

2017 METRO D.C. SYNOD ASSEMBLY PRE-ASSEMBLY MATERIALS
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Synod Council Officers

Vice President

7.1.1a Kevin Anderson • photo online only

7.1.1b Evelyn Crenshaw • photo online only

Treasurer

7.1.2a Wendell Anderson • photo online only

7.1.2b Julie Hamre • photo online only

Synod Council Representatives

D.C. Conference Lay

7.2.1a Michael Sonnenberg • photo online only

Fairfax Conference Clergy - pending

Maryland Conference Clergy - pending

Montgomery Conference Clergy - pending

Potomac Conference Clergy

7.2.5a The Rev. Robert L. Lewis, Jr. • photo online only

Virginia Conference Lay

7.2.6a Barbara Bilodeau • photo online only

At-Large Representative

7.2.7a Paul Culler • photo online only

Youth/Young Adult

7.2.8a Samuel S. • photo not posted

Committee on Discipline Representatives

Lay - pending

Clergy - pending

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- 10.1 Synod Constitution & Bylaws – September 2016 edition (NOTE: link to unnumbered current edition under “For Congregations” tab, 56 page file)
- 10.2 Proposed Amendments incorporated into Synod Constitution and Bylaws (NOTE: 58 page file)

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Chapter 7 of the Synod Constitution deals with the Synod Assembly. According to that chapter, sections S7.21.c, S7.21.A92, and S7.21.02:

- A minimum of one lay member elected by each congregation with fewer than 175 baptized members and a minimum of two lay members elected by each congregation with more than 175 baptized members related to this synod, one of whom shall be male and one of whom shall be female, shall be voting members.
- The Synod Council shall seek to ensure that, as nearly as possible, 50 percent of the lay members of the assembly shall be female and 50 percent shall be male. Additional members from each congregation normally shall be equally divided between male and female. (S7.21.c)
- For the allocation of lay members of the Synod Assembly the most current Church body statistics are the basis for determining baptized members. To achieve the proper ratio, each congregation of 450 baptized members will be entitled to an additional voting member and another voting member for each full 250 members over 450. (S7.21.A92)
- Congregations with a baptized membership which consists of at least 10 percent persons of color and/or whose primary language is other than English will be entitled to one additional member. That member will be a person of color or whose primary language is other than English. (S7.21.02)

Based on current congregational data (latest year of congregation report submitted is in parentheses following congregation name) and fulfilling the above stated sections of the synod constitution, I have determined the following allocation of lay voting members of the 2017 Synod Assembly (* indicates one additional member for congregations fulfilling S7.21.02, but only if that member is a person of color and/or whose primary language is other than English).

<u>D.C. Conference</u>	Augustana (2015)	4*
	Christ (2015)	3*
	Community of Christ (2015)	1
	First Trinity (2015)	2*
	Georgetown (2015)	1
	Grace (2015)	2*
	Holy Comforter (2015)	1
	Luther Place (2015)	3*
	Oromo Evangelical Lutheran (2015)	2*
	Our Redeemer (2015)	2*
	Peace, Bermuda (2015)	2*
	Reformation (2014)	2
	St. Matthew (2010)	3*
	St. Paul's (2015)	4
		32
<u>Fairfax Conference</u>	Abiding Presence, Burke (2015)	3
	Bethel, Manassas (2015)	4
	Bethlehem, Fairfax (2014)	2
	Christ, Fairfax (2015)	2
	Covenant, Dale City (2015)	2

Epiphany, Dale City (2015)	1
Good Shepherd, Woodbridge (2015)	3
Lord of Life, Fairfax (2015)	7
River of Grace, Manassas (2015)	1
Shepherd of the Hills, Haymarket (2015)	3
St. Mark's, Springfield (2015)	5
St. Matthew, Woodbridge (2015)	<u>4</u>
	37

Maryland Conference

Abiding Presence, Beltsville (2014)	2*
All Saints, Bowie (2015)	3*
Good Samaritan, Lanham (2013)	2*
Good Samaritan, Lexington Park (2015)	2
Grace, Bowie (2015)	2
Grace, Ft. Washington (2015)	2*
Hope, Clinton (2013)	2*
Hope, College Park (2015)	1
Peace, Waldorf (2015)	3*
St. John's, Riverdale (2008)	2*
St. Michael's Truth/Our Saviour's (2014)	1
St. Nicholas, Prince Frederick (2015)	2
Zion, Takoma Park (2010)	<u>3*</u>
	27

Montgomery Conference

Christ, Bethesda (2013)	2*
Christ the Servant, Gaithersburg (2015)	2*
Emmanuel, Bethesda (2015)	5
Epiphany, Burtonsville (2014)	1
Good Shepherd, Gaithersburg (2015)	5
In Christ Washington Fellowship (2013)	2*
La Sagrada Familia, Silver Spring (2013)	2*
Living Faith, Rockville (2015)	1
Oromo Resurrection Evangelical, Kensington (2015)	3*
Prince of Peace, Gaithersburg (2015)	4*
St. John's, Rockville (2015)	2
St. Luke's, Derwood (Redland) (2015)	1
St. Luke, Silver Spring (2015)	8
St. Stephen, Silver Spring (2015)	2*
Trinity, North Bethesda (2015)	<u>2</u>
	42

Potomac Conference

Advent, Arlington (2015)	2*
Epiphany, Alexandria (2015)	2
Faith, Arlington (2015)	3
Good Shepherd, Alexandria (2015)	2
Holy Trinity, Falls Church (2015)	2
Hope, Annandale (2015)	2
Messiah, Alexandria (2015)	1
Nativity, Alexandria (2015)	2
Peace, Alexandria (2015)	2
Resurrection, Arlington (2015)	<u>4*</u>

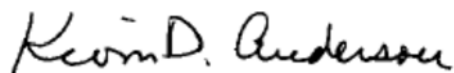
<u>Virginia Conference</u>		
	Bethel, Lovettsville (2006)	1
	Christ the King, Great Falls (2015)	3
	Christ the Servant, Reston (2015)	2
	Community, Sterling (2015)	3
	Emmanuel, Vienna (2015)	5
	Holy Cross, Herndon (2015)	4*
	Holy Trinity, Leesburg (2015)	2
	King of Kings, Fairfax (2015)	4
	New Jerusalem, Lovettsville (2015)	2
	Redeemer, McLean (2015)	6*
	St. Andrew, Centreville (2014)	4
	Zion, Lovettsville (2015)	<u>1</u>
		37
<u>Voting Members summary:</u>		
	Ministers of Word and Sacrament	190
	Ministers of Word and Service	10
	Lay Members	197
	Synod Council Lay Members	<u>12</u>
	Total	409

Registration and materials for the 2017 Synod Assembly can be found on-line at <http://metrodcelca.org/events/synod-assembly/>. Registration closes at 5 pm on Thursday, June 1. No late registrations will be accepted. It is the responsibility of congregations and voting members to download their Assembly materials.

For your information:

- + In accordance with S7.27 elected members of the Synod Council are voting members of the assembly and may register in that capacity; and
- + Persons attending the assembly who are not voting members should register as a Visitor.

The Assembly draft agenda indicates that Assembly check-in begins at 9:00 am on Friday, June 16, at National Conference Center. Orientation for new voting members will take place from 10:00-10:45 am. The Assembly opens at 11:00 am with worship, and the seating of voting members will occur near the beginning of the business portion of the Assembly at 11:30 am. It is anticipated that the Assembly will adjourn on Saturday, June 17, by 3:30 pm.



Kevin D. Anderson
Secretary of the Metropolitan Washington, D.C. Synod, ELCA



Metropolitan Washington, D.C. Synod Evangelical Lutheran Church in America

God's work. Our hands.

ROBERTS RULES OF ORDER OVERVIEW

Guidelines

- Obtain the floor (the right to speak) by being the first to stand when the person speaking has finished; state Mr./Madam Chairman. Raising your hand means nothing, and standing while another has the floor is out of order! Must be recognized by the Chair before speaking!
- Debate cannot begin until the Chair has stated the motion or resolution and asked "are you ready for the question?" If no one rises, the chair calls for the vote!
- Before the motion is stated by the Chair (the question) members may suggest modification of the motion; the mover can modify as he pleases, or even withdraw the motion without consent of the seconder; if mover modifies, the seconder can withdraw the second.
- The "immediately pending question" is the last question stated by the Chair!
Motion/Resolution - Amendment - Motion to Postpone
- The member moving the "immediately pending question" is entitled to preference to the floor!
- No member can speak twice to the same issue until everyone else wishing to speak has spoken to it once!
- All remarks must be directed to the Chair. Remarks must be courteous in language and deportment - avoid all personalities, never allude to others by name or to motives!
- The agenda and all committee reports are merely recommendations! When presented to the assembly and the question is stated, debate begins and changes occur!

The Rules

- **Point of Privilege:** Pertains to noise, personal comfort, etc. - may interrupt only if necessary!
- **Parliamentary Inquiry:** Inquire as to the correct motion - to accomplish a desired result, or raise a point of order
- **Point of Information:** Generally applies to information desired from the speaker: "I should like to ask the (speaker) a question."
- **Orders of the Day (Agenda):** A call to adhere to the agenda (a deviation from the agenda requires Suspending the Rules)
- **Point of Order:** Infraction of the rules, or improper decorum in speaking. Must be raised immediately after the error is made
- **Main Motion:** Brings new business (the next item on the agenda) before the assembly

- **Divide the Question:** Divides a motion into two or more separate motions (must be able to stand on their own)
- **Consider by Paragraph:** Adoption of paper is held until all paragraphs are debated and amended and entire paper is satisfactory; after all paragraphs are considered, the entire paper is then open to amendment, and paragraphs may be further amended. Any Preamble cannot be considered until debate on the body of the paper has ceased.
- **Amend:** Inserting or striking out words or paragraphs, or substituting whole paragraphs or resolutions
- **Withdraw/Modify Motion:** Applies only after question is stated; mover can accept an amendment without obtaining the floor
- **Commit /Refer/Recommit to Committee:** State the committee to receive the question or resolution; if no committee exists include size of committee desired and method of selecting the members (election or appointment).
- **Extend Debate:** Applies only to the immediately pending question; extends until a certain time or for a certain period of time
- **Limit Debate:** Closing debate at a certain time, or limiting to a certain period of time
- **Postpone to a Certain Time:** State the time the motion or agenda item will be resumed
- **Object to Consideration:** Objection must be stated before discussion or another motion is stated
- **Lay on the Table:** Temporarily suspends further consideration/action on pending question; may be made after motion to close debate has carried or is pending
- **Take from the Table:** Resumes consideration of item previously "laid on the table" - state the motion to take from the table
- **Reconsider:** Can be made only by one on the prevailing side who has changed position or view
- **Postpone Indefinitely:** Kills the question/resolution for this session - exception: the motion to reconsider can be made this session
- **Previous Question:** Closes debate if successful - may be moved to "Close Debate" if preferred
- **Informal Consideration:** Move that the assembly go into "Committee of the Whole" – informal debate as if in committee; this committee may limit number or length of speeches or close debate by other means by a 2/3 vote. All votes, however, are formal.
- **Appeal Decision of the Chair:** Appeal for the assembly to decide - must be made before other business is resumed; NOT debatable if relates to decorum, violation of rules or order of business
- **Suspend the Rules:** Allows a violation of the assembly's own rules (except Constitution); the object of the suspension must be specified

Robert's Rules of Order Motions Chart

Based on *Robert's Rules of Order Newly Revised (10th Edition)*

Part 1, Main Motions. These motions are listed in order of precedence. A motion can be introduced if it is higher on the chart than the pending motion.

§ indicates the section from Robert's Rules.

§	PURPOSE:	YOU SAY:	INTERRUPT?	2ND?	DEBATE?	AMEND?	VOTE?
§21	Close meeting	I move to adjourn	No	Yes	No	No	Majority
§20	Take break	I move to recess for ...	No	Yes	No	Yes	Majority
§19	Register complaint	I rise to a question of privilege	Yes	No	No	No	None
§18	Make follow agenda	I call for the orders of the day	Yes	No	No	No	None
§17	Lay aside temporarily	I move to lay the question on the table	No	Yes	No	No	Majority
§16	Close debate	I move the previous question	No	Yes	No	No	2/3
§15	Limit or extend debate	I move that debate be limited to ...	No	Yes	No	Yes	2/3
§14	Postpone to a certain time	I move to postpone the motion to ...	No	Yes	Yes	Yes	Majority
§13	Refer to committee	I move to refer the motion to ...	No	Yes	Yes	Yes	Majority
§12	Modify wording of motion	I move to amend the motion by ...	No	Yes	Yes	Yes	Majority
§11	Kill main motion	I move that the motion be postponed indefinitely	No	Yes	Yes	No	Majority
§10	Bring business before assembly (a main motion)	I move that [or "to"] ...	No	Yes	Yes	Yes	Majority

Part 2, Incidental Motions. No order of precedence. These motions arise incidentally and are decided immediately.							
\$	PURPOSE:	YOU SAY:	INTERRUPT?	2ND?	DEBATE?	AMEND?	VOTE?
\$23	Enforce rules	Point of Order	Yes	No	No	No	None
\$24	Submit matter to assembly	I appeal from the decision of the chair	Yes	Yes	Varies	No	Majority
\$25	Suspend rules	I move to suspend the rules	No	Yes	No	No	2/3
\$26	Avoid main motion altogether	I object to the consideration of the question	Yes	No	No	No	2/3
\$27	Divide motion	I move to divide the question	No	Yes	No	Yes	Majority
\$29	Demand a rising vote	I move for a rising vote	Yes	No	No	No	None
\$33	Parliamentary law question	Parliamentary inquiry	Yes	No	No	No	None
\$33	Request for information	Point of information	Yes	No	No	No	None

Part 3, Motions That Bring a Question Again Before the Assembly.							
No order of precedence. Introduce only when nothing else is pending.							
\$	PURPOSE:	YOU SAY:	INTERRUPT?	2ND?	DEBATE?	AMEND?	VOTE?
\$34	Take matter from table	I move to take from the table ...	No	Yes	No	No	Majority
\$35	Cancel previous action	I move to rescind ...	No	Yes	Yes	Yes	2/3 or Majority with notice
\$37	Reconsider motion	I move to reconsider ...	No	Yes	Varies	No	Majority



WORKSHOPS and ADDITIONAL OPPORTUNITIES (subject to change)

Metro D.C. Synod Assembly • June 16-17, 2017

WORKSHOPS

Multiple workshops on Friday are planned to enrich our ministry in the Metro D.C. Synod. The most up-to-date information, including room locations, will be provided on site.

CIRCLE OF WELCOME: CONGREGATIONAL ENGAGEMENT WITH IMMIGRANTS AND REFUGEES

Presenters: Kiersten Rossetto Nassar, Director of Community Relations, Lutheran Social Services of the National Capital Area (LSS/NCA); and Alicia Wagner, Regional Director, LSS/NCA; with the Rev. Leila Ortiz, Assistant to the Bishop

A video will debut in our synod featuring bishops of the Metro D.C. Synod and Delaware-Maryland Synod discussing the gospel call to respond to our current reality. Ways for congregations to get more involved and intentional about their work among neighbors who live in fear of separation from their families or who are now in a new and foreign land will be highlighted.

NEW CONNECTIONS CAMPAIGN: GROWING YOUNG AND DIVERSE

Presenters: The Rev. Phil Hirsch, DEM/Assistant to the Bishop; and Christy Hartigan, New Connections Campaign Director

As this new, exciting venture launches in our synod, learn more about how in our richly diverse communities we will renew our congregations and establish new connections. The opportunities to live out our faith, to be God's hands and feet in our communities are significant. We aim to connect 3,000 new people—a 10% growth across our synod—to engage in the ministry in our existing congregations.

SUSTAINABLE DEVELOPMENT AS SPIRITUAL CALLING

Presenters: The Rev. Dr. Richard A. Hoehn and the Rev. Dr. Michael Kuchinsky

Our 2016 Synod Assembly voted that congregations should study the 17 U.S. Sustainable Development Goals, pertaining to hunger and poverty, health, education, gender and the environment. You will learn how to schedule and introduce your congregation to the goals as a spiritual calling and mission opportunity.

WHEN RACISM TAKES OVER MY SACRED PLACES

Presenters: Racial Equity Team members

A search to find openness, honesty, fairness and respect using caucusing and contemplative prayer.

ADDITIONAL OPPORTUNITIES

ORIENTATION FOR NEW MEMBERS

Facilitators: Rick Ahlberg, Parliamentarian; and the Rev. Margrethe Kleiber, Chair of Synod Assembly Planning Team

On Friday morning at 10 a.m., equip yourself to fully participate in our Synod Assembly whether you are a new Voting Member or just want a refresher.

MISSION SPENDING PLAN DISCUSSION

Facilitators: Synod Finance Team members

On Saturday morning at 8:30 a.m., before the Plenary begins, you are welcome at a workshop to discuss our synod's proposed Fiscal Year 2018 Mission Spending Plan.

McCormickMCCORMICK
THEOLOGICAL
SEMINARY

Williams, Reggie

Assistant Professor of Christian Ethics

Dr. Reggie Williams joined our faculty as Assistant Professor of Christian Ethics in July of 2012. Before coming to McCormick, Reggie taught ethics at Baylor University in Waco, Texas, and Practical Theology at Azusa Pacific University in Azusa, California.

Dr. Williams' book *Bonhoeffer's Black Jesus: Harlem Renaissance Theology and an Ethic of Resistance* (Baylor University Press, 2014) was selected as a Choice Outstanding Title in 2015, in the field of religion. The book is an analysis of exposure to Harlem Renaissance intellectuals, and worship at Harlem's Abyssinian Baptist on the German pastor and theologian Dietrich Bonhoeffer, during his year of post-doctoral study at Union Seminary in New York, 1930-31.

Dr. Williams' research interests include theological anthropology (Christian understanding of human beings), Christian ethics derived from interpretations of Jesus, race, politics and black church life. His current book project includes a religious critique of whiteness in the Harlem Renaissance. In addition, he is working on a popular commentary on the books of Joshua and Judges (belief series, Westminster/John Knox).

Dr. Williams received his Ph.D. in Christian ethics at Fuller Theological Seminary in 2011. He earned a Master's degree in Theology from Fuller in 2006 and a Bachelor's degree in Religious Studies from Westmont College in 1995. He is a member of the board of directors for the Society for Christian Ethics, as well as the International Dietrich Bonhoeffer Society. Dr. Williams is also a member of the American Academy of Religion and Society for the Study of Black Religion.

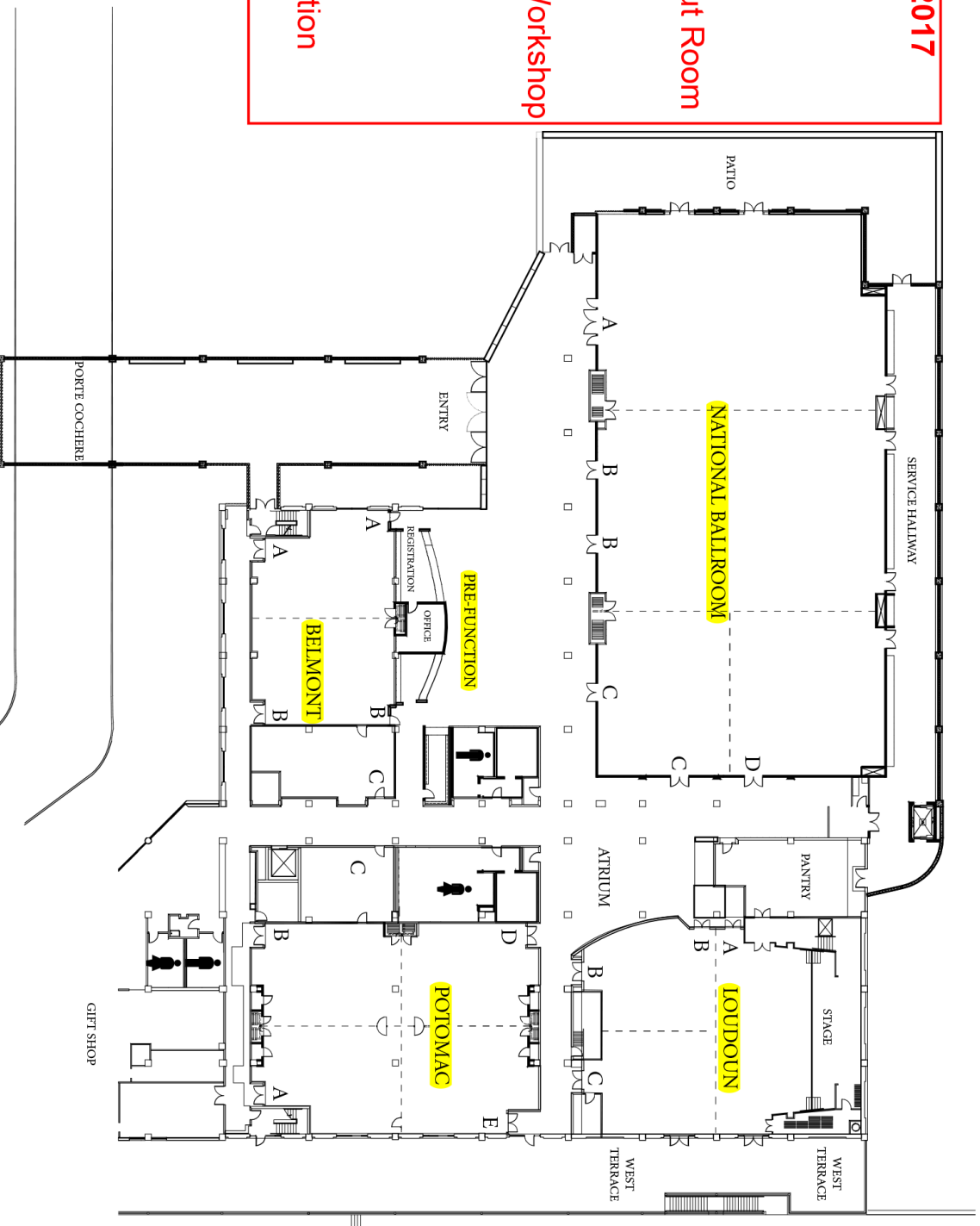


WEST BUILDING

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SYNOD ASSEMBLY 2017
Ballroom A & B Worship, Plenaries
Ballroom C & D Workshops, Dining
Belmont B Synod Council, Breakout Room
Loudon Workshops, Dining
Potomac A & B Sustainable Develop. Workshop
Potomac C Childcare
Potomac D & E Immigration Workshop
Pre-Function Registration and Reception





2017 SYNOD ASSEMBLY

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.
07. Duly elected and serving members of the Synod Council shall have both voice and vote at the synod assembly, in accordance with S7.28 of the constitution of the synod.

Quorum

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

Proxy

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

Items of Business

10. 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

11. Resolutions to be considered by the assembly shall be submitted in writing to the Secretary of the Synod. In order to assure the resolution going to the floor of this assembly, such resolutions shall be submitted to the Secretary of the Synod prior to the promulgated deadline, which shall not be less than 30 days prior to the beginning of the assembly. The Secretary shall refer them to the Committee on Reference and Counsel. The Committee shall report to this assembly with its recommendations regarding the resolutions submitted, which shall constitute a motion to the floor of this assembly.
12. Any resolutions submitted after the deadline 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.
13. Multimedia presentations will not be part of floor debate on resolutions.

Motions

14. 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).
15. A member who has spoken on the pending question(s) may not move the previous question(s).
16. A motion to end debate by moving the previous question shall apply only to the immediately preceding motion. A motion to end debate on all matters on the floor or more than the immediately pending question is not in order.
17. When a substitute motion is made, secondary amendments may be offered first to the original motion. After all secondary amendments to the original motion have been disposed of, secondary amendments to the substitute motion may be offered. When all amendments to the substitute motion have been disposed of, the vote shall be taken on whether the substitute motion is to be substituted as the original motion or be rejected.
18. Debate shall be limited to two (2) minutes per person, per speech.

Elections

19. Ballots shall be accepted only from those members who are seated within designated areas of the assembly hall. In cases where electronic voting is used, a voting device shall be issued only to, and may be used only by, voting members present at the assembly.
20. Nominations from the floor shall be accompanied by the copy-ready vita and the consent of the person to be nominated, both to be submitted to the secretary at the time of the nomination.

Minutes

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

Applications for Displays

22. 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 and are not directly related to the tables, teams, and committees of this synod in coordination with the Synod Council.

Applications will be reviewed by the planning committee for content of display and how it relates to the Synod Assembly theme. 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 1517 Media (f/k/a 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.



Metropolitan Washington, D.C. Synod Evangelical Lutheran Church in America

God's work. Our hands.

2017 Synod Assembly

DRAFT AGENDA K

16-17 June 2017

The National Conference Center, Leesburg, VA

"Freed in Christ, Bound by Love"

Friday, June 16

- 9:00 a.m. – 10:30 a.m. Synod Council
Room: Belmont B (Breakfast for Council in Belmont C)
- 9:00 a.m. – 11:00 a.m. Registration – Ms. Katharyn Wheeler, Interns & Candidates
- 10:00 a.m. – 10:45 p.m. Orientation for New Voting Members
Mr. Richard Ahlberg & The Rev. Margrethe Kleiber
Room: Grand Ballroom C & D
- 10:00 a.m. – 10:45 p.m. Worship Assistant Training/Choir Rehearsal
Synod Worship Team
Room: Grand Ballroom A & B
- 9:00 a.m. – 6:00 p.m. Childcare
Room: Potomac C
- 11:00 a.m. – to end Quiet Room for Assembly Chaplain and for Prayer
Room: Belmont C

Opening Worship: **11:00 a.m. – 11:30 p.m.**

Preaching: Bishop Richard Graham

Plenary Session 1 **11:30 p.m. – 1:00 p.m.**

Room: Grand Ballroom A & B

- 11:30 a.m. – 11:45 a.m. Opening of Assembly
The Report of the Registrar – Mr. Kevin Anderson
Seating of Voting Members
Approval of Absences
Adoption of Agenda
Adoption of Rules of Procedure
Approval of 2016 Minutes

11:45 a.m. – 11:55 a.m.	Recognition of Ecumenical Guests
11:55 a.m. – 12:15 p.m.	The New Connections Campaign
12:15 p.m. – 1:10 p.m.	ELCA Representative –The Rev. Elizabeth Eaton, Presiding Bishop ELCA
1:10 p.m. – 1:15 p.m.	Instructions for lunch and workshops – Mr. Larry Evans/Ms. Gretta Williams Meal prayer – Assembly Chaplain Deacon Erin Swenson-Reinhold

Break and Lunch pick up 1:15 p.m. – 1:30 p.m.

Workshops 1:30 p.m. – 2:45 p.m. (75 minutes)

- 1) *New Connections: Growing Young and Diverse*
Room: Loudon A, B & C
Presenter: The Rev. Phil Hirsch & Ms. Christy Hartigan
- 2) *Circle of Welcome – Congregational Engagement with Immigrants and Refugees*
Room: Potomac D & E
Presenters: The Rev. Kevin Jacobson, Lutheran Immigration and Refugee Services; Kiersten Nassar, Lutheran Social Services of the National Capital Area
- 3) *When Racism Takes Over My Sacred Spaces*
Room: Ballroom C & D
Presenter: Racial Equity Team
- 4) *Sustainable Development as Spiritual Calling*
Room: Potomac A & B
Presenters: The Rev. Dr. Richard Hoehn & the Rev. Dr. Michael Kuchinsky

Plenary Session 2 3:00 p.m. – 4:15 p.m.

2:55 p.m. – 3:00 p.m.	We lift our voices in song and prayer — Synod Worship Team & Assembly Chaplain Deacon Erin Swenson-Reinhold
3:00 p.m. – 3:10 p.m.	The Report of the Nominating Committee – The Rev. Albert Triolo
3:10 p.m. – 3:20 p.m.	The Report of the Treasurer – The Rev. Thomas Knoll
3:20 p.m. – 3:30 p.m.	The Report of the Synod Vice President & the Report on Compensation Guidelines – Dr. John White

3:30 p.m. – 3:40 p.m.	Introduction to Voting Devices – Mr. Dana White
3:40 p.m. – 3:45 p.m.	The Community of St. Dysmas – Deacon Deb Haynes
3:45 p.m. – 4:05 p.m.	The Report of the Synodical Bishop—The Rev. Richard Graham
4:05 p.m. – 4:15 p.m.	500 th Anniversary of the Reformation – The Rev. Richard Graham

Break w/snacks **4:15 p.m. – 4:30 p.m.**

Refreshments sponsored by Lutheran Social Services of the National Capital Area

Plenary Session 3 **4:30 p.m. – 6:00 p.m.**

4:25 pm – 4:30 p.m.	We lift our voices in song and prayer – Synod Worship Team & Assembly Chaplain Deacon Erin Swenson-Reinhold
4:30 p.m. – 4:35 p.m.	Ministry Moment -- New Connections
4:35 p.m. – 4:45 p.m.	Introduction of Mission Spending Plan – Finance Committee Chair
4:45 p.m. – 4:50 p.m.	First Ballot – The Rev. Mitch Watney
4:50 p.m. – 5:05 p.m.	The Report of Reference and Counsel—The Rev. Mark Edwards
5:05 p.m. – 5:15 p.m.	Amendments to Synod Constitution—Mr. Kevin Anderson
5:15 p.m. – 5:30 p.m.	Lutheran Social Services of the National Capital Area—Ms. Lynn Tedesco
5:30 p.m. – 5:50 p.m.	The Report of the Director for Evangelical Mission and Assistant to the Bishop, The Rev. Phil Hirsch
5:50 p.m. – 5:55 p.m.	Welcoming new Synodical Authorized Worshipping Community
5:55 p.m. – 6:00 p.m.	Evening Instructions & Meal Prayer – Assembly Chaplain Deacon Erin Swenson-Reinhold

Buffet Supper **6:00 p.m. – 7:15 p.m.**

	Buffet line: Loudoun Room
	Seating: Ballroom C & D
6:00 p.m. – 7:00 p.m.	Special Training Session—New Connections
	Room: Belmont B

Holy Communion **7:15 p.m. - 8:30 p.m.**

Room: Grand Ballroom A & B
 Preaching: Bishop Elizabeth Eaton

Meet & Greet w/Bishop Elizabeth Eaton 8:30 p.m. – 9:30 p.m.

Refreshments sponsored by Mission Investment Fund

DRAFT

DAY 2

Saturday, June 17, 2017

8:00 a.m. – 10:00 a.m.	Continental Breakfast Buffet Line: Loudoun Room Seating: Ballroom C & D
8:30 a.m. – 9:15 a.m.	Plenary ELCA Q & A—The Rev. Elizabeth Eaton, Presiding Bishop Room: Grand Ballroom A & B
8:30 a.m. – 9:15 a.m.	Workshop on Mission Spending Plan Room: Belmont B Presenter: Synod Finance Committee
9:00 a.m. – 3:00 p.m.	Childcare Room: Potomac C
9:00 a.m. – 3:00 p.m.	Quiet Room for Assembly Chaplain and for Prayer Room: Belmont C

Plenary Session 4

9:30 a.m. – 12:00 p.m.

9:25 a.m. – 9:00 a.m.	We lift our voices in song –Synod Worship Team
9:30 a.m. – 9:35 a.m.	Opening Prayer – Bishop Richard Graham
9:35 a.m. – 9:37 a.m.	The Report of the Registrar – Mr. Kevin Anderson
9:37 a.m. – 9:50 a.m.	The Report of the Elections Committee & Second Ballot – The Rev. Mitch Watney
9:50 a.m. – 10:45 a.m.	Special Guest Dr. Reggie Williams, Assistant Professor of Christian Ethics, McCormick Theological Seminary (55 minutes)
10:45 a.m. – 10:55 am	<i>Stand and Stretch and Sing Break</i>
10:55 a.m. – 11:25 am	Q & A with Dr. Reggie Williams (30 minutes)
11:25 a.m. – 11:30 a.m.	Ministry Moment - New Connections
11:30 a.m.—11:45 a.m.	The Report of the Assistant to the Bishop – The Rev. Leila Ortiz
11:45 a.m. – 12:05 p.m.	The Report of Reference and Counsel – The Rev. Mark Edwards
12:05 p.m. – 12:15 p.m.	Report of Elections Committee & Third Ballot – The Rev. Mitch Watney
12:15 p.m. – 12:25 p.m.	Milestones in Ministry
12:25 p.m. – 12:30 p.m.	Lunch instructions and meal prayer—Assembly Chaplain Deacon Erin Swenson-Reinhold

Lunch

12:30 p.m. – 1:15 p.m.

Plenary Session 5 **1:15 p.m. – 3:00 p.m.**

1:10 p.m. – 1:15 p.m.	We lift our voices in song and prayer – Synod Worship Team & Assembly Chaplain Deacon Erin Swenson-Reinhold
1:15 p.m. – 1:20 p.m.	Ministry Moment - New Connections
1:20 p.m. – 1:30 p.m.	Adoption of a Mission Spending Plan
1:30 p.m. – 1:45 p.m.	United Seminary – the Rev. Dr. Angela Zimmann
1:45 p.m. – 2:25 p.m.	Reference and Counsel – The Rev. Mark Edwards
2:25 p.m. – 3:00 p.m.	Unfinished Business

Closing Worship & Installation of Synod Council 3:00 p.m. – 3:30 p.m.



For I am not ashamed of the gospel;
it is the power of God for salvation
to everyone who has faith ...

– Romans 1:16

Dear Sisters and Brothers in Christ,

On Oct. 31, 1517, 500 years ago, Martin Luther posted his “Ninety-five Theses” in Wittenberg. This resulted in a debate about Christian teaching and practice that led to significant reforms that shaped the course of Western Christianity. As we gather to meet in synod assemblies during the 500th anniversary of the Reformation, it is a good time to reflect on what it means to be Lutheran.

Neither culture nor behavior define what is distinctive about the Lutheran movement. It's our understanding of the gospel. We proclaim Jesus Christ crucified and raised from the dead for the life of the world. It is this gospel word that creates faith and sets us free to serve the neighbor.

We are freed and renewed in Christ.

The church's proper work is to proclaim the gospel word. “We are to fear and love God, so, that we do not despise preaching or God's word, but instead keep that word holy and gladly hear it and learn it” (Small Catechism).

I have invited and encouraged all of you to engage in reading Luther's Small Catechism together. This is to be done in a way that is most promising for your community of faith and most fitting for the relationships in your community. Resources are available at [ELCA500.org/withnewvoices](https://elca500.org/withnewvoices).

As a church deeply rooted in Scripture and in Christ, this church continues to be shaped by the changing face of our communities, by new migration patterns and national and global trends affecting religion and society. We are a community of faith that is always forming and being renewed, and as a church we engaged in a process, Called Forward Together in Christ, to help us tell the story of the church we are becoming. Through that process, we developed ELCA Strategic Directions 2025. This strategic framework identifies goals and priority areas for the ELCA as a whole church.

What is the church we are becoming?

- A thriving church spreading the gospel and deepening faith for all people.
- A church equipping people for their baptismal vocations in the world and this church.
- An inviting and welcoming church that reflects and embraces the diversity in our communities and the gifts and opportunities that diversity brings.
- A visible church deeply committed to working ecumenically and with other people of faith for justice, peace and reconciliation in our communities and around the world.
- A well-governed, connected and sustainable church.

As we observe the 500th anniversary of the Reformation, I pray that ELCA Strategic Directions 2025 will guide and foster ELCA church unity in the years ahead. To learn more about these strategic directions, visit **ELCA.org/future**.

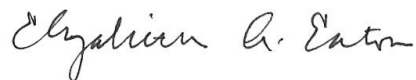
One of the ways we are achieving our goals together as a church is through *Always Being Made New: The Campaign for the ELCA*. Throughout 2017, the campaign will emphasize ministries supporting Global Church. The ELCA is known as a faithful partner in the work to build up Christ's church throughout the world and proclaim the good news of Jesus Christ, risen for the life of the world.

If you don't have the date on your calendar already, be sure to note that Sept. 10 is our suggested date for the 2017 dedicated day of service. If your congregation cannot participate on this date, please consider another day. "God's work. Our hands." Sunday is an opportunity for us to explore one of our most basic convictions as Lutherans: that all of life in Jesus Christ – every act of service, in every daily calling, in every corner of life – flows freely from a living, daring confidence in God's grace.

As we gather in our synod assemblies, let us remember that together in Jesus Christ we are freed by grace to live faithfully, witness boldly and serve joyfully. I pray that God blesses your time together.

I give thanks to God for each of you, for our more than 9,300 congregations, for our 65 synods and our churchwide ministries. As a church freed and renewed in Christ, may we bear witness to a world experiencing the difference God's grace and love in Christ makes for all people and creation.

With gratitude,

A handwritten signature in cursive script that reads "Elizabeth A. Eaton".

Elizabeth A. Eaton
Presiding Bishop
Evangelical Lutheran Church in America



A la verdad, no me avergüenzo del evangelio, pues es poder de Dios para la salvación de todos los que creen ...

– Romans 1:16

Queridos hermanos y hermanas en Cristo:

El 31 de octubre de 1517, hace 500 años, Martín Lutero hizo públicas sus “95 Tesis” en Wittenberg. De ahí siguió un debate sobre las enseñanzas y la práctica cristiana que condujo a importantes reformas que moldearon el curso del cristianismo occidental. Ahora que nos vamos a reunir en asambleas sinodales durante el 500 aniversario de la Reforma, es un buen momento para reflexionar sobre el significado de ser luteranos.

Ni la cultura ni el comportamiento definen aquello que distingue al movimiento luterano. Lo que lo define es nuestro entendimiento del evangelio. Proclamamos al Cristo crucificado y elevado de entre los muertos para la vida del mundo. Es esta palabra del evangelio lo que crea la fe y nos libera para servir a nuestro prójimo.

Somos liberados y renovados en Cristo.

La verdadera obra de la iglesia es proclamar la palabra del evangelio. “Debemos temer y amar a Dios, de tal manera que no despreciemos la predicación ni la palabra de Dios, sino que honremos la santidad de dicha palabra y la escuchemos y aprendamos con alegría” (Catecismo Menor). Les he invitado y animado a todos ustedes a unirse en la lectura del Catecismo Menor de Lutero. Debemos hacerlo de la manera que sea más promisoria para su comunidad de fe y más apropiada para las relaciones en su comunidad. Los recursos están a su disposición en [ELCA500.org/withnewvoices](https://elca500.org/withnewvoices).

Como iglesia con raíces muy profundas en las Escrituras y en Cristo, esta iglesia continua siendo moldeada por el rostro cambiante de nuestras comunidades, por nuevos patrones de migración y por las tendencias nacionales y globales que afectan a la religión y la sociedad. Somos una comunidad de fe que siempre está siendo formada y renovada y, como iglesia, emprendemos un proceso, Called Forward Together in Christ (Llamados a Avanzar Unidos en Cristo), para poder contar la historia de esa iglesia en la que nos estamos convirtiendo. Por medio de ese proceso, desarrollamos las Directrices Estratégicas de la ELCA para el 2025. Este marco estratégico identifica metas y áreas prioritarias para la ELCA como una iglesia completa.

¿Cuál es la iglesia en la que nos estamos convirtiendo?

- Una iglesia que prospera difundiendo el evangelio y profundizando en la fe para todas las personas.
- Una iglesia que está equipando a las personas para sus vocaciones bautismales en el mundo y en esta iglesia.
- Una iglesia acogedora y de bienvenida que refleja y recibe con agrado la diversidad en nuestras comunidades, así como los dones y oportunidades que aporta esa diversidad.

- Una iglesia visible, profundamente comprometida con la obra ecuménica y con las demás personas de fe en pos de la justicia, la paz y la reconciliación en nuestras comunidades y en todo el mundo.
- Una iglesia bien gobernada, conectada y sostenible.

En este momento de celebración por el 500 aniversario de la Reforma, oro para que las Directrices Estratégicas de la ELCA para el 2025 guíen y promuevan la unidad eclesial de la ELCA en los años venideros. Para conocer mejor estas directrices estratégicas, les invito a que visiten [ELCA.org/future](https://www.elca.org/future).

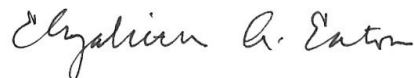
Uno de los medios por los que estamos alcanzando nuestras metas unidos como iglesia es *Always Being Made New: The Campaign for the ELCA* (*Siempre siendo renovados: la campaña para la ELCA*). A lo largo del 2017, la campaña enfatizará los ministerios que apoyen la Iglesia Global. La ELCA es reconocida como asociado fiel en la obra de levantar la iglesia de Cristo en todo el mundo y de proclamar la buena nueva de Jesucristo, resucitado para la vida del mundo.

Si todavía no han marcado la fecha en su calendario, asegúrense de apuntar que el 10 de septiembre es nuestra fecha sugerida para el día dedicado al servicio en el 2017. Si su congregación no puede participar en esta fecha, por favor consideren otro día. El domingo de “La obra de Dios. Nuestras manos” es una oportunidad para que exploremos una de nuestras convicciones más básicas como luteranos: que toda la vida en Jesucristo –cada acto de servicio, en cada llamado cotidiano, en cada esquina de la vida– fluye libremente de una confianza viva y valiente en la gracia de Dios.

Al reunirnos en nuestras asambleas sinodales, recordemos que unidos en Jesucristo somos liberados por la gracia para vivir en la fe, dar testimonio valiente y servir con alegría. Oro para que Dios bendiga el tiempo que estén reunidos.

Doy gracias a Dios por cada uno de ustedes, por nuestras más de 9,300 congregaciones, por nuestros 65 sínodos y los ministerios de nuestra organización nacional. Como iglesia liberada y renovada en Cristo, pido que seamos testigos de un mundo que experimenta la transformación por obra de la gracia y amor de Dios en Cristo para todas las personas y para la creación.

Con gratitud,



Elizabeth A. Eaton
Obispa presidente
Iglesia Evangélica Luterana en América



Evangelical Lutheran Church in America
God's work. Our hands.

2.1.3

2017 SYNOD ASSEMBLIES

Churchwide report in detail

CALLED FORWARD
**Together
in Christ**



Evangelical Lutheran Church in America
God's work. Our hands.

Synod Assembly Detailed Packet

Table of Contents

Editor's Note: Contained within this document is detailed report for ELCA ministries and programs, from which the Synod Assembly talking points were drawn.

This document is organized in alphabetical order for ease of use, with the exception of *Called Forward Together in Christ Strategic Directions 2025*. It is listed first as it serves as the basis for our future direction together as a church.

Called Forward Together in Christ

500th anniversary of the Reformation

Advocacy

Always Being Made New: The Campaign for the ELCA

AMMPARO (Accompanying Migrant Minors with Protection, Advocacy, Representation and Opportunities)

Bishop Eaton's Leadership Initiative

Book of Faith

Congregational vitality

Ecumenical and inter-religious relations

ELCA Federal Credit Union

ELCA Foundation – partnerships and gift planners

ELCA Fund for Leaders

ELCA World Hunger

Entrance rite discernment

Global church

Global church sponsorship

"God's work. Our hands." Sunday

Human rights social message

Leadership development

Lutheran Disaster Response

Mission Investment Fund

New congregations

Office of the Secretary

Office of the Treasurer

Refugees and migrants (see also AMMPARO)

Rostered Ministers Gathering

South Sudan outreach

Women and Justice

Called Forward Together in Christ

Propelled by a commitment to Lutheran traditions and to being a community of faith that is always forming and being renewed, the ELCA's presiding bishop, Church Council and Conference of Bishops initiated Called Forward Together in Christ Strategic Directions 2025 for this church. The process sought to engage all ELCA members and partners in conversation about future directions so that this church can journey faithfully and effectively together in the years ahead. Many of you participated – THANK YOU!

CALLED FORWARD
**Together
in Christ**

Five goals came out of the of Called Forward Together in Christ process. These are the priorities that were shaped by the voices across this church:

1. A thriving church spreading the gospel and deepening faith for all people Priority areas for action.
2. A church equipping people for their baptismal vocations in the world and this church.
3. An inviting and welcoming church that reflects and embraces the diversity of our communities and the gifts and opportunities that diversity brings.
4. A visible church deeply committed to working ecumenically and with other people of faith for justice, peace and reconciliation in communities and around the world.
5. A well-governed, connected and sustainable church.

The Conference of Bishops, Church Council and Churchwide Organization have all affirmed two main focus areas for the next few years:

- Congregational Vitality
- Leadership

You can learn more about all of this at [ELCA.org/future](https://elca.org/future).

We invite you to continue to engage with Called Forward Together in Christ as we live into God's call for the future of this church.



500th anniversary of the Reformation

2017 is well underway, which means we're quickly approaching the Reformation anniversary date of Oct. 31. Here are a few things to keep in mind as your congregation and community plan for the year.



Reformation anniversary resources

There are three ways to stay up-to-date on Reformation anniversary activities. These are: **ELCA500.org**, ELCA500 Facebook page and ELCA500 Twitter. Please take a moment to check them out, “Like” or “Follow” and use the resources to engage your congregation or participate in an event.

Now on the **ELCA500.org** site are two new resources to help congregations (and synods) plan and promote Reformation anniversary activities. Located under “Resources,” the how-to-guide for Reformation anniversary planning and promotion provides tips and tools for planning and promoting your activities. The Reformation Ideas list provides four categories of activities to consider or use as a brainstorming launch pad for events from now through October.

This January, travel expert Rick Steves provided a copy of his new Reformation documentary to every ELCA congregation.

Reformation storytelling projects

Several storytelling projects are underway to help tell our collective Lutheran experience. Each is unique in its purpose, but all provide opportunities to share and learn from each other. You can read, watch or listen to the stories at livinglutheran.org/Reformation and find submission information at ELCA500.org/more. Consider submitting your story today.

Advocacy

The ELCA advocates for fair and just public policies that overcome poverty, promote peace and dignity, and defend God's creation.

During the past year, this church encouraged faithful and nonpartisan voter participation by providing faith-based resources around voting.

Always Being Made New: The Campaign for the ELCA

We are now in the fourth year of the ELCA's first comprehensive five-year campaign, *Always Being Made New: The Campaign for the ELCA*. As of Jan. 31, we have collectively raised more than **\$113.4 million** in cash and multi-year commitments for churchwide ministries and are so grateful for the continued support and partnership of ELCA synods and congregations.

Since the campaign's launch in 2014, we have accomplished amazing things with the help of ELCA members, congregations and synods.



Always Being Made New: The Campaign for the ELCA (cont'd)

More than 300 domestic hunger grants support sustainable solutions that get at the root causes of hunger and poverty across the U.S. In addition, nearly 60 countries around the world have ELCA World Hunger supported programs.

The ELCA Fund for Leaders provided 250 students with more than \$2 million in seminary scholarships during the 2016-2017 academic year.

With \$759,000 in support from the campaign, Renewing Congregations grants are being implemented across the ELCA, including 13 Synodical Renewing Congregations Strategies, four Area Ministry Strategies and four Fast Growth Congregations initiatives.

Funding from the campaign for the ELCA has expanded the work of ELCA congregational new starts by funding ten additional new ministries in a variety of contexts and with creative strategies.

The International Women Leaders initiative has reached 100 international Lutheran women with access to academic scholarships, training and networking opportunities.

Thirteen new global ministry evangelism projects were initiated by companion churches in Africa, Asia, Europe, the Middle East and Latin America.

Twenty-one new or enhanced youth and young adult ministries have received a grant to grow existing programs or start new ones.

Young Adults in Global Mission launched four new country programs – Rwanda, Cambodia, Australia and Senegal, with 84 young adults sent into service during the 2016/2017 year. This represents a 45% growth in the first 3 years.

The 2017 campaign theme, Global Church, includes a focus on Missionaries and Young Adults in Global Mission, International Women Leaders and Global Ministries. Through a variety of learning and giving opportunities around three days – International Women's Day, Pentecost Sunday and Global Church Sunday – we are lifting up this important work. Congregations and synods received a kickoff packet in early January with materials and ideas to get involved in the 2017 theme. A Pentecost Sunday packet will arrive in mid-April.

For additional resources, including the campaign case statement, videos and more, visit the campaign resources website at ELCA.org/Campaign-for-the-ELCA/Resources. For more information as you plan your involvement in the campaign, please contact us at 800-638-3522 or email us at campaignforELCA@elca.org.

AMMPARO

The AMMPARO Strategy was overwhelmingly adopted by the Churchwide Assembly last August. This strategy is unique among U.S. churches and provides a holistic, whole church response to Accompany Migrant Minors with Protection, Advocacy, Representation and Opportunities (AMMPARO). This initiative encompasses accompaniment, awareness-building and advocacy at



AMMPARO (cont'd)

every moment of the migrant journey, from working with companions to providing protection and opportunities to potential migrants in their countries of origin, to migrants along their journey from Central America through Mexico, and to arriving migrants as they transition to a new phase of life in the U.S. It also includes accompaniment of companions who work with those migrants who have been deported to their countries of origin. As a whole church response, all ELCA expressions, strategic allies and ecumenical partners are included.

AMMPARO is a movement of people that is supported and facilitated by communication, funding and systems to organize the work.

The ELCA is accompanying international companions in Central America and Mexico who address the root causes of this migration -- principally violence, poverty and climate change.

In the spirit of AMMPARO's guiding principles, synods and congregations are invited to accompany migrant children and families through synod AMMPARO or immigration task forces, as Welcoming Congregations, through the creation of Guardian Angel programs and through prayer. All ELCA members are encouraged to continue awareness-building and advocacy for the protection of these vulnerable children and families.

Bishop Eaton's Leadership Initiative

Created in November 2016, the Leadership Initiative encourages all of us to seek out and inspire gifted people in our congregations, communities and networks to consider a call to the ministry of the gospel, supported by growing levels of scholarships for seminary tuition.

At the same time, Presiding Bishop Elizabeth Eaton announced a generous \$3 million gift to the ELCA Fund for Leaders, which provides seminary scholarships for 60 additional students over the next three years.



If you know someone who shows a gift for ministry, help mentor and foster them. Together - pastors, deacons, lay people – we can bring the word of God to the world.

For more information, visit [ELCA.org/leaders](https://www.elca.org/leaders) to find resources to guide discussions and offer inspiration for conversations and individual reflection on becoming a leader within the ELCA.



Book of Faith

Getting the *word* out

We give thanks to God for all of the individuals, congregations, synods, and churchwide ministries and institutions for their deep and abiding commitment to God's transforming word in Christ, in proclamation and in Scripture!

The Book of Faith Initiative is a continuing priority of the ELCA, dedicated to encouraging all ministries and people of the church to continually renew and enrich our broad and deep engagement with Scripture for our own sakes and for the sake of the world.

The Book of Faith Initiative has operated using a decentralized, grass-roots approach centered on our common vision in which all are invited to *open Scripture* and *join the conversation*. We invite leaders to continue and boldly further this effort in their places of involvement.

From the beginning, the goal of the initiative has been two-fold:

1. to meet the continuing challenge of widespread biblical illiteracy; and
2. to renew the teaching of our rich theological heritage of scriptural understanding, interpretation and engagement.

To help realize the above goals and address the challenges listed below, we want to further encourage engagement of Scripture, especially using the “multiple lenses” approach. We seek your help and support as partners in this effort, in addressing the challenges that are currently serving to shape our calling. Some of the larger challenges are:

- the growing number of people in society claiming to be “spiritual but not religious;”
- the need to address and learn from the great variety of cultures that make up this church and world;
- the role of the Bible in mission outreach;
- the importance of family and home as centers of faith development;
- the need for creative use of social media;
- continued biblical illiteracy.

Despite the challenges, Christ is present as we engage Scripture, and this promise calls us forward together. Please join us in getting the word out and in encouraging all to *open Scripture* and *join the conversation*!

Learn more at bookoffaith.org. Find us on Facebook @bookoffaith and Twitter #bookoffaith.

Four lenses for engaging Scripture.

Open Scripture. Join the conversation.

The initiative has emphasized that biblical engagement is greatly enriched by the use of multiple lenses in conversation with Scripture and other people. This suggested method is centered on four ways of reading the Bible and asking questions: devotional, historical, literary and theological reading.



Book of Faith (cont'd)

DEVOTIONAL



We begin. We read, ask questions, reflect on the meaning of the Bible from wherever we are – in place, time or state of mind. No matter where we are, our Book of Faith meets us there.

LITERARY



We pay close attention to how the passage is written. We notice what kind of literature it is. We notice all the details, themes, characters, storyline, poetry and logic. We compare and contrast these with our understanding and experience of life. In this process we discover meaning.

HISTORICAL



We seek to understand the world of the Bible. We explore the world of the writers and the original readers, the rulers, slaves, women, men and children. All the people in our Book of Faith. How do we understand their social and cultural contexts? How were their lives different from or the same as ours today?

THEOLOGICAL



As we open Scripture and join the conversation, we ask our deepest questions and listen for God's voice. We hear God's demands as well as God's words of comfort and promise. We see Christ alive yesterday and today. We feel the movement of the Spirit and are moved to respond. God is present in the word.



Congregational vitality

The church is working with more than 35 synods on intentional strategies for improving congregational vitality. In addition, the unit has partnered with synods to start 124 new congregations and communities of Jesus over the past two years. The Directors for Evangelical Mission continue to engage synodical leaders, structures and strategies and coordinate and staff the education of all evangelical mission, mission support, and stewardship ministries in each synod.

Point out the Director for Evangelical Mission – a colleague who works with the synod to enhance collaboration and work together to grow the church.

Ecumenical & inter-religious relations

Lutheran-Catholic relations/500th anniversary of the Reformation

The 500th anniversary of the Reformation was launched by a joint ecumenical commemoration in Sweden on October 31, 2016, that was led by the president and general secretary of Lutheran World Federation and The Pope. It included a service of Common Prayer at the Cathedral in Lund and a public stadium event lifting up areas of common service and public witness. (See lutheranworld.org/lund2016)

The service of Common Prayer was adapted for a service that took place on March 2 at the Lutheran Center between the ELCA Conference of Bishops and the United States Conference of Catholic Bishops' Ecumenical & Interreligious Affairs Committee.



The co-chairs and members of the *Declaration on the Way* Task Force have been active in providing leadership for many synodical events to discover, explore and deepen understanding about Lutheran-Catholic relations and to consider the ecumenical dimensions of the 500th anniversary – with focus on the “*Joint Declaration on the Doctrine of Justification, From Conflict to Communion*,” and “*Declaration on the Way*”. We welcome these invitations as opportunities for partnership.

We are grateful to 1517 Media for creating an online study guide for “*Declaration on the Way*”. This is a resource for deepening our reception of the agreements, and strengthening local Lutheran-Catholic relations. Available from the 1517 Media website and ELCA.org/ecumenical.

Other resources:

- Presiding Bishop Elizabeth Eaton’s webcast, “Ecumenical Witness and the Reformation:” ELCA.org/webcast
- Joint Ecumenical Commemoration of the Reformation in Sweden: lutheranworld.org/lund2016
- Press conference: <https://vimeo.com/189685569>



Ecumenical & inter-religious relations (cont'd)

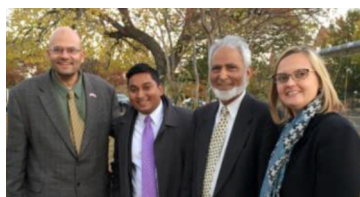
Lutheran-Orthodox relations

On Nov.15, the Lutheran School of Theology at Chicago ceremoniously returned a rare 9th century Greek manuscript of the complete New Testament to the Greek Orthodox Church. His Eminence Archbishop Demetrios of the Greek Orthodox Archdiocese of America (GOA), Bishop Demetrios of the Chicago Diocese, and members of the staff of the GOA were also present. Conversations have led to the possibility of renewed dialogue between the ELCA and the GOA, possibly on the topic of care of creation.



Lutheran-Muslim relations

Our Lutheran-Muslim relations have taken two forms in recent months: rapid response to anti-Muslim bigotry and continued engagement in long-term relationship-building, education, dialogue, and cooperation for the common good.



We are working in partnership with the Islamic Society of North America on church-mosque pilot projects in three synods: Southeastern Pennsylvania, Southwestern Washington, and Southeast Michigan. Thanks to Bishop Donald Kreiss, Bishop Rick Jaeck, and Bishop Clarie Burkat for leading. The hope is that by taking these steps and expanding out to include other existing and new initiatives across this church, we will build out stronger local relations across the country.

We are also partnering with the Shoulder to Shoulder Campaign to respond to increased incidents of anti-Muslim bigotry over the past year and to concerns about anti-Muslim policies, including the recent and anticipated executive orders. We have participated in statements, press conference, events and strategic planning sessions. Bishop William Gafkjen, representing the ELCA as chair of the Conference of Bishops, gave a statement at the Nov. 18 press conference in Washington, D.C.: youtu.be/ijoNgnI8Er8. Learn more at shouldertoshouldercampaign.org.

Inter-Religious Task Force

Chaired by Bishop Patricia Lull, the Inter-Religious Task Force is developing an inter-religious policy statement that will complement the 1991 *ecumenism* vision statement. A first draft is expected to be completed by the end of summer 2017, at which time a consultative process for input and feedback will unfold across this church. Under proper governance, a proposed statement is intended for presentation at 2019 Churchwide Assembly.



Please consider how you might take up Presiding Bishop Eaton's invitation for conversation about our inter-religious calling and commitments in your synods. Apart from their own value, these events can be used to provide input into the work of the task force. EIR staff and Lutheran Ecumenical & Inter-Religious Representatives Network reps are available to offer leadership and support: Kathryn.Lohre@elca.org. Information about



Ecumenical & inter-religious relations (cont'd)

“Engaging Others, Knowing Ourselves: A Lutheran Calling in a Multi-Religious World,” including downloadable workshop templates is available: [ELCA.org/Faith/Ecumenical-and-Inter-Religious-Relations/Inter-Religious-Relations/Case-Studies](https://www.elca.org/Faith/Ecumenical-and-Inter-Religious-Relations/Inter-Religious-Relations/Case-Studies). The book is also now available for Kindle on Amazon.

Historic Black Church relations

As we work on racial justice and reconciliation within the ELCA, we are also working in partnership with Historic Black Churches in coalitions and bi-laterally.



For a second year, the ELCA was a co-sponsor of the cross-racial dialogue convened by the Conference of National Black Churches (CNBC) in Charleston, S.C. Dec. 13-15, 2016. The CNBC is the annual conference of the Historic Black Churches in the United States. This continues to be an area of growing partnership between Racial Justice Ministries, the African and European Descent Lutheran Associations, and Ecumenical & Inter-Religious Relations.



A significant dimension of the Bishops' Academy was the presence of Bishop John White, president of the African Methodist Episcopal Council of Bishops. We are exploring possibilities for re-engaging our churches' dialogue, which took place in the 1990s. It will be important to consider fresh models that combine theological dialogue and common action for the sake of the gospel. The initiatives in your synods will continue to be critical for shaping this future together.

Formula of Agreement 20th anniversary

On March 26 at 3 p.m., the United Church of Christ Center in Cleveland hosted a worship service in celebration of the 20th anniversary of the Formula of Agreement, the full communion agreement between the ELCA and three Reformed bodies the Presbyterian Church (U.S.A.), the Reformed Church in America, and the United Church of Christ. Heads of communion, local judicatory leaders, ecumenical officers, and local clergy and lay leaders participated. This service was held in conjunction with a heads of communion meeting to explore the next chapter of our life together as full communion partners.

Churches Uniting in Christ - UPCOMING

On the evening of June 4 in Dallas, heads of communion, local judicatory leaders, ecumenical officers, and local clergy and lay leaders will participate in a national worship service of recognition of ministries among the Churches Uniting in Christ. A public forum on race relations will be held on June 3, along with a pulpit exchange between local clergy and national Church Uniting in Christ leadership on the morning of June 4.



ELCA Federal Credit Union

- Our credit union is approaching its one-year anniversary in June and is off to a great start
- Currently serves members in 43 states and in the Caribbean
- Offers a variety of consumer loan, credit card and deposit accounts
- To date, those who have refinanced or consolidated debt have saved an average of more than \$1,400 in finance charges

To learn more, visit elcafcu.org

ELCA Foundation – partnerships and gift planners

ELCA Foundation: Your life. Your faith. Your gift to the future.

The ELCA Foundation works in partnerships to strengthen the financial capacities of our broader ELCA-related ministries through:

- lifelong stewardship including annual, major and deferred giving;
- financial education, resources and a variety of planned giving tools;
- investment management services for congregations, synods and related ministries.

The ELCA Foundation supports 20 regional gift Planners throughout the U.S. These gift planners provide a number of services:

- They help congregations, synods and other Lutheran ministries identify their financial needs and wants and develop a Ministry Funding Plan.
- They help members of the congregations align their passions with the ministry funding needs through planned giving.
 - Gift planners help donors make decisions about whom they want to help.
 - Gift planners make sure everything is in place to fulfill the donor's wishes.

In 2016, our regional gift planners secured \$56 million in planned gifts (this is up from \$39 million in 2015). Of these gifts, \$10.5 million will directly benefit ELCA congregations and \$2.8 million will benefit ELCA synods. Anyone who wants to help ministry in any way after they pass, should meet with a regional gift planner.

ELCA Fund for Leaders

2016-2017 statistics

As of July 1, a new staff team is growing the ELCA Fund for Leaders. The endowment has reached \$48.7 million, allowing Fund for Leaders to provide more than \$2 million in scholarship assistance to 250 seminary students, approximately 25 percent of all seminary-enrolled candidates for rostered ministry in the ELCA in 2016-2017. Synodical scholarships represent nearly \$540,000 of the \$2 million distribution, disbursed in 147 different awards by 38 participating synods.



ELCA Fund for Leaders (cont'd)

Supporting diverse ministries

Among the funds awarded in 2016 are scholarships specifically geared toward students of color and/or first language other than English, scholarships for new mission developer candidates, and scholarships for seminarians pursuing chaplaincy ministry in military, prison, or VA hospital settings.

- One of these students is Elle Dowd, an M.Div. student at the Lutheran School of Theology at Chicago, who says, “It is for freedom that Christ set us free. We use that freedom, not for our own benefit, but to help free others. None of us are free until all of us are free.” From current students and alumni, who serve as pastors, chaplains and rostered leaders in all areas of the church, we hear again and again that the freedom from crushing student debt has allowed them to serve in ministry more freely and proclaim the gospel.

Fundraising and strategy

For the fiscal year 2016, Fund for Leaders reached a fundraising total of \$2.66 million as of Dec. 31, 2016. A \$3 million gift commitment in 2016 catalyzed the introduction of an expanded scholarships program, which will provide an additional 60 full-tuition scholarships over the next three years (in collaboration with Presiding Bishop Eaton’s Leadership Initiative). Fund for Leaders staff are working with students, seminaries, synods and our new grant-making software to restructure the application and the selection process to best support future ministers as they go and serve where the church needs and the Holy Spirit leads.

For 2017, Fund for Leaders will be concentrating on three primary goals: 1) continued development work with new and existing donors, toward the goal of raising \$4 million in the next two years (and \$15 million overall during *The Campaign for the ELCA*); 2) the implementation of new interim award process and planning for the transition to a direct application and award process for subsequent years; and 3) planning related to recognizing and highlighting the 20th anniversary of the Fund for Leaders with its multiple constituencies, beginning in fall 2017.

ELCA World Hunger

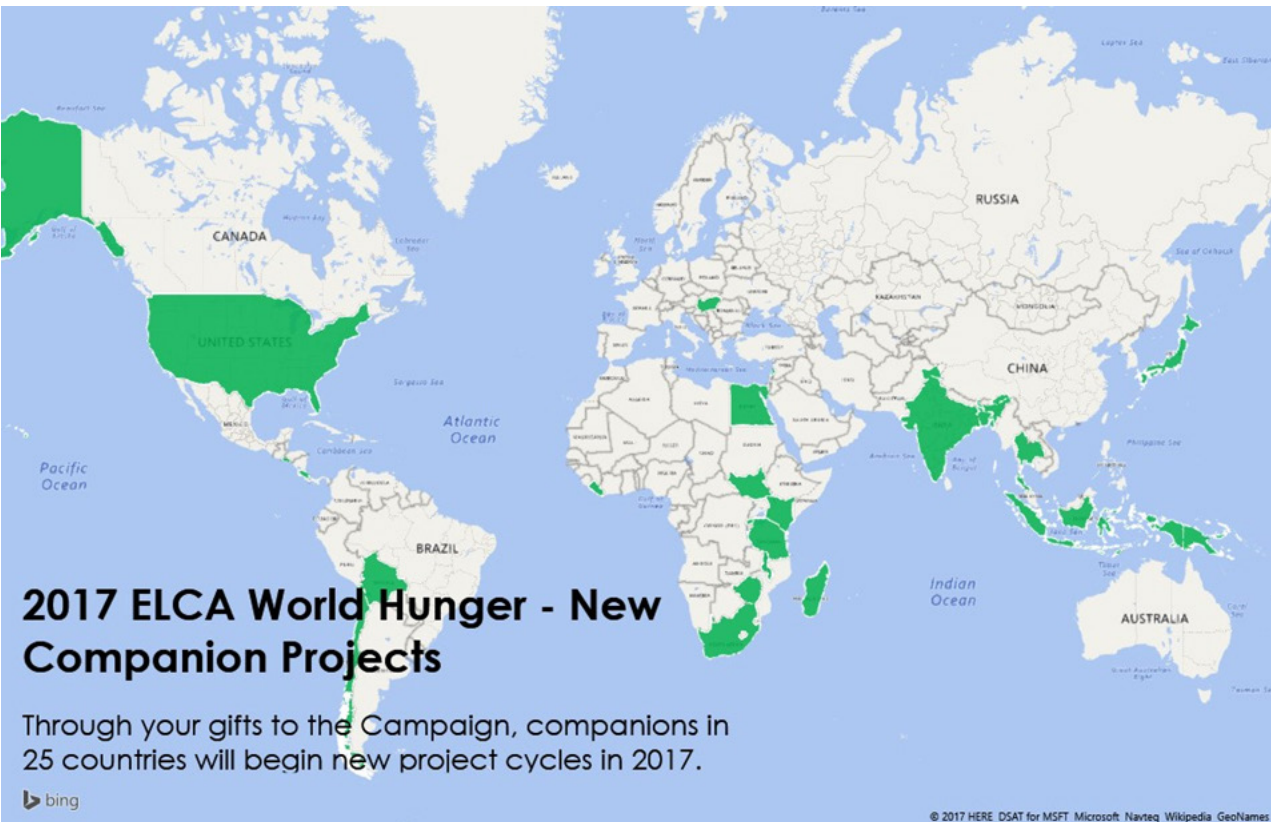
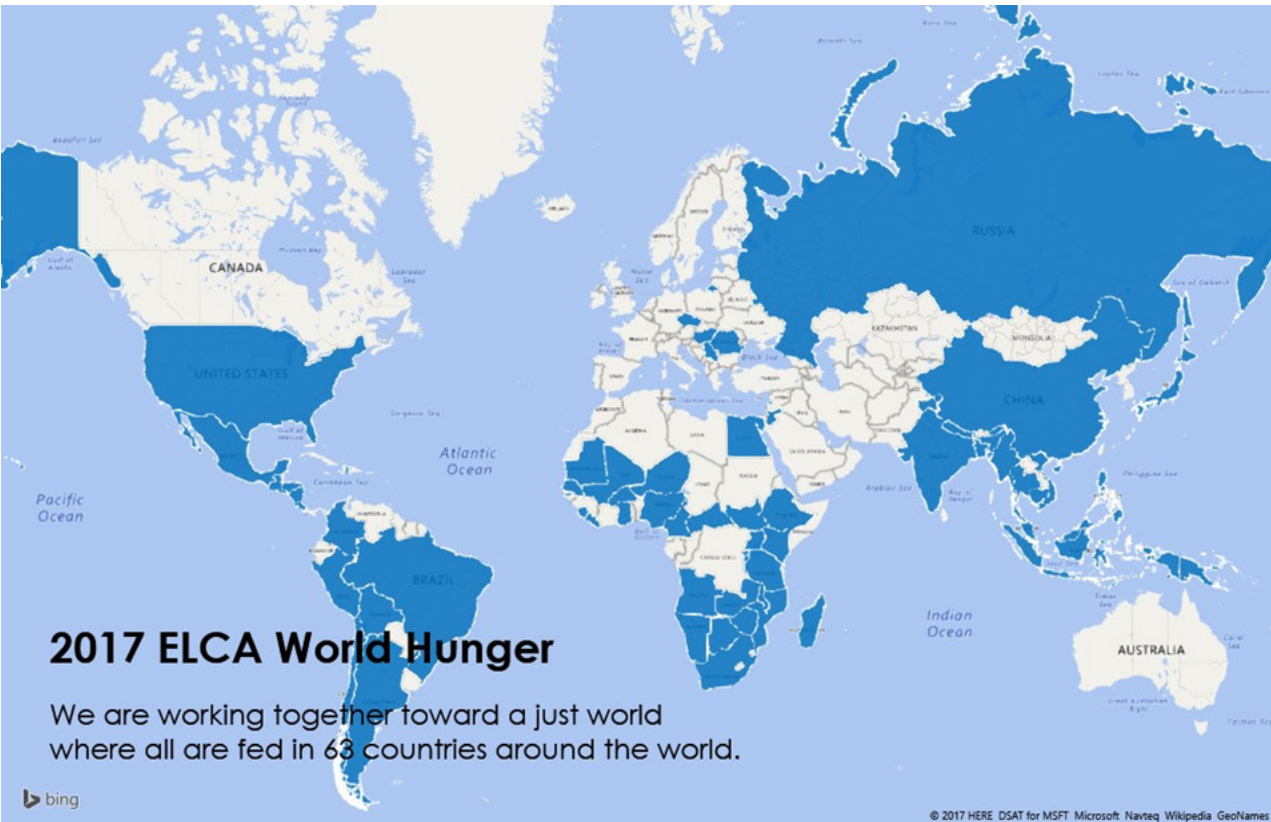
2016 was the Campaign focus year for ELCA World Hunger, and we are grateful to report that over \$21.9 million was given in support of our church’s ministry for projects in 60 countries including the U.S. - working for a world in which all are fed. Thank you!

From participation “ELCA World Hunger’s 40 Days of Giving” during Lent to special efforts in over 45 synod assemblies and gifts of goats, pigs and latrines during the Advent and Christmas season, thank you for being part of the growth in giving – especially the growth in giving from congregations and synods.

This church currently funds almost 350 domestic hunger and poverty programs across the church.

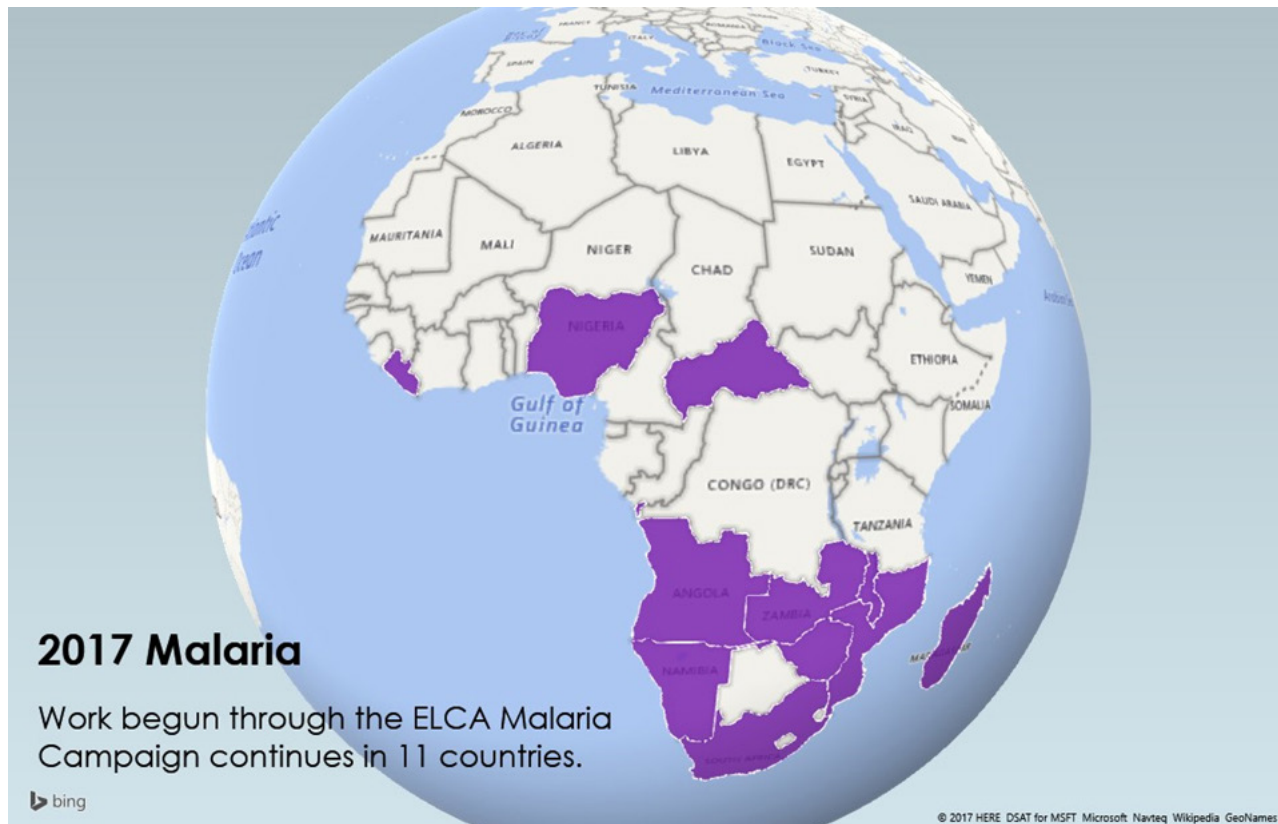


ELCA World Hunger (cont'd)



CALLLED FORWARD
**Together
in Christ**

ELCA World Hunger (cont'd)



Entrance rite discernment

The Entrance Rite Discernment Group continues the work of moving toward a recommendation for a final entrance rite for the new roster of Word and Service.

Word and Service resources on the ELCA website include:

- a new FAQ describing the work of the Entrance Rite Discernment Group; and
- a Bible study “Mission, Ministry, and Leadership” to encourage discussions across the church.

Worship resources on the website include:

- a liturgy of welcoming and;
- an adapted consecration rite to be used until the next churchwide assembly.



Global church

Evangelism and outreach: Some of the youngest and fastest growing Lutheran churches are found in Asia in the countries of Indonesia, India, Nepal, Cambodia and Myanmar. It is long-time ELCA companion churches that are driving much of this growth, with strong support from ELCA Global Mission that builds on long-term relationships.

- The ELCA has joined with the Lutheran Church in Singapore to accompany the birth of the Lutheran Church in Cambodia. Because of the ELCA's work with and through others, evangelism in Cambodia is vibrant and is centered around young adults whose enthusiasm for proclaiming and living the gospel is catching.
- In Malaysia, with generous support from *Always Being Made New: The Campaign for the ELCA*, we are helping the Lutheran church in this country reach the Orang Asli indigenous peoples who are now becoming faithful and gifted leaders in their own cultural context.
- In China, we are accompanying the Lisu ethnic minority in Yunnan Province with a particular focus on developing evangelists, Bible teachers and music leaders.
- In The Gambia in West Africa, ELCA Global Mission is coming alongside Lutherans in neighboring Senegal to help a new Lutheran church grow in a 90 percent Muslim context.

ELCA missionaries: “ELCA missionaries are ambassadors,” Malpica Padilla (ELCA Global Mission Executive Director, the Rev. Dr. Rafael Malpica Padilla) said. “Paul writes to one of the communities, ‘Receive one another.’ We send missionaries today because ‘sentness’ is a sign of being the church, of being part of the body of Christ.” 225 ELCA pastors, doctors, nurses, teachers, theological educators, communicators and community organizers are serving as missionaries in 44 countries on every continent of the world. For brief personal stories about the ways ELCA missionaries accompany companion churches around the globe, see the February Living Lutheran: livinglutheran.org/2017/02/called-gathered-sent/.

Sustainable development: Global Mission supports projects and programs across a variety of sectors including water, agriculture, livelihoods, food security, and peace and reconciliation. In 2015, approximately \$5 million was provided to 78 projects with a water-work component (e.g. wells, boreholes, spring boxes, water for irrigation, sanitation and hygiene, etc.). Food security and its link to health and nutrition underscore many projects.

- For example, in Burure, Zimbabwe Global Mission supports not only a health clinic, but education, HIV and AIDS education, life-skills training, agriculture and food preservation and livelihoods. Together these foster a broad impact in the lives of people in the Burure.
- In Cambodia, people who had been landless have been able to acquire new land and grow new crops, leading to improved nutrition, increased incomes and the ability to send their children to school.
- Also in Zimbabwe, a peace and reconciliation program has helped participants heal from the trauma of conflict and is enabling the delivery of humanitarian assistance and the promotion of development.

Health care: ELCA engagement strengthens the life-saving and healing ministries of hospitals and clinics in countries such as Liberia, Madagascar and Zimbabwe. With support through the *The Campaign for the ELCA*, ground was broken in 2016 in Juba, South Sudan, for a new clinic focused on maternal-child health. A large and growing area of our work across the globe is



Global church (cont'd)

disease prevention and health promotion through community-based, primary health projects. For example, in Chile, *Educacion Popular en Salud - EPES (Popular Education in Health)* receives World Hunger support for this grass-roots work and is accompanied by an ELCA long-term missionary. Moreover, the ELCA seeks to make the HIV and AIDS and malaria pandemics history by addressing underlying injustices with a focus on poverty.

The Global Mission unit receives the gifts of companions and channels them for the re-formation of global mission engagement narratives and practices in our own U.S. context. This work is done through approximately two dozen “glocal” events offered to synods and congregations each year. The events are a venue for trainings and experiential learning that increase participants’ understanding and build new capacities in the use of accompaniment as a narrative, lens and method for global and local mission engagement.

Women represent 70 percent of the world’s population living in poverty. Yes, in church and society, women often lack access to opportunities to realize their full potential because they lack access to educational opportunities. The ELCA’s International Women Leaders initiative is our church’s strong effort to create opportunities that support women leaders in church and society. With support from *The Campaign for the ELCA*, from winter 2014 to fall 2016, the International Women Leaders benefitted 91 women with study and leadership opportunities. Awards were granted to participants of five leadership seminars in Wittenberg, Germany, and to students studying at ELCA colleges, universities, seminaries and academic institutions closer to their homes.

Global church sponsorship

- Missionaries and Young Adults in Global Mission
- Global Ministries
- International Women Leaders

In 2017, *Always Being Made New: The Campaign for the ELCA* is lifting up the Global Church as its theme. We invite every member and every congregation to join us in celebrating the ways in which our church lives into God’s mission of building bridges and living as one body of Christ in the world! We began 2017 with a celebration of International Women’s Day on March 8 and there are two additional celebrations coming up:

Key 2017 dates for Global Church Sponsorship

June 4 – Pentecost Sunday

Pentecost Sunday is the opportunity to reflect on the global community of which we are a part—a community of people living out our faith, serving our neighbors and sharing God’s love with the world. This Pentecost Sunday we will lift up life-changing ministries with our global companions working to grow the global Lutheran church. *The Pentecost Sunday packet arrived at your congregation in mid-April.*



Global church sponsorship (cont'd)

Global Church Sunday – pick a Sunday in October!

Global Church Sunday is about celebrating our church's connections and common mission within Christ's global church. It is a day to rejoice in our relationships with companions around the world, to learn more about how the ELCA is connected globally and to support our church's missionaries who work in partnership with our companions in Christ. *The Global Church Sunday packet will arrive at your congregation in July.*

Other resources (available at ELCA.org/resources)

- Global Church Minutes: prayers to be incorporated in weekly worship in 2017
- Global Church Passport: educational activities for youth and young
- Global Church Story Series: 12 stories from our global companions

“God’s work. Our hands.” Sunday

“God’s work. Our hands.” Sunday is an opportunity to celebrate who we are as the ELCA – one church, freed in Christ to serve and love our neighbor. Since 2013, thousands of ELCA congregations have participated in this opportunity and dedicated one day to serve communities in ways that share the love of God with all people.

The date for 2017 is Sunday, Sept. 10. Mark your congregation’s calendar today! If your congregation cannot participate on Sept. 10, please consider another time that works best.

This year we observe the 500th anniversary of the Reformation. The ELCA’s anniversary theme, “Freed and Renewed in Christ,” reminds us of the gospel’s promise that we are freed in Christ to love and serve our neighbors. This is work that you do every day – serving your community in ways that share the love of God with all of God’s people. Visit ELCA.org/dayofservice for more information.

Human rights social message

The ELCA Church Council has initiated the development of a social message on human rights. This message will meet the long-recognized need for the ELCA to robustly address human rights in light of global complexities. For more information, go to ELCA.org/socialmessages.

Leadership development

The churchwide organization partners with synods, seminaries, outdoor and campus ministries, and others to identify and prepare new Ministers of Word & Sacrament (pastors) and Ministers of Word & Service (deacons). During the past year, a new Candidacy Manual for Synod Candidacy Committees and a revised Candidacy Process was developed and is now being implemented. In addition, the unit helps to encourage and support lay leadership efforts in many synods.



Lutheran Disaster Response

Lutheran Disaster Response brings God's hope, healing and renewal to people whose lives have been disrupted by disasters in the United States and around the world. When the dust settles and the headlines change, we stay to provide ongoing assistance to those in need.

Key areas of work

Lutheran Disaster Response strives to help the church continue to be church in the midst of disaster – following Christ's call to bring hope and healing to our neighbor in need. Some key areas of work include:

- providing emotional and spiritual care for people who have been affected by disasters and for leaders who respond to disasters;
- coordinating volunteers through local affiliates;
- assisting refugees in a holistic way that meets the varied needs of each community;
- promoting disaster preparedness and disaster-risk reduction;
- addressing unmet needs that could exist months, even years after a disaster and would help assist a family in their recovery. Unmet needs can include things such as furniture and appliances;
- supporting disaster case managers who work one-on-one with individuals or families as they navigate their recovery efforts, such as applying for FEMA assistance or filing insurance claims.

International work

- Provided support for 47 disaster relief and recovery projects in 31 countries in FY2016.
 - These were initiated in response to a wide variety of disasters including the drought in Africa.
- Importantly, support for refugees and migrants has become even more critical in the current sociopolitical context; efforts are focused on AMMPARO as well as responding to the refugee crisis in the Middle East and Europe.
- Last fall, Hurricane Matthew hit in the Caribbean, and LDR's collective response spanned across international and domestic work.
 - Internationally, we responded by supporting emergency relief in Haiti and Cuba (the first time LDR responded to a disaster in Cuba).
- Support for recovery efforts after the earthquake in Nepal is ongoing, with completion of this phase of work planned for dedication in summer 2017.
- We have also worked with companion churches to build capacity for disaster preparedness through workshops in Malaysia (July) and Madagascar (October).

Domestic work

- Provided support for 12 disaster relief and recovery projects in 10 states in FY2016.
- AMMPARO was affirmed at the Churchwide Assembly, and we continue to support programing such as Pro-Bono Lawyers and the Guardian Angel's program to support unaccompanied minors from Central America.



Lutheran Disaster Response (cont'd)

- Continuing to coordinate with the four states affected by Hurricane Matthew.
 - Florida, North Carolina, South Carolina and Georgia
 - We are coordinating with social ministry organizations and synods to work toward long-term recovery efforts.
- The West Virginia flooding
 - Coordinating with our affiliate for long-term recovery efforts. Several congregations, pastors and individuals supported the recovery efforts.
- South Dakota reservation flooding
 - We continue to work with Native American communities to accompany them through the recovery process from disasters that received little to no media attention.
- Louisiana flooding
 - Coordinating with affiliate Upbring, which is implementing a major disaster case management program for survivors. The disaster team is operating out of First Lutheran Church in Lafayette, La.
 - This flood started during the 2016 Churchwide Assembly in New Orleans and was declared one of the worst U.S. disasters since Hurricane Sandy.

Mission Investment Fund

- **The Mission Investment Fund (MIF)** is the lending ministry of the ELCA. MIF makes low-interest loans to ELCA congregations and ELCA-related ministries for building and renovation projects. With MIF loans, congregations and ministries can purchase property, construct new buildings, build expansions and make renovations.
- MIF loans expand the capacity for ministry. MIF loans help create expanded worship spaces, updated space for education and youth ministry, new kitchens for community meals and soup kitchens, affordable housing units for the community and much more.
- At year-end 2016, MIF had 860 loans outstanding, totaling \$524 million.
- To fund these loans, MIF offers a portfolio of investments for congregations, their members, synods and ELCA-related ministries to purchase. At year-end 2016, MIF investments totaled \$474 million.

The MIF is a financially strong and stable organization, with a record of steady, controlled growth. With total assets of \$678 million and net assets of \$198 million at year-end 2016, MIF maintains a capital ratio of 29 percent—positioning MIF in the top tier of well-capitalized church extension funds.



New congregations

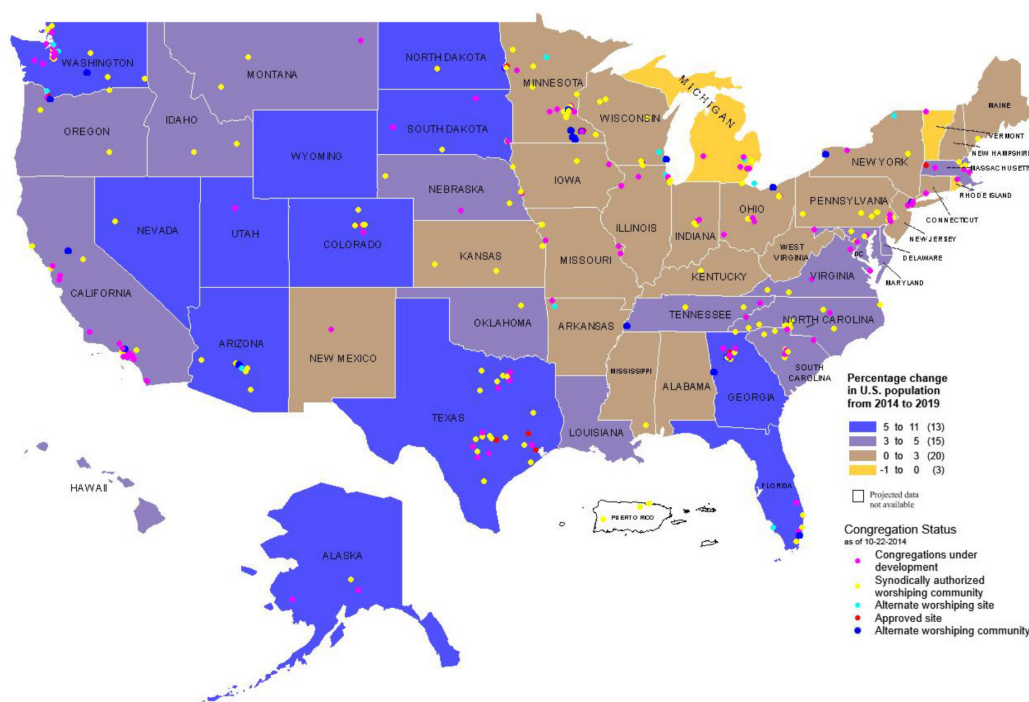
We share Christ's love by extending our welcome through new congregations and by supporting them as growing centers for evangelical mission.

As we seek to grow God's church and extend our welcome to all God's people, we are worshipping in pews, city parks, cafes and libraries; we are breaking bread in homes and in shelters, and we are equipping our neighbors with both spiritual and physical sustenance. With our hands, we are doing God's work of restoring and reconciling communities in God's name.

There are 372 ELCA new ministries currently under development in the United States and the Caribbean through the work of 65 synod mission tables made up of local leaders, directors for evangelical mission and bishops.

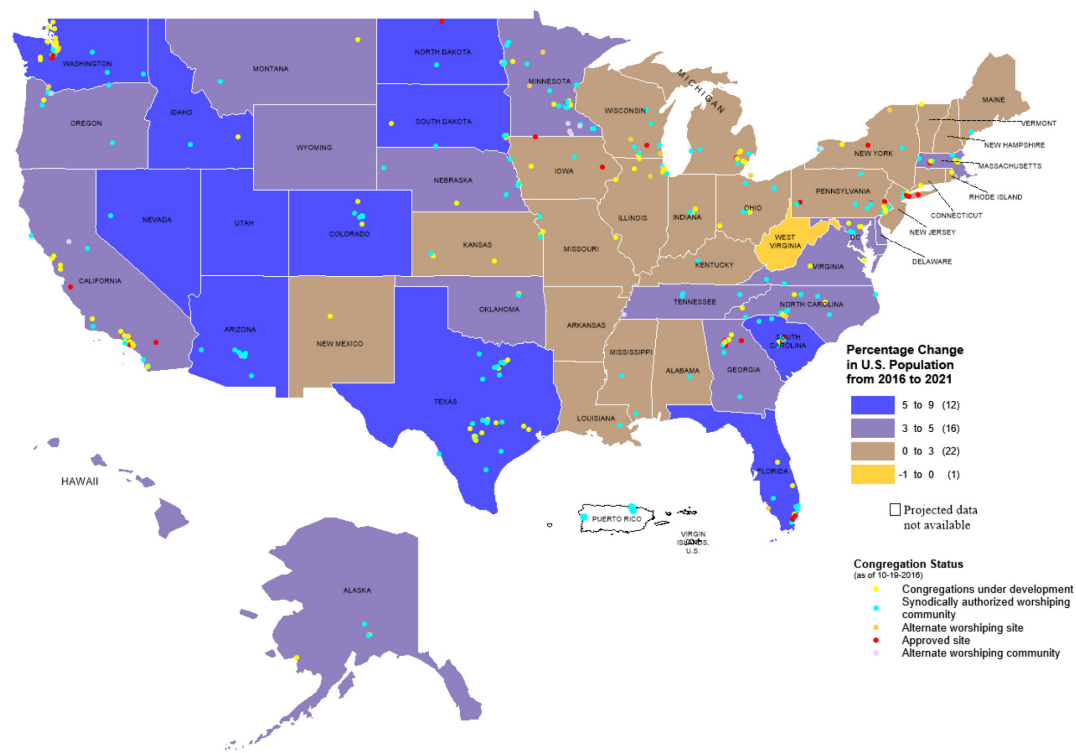
But there is more work to be done and communities to reach. In order to reflect the diversity in our country, we are actively engaged in God's mission with the goal of becoming an evangelizing, multicultural and multigenerational church.

Map of ELCA congregational development

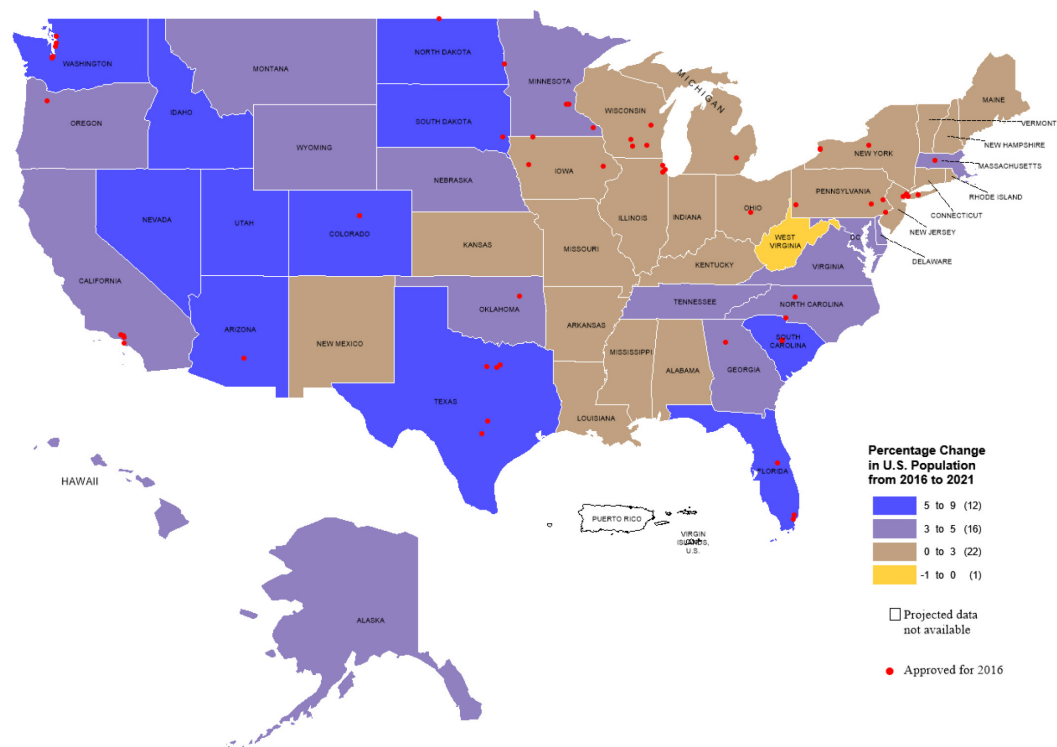


New congregations (cont'd)

Map of ELCA congregational development



Map of ELCA congregational development - Approved for 2016



New congregations (cont'd)

ELCA new congregations key statistics:

- **384** new ministries are currently under development
- **62** new starts were approved in 2016
- **12** new starts were approved in 2017 as of March 2, 2017
- **136** total new starts total approved in last 26 months
- **514** new ministries have been organized as congregations since the birth of the ELCA in 1988
- **56 percent** of all new starts are among ethnic-multicultural communities
- **18 percent** of 2016 new starts are with ecumenical partners
- **21 percent** of 2016 new starts are young adult-millennial leaders and communities

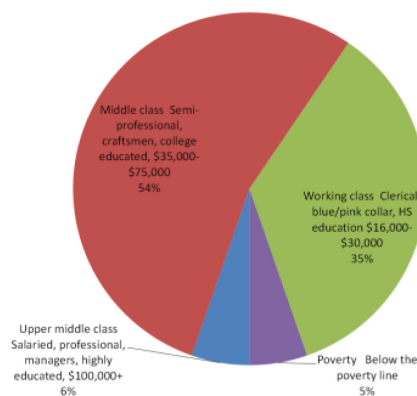
What YOU can do ...

SHARE AN IDEA: If you have an idea for a new church—contact your synod office. Ask for the director for evangelical mission or your bishop.

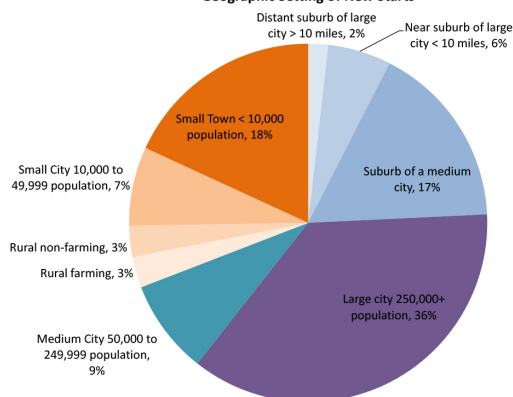
PRAY: Be a prayer partner for the new start and its mission developer.

GIVE: Share your resources to propel a new congregation in its development. You can support ELCA new congregations today by making a gift online at: [ELCA.org/newcongregations/donate](https://www.elca.org/newcongregations/donate)

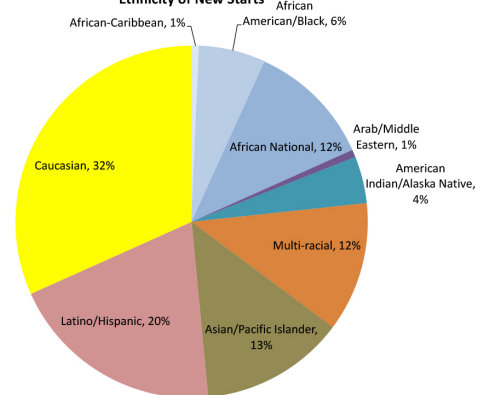
New Starts by Economic Group Type



Geographic Setting of New Starts



Ethnicity of New Starts



Office of the Secretary

Congregations should amend their constitutions to incorporate the changes made to the Model Constitution for Congregations that were adopted by the 2016 Churchwide Assembly. Amendments made in conformity to the model require action at one congregational meeting and require a majority vote for adoption.

Deacons are still counted as laypeople when looking at the representational principles of this church. This status is being addressed by the Entrance Rite Discernment Working Group and any change would come before the 2019 Churchwide Assembly.



Office of the Treasurer

- ELCA total operating revenue and support for 2016: **\$69,001,013**
- ELCA total expense and allocations for 2016: **\$67,370,338**
- ELCA World Hunger total income: **\$21,922,250**

Campaign-to-date

- Congregations: \$2,276,568
- Leadership: \$12,259,243
- Global Church: \$14,049,115
- Hunger and Poverty: \$79,789,649
- “Where needed most”: \$4,989,452

Total revenue and commitments:
\$113,364,026, 57.3 percent of goal – on target

Refugees and migrants

ELCA Global Mission is responding to several critical refugee or migration crises in the global context. Through relationships with global companions and partners, we provide humanitarian assistance, extend a welcome to the stranger and encourage those in power to work for peace with justice. Here are some examples:

- Support has been provided to companions and partners in Hungary, Serbia, northern Iraq, Egypt, Syria and Jordan to assist people in transit and those living in refugee camps and host communities.
- With ELCA support, Asylum Protection Center in Serbia provides critical information, humanitarian supplies and psychosocial support to refugees from countries such as Iraq, Syria and Afghanistan.
- Also in Serbia, Lutheran Disaster Response provided \$100,000 in 2016 to build a temporary shelter and supply acute humanitarian needs of refugees during the winter months. The shelter is insulated and heated and can be used by approximately 200 single mothers with children, and/or families on a daily basis.
- In Sub-Saharan Africa, an ELCA missionary is accompanying Sudanese refugees in Gambella, while additional support is provided for refugee camps in Kakuma and Daabab.

Global migration story: Safety net for refugee children in Cairo, Egypt

Yohannes was 16 when he arrived in Cairo, Egypt, alone. He made his way to Egypt from Eritrea, in East Africa. He crossed the Sudan and with food hard to come by he found himself going without food for two days. Upon arriving in Cairo, Yohannes came to St. Andrew's Refugee Services (StARS) seeking help. StARS, a program supported by gifts to ELCA World Hunger, offers unaccompanied refugee children food, education and psychosocial support. First order of business for Yohannes: a warm, home-cooked meal.



Refugees and migrants (cont'd)

Through your gifts to ELCA World Hunger, StARS feeds 350 refugee children two meals a day, four days a week. And, with the help of the program, Yohannes has learned about nutrition, budgeting, services available to him in Cairo, and how to get around this city of 7.7 million.

The program also offers him a safe space for playing sports and building friendships. "If StARS did not exist, I would go without food for the entire day," Yohannes said. "Nobody can study with an empty stomach."

"And here I get the chance to learn and to be with my friends."

Today Yohannes is attending school. He has a brighter future thanks to your support of ELCA World Hunger.

Rostered Ministers Gathering

The ELCA will host its first Rostered Ministers Gathering in Atlanta (Aug. 7-10, 2017). This is an opportunity for Word and Service and Word and Sacrament ministers to gather for continuing education, fellowship, fun, service and worship.

Keynote speakers include: Presiding Bishop Elizabeth Eaton, the Rev. Dr. James Forbes and Rachel Held Evans.



Our theme, "On the Way – Together," uses the Emmaus road story (Luke 24:13-35) to guide our time together. It's an opportunity to gather rostered ministers from around this church to remind one another that we are far better together than we are apart. We are on our way together as a church with our ecumenical partnerships, with our continued conversations around racism and reconciliation, and toward continued reformation.

We will gather in Atlanta in the name of Jesus, the crucified and risen Christ. We will center ourselves each day around Word and Sacrament in worship. We will have opportunities to be in fellowship and to dwell in God's Word. We will hear from keynote speakers. Then we will be sent forth into this world to love and serve the world in Christ's name.

There will be two event pre-gatherings: federal chaplains and young rostered ministers (20s and 30s).

For more information, please visit ELCA.org/RMG. Email questions to 2017MinistersGathering@elca.org or you can call 773-280-2552 or toll free at 800-635-3522. Registration closes on July 23.



South Sudan outreach

In South Sudan, we find the youngest nation and the newest Lutheran Church – in the midst of extremely difficult circumstances.

The ELCA is committed to its ongoing work in South Sudan to help cultivate peace and a sustainable future for millions affected by civil war and famine. There are 3 focus areas for our work:

- We are working together with others to deliver immediate famine relief: Right now, more than seven million people need humanitarian assistance in South Sudan. The ELCA is poised to respond to this need. Through our long-standing relationships in the region, we are prepared to accompany communities through food distribution, water and sanitation, and psychosocial support. Your gifts to Lutheran Disaster Response are critical to implementing this work. Together, we can provide life-saving aid to our brothers and sisters in South Sudan when they need it most.
- Sustainable food security: In efforts to build resilience of communities, we are working through the Lutheran World Federation to enhance food security and improve livelihoods of poor and vulnerable households. With support from ELCA World Hunger, community members are increasing food production through development of new agricultural practices and skills, and women and youth are increasing their economic capacity by initiating businesses through savings clubs and small loans.
- Sustained ministry: In November of 2016, we broke ground on a Lutheran center and clinic in Juba, in an area that lacks basic health and education services. The center will be a place for the community to find hope by providing classes, including computer training, and a health clinic – which will be the country's first and only place for fistula surgery for women and girls. For many South Sudanese adults, this will be their first educational experience.

There is a congregational toolkit online with resources to lift up this work in your communities. Go to ELCA.org/SouthSudanNow.

Women and Justice

Join the conversation!

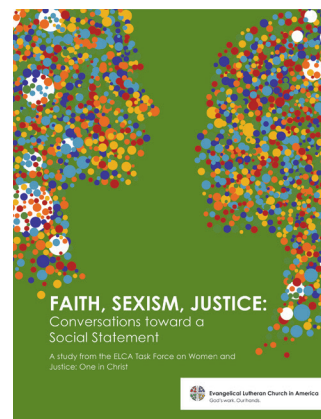
The ELCA Women and Justice Task Force is developing a social statement and wants to hear from you!

Participate with the *Faith, Sexism, Justice: Conversations toward a Social Statement* study with a group or on your own.

Divided into seven modules, topics include:

- Justice
- Gender-based violence
- Sexism
- Words and images for God
- Economics
- Scripture usage

Feedback on the study is accepted through Aug. 31, 2017. For more information, go to ELCA.org/womenandjustice.



Metropolitan Washington, D.C. Synod 2016 Mission Support

Congregation Name	Amount
DC CONFERENCE	
Augustana Lutheran Church	\$38,000
Christ Lutheran Church	\$12,083
First Trinity Lutheran Church	\$18,000
Georgetown Lutheran Church	\$9,000
Grace Lutheran Church	\$3,500
Holy Comforter Lutheran Church	\$1,000
Luther Place Memorial Church	\$22,583
Oromo Evangelical Lutheran Church	\$2,100
Our Redeemer Lutheran Church	\$2,600
Peace Lutheran Church	\$14,000
Reformation Lutheran Church	\$37,768
St. Matthew Lutheran Church	\$3,000
St. Paul's Lutheran Church	\$66,064
DC CONFERENCE TOTAL	\$229,698

MARYLAND CONFERENCE	
Abiding Presence Lutheran Church	\$6,500
All Saints Lutheran Church	\$21,451
Good Samaritan Lutheran Church (Lanham)	\$100
Good Samaritan Lutheran Church (Lexington Park)	\$5,456
Grace Lutheran Church (Bowie)	\$50
Grace Lutheran Church (Fort Washington)	\$14,300
Hope Lutheran Church (Clinton)	\$11,469
Hope Lutheran Church (College Park)	\$6,200
Peace Lutheran Church	\$27,759
St. John Lutheran Church (Riverdale)	\$0
St. Michael's Truth Lutheran Church	\$3,000
St. Nicholas Lutheran Church	\$1,752
Zion Evangelical Lutheran Church (Takoma Park)	\$1,500
MARYLAND CONFERENCE TOTAL	\$99,538

MONTGOMERY CONFERENCE	
Christ Lutheran Church (Bethesda)	\$8,972
Christ the Servant Lutheran Church (Mont. Village)	\$16,835
Living Faith Lutheran Church	\$5,100
Emmanuel Lutheran Church (Bethesda)	\$11,905
Epiphany Lutheran Church (Burtonsville)	\$10,750
Good Shepherd Lutheran Church (Gaithersburg)	\$92,736
Prince of Peace Lutheran Church	\$21,000
Oromo Resurrection (Kensington)	\$0
St. John Lutheran Church (Rockville)	\$3,070
St. Luke's Lutheran Church (Derwood)	\$4,275
St. Luke Lutheran Church (Silver Spring)	\$149,601
St. Stephen Lutheran Church	\$13,391
Trinity Evangelical Lutheran	\$55,840
La Sagrada Familia	\$718
In Christ Fellowship	\$3,300
MONTGOMERY CONFERENCE TOTAL	\$397,492

VIRGINIA CONFERENCE	
Christ the King Lutheran Church	\$36,972
Bethel Lutheran Church (Lovettsville)	\$867
Christ the Servant Lutheran Church (Reston)	\$12,750
Community Lutheran Church	\$38,396
Emmanuel Lutheran Church (Vienna)	\$75,000
Holy Cross Lutheran Church	\$13,995
Holy Trinity Lutheran Church (Leesburg)	\$10,000
King of Kings Lutheran Church	\$29,632
New Jerusalem Lutheran Church	\$14,520
Lutheran Church of the Redeemer	\$55,705
St. Andrew Lutheran Church	\$27,000
Zion Lutheran Church (Lovettsville)	\$5,195
VIRGINIA CONFERENCE TOTAL	\$320,032
FAIRFAX CONFERENCE	
Lutheran Church of the Abiding Presence (Burke)	\$63,000
Bethel Lutheran Church (Manassas)	\$16,400
Bethlehem Lutheran Church	\$10,000
Christ Lutheran Church (Fairfax)	\$15,000
River of Grace (Christus Victor) Lutheran Church	\$12,641
Lutheran Church of the Covenant	\$10,298
Epiphany Lutheran Church (Dale City)	\$2,864
Good Shepherd Lutheran Church (Woodbridge)	\$11,848
Lord of Life Lutheran Church	\$50,000
St. Mark's Lutheran Church	\$47,843
St. Matthew Lutheran Church	\$83,434
Shepherd of the Hills Church	\$37,929
FAIRFAX CONFERENCE TOTAL	\$361,257
POTOMAC CONFERENCE	
Advent Lutheran Church	\$18,478
Epiphany Lutheran Church (Alexandria)	\$3,100
Faith Lutheran Church	\$26,000
Good Shepherd Lutheran Church (Alexandria)	\$42,250
Holy Trinity Lutheran Church (Falls Church)	\$16,152
Hope Lutheran Church (Annandale)	\$3,000
Messiah Lutheran Church	\$6,500
Nativity Lutheran Church	\$1,800
Peace Lutheran Church (Alexandria)	\$37,921
Resurrection Lutheran Church (Arlington)	\$67,015
POTOMAC CONFERENCE TOTAL	\$222,216
MWDC TOTAL	\$1,630,233

Metro D.C. Synod Roster Changes June 2016-June 2017

Name	Change	Location
Deacon Erin Swenson-Reinhold	Called as Serve as Minister of Word and Service	Redeemer Lutheran Church, McLean, VA
Rev. Shannon Anderson	Called to Serve as Pastor	Peace Lutheran Church, Waldorf, MD
Rev. Lamar Bailey	Called to Serve as Pastor	Saint Stephen Lutheran Church, Silver Spring, MD
Rev. Kate Costa	Called to Serve as Associate Pastor	Good Shepherd Lutheran Church, Gaithersburg, MD
Rev. Katherine Davidson	Called to Serve as Co-Pastor	Faith Lutheran Church, Arlington, VA
Rev. Gerry Johnson	Called to Serve as Pastor	Holy Trinity Lutheran Church, Leesburg, VA
Rev. Hank Langknecht	Called to Serve as Pastor	Christ the King Lutheran Church, Great Falls, VA
Rev. Wendy Moen	Called to Serve as Pastor	Grace Lutheran Church, Washington, DC
Rev. Thomas Montgomery	Called to Serve as Pastor	Saint Andrew Lutheran Church, Centreville, VA
Rev. Cathy Rosenholtz	Called to Serve as Pastor	Augustana Lutheran Church, Washington, DC
Rev. Kendall Summers	Called to Serve as Pastor	Christ Evangelical Lutheran Church, Bethesda, MD
Rev. Kenneth Taylor	Called to Serve as Pastor	St. Nicholas Lutheran Church, Huntingtown, MD
Rev. Jeanne Lowe	Called to Specialized Ministry, Chaplain	The Village at Rockville, Rockville, MD
Rev. Leila Ortiz	Called to Specialized Ministry, Assistant to the Bishop	Metropolitan Washington, D.C. Synod, Washington, DC
Rev. Karis Graham	Called to Specialized Ministry, Interim Pastor	Epiphany Lutheran Church, Alexandria, VA
Rev. Margrethe Kleiber	Called to Specialized Ministry, Interim Pastor	Holy Cross Lutheran Church, Herndon, VA
Rev. Eva Steege	Called to Specialized Ministry, Interim Pastor	Hope Lutheran Church, Clinton, MD
Rev. Angela Zimmann	Called to Specialized Ministry	VP of Advancement Gettysburg Seminary
Rev. Mark Olsen	Called by the ELCA Church Council	Fund for Leaders
Ms. Deborah Haynes	Consecrated	Case Worker at The Lamb Center, Fairfax, VA
Mr. David Larrabbe	Consecrated	Director of Operations, The Lamb Center, Fairfax, VA
Mr. Kyle Warfield	Consecrated	Saint Luke Lutheran Church, Silver Spring, MD
Rev. Philip Anderson	Deceased	
Rev. James T. Heinemeier	Deceased	
Rev. James R. Judy	Deceased	
Mrs. Heidi Eickstadt	Ordained	Lutheran Church of the Abiding Presence, Burke, VA
Rev. Amy Carter Feira	Placed On Leave from Call	
Rev. Mark Edwards	Placed On Leave from Call	
Rev. Michael Lohmann	Placed On Leave from Call	
Rev. Elijah Mwitanti	Placed On Leave from Call	
Rev. Tarja Stevenson	Placed On Leave from Call	
Rev. Amy Thompson Sevimli	Placed On Leave from Call	

Metro D.C. Synod Roster Changes June 2016-June 2017		
Name	Change	Location
Rev. Conrad Braaten	Placed on Retired Roster	
Rev. Craig Endicott	Placed on Retired Roster	
Rev. J. Vincent Guss	Placed on Retired Roster	
Rev. Michael Kuchinsky	Placed on Retired Roster	
Rev. Sue Gaeta	Transferred Out	
Rev. James Judy	Transferred Out	
Rev. John Kallerson	Transferred Out	
Rev. Heidi Moore	Transferred Out	
Rev. Charles Oberkehr	Transferred Out	

Report of the Director for Evangelical Mission

The Rev. Dr. Philip C. Hirsch, Assistant to the Bishop

On a regular basis, I meet with the Synod Council and I serve on Candidacy, Finance, New and Renewing Mission Table and the Stewardship and Mission Support Table of our Synod.

This year the bulk of my efforts have focused on developing The New Connections Campaign.

In 2016, the Bishop and Synod Council set a goal of increasing the total number of active participants in our congregations by 3,000 across our Synod and to raise \$2,225,000 for that purpose. The statistics of decline (see far below) do not define us, the gospel of Jesus Christ is needed more than ever. May the Holy Spirit continue to guide and inspire our efforts! I am grateful to Christy Hartigan who is our Campaign Director and to Pastor Mike Ward who is our consultant.

We hope to briefly visit every Church Council this fall (2017) to introduce the idea and encourage everyone to set a goal to grow with God's help and a financial goal to support that effort. At assembly, we will ask for a date when a 30 minute visit could occur.

Every congregation will be encouraged to appoint someone to organize the Evangelism and Stewardship efforts (if not done already). Training will be provided as follows:

a. Evangelism Workshop (E-Vent) Will be on Saturday, September 16 10am-12pm at Christ the King Lutheran Church in Great Falls, VA.

b. Stewardship Workshop was led by Clif Christopher who wrote "Not Your Parents Offering Plate" in April of 2017. The new connections campaign will have training for every congregation to learn the best practices of financial development (dates to be announced soon).

Coaching

The Rev. Dr. Nathan Swenson-Reinhold is the new Coaching Coordinator for our Synod. He brings enthusiasm and years of experience to training leaders in learning how to create a culture of coaching the best in others. The goal is for every pastor, council and leader who wants a coach in our synod to have one. I am grateful for Nathan's willingness to share his gifts and experience with other leaders in our synod, thank you! To date he has helped train 17 coaches who have begun coaching others in our Synod!

If we are successful at reaching new people, our congregations will become younger and more diverse. We will need strategies for both these efforts. One place to start is with recommendations from the Fuller Youth Institute called Growing Young. We will be leading a workshop on the Friday of Assembly on the findings that can help any

congregation become better at connecting with 15-29 year olds. This “young adult” emphasis is not new to our Synod but is not fully realized either.

Diversity is a reality in the kingdom of God but still alludes our congregations. The Racial Equity Team is doing important work to help everyone understand what is needed. We will also need to look at churches that have become authentically multi-cultural and learn from them. This fall I hope to bring a group of leaders from our synod to the largest gathering of multi-cultural churches in the world so we learn from what they are doing.

A look at state of our congregations below is an important reminder as to why this is the time for our Synod to put our resources and energies into finding ways to connect with new people and fulfill the great commission by making disciples.

This is a report of the state of the congregations in our Synod:

There are 74 Communities of Faith (71 Congregations + 3 SAWCs Synodically Authorized Worshipping Community)

16 Growing (or over 200 in worship and stable)
33 Stable (>50 in worship, few signs of impending financial peril)
25 Declining or small (<50 in worship, cannot fully fund a FT pastor)

25 report less than 50 in average worship attendance:
12 have part time pastors and many of the remaining 13, significantly underpay their full time staff.

2 are re-building sanctuaries and will need significant redevelopment of the congregations
St. Matthew's in DC
Christ in Bethesda, MD

I would like to acknowledge and thank The Rev. Anteneh Gebreselassie, Coordinator for African National Ministries and The Rev. Shannon Anderson who served in 2016 as the program associate for supported congregations. I am also grateful for the work of The Rev. Joe Vought, The Rev. Jeanette Leisk and the members of the New and Renewing Missions and the Stewardship and Mission Support Tables for their faithful work and joyful partnership.

Thank you especially to my co-workers in the Synod Office: Bishop Dick Graham, The Rev. Leila Ortiz, The Rev. Tom Knoll, Katharyn Wheeler, Christy Hardigan, Makoura Kone and Karen Kruger.

In Christ,
Pastor Philip C. Hirsch

Report of the Synod Council
Metropolitan Washington, D.C. Synod Assembly
June 2017

The Synod Constitution and By-laws defines The Synod Council as “the board of directors of this Synod,” which serves as its “interim legislative authority between meetings of the Synod Assembly.” (S10.02). The Council consists of four officers plus members (rostered, lay, and at-large) from the Synod conferences, the Synodical Women’s Organization and the Youth Organization representative.

The Council is more than a corporate board, and the members are more than dispassionate actors on matters of the world. We work at understanding the issues at hand and the spiritual calling that brings the issues before us. We come together to empathize, declare, affirm, commiserate, and study, and, ultimately, act with commitments of the Synod’s gifts (money, but also persuasion, honesty, and compassion) to grow the mission field in all its manifestations.

During the 2016-17 Council year, the Council members are:

- Rev. Richard Graham, Bishop
- Dr. John White, Vice President
- Mr. Kevin Anderson, Secretary
- Rev. Tom Knoll, Treasurer
- Rev. Sarah Lewis (Montgomery Conference)
- Dr. Cleophas Tsokodayi (Montgomery)
- Rev. Sandra Kessinger (Virginia Conference)
- Mr. Stanley Medikonda (Virginia)
- Rev. James Phillips (DC Conference)
- Mr. Larry Evans (DC)
- Rev. Elijah Mwitanti (Fairfax Conference)
- Mr. Nels Hendrickson (Fairfax)
- Rev. Robert Lewis (Potomac Conference)
- Ms. Cassandra Smith (Potomac)
- Rev. Gary Rhinesmith (Maryland Conference)
- Ms. Kimberley Watson (Maryland)
- Rev. Gissel Espinosa (at Large)
- Mr. Jackson Droney
- Mr. Paul Kuller (at large)
- Deac. Rebecca M. Kolowe (at large)
- Ms. Cheryl Dwyer (Synodical Women’s Organization)
- Mr. Samuel S.-R. (Youth Representative)
- Rev Leila Ortiz, Assistant to the Bishop (ex officio)
- Rev. Phil Hirsch, Assistant to the Bishop for new and renewing missions (ex officio)

For the last several years we have worked as a body constituting the Primary Mission Table. In this instantiation, we are free to use our minds and hearts and the nudgings of the Spirit to cover a wide variety of matters, involving the health of congregations, our mutuality with the ELCA, and emerging trends in discipleship and demographics and denomination. Our Assistant to the Bishop / Director of Evangelical Mission, Pr. Phil Hirsch, has opened the doors

to rapid congregation starts at the initiative of existing ones. Proposals have come before us for support for new gatherings such as: the Mosaic district of Merrifield, VA, a multi-site approach begun by Holy Trinity, Falls Church; and a multi-site King of Kings church spanning Fairfax and Loudoun Counties. The Council enthusiastically endorses these initiatives, as an awakening of a new impetus to tell the old, old story.

The New Connections campaign officially began during the last year. Through the planning of the Evangelical Mission and the commitments of all of us in this Synod, the Council has already been able to arrange the materials for creating these exciting new missions.

Even the apparently mundane actions of the Council seem to have an aura of the divine about them at times. Our Council has taken actions to streamline the accounting and accounts of our Synod's endowments and funds to enhance their effectiveness for addressing their intended needs. And we have acted on your behalf to maintain Synodically Authorized Worshiping Communities who bring the word and sacrament to communities with particular gifts and needs: La Sagrada Familia, In Christ Fellowship, and soon a Swahili Lutheran community.

My tenure as Vice President of the Synod is coming to an end. I have been awed by the competence of the Councils with whom I have sat, the preparedness of the staff, the thoughtfulness of Pastor Hirsch, the discernment of Prs. Sevimli and Ortiz, and the thoroughness of the officers who served with me. I am grateful for the many congregations who have hosted us in their church meeting rooms, for the representation of the Youth organization and the vibrant Synodical Women's Organization. I would have been (and often was) lost without the presence of mind and precise counsel of the Council Secretary, in particular Kevin Anderson. I especially wish to thank my friend and Bishop, Rev. Dick Graham, for his tolerance, discernment, and ability to turn weird Old Testament accounts into the wisdom stories they are meant to be.

When I wrote my first Synod Council Report for the year 2009-2010, I noted the breathtaking changes in the openness and acceptance of all of us into the full life of the church, but added, "Still your children wander homeless, still the hungry cry for bread" from the wonderful old hymn. They still do. But what has changed is the overt encouragement from seats of power to shun them, to blame them, to forcibly remove them. It is time for each of us (i.e., me) - lay and ordained - to take up our crosses (my cross) and follow Jesus. We must feed and clothe the hungry and help the homeless and dispossessed and those beset by now licensed bigotry, if for no other reason than Jesus told us to. The brilliant Ammparo campaign, LSS, LIRS, and World Relief programs will do wonders in our hands, as will the hundreds of local food banks, charities, and sanctuaries we can energize. I hope we (I) at the same time can allow that Spirit nudge to turn into the majestic indwelling of God's power that each of us will need in the days to come.

Respectfully Submitted,

John White
Vice President
Washington, D.C. Metropolitan Synod
Evangelical Lutheran Church in America

	A	B	C	D	E	F
1	Metropolitan Washington DC Synod					
2	FY2018 Proposed Spending Plan					
3		Proposed 2018	2017 Budget	2016 Actuals	2016 Budget	
4	Receipts					
5	Congregational Mission Support	\$1,645,000	\$1,600,000	\$1,620,000	\$1,650,000	
6	Support from Individuals	\$0	\$5,000		\$0	
7	Interest and other support	\$11,000	\$10,000	\$10,000	\$10,000	
8	TOTAL RECEIPTS	\$1,656,000	\$1,615,000	\$1,630,000	\$1,660,000	
9						
10	Expenditures					
11	Church wide Mission Support	\$575,750	\$560,000	\$577,270	\$577,500	
12						
13	New and Renewing Missions	\$100,000	\$100,000	\$90,081	\$100,000	
14	New Starts					
15	Newly Formed Congregations					
16	Redevelopments					
17	Specific Existing Ministries					
18	Coaching and Training					
19	Congregational Support					
20	New Start Strategy Seeding					
21	Sub-total	\$100,000	\$100,000	\$90,081	\$100,000	
22						
23	La Sagrada Familia	\$45,000	\$45,000	\$45,000	\$45,000	
24						
25	Stewardship and Mission Support					
26	Gifts of Hope	\$6,500	\$6,500	\$6,500	\$6,000	
27	Lutheran Development Alliance	\$10,250	\$2,900	\$0	\$0	
28	Sub-total	\$16,750	\$9,400	\$6,500	\$6,000	
29						
30	Office of the Bishop					
31	Ecumenical Affairs Committee	\$6,000	\$5,500	\$4,162	\$4,000	
32	Candidacy Committee	\$6,000	\$5,000	\$3,280	\$5,000	
33	United Lutheran Seminary	\$75,000	\$82,000	\$82,000	\$82,000	
34	Seminary Student Financial Aid	\$10,000	\$10,000	\$10,000	\$10,000	
35	First Call Theological Education	\$3,000	\$2,000	\$1,800	\$2,000	
36	Young Adults Initiative	\$1,000	\$1,000	\$0	\$1,000	
37	Bishop's Emergency Fund	\$0	\$0	\$0	\$0	
38	Racial Equity Team	\$10,000	\$10,000	\$2,305		
39	Sub-total	\$111,000	\$115,500	\$103,547	\$104,000	
40						
41	Global Mission and Companion Synod	\$5,500	\$4,500	\$1,370	\$4,500	
42						
43	Camps and Campus Ministry Support					
44	Camps	\$12,000	\$12,000	\$15,000	\$15,000	
45	Campus Ministry	\$50,000	\$50,000	\$49,500	\$60,000	
46	Sub-total	\$62,000	\$62,000	\$64,500	\$75,000	
47						
48	Administration and Operations					
49	Ordained Staff Comp & Benefits	\$427,830	\$410,000	\$401,451	\$435,000	
50	Office Staff Comp & Benefits	\$167,500	\$166,000	\$145,658	\$145,000	
51	Office Operations	\$78,000	\$77,000	\$77,364	\$70,000	
52	Occupancy	\$97,000	\$97,000	\$96,774	\$90,000	
53	Region 8 Support	\$5,000	\$5,000	\$7,785	\$8,000	
54	Synod Assembly			\$14,254		
55	Sub-total	\$775,330	\$755,000	\$743,286	\$748,000	
56	TOTAL EXPENDITURES	\$1,691,330	\$1,651,400	\$1,631,554	\$1,660,000	
57	Surplus/Deficit	-35,330	-36,400	-1,554	0	
58	Notes:					
59	Line 21: These funds are Synod Resources used for purposed related to New and Renewing Congregations.					
60	Line 23: This is the Synod's Latino ministry in Langley Park.					
61	Line 27: This is a Synod partnership for Planned Giving with Allice Benson , ELCA and Maryland/Del Synod.					
62	Line 32: Currently we have 25-30 candidates in the process to be Deacons or Pastors.					
63	Line 37: Our support of United Lutheran (Gettysburg) Seminary is 4.53% of the budget.					
64						
65						

2018 Mission Spending Plan Narrative

Metropolitan Washington, D.C. Synod

In 2018, congregations will likely give **\$1,691,330** in support of our collective work of the Gospel. **Your generous financial support** will focus on:

New Leaders - \$321,350 (19%)

20% of our annual budget is devoted to developing a corps of leaders who will provide vision and energy to meet the challenges of ministry in the 21st century. Specifically we will:

- Mentor Candidates for rostered ministry
- Support the new United Seminary (\$75,000)
- Provide First Call Theological Education
- Provide continuing education events for pastors such as the annual Bishop's Convocation.
- Provide Anti-Racism training and resources to all congregations. (\$10,000)

Vibrant Congregations - \$338,240 (20%)

Local congregations are the place where faith is nurtured and discipleship is practiced. In 2018 we will:

- Walk more than a dozen congregations through times of pastoral transition
- Preach and celebrate with congregations for anniversaries, ordinations, dedications and other special events
- Provide support and guidance to congregations in times of conflict and uncertainty
- Provide workshops and materials for congregational ministry in areas such as stewardship and evangelism
- Provide activities for young adults and youth that complement and supplement the programs of local congregations



Metro D.C. Synod Assembly • June 16-17, 2017

The Gospel

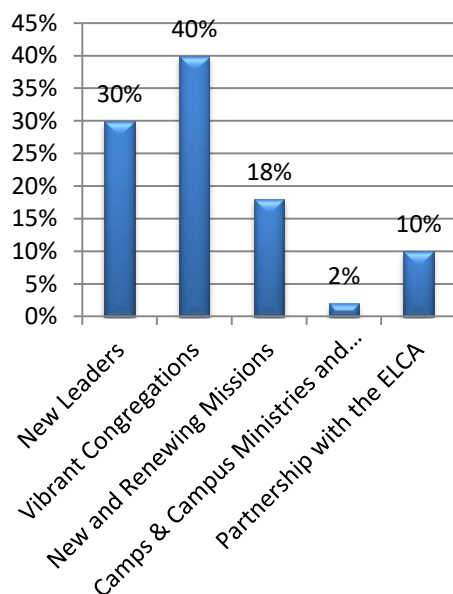
One way to understand the Reformation is as an effort to recover the true meaning of Gospel message. Now more than ever, we need to follow in the way of Martin Luther by reclaiming the good news of Jesus Christ for a society that is increasingly bitter and divided.

In Christ we find our identity as people worthy of love, acceptance, belonging and the fullness of life. This kind of love is good news for people who are alienated by others and it is also good news for those who think that their way is the only right way. Unconditional Godly love, not the way the world teaches about love, is what can calm fear, unite people who once saw themselves as enemies and help bring about the kind of community that God has always had in mind.

This year, our Synod begins a new emphasis to make new connections with 3,000 people all over our area and to raise funds that will help every congregation. Together, we will find new ways to communicate this good news to others.

We believe this is the cry of the Reformation for our time. This is our great calling and it has the power to change everything.

Staff Time



New and Renewing Missions \$287,530 (17%)

Every congregation in our Synod needs to consider how to better communicate the Gospel to a hurting world (See Insert on Page 1). Our goals are for every congregation to grow in active participants, and to help start 3 to 5 new ministries over the next five years. These are such large and vital goals that the Synod has established The New Connections Campaign to help provide extra emphasis and resource for these purposes in the years to come. In 2018 we will:

- Host and travel to evangelism, youth/young adult and multicultural workshops and events.
- Support new and renewing ministries such as Oromo Evangelical in Washington, DC and La Sagrada Familia in Langley Park, MD.
- Support the rapid growth of Shepherd of the Hills in Haymarket, VA.

Camps and Campus Ministries and Beyond \$101,500 (6%)

Youth and Young adults are a priority for our Synod. We plan to support the development of youth and young adults through:

- 5 campus ministries (\$50,000)
- Camp Caroline Furnace (VA) and Camp Mar-Lu-Ridge (MD)
- Young Adult Initiative (\$1,000)

Beyond this, we work with:

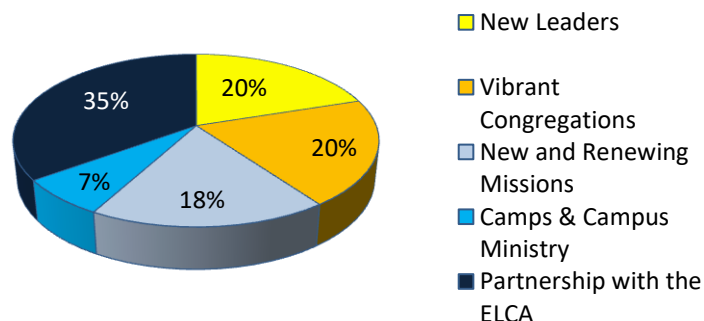
- Ecumenical partners as advocates for justice in Washington DC, Richmond and Annapolis (\$5,500)
- Gifts of Hope and Lutheran Development Alliance which raise hundreds of thousands of dollars for service in the name of Christ (\$16,500)
- We support our formal relationships with Lutheran churches in Slovakia, Namibia and El Salvador

Partnership with the ELCA \$642,710 (35% + 3% Staff)

35% of our income and 10% of staff time is shared with the ELCA churchwide ministry to further the work of the Gospel around the country and throughout the world. These contributions to the ELCA:

- Provide a national church structure that sets and maintains standards for leaders and congregations.
- Commission missionaries and enable companion church ministries in over 90 countries
- Advocate for those things that ease hunger and poverty and provide relief and renewal when disaster strikes
- Build global and ecumenical relationships in the 500th year of the Reformation

How Financial Gifts are Shared



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ROSTERED MINISTRY
COMPENSATION GUIDELINES FOR 2018
Updated May 2017



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INTRODUCTION

The Rostered Ministry Compensation Guidelines are written to assist the members of a congregation in preparing an initial salary for clergy and rostered lay leaders. A compensation package includes, but is not limited to, salary, housing allowance, medical and dental benefits, social security offsets and pension contributions. Included worksheets will indicate a fair salary range.

The guidelines are separated in sections for clergy and rostered lay leaders and, with less detail, for supply pastors and church musicians.

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

A rostered leader'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.

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

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

COMPENSATION FOR CLERGY

I. DETERMINING AN INITIAL CLERGY SALARY

Following are considerations and instructions for completing “Clergy Salary Range Development Worksheet” (page 7). This material is relevant for offering a salary package to a newly called rostered Minister of Word and Sacrament.

Section 1: Unadjusted Minimum Salary

“Unadjusted Minimum Salary” is set annually by the Metropolitan Washington, D.C. Synod Assembly for clergy. Unadjusted minimum salary includes salary, money that may be designated for housing allowance, and money to cover the cost associated with payroll tax deductions (SSI, etc.). The figure assumes up to \$250,000 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 Portico.

The amount of a salary designated as a “Housing Allowance” must be recorded as a vote of the congregation’s Church Council/Board prior to the beginning of the year.

Box 1: “Unadjusted Minimum Salary”

Write the 2018 minimum unadjusted salary amount of **\$60,538** 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 **\$49,771** in Box 1.

Section 2: Regional Cost of Living Salary Modifier

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 where the cost of living varies 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 this diversity. The cost of living salary modifier does not general change from year to year.

In circumstances in which the pastor plans to live outside the parish community in which most members live, figure the cost of living salary modifier using the church zip code and the pastor’s actual zip code. Average the two figures.

Box 2: Housing Cost

Enter in Box 2 the median single-family home price near the congregation, using the primary zip code(s) served by the congregation. The figure can be obtained by contacting a local realtor or by using <http://www.zillow.com/home-values>.

Box 3: Cost Over Threshold

If the figure in Box 2 exceeds \$250,000 (the minimum cost of housing within the Metropolitan Washington, D.C. Synod), subtract \$250,000 from Box 2 and enter the resulting figure in Box 3.

Box 4: Housing Cost Adjustment

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. $\$300,000 - \$250,000 = \$50,000$. $\$50,000 \times .03 = \$1,500$ 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% of the amount determined above.

(Example: $\$1,500 \times .30 = \450 .)

In no case should this number be less than the equity allowance the pastor is presently receiving.

Box 5: Regionally Modified Minimum Salary

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 pastor may possess and the unique aspects of the congregation. These factors will become a basis for adjustment to the minimum salary.

Box 6: 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. Credit one point for each year of service as an ordained pastor, up to 15, and enter in Box 6.

Box 7: Worship Attendance

Pastors 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 worshiper threshold. Associate pastors would receive one-half point for each 12 persons over the 100 worshiper threshold.

To calculate the figure for Box 7, 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.)

Box 8: Advanced Education

Lutherans have long expected that their pastors 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.

Box 9: 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. Credit one point for each year of service in the pastor's current call in Box 9, to a maximum of 5 points.

Box 10: 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.).

Generally this experience will be acknowledged by the Call Committee and will be recognized by the Church Council as it sets the rostered minister's first salary package.

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 less) in Box 10.

Box 11: Total Points

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

Box 12: Salary Adjustment

The number recorded in Box 11, multiplied by the pre-determined adjustment factor of **\$605**, generates the minimum salary adjustment. Transfer that dollar figure to Box 12.

Section 4: Determining Clergy Salary Range

Box 13: Minimum Salary

By adding the Regionally Modified Minimum Salary (Box 5) and the Salary Adjustment (Box 12) figures together, the appropriate minimum salary limit is determined. Write that figure in the Box 13.

Box 14: Median Salary

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

Box 15: Maximum Salary

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

Box 16: Mutually-Negotiated Pastoral Salary

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?

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

CLERGY 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's Portico coverage can be found at <https://porticobenefits.org>.

Vacation

A minimum of four weeks of vacation shall be provided.

Study Leave

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

Parental/Family Leave

It is recommended that congregations develop a program for parental leave which includes childbearing and childcare leave. The program should include both the birth and adoption of children and cover full salary, housing and benefits with the understanding that the individual would return to work for a minimum of six months after taking the leave. It is recommended that congregations provide paid childbearing leave of at least eight weeks. This allows time to recover from the physical demands of childbirth as well as time for the emotional adjustment to a new child. It is also recommended that congregations provide paid childcare (for mother or father) leave of at least four to six weeks. This leave recognizes the need for parents to spend time bonding with the child. Childcare leave could run consecutively to childbearing or be split into smaller increments.

Congregations are encouraged to consider the provisions of the federal Family Medical Leave Act (FMLA) which allow for up to 12 weeks leave (which can be a combination of paid and unpaid leave). FMLA leave can be used for personal or family member care situations.

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 (IRS) 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.

2018 CLERGY SALARY RANGE DEVELOPMENT WORKSHEET

Metropolitan Washington, D.C. Synod of the ELCA

Section 1: Unadjusted Minimum Salary

Unadjusted Minimum Salary 1

Section 2: Regional Cost of Living Salary Modifier

Median Housing Cost 2

Cost Over Threshold (subtract \$250,000 from box 2) 3

Housing cost adjustment (multiply box 3 by 0.03) 4

(If parsonage provided, enter agreed upon housing equity instead.)

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

Section 3: Determining Salary Adjustment

Years of Pastoral Experience (maximum 15 points) 6

Worship Attendance 7

Advanced Education 8

Longevity in Current Call (maximum 5 points) 9

Related Non-Pastoral Experience (maximum 5 points) 10

Total Points (Add boxes 6 through 10) 11

Salary Adjustment (multiply box 11 by \$605) 12

Section 4: Determining Clergy Salary Range

Minimum Salary (add boxes 5 and 12) 13

Median Salary (multiply box 13 by 1.15) 14

Maximum Salary (multiply box 13 by 1.30) 15

Mutually-Negotiated Pastoral Salary 16

II. DETERMINING CLERGY SALARY AFTER FIVE YEARS IN A CALL

Following are considerations for determining clergy salary after 5 years in a current call. By the end of this time, the automatic salary increases indicated by Box 9 on the worksheet are ended. And congregation and pastor should know each other's gifts, abilities, and needs well enough to make future ministry discussions deeply fruitful.

Near the end of the fifth year in a call, or during the next salary discussion after the fifth year anniversary, the Church Council should designate a group to develop goals and objectives with and for the pastor, for the congregation's leadership, and for the congregation itself. (The Church Council may decide to do this work.) Part of the goal- and objective-setting process will require careful description of when and how to review and re-evaluate the pastor and the process itself. Formal agreement between the pastor and the Church Council will be part of this process and will be recorded in the Church Council minutes.

Then after review, the pastor's salary should be increased in keeping with the accomplishment of goals and objectives that had been agreed upon. The increases may take the form of an additional percentage of the previous salary, of additional points on a re-worked "Salary Range Development Worksheet," or of a decision to move the pastor's compensation up through the minimum-median-maximum salary range.

The successful use of a goal-setting and evaluation process requires open-minded and honest negotiation by all the parties involved. The synod office is able to assist with this kind of negotiation, especially until everyone becomes accustomed to the process. And the synod office has tools to recommend for use in helping pastors, councils, and congregations set and pursue goals effectively and in a Christian spirit.

COMPENSATION FOR ROSTERED LAY LEADERS

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. Compensation guidelines for rostered lay leaders are for those 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 synod in specialized ministries who, in terms of hours of employment and ministry responsibilities, are functioning as lay ministers, but without being rostered. These 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.

ROSTERED LAY LEADER SALARY

Following are considerations and instructions for completing “2018 Lay Leader Salary Range Development Worksheet” (page 13).

Section 1: Unadjusted Minimum Salary

The Metropolitan Washington, D.C. Synod Assembly annually sets an Unadjusted Minimum Salary for rostered Ministers of Word and Service

Box 1: Unadjusted Minimum Salary

Write the baseline salary amount of **\$40,131** in Box 1

Section 2: Lay Leader Regional Cost of Living Modifier

Even though rostered lay leaders cannot be paid a housing allowance, it is commonly known that the Metropolitan Washington, D.C. Synod area has a higher cost of living than most other regions. In this step, it is recommended that the cost of living and housing should be considered and an allowance added to the unadjusted minimum salary of a rostered lay leader.

As stated in the clergy salary guidelines, it is recommended that the minimal amount required for a home in this area is \$250,000. Many of the regional areas in the synod have considerably higher housing costs.

Box 2: Housing Cost

Determine the median single-family home prices near the congregation, using the primary zip code(s) served by the congregation. The figure can be obtained by contacting a local realtor or by using <http://www.zillow.com/home-values>.

Box 3: Cost Over Threshold

If the figure in Box 2 exceeds \$250,000 (the minimum cost of housing within the Metropolitan Washington, D.C. Synod), subtract \$250,000 from Box 2 and enter the resulting figure in Box 3.

Box 4: Housing Cost Adjustment

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. $\$300,000 - \$250,000 = \$50,000$. $\$50,000 \times .03 = \$1,500$ is recorded in Box 4.)

By increasing the baseline salary of the rostered lay leader 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.

Box 5: Regionally Modified Minimum Salary

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 lay leaders a "living wage" to retain these gifted partners in the ministry.

Section 3: Determining Salary Adjustment

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

Box 6: Years of 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 rostered ministry experience. Credit one point for each year of service as a rostered lay leader, up to 15, and enter in Box 6.

Box 7: 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 worshipers over the 100 worshiper threshold.

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.)

Box 8: 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's level. Depending upon the types of tasks the congregation calls their rostered lay 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.

Box 9: Longevity in Current Call

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 leader's current call in Box 9 up to a maximum of 5 points.

Box 10: Related Non-Pastoral 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 lay leader. Credit may be given for each year of prior experience in a related field up to ten years. Multiply the rostered lay 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: Total Points

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

Box 12: Salary Adjustment

The number recorded in Box 11, multiplied by the pre-determined adjustment factor of **\$401**, generates the minimum salary adjustment. Transfer that dollar figure to Box 12.

Box 13: Specific Responsibilities Adjustment

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 lay leaders a "living wage" to retain these gifted partners in the ministry.

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 lay leader, the responsibilities, education and performance of the rostered lay leader 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 Church Council.

If, as recommended, an adjustment to recognize the Specific Responsibilities of the rostered lay leader is made, it should be a dollar figure that is entered into Box 13.

Section 4: Determining Lay Leader Salary Range

Box 14: Minimum Salary

By adding the Regionally Modified Minimum Salary (Box 5), the Salary Adjustment (Box 12) and the Specific Responsibilities Adjustment (Box 13) figures together, the appropriate minimum salary limit is determined. Write that figure in Box 14.

Box 15: Median Salary

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

Box 16: Maximum Salary

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

Box 17: Mutually-Negotiated Lay Leadership Salary

Although the synod may produce helpful guidelines and suggested ranges for appropriate salary, congregations need to annually review and revise salary for the rostered lay 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 lay leader in our congregation?
- Does our rostered lay leader bring any additional or special skills to the position that ought to be rewarded?
- Do we expect our rostered lay leader to take on any significant additional responsibilities in our congregation?
- Does our rostered lay 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?

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

ROSTERED LAY LEADER BENEFITS

Pension and Major Medical

Congregations should also be responsible for providing pension and major medical coverage. Current contribution rates for the ELCA's Portico coverage can be found at <https://porticobenefits.org>.

Vacation

A minimum of four weeks of vacation shall be provided.

Study Leave

A minimum of two weeks paid study leave annually with the provision for the accumulation of unused study leave up to six weeks.

Parental/Family Leave

It is recommended that congregations develop a program for parental leave which includes childbearing and childcare leave. The program should include both the birth and adoption of children and cover full salary, housing and benefits with the understanding that the individual would return to work for a minimum of six months after taking the leave. It is recommended that congregations provide paid childbearing leave of at least 8 weeks. This allows time to recover from the physical demands of childbirth as well as time for the emotional adjustment to a new child. It is also recommended that congregations provide paid childcare (for mother or father) leave of at least four to six weeks. This leave recognizes the need for parents to spend time bonding with the child. Childcare leave could run consecutively to childbearing or be split into smaller increments.

Congregations are encouraged to consider the provisions of the federal Family Medical Leave Act (FMLA) which allow for up to 12 weeks leave (which can be a combination of paid and unpaid leave). FMLA leave can be used for personal or family member care situations.

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 lay leaders using personal cars for business shall be reimbursed for the actual costs they incur for church business, based upon the IRS guidelines.

Continuing Education

A contribution of \$500 per year towards the rostered 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.

2018 LAY LEADER SALARY RANGE DEVELOPMENT WORKSHEET

Metropolitan Washington, D.C Synod of the ELCA

Section 1: Unadjusted Minimum Salary

Unadjusted Minimum Salary.....1

Section 2: Regional Cost of Living Salary Modifier

Median Housing Cost2

Cost Over Threshold3

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

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

Section 3: Determining Salary Adjustment

Years of Experience (maximum 15).....6

Worship Attendance.....7

Advanced Education.....8

Longevity in Current Call (maximum 5 points).....9

Related Non-Pastoral Experience (maximum 5 points)10

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

Salary Adjustment (multiply box 11 by \$401).....12

Specific Responsibilities Adjustment.....13

Section 4: Determining Lay Leadership Salary Range

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

Median Salary (multiply box 14 by 1.15)15

Maximum Salary (multiply box 15 by 1.30)16

Mutually-Negotiated Lay Leadership Salary.....17

SUPPLY PASTORS

Compensation to visiting pastors is the responsibility of the host congregation. 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 Washington, 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 clergy and rostered 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 rostered leaders, 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 that of rostered members of the staff.

Supply Organist

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.