECTION

The term "Rostered Lay Leaders" applies to all lay persons who are:

- On the roster of the Metropolitan Washington D.C. Synod, ELCA in the categories of Associate in Ministry, Diaconal Minister and Deaconess
- Employed at least 20 hours per week in a paid position with programmatic responsibilities.

It is recognized that there are persons employed by congregations of the Metropolitan Washington Synod in specialized ministries who, in terms of hours of employment and ministry responsibilities, are functioning as lay ministers, but without being rostered. These salary guidelines may be applied to them as well.

Because of the diversity of skills, jobs and responsibilities, compensation guidelines for Rostered Lay Leaders are more loosely framed and need to be subjected to a greater degree of interpretation than the clergy guidelines.

Using the following instructions for reference, please complete the worksheet located on Page 17.

Salary

Section 1 - Lay Leader Unadjusted Minimum Salary

The Metropolitan Washington D.C. Synod Assembly annually sets an “Unadjusted Minimum Salary” for Rostered Lay Leadership.

Box 1: Write the 2010 baseline salary amount of \$33,968 in Box 1

Section 2 - Lay Leader Regional Cost of Living Modifier

REGIONAL COST OF LIVING MODIFIER (Recommended)

In this step, the cost of living and housing should be considered and an allowance added to the unadjusted minimum salary. It is commonly known that the Metropolitan Washington D.C. Synod area has a higher cost of living than most other regions.

For the Pastoral salary guidelines, it is recommended that the minimal amount required for a home in this area is \$200,000. Many of the regional areas in the Synod, have considerably higher housing costs. Even though Rostered Lay Leaders cannot be paid a housing allowance, the congregation may adjust their salary to reflect the higher housing costs.

Box 2: Determine the median single-family home prices near the congregation (the primary zip code(s) served by the congregation) by contacting a local realtor or using the Internet and following the steps below. Enter that figure in Box 2.

To use the Internet to determine median home prices:

1. Log onto www.realtor.com
2. Click “Real Estate 101”
3. Click “Cities & Neighborhoods”
4. Enter zip code of community

Box 3: If the figure in Box 2 exceeds \$200,000 (the minimum cost of housing within the Metropolitan Washington D.C. Synod), subtract \$200,000 from Box 2 and enter the resulting figure in box 3.

Box 4: Multiply Box 3 by .03 (3%) and write the result in Box 4. (Example: The price of a median single-family home in area served by congregation is \$300,000. $\$300,000 - \$200,000 = \$100,000$. $\$100,000 \times .03 = \$3,000$ is recorded in Box 4).

By increasing the Baseline Salary of the Rostered Lay Leadership in this fashion, the congregation recognizes the higher cost of living and cost of housing in the Synod. However, the congregation may choose to make no adjustment in this category and would write “0” in Box 4.

REGIONALLY MODIFIED MINIMUM SALARY

Box 5: Add Box 1 and Box 4 to obtain the "Regionally Modified Minimum Salary" for the congregation, and enter this figure in Box 5.

It is not a requirement that the congregation consider the cost of housing to set the Rostered Lay Leader's Baseline Salary. It is strongly recommended that the congregation perform this exercise so that it is clearly understood the total costs in this Synod and strive to pay Rostered Leaders a "living wage" to retain these gifted partners in the ministry.

Section 3 - Determining Lay Leader Salary Range Adjustment

This section seeks to quantify the value of experience and education a rostered leader may possess. These factors will become a basis for possible adjustment to the minimum salary.

YEARS OF EXPERIENCE

Box 6: As per most professional salary systems, the Synod seeks to reflect the value of acquired skills, wisdom, and experiences that can only come from actual rostered leadership experience. Credit one point for each year of service as a rostered leader in Box 6

WORSHIP ATTENDANCE

Rostered lay leaders of large churches often bear increased responsibilities and expectations. The Synod seeks to acknowledge such with this adjustment. Credit is given for leadership in congregations where the average worship attendance exceeds 100 persons at a rate of 1 point for each 24 worshippers over the 100 worshiper threshold.

Box 7: To calculate, subtract 100 from the average worship attendance as reported on the congregation's annual parochial report. Divide that difference by 24 and enter the figure in Box 7 (Example: Congregation reports average worship attendance of 155. $155-100=55$. $55/24=2.2$. Round to 2 points)

ADVANCED EDUCATION

Lutherans have long expected that their lay leaders be well-educated. This credit seeks to account for and encourage life-long learning for leadership in Divinity or related fields. Credit is given (5 points) to those who have taken the time and made the commitment to earn a ministry related degree beyond the Master of Divinity level.

Box 8: Depending upon the types of tasks the congregation calls their Rostered Leader to perform; these degrees may be in music, counseling or other related fields. If such is the case, enter 5 points for each degree earned in addition to the Master's degree in Box 8

LONGEVITY IN CURRENT CALL

Box 9: To effectively establish a vibrant and growing ministry, the Synod seeks to recognize Rostered Lay Leaders long-term calls. Credit one point for each year of service in the Rostered Leaders current call in Box 9 up to a maximum of 10 points.

YEARS OF RELATED NON-ROSTERED LAY EXPERIENCE

Increasingly, persons with prior experience in related fields are entering rostered lay leadership roles in our church. This adjustment seeks to acknowledge the value of prior experience in related fields

that are helpful to the ministry of the Rostered Leader. Credit may be given for each year of prior experience in a related field up to ten years.

Box 10: Multiply the Rostered Leader's years of significant prior experience by 0.5 (# years x 0.5) and write either that figure or the number 5 (whichever is lesser) in Box 10

Box 11: Add together the credits in Boxes 6 through 10 to create a "point total" and write that number in Box 11.

SALARY ADJUSTMENT

Box 12: The number recorded in Box 11, multiplied by the pre-determined adjustment factor of \$508, generates the minimum salary adjustment. Transfer that dollar figure to Box 12

SPECIFIC RESPONSIBILITIES ADJUSTMENT (Recommended)

As noted previously, the skills, jobs and responsibilities of Rostered Lay Leaders are widely diverse through the Metropolitan Washington D.C. Synod. Therefore, in considering an appropriate salary for the Rostered Leader, the responsibilities, education, and performance of the employee should be taken into consideration.

This adjustment cannot be given clear guidelines in this document due to the diversity of skills, jobs and responsibilities of the Rostered Lay Leaders throughout the Synod. This adjustment should be discussed between the Rostered Lay Leader and the congregation or the congregational council.

Box 13: If an adjustment to recognize the Specific Responsibilities of the Rostered Lay Leader is made it should be a dollar figure and that figure should be entered into Box 13.

It is not a requirement that the congregation consider the Specific Responsibilities Adjustment to set the Rostered Lay Leader's Baseline Salary. It is strongly recommended that the congregation perform this exercise so that it is clearly understood the total role of the Rostered Lay Leader in their congregation and strive to pay Rostered Leaders a "living wage" to retain these gifted partners in the ministry.

Section 4 - Determining Lay Leader Salary Range

MINIMUM SALARY

By adding the "Regionally Modified Minimum Salary", the "Salary Adjustment", and the "Specific Responsibility" figures together, the appropriate minimum salary limit is determined.

Box 14: Add Box 5, Box 12, and Box 13 together and write that figure in Box 14.

MEDIAN SALARY

Box 15: The median salary is calculated by multiplying Box 14 by 1.15. Enter that figure in Box 15.

MAXIMUM SALARY

Box 16: The higher salary range limit is calculated by multiplying Box 14 by 1.30. Enter that figure in Box 16.

NEGOTIATED LAY LEADER SALARY FOR 2010

Although the Synod may produce helpful guidelines and suggested ranges for appropriate salary, congregations need to annually review and revise salary for the rostered leaders. Using the figure in Box 14 as a “minimum” and Box 16 as a “maximum”, it is the responsibility of the congregation to determine the actual annual salary. During the course of the conversation between the Rostered Lay Leader and those responsible for annual salary recommendations, consider using the following questions as guides for allowing one to move up or down in the range presented:

- What are the duties and responsibilities of the Rostered Leader in our congregation?
- Does our Rostered Leader bring any additional or special skills to the position that ought to be rewarded?
- Do we expect our Rostered Leader to take on any significant additional responsibilities in our congregation?
- Does our Rostered Leader face any unique financial issues that ought to be addressed by the congregation?
- Are we in an area where housing costs are unusually high and special consideration may need to be made?

Box 17: The figured entered in Box 17 represents the mutually-negotiated rostered leader salary for the year 2010. If the terms of call are less than full time, this figure should be adjusted accordingly.

2010 Lay Leader Salary Range Development Worksheet

Metropolitan Washington, D.C. Synod of the ELCA

Section 1: Unadjusted Minimum Salary

1 Unadjusted Minimum Salary..... Box 1

Section 2: Regional Cost of Living Salary Modifier

2 Average Housing Cost Box 2

3 Cost Over Threshold Box 3

4 Housing cost adjustment (multiply box 3 by 0.03)..... Box 4

5 Regionally Modified Minimum Salary (add boxes 1 and 4)..... Box 5

Section 3: Determining Salary Adjustment

6 Years of Experience..... Box 6

7 Worship Attendance..... Box 7

8 Advanced Education..... Box 8

9 Longevity in Current Call (maximum 10 points)..... Box 9

10 Related Non-Pastoral Experience (maximum 5 points) Box 10

11 Total Points (Add boxes 6 through 10)..... Box 11

12 Salary Adjustment (multiply box 11 by \$513)..... Box 12

13 Specific Responsibilities Adjustment..... Box 13

Section 4: Determining Lay Leadership Salary Range

14 Minimum Salary (add boxes 5, 12 and 13)..... Box 14

15 Median Salary (multiply box 14 by 1.15).....	Box 15
16 Maximum Salary (multiply box 15 by 1.30).....	Box 16
17 Mutually-Negotiated Lay Leadership Salary.....	Box 17

Benefits

PENSION AND MAJOR MEDICAL

Congregations should also be responsible for providing pension and major medical coverage. Current contribution rates for the ELCA Board of Pensions coverage can be found at www.elcabop.com

VACATION

A minimum of four (4) weeks of vacation shall be provided.

STUDY LEAVE

A minimum of two (2) weeks paid study leave annually with the provision for the accumulation of unused study leave up to 6 weeks.

FAMILY LEAVE

Maternity/paternity, adoptive, and other forms of family leave of up to six (6) weeks with full salary, housing, and benefits, is recommended.

SABBATICAL

An extended leave/sabbatical of one to three months may be granted after the rostered lay leader has served a congregation three to five years beyond the First Call Theological Education Program.

Professional Expense Reimbursement

AUTOMOBILE EXPENSE

Rostered Leaders using personal cars for business shall be reimbursed for the actual costs they incur for church business, based upon the Internal Revenue Service guidelines.

CONTINUING EDUCATION

A contribution of \$500 per year towards the Lay Leader’s continuing education is recommended. This shall include Participation in a First-Call Theological Education Program, where applicable

BOOKS AND PERIODICALS

A minimum book allowance of \$300 per year is recommended.

CONVENTIONS, ASSEMBLIES, AND CONFERENCES

Coverage of expenses for official meetings of the synod is required.

Calculating Salary for Lay Leadership Examples

FULL-TIME AIM WITH LOWER HOUSING OSTs

Ron is a full-time Associate in Ministry who has a call at Greenbelt Lutheran Church in Greenbelt, Maryland. GLC has an average worship attendance of 195. He has been an AIM for 10 years serving 7 of those years at GLC. Before becoming an AIM, Ron has 6 years of related experience. Ron is responsible for a senior ministry program over which he has total programmatic control. He fills in for the Pastor by preaching and leading services approximately once a quarter. The average cost of housing in Greenbelt is \$250,000. Because of Ron's additional responsibilities, the congregation decided to give him a Specific Responsibilities Adjustment of \$5,000.

Unadjusted minimum salary	\$ 33,968.00
Housing cost adjustment	\$ 1,500.00
Years of Experience	10
Worship Attendance	4
Advanced Education	3
Longevity in current call	7
Related Experience	0
Total points	24
Salary adjustment	\$ 12,312.00
Specific responsibilities adjustment	\$ 5,000.00
Minimum salary	\$ 52,780.00
Median salary	\$ 60,697.00
Maximum salary	\$ 68,614.00

Ron's Minimum Full-Time Salary would be \$52,780 and his Maximum Full-Time Salary would be \$68,614. The congregation and Ron agreed the Median Full-Time Salary of \$60,697 would be acceptable. This is his negotiated salary for 2010.

FULL-TIME AIM WITH HIGHER HOUSING COSTS

In this example, Jill is serving in a call at First Trinity Lutheran Church in Loudoun County. First Trinity reports average worship attendance of 134. The average housing cost in Loudoun County near New Trends is \$561,858. Jill has been at First Trinity her entire 6 year career as an AIM. Because of the high cost of housing, the congregation decided to give Jill both the full housing allowance and the Specific Responsibilities Adjustment of \$5,000. With these adjustments, the Minimum Full-Time Salary would be \$56,998 and the Maximum Full-Time Salary would be \$74,097. The congregation honestly could not pay that salary because of budget considerations. So they dropped the Specific Responsibilities Adjustment to "0" resulting in an across the board reduction of \$5,000 (\$51,998 - \$51,998). The congregation and Jill discussed the three possible salaries and the congregation budget. They agreed upon the Minimum Full-Time Salary which considered the cost of housing but did not give a Specific Responsibilities Adjustment. As a result, Jill was paid \$51,592.

Unadjusted minimum salary	\$ 33,968.00
Housing cost adjustment	\$ 10,848.00
Years of Experience	6
Worship Attendance	2
Advanced Education	0
Longevity in current call	6

Related Experience	0
Total points	14
Salary adjustment	\$ 7,182.00
Specific responsibilities adjustment	\$ 5,000.00
Minimum salary	\$ 56,998.00
Median salary	\$ 65,547.70
Maximum salary	\$ 74,097.40

SUPPLY PASTORS

Compensation to visiting pastors is the responsibility of the host congregation. The Metropolitan Washington D.C. Synod has a wealth of clergy to choose from when a congregation is in need of a supply pastor. Congregations should consider the following to be a guideline in compensating supply pastors:

One Service	\$150.00
Each additional service	\$ 50.00
Preparing for and Teaching Bible Class	\$ 50.00

Mileage over 25 miles round trip should be paid at the IRS approved rate for business travel.

CHURCH MUSICIANS

The makeup of individuals employed in the Metropolitan D.C. Synod as a “church musician” has changed from predominately organists to Choir and Music Directors. Although this document cannot suggest specific salary information, the following should be taken into consideration:

Compensation should increase along with the congregation size. As with the Rostered Clergy and Lay Leaders, the larger the congregation, the more likely the musician will lead choir(s) and have more responsibilities than simply instrumental. As such, the salary should increase along with the responsibilities.

Regional Costs of living should be considered when setting a church musician’s salary.

Compensation should increase based on education. Individuals working in the church in the capacity of Music Director may have college and advanced degrees. This knowledge and background should be recognized in salary considerations.

Longevity in a position should be acknowledged in salary considerations. As with the Rostered Staff, length of service in a call should be considered in compensation discussions.

Benefits should be provided to church musician staff members that are in full-time roles. Fringe benefits should be comparable to the rostered members of the staff.

When the congregation needs a supply organist, they should be compensated a minimum of \$100.00

on any given Sunday. Of course, this compensation should be altered depending upon the number of services, requirement for choral direction and rehearsals.

The 2010 Compensation Guidelines take into account environmental, experiential, and location factors into consideration. Vice President White moved the adoption of the 2010 Compensation Guidelines. Synod Administrator Harold Sargeant spoke to the recommendation, noting that the Social Security Administration has issued guidelines with 0% increase for 2010. Department of Labor Cost of Living statistics are to be decreased by 1.26%. Therefore, a 1% increase in salary packages for 2010 is recommended.

SA09.09.05 The motion to accept the 2010 Compensation Guidelines recommendation was adopted unanimously.

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It was noted that mission developers' use of home as office for their work was not taken into consideration in these guidelines, but the Treasurer spoke to regulations already in the tax code pertaining to the use of home space as a deductible expense.

CELEBRATION OF MINISTRY MARKERS

Bishop Graham noted these important anniversaries among rostered leaders in the synod: the Revs. Dr. Robin Steinke, Darcy Tillman, Mark Edwards, Connie Miller, Robert Day, Glen Sea, Emmanuel Granston, Marvin Tollefson, Kimberli Lile, Ernest Worman, Lois Erikson, Tom Bailey, Wayne Williams, Daniel Martenson, Paul Wee, Paul Opsahl, Albert Single, Bernell Boehm, Norman Theiss, Verry, Anderson, Lane, Franklin Jones, Theodore Schneider, Carlson, Blanset, Schroeder, +Clinton Kersey; and Associates in Ministry Jeffrey and Linda Pannebaker.

Retirees were recognized.

Also recognized were two new ministries in our Synod:

- Belmont Ridge Church of the Resurrection
The Rev. Dax Jordan, Mission Developer, reported that the mission grows by a family or two each week, and he asked for prayers and visitors.
- The Oromo Evangelical Lutheran Church in Washington, D.C.
They began as a mission in 1995, moved their ministry to Grace, D.C., and then to Christ in D.C., and they extended their thanks to both congregations for their mission support through the years. The Oromo Church will be accepted into the Metropolitan Washington, D.C. Synod at the Reformation Service at Washington National Cathedral on Sunday, 25 October 2009.

CONCLUDING THE DAY

The final order of the day was the celebration of Holy Communion, which was followed by the Order for the Closing of a Synod Assembly.