

*“God’s work. Our hands.”*

---

---

MINUTES  
of the  
2008 SYNOD ASSEMBLY



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

---

---

Roanoke College  
Salem, Virginia  
June 9-11, 2008



## TABLE OF CONTENTS

*Italicized items are resolutions considered by the Assembly.*

### Part 1: Minutes of the 2008 Synod Assembly

PLENARY SESSION 1	2
Order for Opening of the Synod Assembly	2
Report of the Registrar	2
Adoption of Agenda	3
Adoption of Rules of Procedure	3
Rules of Procedure	3
Adoption of 2007 Synod Assembly Minutes	5
Report of the Committee for Reference and Counsel	5
Report of the Nominating Committee	5
Greetings to the Assembly	6
Recognition of Ordination Anniversaries	6
Recognition of Congregational Anniversaries	6
Introduction of New Rostered Persons	6
PLENARY SESSION 2	7
Report of the Treasurer and First Reading of the Budget	7
Bible Study	7
Report of the Division for Congregational Life	8
Presentation of the D.C. Conference	8
Presentation of Mission Initiative - Part 1	8
PLENARY SESSION 3	9
Report of the Synod Council	9
Rostered Leadership Compensation Recommendations for 2009	9
First Presentation by ELCA Representative to the Assembly	25
Presentation of the Fairfax Conference	25
Presentation of Mission Initiative - Part 2	26
PLENARY SESSION 4	27
Report of the Registrar	27
Bible Study	27
Report of the Committee on Reference and Counsel	27
<i>Greetings</i>	27
<i>Opposition to State-Sponsored Slot Machine Gambling</i>	28
<i>Study of Draft Social Statement on Human Sexuality</i>	29
Report of the Division for Outreach and Global Mission	31
Presentation of the Maryland Conference	31
Presentation of Mission Initiative - Part 3	31
PLENARY SESSION 5	32
Second Presentation by ELCA Representative to the Assembly	32
Report of the Committee on Elections	32
Report of the Division for Church in Society	33
Report of the Division for Ministry	33
Greetings to the Assembly - Additional	33
PLENARY SESSION 6	34

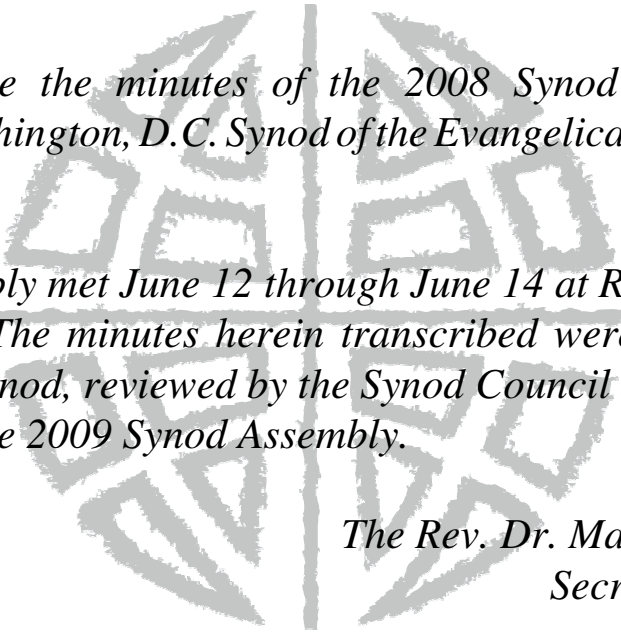
Report of the Regional Mission Director . . . . .	34
Bible Study . . . . .	34
Introduction to ELCA Draft Social Statement on Human Sexuality . . . . .	34
Report of the Division for Higher Education and Schools . . . . .	34
Presentation of the Montgomery Conference . . . . .	34
Presentation of the Mission Initiative - Part 4 . . . . .	34
 PLENARY SESSION 7 . . . . .	 35
Greetings to the Assembly - Additional . . . . .	35
Report of the Committee on Elections . . . . .	35
Adoption of the 2009 Synod Budget . . . . .	36
2009 Synod Budget . . . . .	36
Report of the Women of the ELCA . . . . .	37
Third Presentation by ELCA Representative to the Assembly . . . . .	37
Presentation of the Potomac Conference . . . . .	37
Presentation of Mission Initiative - Part 5 . . . . .	38
Report of the Committee on Elections . . . . .	38
 PLENARY SESSION 8 . . . . .	 39
Report of the Registrar . . . . .	39
Presentation of Mission Initiative - Part 6 . . . . .	39
Presentation of the Virginia Conference . . . . .	39
Report of the Committee on Elections . . . . .	39
Bible Study . . . . .	39
Report of the Committee for Reference and Counsel . . . . .	40
<i>Opposition to Violence and Discrimination on the Basis of Sexual Orientation</i> <i>and Gender Identity</i> . . . . .	40
<i>Expression of Thanks and Gratitude</i> . . . . .	41
Closing Eucharist . . . . .	44

**Part 2: Reports of the 2008 Synod Assembly**

Report of the Bishop . . . . .	46
Roster Changes . . . . .	49
Report of the Synod Council . . . . .	51
Report of the Treasurer . . . . .	52
Schedule 1 . . . . .	55
Schedule 2 . . . . .	56
Schedule 3 . . . . .	58
Faith Fund Report . . . . .	60
Report of the Division for Church in Society . . . . .	61
Report of the Division for Congregational Life . . . . .	65
Report of the Division for Higher Education and Schools . . . . .	68
Report of the Division for Ministry . . . . .	72
Report of the Division for Outreach and Global Mission . . . . .	74
Our Current Outreach Picture . . . . .	75
Global Mission Committee . . . . .	77
Report of the Office for Ecumenical Affairs . . . . .	89
Report of the Office for Outreach and Resource Development . . . . .	91
Report of the Synodical Women's Organization . . . . .	93

Report of United Lutheran Appeal .....	96
Report of Lutheran Social Services of the National Capital Area .....	98
Report of the National Lutheran Home .....	100
Report of Caroline Furnace .....	102
Report of Mar-Lu-Ridge .....	104
Report of Region 8 .....	106
Report of Region 8 Archives .....	108
Report of Region 8 Campus Ministry .....	110
Report of the Lutheran Theological Seminary at Gettysburg .....	111
Report of Roanoke College .....	113
Report of Susquehanna University .....	117
Report of Thiel College .....	119

**Appendix: Constitution and Bylaws of the Metropolitan Washington, D.C. Synod  
July 2008 Edition**



*The following are the minutes of the 2008 Synod Assembly of the Metropolitan Washington, D.C. Synod of the Evangelical Lutheran Church in America.*

*The Synod Assembly met June 12 through June 14 at Roanoke College in Salem, Virginia. The minutes herein transcribed were prepared by the secretary of the synod, reviewed by the Synod Council and recommended for approval by the 2009 Synod Assembly.*

*The Rev. Dr. Marguerite M. Rourk  
Secretary of the Synod*

**PLENARY SESSION 1**  
Thursday, 12 June 2008  
3:00 pm – Bast Gym  
Roanoke College  
Salem, Virginia

**Order for Opening of the Synod Assembly**

Bishop Graham opened the Synod Assembly at 3:00 pm, using the traditional rite with prayers and singing of a hymn.

There followed a voting device tutorial with instruction by Jean Knight.

**Report of the Registrar**

Preregistered voting members: 322 – 94 clergy, 184 lay

Present were:	Clergy	94
	Lay female	94
	Lay male	<u>90</u>
	Total voting members:	278, constituting a quorum
	Visitors	<u>44</u>
	Total	422

**SA08.06.01** Seating of the Synod Assembly members was moved, seconded and carried.

.....

Rostered leaders asking to be excused from the Synod Assembly:

- |               |                   |                    |
|---------------|-------------------|--------------------|
| The Reverends | Louis Almen       | Mary Kieser        |
|               | Phil Anderson     | Michael Kuchinsky  |
|               | Mark Blice-Baum   | Justin Lathrop     |
|               | Mark Brown        | Kimberli Lile      |
|               | Roger Dahlin      | Jan Lookingbill    |
|               | Harold Deal       | Dan Martensen      |
|               | Roy Enquist       | John Muller        |
|               | Lois Erickson     | Tom O'Brien        |
|               | Renata Eustis     | William Perry      |
|               | Vincent Guss      | Theodore Schneider |
|               | Dennis Hagstrom   | Shelley Simmont    |
|               | George Handley    | Kendall Summers    |
|               | Sherman Hicks     | James Thacker      |
|               | John Kallerson    | Brent Thalacker    |
|               | Tiffany Towberman |                    |

**SA 08.06.02** A motion to excuse them was moved, seconded and carried.

.....

**Adoption of Agenda**

**SA08.06.03** A motion to adopt the proposed agenda was carried.

.....  
**Adoption of Rules of Procedure**

**Rules of Procedure**

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

**Voice and vote**

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

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

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

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

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

**Quorum**

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

**Proxy**

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

**Items of Business**

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

**Resolutions**

10. Resolutions to be considered by the assembly shall be submitted to the secretary of the synod prior to the beginning of the assembly. In order to assure the resolution going to the floor of this assembly, such resolutions shall be presented in writing to the secretary, who shall refer them to the Committee on Reference and Counsel. The Committee on Reference and Counsel shall report to this assembly



with its recommendations; which shall constitute a motion to the floor of this assembly.

- 11. The deadline for submitting resolutions to the secretary of this synod will be 30 days prior to the first day of the Assembly. Any resolutions submitted after this date are not guaranteed a place on the agenda and must receive a two-thirds vote in order to be heard. Any resolution not receiving a two-thirds vote will be referred to the Synod Council for disposition.
- 12. Multimedia presentations will not be part of floor debate on resolutions.

**Motions**

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

**Elections**

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

**Election of the Bishop**

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

**Minutes**

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

**Committee on Reference and Counsel**

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

**Assembly Exhibits**

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

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

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

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

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

- - - - -

**SA08.06.04** A motion to accept these Rules of Procedure was moved, seconded and carried.

.....

**Adoption of 2007 Synod Assembly Minutes**

**SA08.06.05** A motion to approve the 2007 Synod Assembly minutes was moved, seconded and carried.

.....

**Report of the Committee for Reference and Counsel**

The Rev. Darcy Tillman, chair, reported on the work of the committee, introducing the eight (8) numbered resolutions to the assembly and offered tentative scheduling for Assembly voting on these resolutions.

**Report of the Nominating Committee**

The Rev. Steve Buechler, chair, referred the Assembly to Section 7 as he introduced nominations for the following:  
    Consultation Committee  
    Synod Council  
    Churchwide Assembly  
    ELCA Church Council

After nominations were solicited from the floor,

**SA08.06.06** was moved, seconded and carried, closing the nominations for Synod Council, with the exception of the position of a youth representative.

.....

It was moved that Ryan Schwarz be nominated for the lay male position on the Consultation Committee.

**SA08.06.07** to close the nominations was moved, seconded and carried.

.....

SA08.06.08 to close nominations for ELCA Church Council was moved, seconded and carried.

.....

SA.08.06.09 to close nominations for voting members of the 2009 Churchwide Assembly was moved, seconded and carried.

.....

All information is to be forwarded to the Committee on Elections.

**Greetings to the Assembly**

- Bishop James Mauney brought greetings from Virginia Synod, welcome the Assembly to Roanoke College which is supported by both the Virginia and Metro D.C. Synods.
- Nadine Greenfield-Binstock brought greetings from the American Jewish Committee.
- The Rev. Jonathan Barton greeted the Assembly on behalf of the Virginia Council of Churches.
- Bishop Graham read a letter from the Rev. Gary Straughn, President of the Eastern District Executive Board, Northern Province, of the Moravian Church.
- The Rev. John Denninger – Southeastern District, Lutheran church – Missouri Synod.

**Recognition of Ordination Anniversaries**

25 years:	The Rev. Mark D. Blice-Baum The Rev. Susan L. Tyykila	50 years:	The Rev. James T. Heinemeier The Rev. Baron B. Maberry
35 years:	The Rev. Bruce L. Burslie The Rev. Stephen J. Heetland The Rev. Sherman Hicks The Rev. Kenneth L. Mahler	55 years:	The Rev. Harold S. Goers The Rev. William E. Wegener
	The Rev. Raymond W. Michener	60 years:	The Rev. Ross Forcey

**Recognition of Congregation Anniversaries**

50 years:	St. Stephen, Silver Spring	75 years:	Faith, Arlington
-----------	----------------------------	-----------	------------------

**Introduction of New Rostered Persons**

Kimberly S. Conway –	Pastor, Epiphany, Dale City (10/20/07), first call
Robert L. Day, Jr. –	Specialized Ministry, Chaplain, National Lutheran Home (09/17/07)
Terri Driver-Bishop –	from Northern Illinois Synod (07/01/07)
Teka O. Fogi –	Mission Developer, Oromo Christian fellowship (10/27/07), first call
John Kidd –	Senior Pastor, Augustana, District of Columbia (05/19/08)
Kenneth L. Mahler (retired) –	from Florida-Bahamas Synod (08/01/07)
William “Bill” Nienstedt –	Associate Pastor, Faith Arlington (04/19/08), first call
Sarah S. Scherschligt –	Associate Pastor, Prince of Peace, Gaithersburg (11/10/07), first call
Susan Tykkila –	Pastor, St. John, Riverdale (12/01/07)

**PLENARY SESSION 2**

Thursday, 12 June 2008

4:20 pm – Bast Gym

Roanoke College

Salem, Virginia

Session opened with prayer offered by the Rev. William E. Wegener, Assembly Chaplain

**Report of the Treasurer and First Reading of the Budget**

John Handley, treasurer of the synod, directed attention to the fact that the budget has not kept pace with inflation or it would be 2.7% greater. Categories:

- 1) ELCA support – 55% of synod income;
- 2) Leadership, administrative costs which are fixed.

Costs of 2) have not kept pace with inflation, thus it is programs of the synod, i.e. divisions, committees and units that have suffered. 28% of budget used to go to programs, but now only 17.5% is so allocated. This means a decrease in our support for synod programs which is the work of the church. Mr. Handley thanked Don Gibbs, former treasurer, for his help during this year's transition in the treasurer's office and for his continued advice and counsel.

Mr. Handley also thanked the synod congregations for their support of Christus Victor Lutheran Church, as there have had to be several extra steps in order to procure and secure property and buildings. This process has been long and complicated, but settlement is imminent.

The proposed budget for 2009 offers a challenging increase. There will be two workshops about the new proposed budget. Mr. Rick Ahlberg presented the proposed budget (see attachment.) The new budget was moved on behalf of the Synod Council, but Mr. Ahlberg proposed delaying action until Plenary Session 3. He moved the acceptance of the budget so that amendments and discussion could now take place. He pointed out structure changes for 2009: 2 columns show requested and proposed amounts for offices and staff. In 2008 there were restricted funds used to balance the budget, but a decision was made not to do this in 2009. The Synod proposes to maintain the 55 percent current support for ELCA churchwide activity. Under Congregational Life there is a new Young Adult Ministry support line and additional support for camps. Higher Education and Schools reflects increases, especially for George Mason University as well as for Campus Ministry in general. All five college ministries are now included in the same line item. Under Ministry, the First Call program payment is moved from Region 8, and there is increased support for Gettysburg Seminary. Two new mission starts are noted: Ashburn and La Plata in Charles County, Maryland. The scope of a few other ministries has been reduced, but all have received support increase at the level of inflation. Congregations must increase their support by 14% to implement and sustain this budget.

**Bible Study**

Bible Study was led by the Rev. Robert Driver-Bishop: "A Brief Look at the Gospel According to St. Matthew," focusing on Jesus as King,

### **Report of the Division for Congregational Life**

Debbie Streicher introduced *Together in Mission* to be held on Saturday, January 10, 2009

The Lutheran Association of Christian Educators (LACE) is encouraging congregations to join.

### **Presentation of the D.C. Conference**

Given by the Rev. Conrad Braaten, dean of the conference.

### **Presentation of Mission Initiative - Part 1**

Given by the Rev. Wolfgang Herz-Lane, Mission Director of both Metro D.C. and Delaware-Maryland Synods, ELCA Evangelical Outreach and Congregational Mission Unit.

**PLENARY SESSION 3**  
Thursday, 12 June 2008  
7:45 pm – Bast Gym  
Roanoke College  
Salem, Virginia

Bishop Graham opened the session with a gospel reading and hymn.

**Report of the Synod Council**

Given by Dr. Tommie Robinson, vice president of the synod.

This report was in two parts, addressing both the work of the vice president and of the Synod Council. Council members were introduced. Dr. Robinson introduced the Rostered Leaders Compensation Guidelines for 2009, and on behalf of Synod Council moved its adoption.

**Rostered Leadership Compensation Recommendations for 2009**

**I. INTRODUCTION**

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

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

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

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

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

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

**II. CLERGY SECTION**

A. SALARY Using the following instructions for reference, please complete the worksheet following.

1. SECTION 1: UNADJUSTED MINIMUM SALARY The Metropolitan Washington D.C. Synod Assembly annually sets an "Unadjusted Minimum Salary" for clergy. The unadjusted minimum

salary includes what has been previously called "salary, housing allowance, and social security offset" and assumes up to \$200,000 as the minimum price of a home in the service area of the congregation. This definition is consistent with the term "defined compensation" as used by the Board of Pensions. *(It is important to note that the amount of salary actually designated as "Housing Allowance" must be recorded as a vote of the congregation's Council/Board prior to the beginning of the year.)*

**Box 1:** Write the 2009 minimum unadjusted salary amount of **\$50,803** 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 **\$39,916** in Box 1.

## 2. SECTION 2: REGIONAL COST OF LIVING SALARY MODIFIER

### a. REGIONAL COST OF LIVING SALARY MODIFIER

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

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

#### To use the Internet to determine median home prices:

1. Log onto <http://www.realtor.com>
2. Click "Real Estate 101"
3. Click "Cities & Neighborhoods"
4. Enter zip code of community

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

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

### b. REGIONALLY MODIFIED MINIMUM SALARY

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

## 3. SECTION 3: DETERMINING CLERGY SALARY ADJUSTMENT

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

- a. **YEARS OF PASTORAL EXPERIENCE** As per most professional salary systems, the Synod seeks to reflect the value of acquired skills, wisdom, and experiences that can only

come from actual pastoral experience.

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

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

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

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

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

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

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

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

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

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

- f. **SALARY ADJUSTMENT**

**Box 12:** The number recorded in Box 11, multiplied by the pre-determined adjustment factor of **\$508**, (1% of the unadjusted minimum salary) generates the minimum salary adjustment. Transfer that dollar figure to Box 12.

#### 4. SECTION 4: DETERMINING CLERGY SALARY RANGE



## a. MINIMUM SALARY

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

## b. MEDIAN SALARY

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

## c. MAXIMUM SALARY

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

- d. NEGOTIATED PASTORAL SALARY FOR 2009 Although the Synod may produce helpful guidelines and suggested ranges for appropriate salary, congregations need to annually review and revise salary for their rostered leaders. **Using the figure in Box 13 as a “minimum” and Box 15 as a “maximum”, it is the responsibility of the congregation to determine actual annual salary.** During the course of the conversation between the Pastor and those responsible for annual salary recommendations, consider using the following questions as guides for allowing one to move up or down in the range presented:
- *Does our pastor bring any additional or special skills to the position that ought to be rewarded?*
  - *Do we expect our pastor to take on any significant additional responsibilities as a leader of our congregation?*
  - *Does the pastor face any unique financial issues that ought to be addressed by the congregation?*
  - *Are we in an area where housing costs are unusually high and special consideration may need to be made?*

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

### **2009 CLERGY SALARY RANGE DEVELOPMENT WORKSHEET**

#### *Section 1: Unadjusted Minimum Salary*

1 *Unadjusted Minimum Salary*

Box 1

#### *Section 2: Regional Cost of Living Salary Modifier*

2 *Average Housing Cost*

Box 2

3 *Cost Over Threshold (subtract \$200,000 from box 2)*

Box 3

4 *Housing cost adjustment (multiply box 3 by 0.03)  
(If parsonage provided, enter agreed upon housing equity instead.)*

Box 4

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

Box 5

#### *Section 3: Determining Salary Adjustment*

6 *Years of Pastoral Experience*

Box 6

7 *Worship Attendance*

Box 7

8 *Advanced Education*

Box 8

9 *Longevity in Current Call (maximum 10 points)*

Box 9

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

Box 10

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

Box 11

12 *Salary Adjustment (multiply box 11 by \$508)*

Box 12

#### *Section 4: Determining Lay Leadership Salary Range*

13 *Minimum Salary (add boxes 5 and 12)*

Box 13

14 *Median Salary (multiply box 13 by 1.15)*

Box 14

15 *Maximum Salary (multiply box 13 by 1.30)*

Box 15

16 *Mutually-Negotiated Pastoral Salary*

Box 16

## **B. BENEFITS**

### **1. PENSION AND MAJOR MEDICAL**

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

### **2. VACATION**

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

### **3. STUDY LEAVE**

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

#### 4. FAMILY LEAVE

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

#### 5. 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.

### C. PROFESSIONAL EXPENSE REIMBURSEMENT

#### 1. AUTOMOBILE EXPENSE

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

#### 2. 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.

#### 3. BOOKS AND PERIODICALS

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

#### 4. CONVENTIONS, ASSEMBLIES, AND PASTORAL CONFERENCES

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

### D. CALCULATING SALARY FOR CLERGY EXAMPLES

#### 1. Clergy With 12 Years Experience in a Call for 3 Years

Pastor Fred is in his third year at New Trends Lutheran Church in Loudoun County, which reports an average weekly worship attendance of 183. Prior to New Trends, Pastor Fred served as a Pastor in a nursing home for 9 years. The average housing price near the church is \$561,858. In 2008, Pastor Fred's salary was \$57,680.

Unadjusted minimum salary	\$50,803.00
Housing cost adjustment	\$10,855.74
Years of Experience	12
Worship Attendance	7
Advanced Education	0
Longevity in current call	3
Related Non-Pastoral Experience	0
Total points	22
Salary adjustment	\$11,022.00
Minimum salary	\$72,680.74

Median salary	\$83,582.85
Maximum salary	\$94,484.96

The determined clergy salary range for 2009 is between \$72,680 – \$94,485.

In talking about Pastor Fred's 2009 Salary, the Church Council recommended a salary of \$74,000.

## 2. Long Term Call, 30+ years experience in Congregation.

Pastor Kay has been at Sweet Gum Lutheran Church in Montgomery County for 31 years. Prior to serving at Sweet Gum, Pastor Kay started and led a church in Pennsylvania for 6 years. When she came to Sweet Gum, it consisted of just a few families meeting in temporary space. Now there are an average of 340 worshipers per Sunday at Sweet Gum. The average house price near the church is \$495,000. Pastor Kay's salary in 2008 was \$97,850.

Unadjusted minimum salary	\$50,803
Housing cost adjustment	\$8,850
Years of Experience	37
Worship Attendance	20
Advanced Education	0
Longevity in current call	10
Related Non-Pastoral Experience	0
Total points	67
Salary adjustment	\$33,567
Minimum salary	\$92,483
Median salary	\$106,355.45
Maximum salary	\$120,022.79

The Church Council agreed that Pastor Kay should receive a salary in 2009 of \$111,592.

## 3. Associate Pastor with 7 years experience

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

Unadjusted minimum salary	\$50,803
Housing cost adjustment	\$8,850
Years of Experience	7
Worship Attendance	5
Advanced Education	0

Longevity in current call	7
Related Non-Pastoral Experience	0
Total points	19
Salary adjustment	\$9,519
Minimum salary	\$69,172
Median salary	\$79,547.80
Maximum salary	\$89,923.60

Pastor Carlos' salary in 2008 was \$63,800 and the 2009 appropriate Salary Range is between \$69,172 and \$89,924.

The approved salary of \$71,000 was a significant increase over his 2008 salary (11.3%), partially due to his increased responsibility with the growth of the Spanish Worship Service, and brings Pastor Carlos within the recommended salary range.

**4. Clergy with 10 years experience; congregation with an average home cost of \$750,000.**

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

Unadjusted minimum salary	\$50,803
Housing cost adjustment	\$9,000
Years of Experience	10
Worship Attendance	0
Advanced Education	0
Longevity in current call	0
Related Non-Pastoral Experience	0
Total points	10
Salary adjustment	\$5,080
Minimum salary	\$64,883
Median salary	\$74,615.45
Maximum salary	\$84,347.90

Thus the appropriate salary range is between \$64,883 and \$84,348. The congregation proposed a beginning salary of \$73,000 for Pastor Joe. Pastor Joe asked for \$74,000 and they settled on \$73,500.

#### 5. Seminary Graduate with 6 yrs. experience as a Social Worker

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

Unadjusted minimum salary	\$50,803
Housing cost adjustment	\$2,775
Years of Experience	0
Worship Attendance	0
Advanced Education	5
Longevity in current call	0
Related Non-Pastoral Experience	3
Total points	8
Salary adjustment	\$4,064
Minimum salary	\$57,642
Median salary	\$66,288.30
Maximum salary	\$74,934.60

The congregation and Pastor Joan agreed upon \$63,000.

#### 6. Clergy with 10 years experience; congregation with a Parsonage.

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

Unadjusted minimum salary	\$39,916
Housing cost adjustment	\$2,700
Years of Experience	10
Worship Attendance	9

Advanced Education	0
Longevity in current call	10
Related Non-Pastoral Experience	0
Total points	29
Salary adjustment	\$14,732
Minimum salary	\$57,348
Median salary	\$65,950.20
Maximum salary	\$74,552.40

Pastor Sue and the congregation agreed to pay a salary of \$62,000 and an additional \$900 in a housing equity adjustment for a total compensation of \$62,900.

### III. ROSTERED LAY LEADER SECTION

The term “**Rostered Lay Leaders**” applies to all lay persons who are:

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

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

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

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

#### A. SALARY

##### 1. SECTION 1: LAY LEADER UNADJUSTED MINIMUM SALARY

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

**Box 1:** Write the 2009 baseline salary amount of **\$33,632** in Box 1

##### 2. SECTION 2: LAY LEADER REGIONAL COST OF LIVING MODIFIER

###### a. REGIONAL COST OF LIVING MODIFIER (*Recommended*)

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

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

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

**To use the Internet to determine median home prices:**

1. Log onto <http://www.realtor.com>
2. Click "Real Estate 101"
3. Click "Cities & Neighborhoods"
4. Enter zip code of community

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

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

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

b. REGIONALLY MODIFIED MINIMUM SALARY

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

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

3. SECTION 3: DETERMINING LAY LEADER SALARY RANGE ADJUSTMENT

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

a. YEARS OF EXPERIENCE

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

b. 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.

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

c. ADVANCED EDUCATION

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

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

d. LONGEVITY IN CURRENT CALL

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

e. YEARS OF RELATED NON-ROSTERED LAY EXPERIENCE

Increasingly, persons with prior experience in related fields are entering rostered lay leadership roles in our church. This adjustment seeks to acknowledge the value of prior experience in related fields that are helpful to the ministry of the Rostered Leader. Credit may be given for each year of prior experience in a related field up to ten years.

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

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

f. SALARY ADJUSTMENT

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

g. SPECIFIC RESPONSIBILITIES ADJUSTMENT (*Recommended*)

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

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

**Box 13:** If an adjustment to recognize the Specific Responsibilities of the Rostered Lay Leader is made it

should be a dollar figure and that figure should be entered into Box 13.

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

#### 4. SECTION 4: DETERMINING LAY LEADER SALARY RANGE

##### a. MINIMUM SALARY

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

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

##### b. MEDIAN SALARY

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

##### c. MAXIMUM SALARY

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

##### d. NEGOTIATED LAY LEADER SALARY FOR 2009

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

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

**Box 17:** The figured entered in Box 17 represents the mutually-negotiated rostered leader salary for the year 2009. If the terms of call are less than full time, this figure should be adjusted accordingly.

**2009 LAY LEADER SALARY RANGE DEVELOPMENT WORKSHEET***Section 1: Unadjusted Minimum Salary*1 *Unadjusted Minimum Salary*

Box 1

*Section 2: Regional Cost of Living Salary Modifier*2 *Average Housing Cost*

Box 2

3 *Cost Over Threshold*

Box 3

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

Box 4

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

Box 5

*Section 3: Determining Salary Adjustment*6 *Years of Experience*

Box 6

7 *Worship Attendance*

Box 7

8 *Advanced Education*

Box 8

9 *Longevity in Current Call (maximum 10 points)*

Box 9

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

Box 10

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

Box 11

12 *Salary Adjustment (multiply box 11 by \$508)*

Box 12

13 *Specific Responsibilities Adjustment*

Box 13

*Section 4: Determining Lay Leadership Salary Range*14 *Minimum Salary (add boxes 5, 12 and 13)*

Box 14

15 *Median Salary (multiply box 14 by 1.15)*

Box 15

16 *Maximum Salary (multiply box 15 by 1.30)*

Box 16

17 *Mutually-Negotiated Lay Leadership Salary*

Box 17

**B. BENEFITS****1. PENSION AND MAJOR MEDICAL**

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

**2. VACATION**

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

**3. STUDY LEAVE**

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

#### 4. FAMILY LEAVE

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

#### 5. 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.

### C. PROFESSIONAL EXPENSE REIMBURSEMENT

#### 1. AUTOMOBILE EXPENSE

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

#### 2. CONTINUING EDUCATION

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

#### 3. BOOKS AND PERIODICALS

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

#### 4. CONVENTIONS, ASSEMBLIES, AND CONFERENCES

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

### C. CALCULATING SALARY FOR LAY LEADERSHIP EXAMPLES

#### 1. Full-Time AIM with lower housing costs

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

Unadjusted minimum salary	\$33,632
Housing cost adjustment	\$1,500
Years of Experience	10
Worship Attendance	4
Advanced Education	3
Longevity in current call	7
Related Experience	0
Total points	24
Salary adjustment	\$12,192
Specific responsibilities adjustment	\$5,000

Minimum salary	\$52,324
Median salary	\$60,172
Maximum salary	\$68,021

Ron's Minimum Full-Time Salary would be \$52,324 and his Maximum Full-Time Salary would be \$68,021. The congregation and Ron agreed the Median Full-Time Salary of \$60,173 would be acceptable. This is his negotiated salary for 2009.

## 2. Full-Time AIM with higher housing costs

In this example, Jill is serving in a call at First Trinity Lutheran Church in Loudoun County. First Trinity reports average worship attendance of 134. The average housing cost in Loudoun County near New Trends is \$561,858. Jill has been at First Trinity her entire 6 year career as an AIM. Because of the high cost of housing, the congregation decided to give Jill both the full housing allowance and the Specific Responsibilities Adjustment of \$5,000. With these adjustments, the Minimum Full-Time Salary would be \$56,592 and the Maximum Full-Time Salary would be \$73,570. The congregation honestly could not pay that salary because of budget considerations. So they dropped the Specific Responsibilities Adjustment to "0" resulting in an across the board reduction of \$5,000 (\$51,592 – \$68,570). The congregation and Jill discussed the three possible salaries and the congregation budget. They agreed upon the Minimum Full-Time Salary which considered the cost of housing but did not give a Specific Responsibilities Adjustment. As a result, Jill was paid \$51,592.

Unadjusted minimum salary	\$33,632
Housing cost adjustment	\$10,848
Years of Experience	6
Worship Attendance	2
Advanced Education	0
Longevity in current call	6
Related Experience	0
Total points	14
Salary adjustment	\$7,112
Specific responsibilities adjustment	\$5,000
Minimum salary	\$56,592
Median salary	\$65,081
Maximum salary	\$73,570

## IV. SUPPLY PASTORS

Compensation to visiting pastors is the responsibility of the host congregation. The Metropolitan Washington D.C. Synod has a wealth of clergy to choose from when a congregation is in need of a supply pastor.

Congregations should consider the following to be a guideline in compensating supply pastors:

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

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

V. CHURCH MUSICIANS

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

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

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

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

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

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

When the congregation needs a **supply organist**, they should be compensated a minimum of \$100.00 on any given Sunday. Of course, this compensation should be altered depending upon the number of services, requirement for choral direction and rehearsals.

- - - - -

SA08.06.10 was moved, seconded and carried.

.....

**First Presentation by ELCA Representative to the Assembly**

Given by Dr. Kenneth Inskeep, director, ELCA Research and Evaluation unit.

**Presentation of the Fairfax Conference**

Given by the Rev. Dave Wassemann, dean of the conference.

**Presentation of Mission Initiative: Part 2**

The Rev. Herz-Lane introduced Fairfax County mission congregations:

Christus Victor, the Rev. Dave Wassemann  
Latino Ministry of St . Mark, Springfield, the Rev. Carmello Santos  
Lord of Life (West), Centreville, the Rev. Ron Qualley  
Joy in the Gospel Multicultural Ministry, Lake Ridge, the Rev. Edward Buabeng.

The session closed with prayer at 8:45 pm.

**PLENARY SESSION 4**  
Friday, 13 June 2008  
8:30 am – Bast Gym  
Roanoke College  
Salem, Virginia

Devotions were offered by the Rev. Amy Thompson Sevimli, Assistant to the Bishop.

**Report of the Registrar**

Voting members present: 278 - 94 clergy; 94 lay female; 90 lay male  
44 visitors  
TOTAL 322

**Bible Study**

Bible Study was led by the Rev. Robert Driver-Bishop.

**Report of the Committee on Reference and Counsel**

The Rev. Darcy Tillman, chair, read all resolutions.

An amendment to 8-5-R was offered, responding to developing circumstances, stating:

RESOLVED that the Metropolitan Washington, D.C. Synod Assembly pray for the safety of the Northeastern Iowa Synod and surrounding areas which were suffering as a result of severe weather conditions, and direct the secretary of the synod to extend our best wishes to the Northeastern Iowa Synod at such future time as they gather in Assembly.

**Greetings**

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

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

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

*Lower Susquehanna Synod  
Northern Illinois Synod  
Northwestern Pennsylvania Synod  
Southwestern Minnesota Synod*

*and express to them our greetings in Christ as they gather in assembly; and be it further*



**RESOLVED,** that the Metropolitan Washington, D.C. Synod in Assembly

- Pray for the safety of the people of the Northeastern Iowa Synod and surrounding areas as a result of the severe weather conditions; and
- Direct the Secretary of the Synod to extend best wishes to the Northeastern Iowa Synod at such future time as they gather in assembly.

**SA08.06.11** was moved, seconded and carried.

.....

Resolution 8-6, "Opposition to State-Sponsored Slot Machine Gambling," was moved and seconded, and in discussion was amended by adding Virginia congregations and striking "Maryland" in line 68.

**SA08.06.12** to amend was moved, seconded and carried.

.....

**Opposition to State-Sponsored Slot Machine Gambling**

**WHEREAS,** the ELCA opposes the use of state-licensed gambling to raise public revenue ("Sufficient, Sustainable Livelihood for All," 1993, pg. 12); and

**WHEREAS,** public opposition to commercial gambling by North American Lutherans dates to the Augustana Synod and 1938 (Minutes of the Augustana Synod, Commission on Morals and Social Problems, pages 223-224); and

**WHEREAS,** in November 2008, the Maryland electorate will vote on a referendum to amend the State Constitution for inclusion of five facilities licensed by the State to operate 15,000 Video Lottery Terminals (known as VLTs) daily; and

**WHEREAS,** the State intends to raise approximately \$870 million in public revenue from \$1.3 billion in losses at these operations, said revenue to be allocated \$790 million for public spending, including \$640 million for education and \$110 million to the horse racing industry with the gaming industry receiving \$430 million for operating the facilities on behalf of the State; and

**WHEREAS,** according to figures released by the Maryland Office of the Comptroller, Maryland residents presently lose \$224 million per year at out-of-state sites. Marylanders would need to lose six times more than that at in-state slot sites in order to reach the projected figure (\$1.3 billion) and revenue from other sources, such as retailers and restaurants, is likely to decline due to the transfer of spending at other businesses into slot machine gambling; and

**WHEREAS,** the State will have to market gambling to its citizens to raise the intended revenue and is likely to use the gambling industry's business model of target-marketing low and moderate income households; and

**WHEREAS,** the State has a compelling interest in encouraging its citizens in meaningful labor rather than luck, and

**WHEREAS,** *faith communities, including ELCA congregations of the Metropolitan Washington, D.C. Synod, can expect to be called upon to respond to the social effects of large-scale, retail gambling (e.g., family distress, violence and divorce, debt, demand for gratuitous charity, suicide, fraud, street crime, prostitution and drug trafficking); and*

**WHEREAS,** *the gambling industry and its public backers will spend generously to convince the public to ratify the slots constitutional amendment; and*

**WHEREAS,** *the faith communities in the State, with their locations in many voting precincts and communities, have unique access to the voting public; therefore be it*

**RESOLVED,** *that the Metropolitan Washington, D.C. Synod meeting in assembly urge the Bishop of this synod to use whatever means at his disposal to oppose this referendum, including letters to Maryland Governor Martin O’Malley and appropriate state officials, letter(s) to the editor of publications, press releases and press conferences, etc., and be it further*

**RESOLVED,** *that the Metropolitan Washington D.C. Synod in assembly direct its Division for Church in Society, together with the conference deans of the synod, to discuss and recommend appropriate action by this synod concerning state-sponsored gambling, and be it further*

**RESOLVED,** *that the Metropolitan Washington, D.C. Synod in assembly encourage its congregations to:*

- *set aside time and spiritual resources over the next five months and devote at least two Sundays to educate and engage their members about the ELCA position on state-sponsored gambling and the Maryland referendum in the general election of November 2008;*
- *communicate their opposition to slots to governmental officials and the media;*
- *work with the Lutheran Office on Public Policy in Maryland (LOPP/MD) to design and implement strategies to defeat the referendum;*
- *make their communication instruments (signs, newsletters, bulletins, web sites, etc.) and networks available to the Synod and LOPP/MD for messages and information about the referendum; and*
- *engage their community ecumenical and interfaith partners in this effort.*

**SA08.06.13** to adopt the resolution carried.

.....

Resolutions 8-8-R, 8-8-10R, and 8-8-12R were withdrawn by Augustana, D.C.

Resolution 8-16-R to study the Draft Social Statement on Human Sexuality submitted by Synod Council was moved by the Committee for Reference and Counsel.

**Study of Draft Social Statement on Human Sexuality**

**WHEREAS,** *the Evangelical Lutheran Church in America has since its earliest days wrestled with issues related to human sexuality and to the appropriate use and enjoyment of this gift of God; and*

- WHEREAS,** *this church has before it the document entitled “Draft Social Statement on Human Sexuality;” and*
- WHEREAS,** *synods, congregations, study groups, and individuals are invited to make responses to the document before November 1, 2008, so that a final draft can be prepared for the guidance of this church and for the sake of its witness in the world; and*
- WHEREAS,** *in spite of disagreements, members of this synod desire to claim their oneness in Christ and to profit from the Spirit’s promise of mutual consolation from the conversation of the faithful; and*
- WHEREAS,** *Synod Policy 2-02, “Committee on Reference and Counsel,” was approved by the synod council on January 20, 2001 and states “This synod will not consider resolutions that attempt to pre-determine any conclusions to a duly authorized Churchwide Social Statement or other such proposal of the ELCA that is in the process of development and/or study and/or awaiting the vote of a Churchwide Assembly. This does not limit the assembly from encouraging or discouraging such an action.”; and*
- WHEREAS,** *At the 2009 Metropolitan Washington, D.C. Synod Assembly, members will discuss resolutions and memorials related to the Proposed Social Statement on Human Sexuality to inform the 2009 Churchwide Assembly;*
- WHEREAS,** *the synod has arranged for hearings on other social statements and other such proposals of the ELCA which have been in the process of development or study or awaiting the vote of a Churchwide Assembly; therefore be it*
- RESOLVED,** *that the Metropolitan Washington, D.C. Synod in assembly encourage its members to engage in the study of the “Draft Social Statement on Human Sexuality” in the following ways:*
- *Through prayerful reading and study of the “Draft Social Statement on Human Sexuality;”*
  - *Through opportunities in congregations for the systematic, serious reading and group study of the draft social statement, with every member invited and encouraged to participate;*
  - *Through the involvement of all rostered leaders, and in particular pastors of congregations and campus pastors, in the exercise of their teaching office with respect to the draft social statement, making themselves available to groups and individuals and encouraging all persons to participate in making formal response to the document; and*
  - *Through programs between congregations and conferences to share differing understandings to speak and listen in settings of hopefulness and of prayer.*
- RESOLVED,** *that, with the participation of representatives of the ELCA, the synod will schedule formal hearings on the draft document, seeking the widest possible participation by all interested parties; and be it further*
- RESOLVED,** *that the Synod Council will quickly disseminate throughout the synod information that becomes available about revisions to the document as it moves toward consideration at the 2009 Churchwide Assembly; and be it further*
- RESOLVED,** *that in this matter as in all others, members of the synod commit themselves to seeking the mind of Christ, so that in peace and faith the Church may be built up and Christ may be glorified among us.*

**SA08.06.14** was seconded and carried.

.....

**Report of the Division for Outreach and Global Mission**

Given by the Rev. David Bohannon, chair of the division.

**Presentation of the Maryland Conference**

Given by the Rev. Gary Rhinesmith, dean of the conference.

**Presentation of Mission Initiative - Part 3**

Given by the Rev. Wolfgang Herz-Lane, Mission Director of both Metro D.C. and Delaware-Maryland Synods, ELCA Evangelical Outreach and Congregational Mission Unit.

Session closed with prayer offered by the Rev. Jongkil Na, Korean Ministry, Abiding Presence, Beltsville, Maryland.

**PLENARY SESSION 5**  
Friday, 13 June 2008  
10:20 am – Bast Gym  
Roanoke College  
Salem, Virginia

Bishop Graham informed the Assembly that Northeastern Iowa Synod which was to meet at this time has not been able to get to Wartburg College because of severe flooding, and the college is the site for central disaster coordination.

The Rev. Wendy Moen led the assembly in prayer.

**Second Presentation by ELCA Representative to the Assembly**

Given by Dr. Kenneth Inskeep, director, ELCA Research and Evaluation unit.

**Report of the Committee on Elections**

The Rev. Jane Halpern, chair, Committee on Elections, presented the First Ballot.

The following were uncontested nominations which the Assembly declare by acclamation:

Synod Council:

- |  |  |
|--|--|
| DC Conference –                            | the Rev. Michael Wilker                            |
| Fairfax Conference –                       | Mr. Jim Brookshire                                 |
| Maryland Conference –                      | the Rev. Elizabeth Platz                           |
| Potomac conference –                       | the Rev. Joel Guttormson                           |
| Women of the ELCA representative –         | Ms. Marcia Ihnen                                   |
| At-Large representative–Rostered lay –     | Deacon Kati Miller-Holland                         |
| Consultation Committee – 2 female clergy – | the Rev. Sandra Shaw; and<br>the Rev. Kari Parsons |

All of these were voted by acclamation: 239/4/1

.....

Other elections/nominees:

Synod Council:

- |   |                                  |
|---|----------------------------------|
| Montgomery Conference - elect one lay:  | Ruth Manchester and Roger Barnes |
| At-Large - elect one lay:               | Robert Joppa and Shirley Gibbs   |
| Consultation Committee – elect one lay: | Robert Vitter and Ryan Schwarz   |

ELCA Church Council:

- |                            |  |
|----------------------------|--|
| Male clergy: elect 2 of 5: | the Revs. Teka Fogi, Wollom Jensen, Ronald Christian, Craig Endicott, and Scott McAnally |
|----------------------------|--|

Churchwide Assembly voting members:

- |                             |  |
|-----------------------------|--|
| Clergy male - elect 1 of 8: | the Revs. Michael Magwire, Roger Berner, David Wasemann, |
|-----------------------------|--|

	Teka Fogi, Wollom Jensen, Amsalu Geleta, Mark Olsen, and James Vigen
Clergy female - elect 1 of 4:	the Revs. Anne Dwiggins, Kathy Hlatshwayo, Kathleen Blaner and Stephanie Johnson
Lay male - elect 2 of 5:	Robert Joppa, Kevin Anderson, Ryan Schwarz, Philip Moeller and Kirk Betts
Lay female - elect 2 of 3:	Shirley Gibbs, Diane Yeager and Alice Benson

### **Report of the Division for Church in Society**

Given by the Rev. Kathy Hlatschwayo, chair of the division.

### **Report of the Division for Ministry**

Given by the Rev. Dr. Phil Hirsch, chair of the division, and the Rev. Anne Dwiggins, chair of the Synod Candidacy Committee.

### **Greetings to the Assembly - Additional**

Greetings from the Roman Catholic Diocese of Arlington, Father Donald Rooney, Ecumenical Officer.

Gratitude expressed to the Assembly: Deacon Katie Miller-Holland thanked the Assembly for its offering on Thursday afternoon, which funds will be forwarded immediately to areas victimized by storms and other natural disasters.

Workshops were held in the afternoon.

**PLENARY SESSION 6**

Friday, 13 June 2008

2:00 pm – Bast Gym

Roanoke College

Salem, Virginia

**Report of the Regional Mission Director**

Given by the Rev. Wolfgang Herz-Lane, Mission Director of both Metro D.C. and Delaware-Maryland Synods, ELCA Evangelical Outreach and Congregational Mission Unit.

**Bible Study**

Led by the Rev. Robert Driver—Bishop

**Introduction to ELCA Draft Social Statement on Human Sexuality**

Presented by Dr. Barbara Solt, synod council member.

**Report of the Division for Higher Education and Schools**

Given by the Rev. Tom Knoll, chair of the division. Pr. Knoll recognized all five campus ministry pastors/leaders.

- American University - The Rev. Tom Omholt
- George Mason University - Ben Buss
- Georgetown University - The Rev. Philip Gaines
- Howard University - The Rev. Robyn Franklin-Vaughn
- University of Maryland -- College Park - The Rev. Beth Platz

**Presentation of the Montgomery Conference**

Given by the Rev. Steve Buechler, dean of the conference.

**Presentation of Mission Initiative - Part 4**

Given by the Rev. Wolfgang Herz-Lane, Mission Director of both Metro D.C. and Delaware-Maryland Synods, ELCA Evangelical Outreach and Congregational Mission Unit.

**PLENARY SESSION 7**

Friday, 13 June 2008

4:00 pm – Bast Gym

Roanoke College

Salem, Virginia

**Greetings to the Assembly - Additional**

Greetings from Thrivent Financial for Lutherans: Mary Wolf, LC, Chapter Support Specialist

**Report of the Committee on Elections**

Report on the first ballot:

Synod Council:

Montgomery Conference: 1 lay -Total votes cast 221; needed to elect 111  
Ruth Manchester 141 Roger Barnes 80  
Manchester declared elected

At-Large: 1 lay male - Total votes cast 237; needed to elect 119  
Joppa 142 Gibbs 95  
Joppa declared elected

Consultation Committee:

1 lay member - Total votes cast 213; needed to elect 107  
Vitter 94 Schwarz 117  
Schwarz declared elected

ELCA Church Council:

Male clergy: elect 2 - Total votes cast 233; needed to elect 117  
Fogi 97 Jensen 79 Christian 56 Endicott 114 McAnally 87  
No election.  
Names to be on second ballot: Fogi, Jensen, Endicott, McAnally

Churchwide Assembly voting members:

Clergy male: elect 1 of 8 - Total votes cast 247; needed to elect 124  
Magwire 34 Berner 30 Wassemann 12 Fogi 23 Jensen 31 Geleta 38  
Olsen 58 Vigen 20  
No election.  
Names to be on second ballot: Geleta and Olsen

Clergy female: elect 1 of 4 - Total votes cast 236; needed to elect 118  
Dwiggins 86 Hlatshwayo 69 Blaner 30 Johnson 51  
No election.  
Names to be on second ballot: Dwiggins and Hlatshwayo

Lay male: elect 2 of 5 - Total votes cast 237; needed to elect 119  
Joppa 92 Anderson 90 Schwarz 68 Moeller 29 Betts 82  
No election.  
Names to be on second ballot: Joppa, Anderson, Moeller,



and Betts

Lay female: elect 2 of 3 - Total votes cast 237; needed to elect 119:  
Gibbs 103 Yeager 159 Benson 157  
Yeager and Benson declared elected.

### Adoption of the 2009 Synod Budget

Budget of \$2,338,177 offered for adoption by Mr. Ahlberg and Mr. Handley.

#### 2009 Synod Budget

##### **The Larger Church**

Churchwide Programs	\$1,277,747
Region 8 Support	<u>7,030</u>
<i>Subtotal, Churchwide/Region 8</i>	<i>\$1,284,777</i>

##### **Synod Divisions**

Congregational Life	\$18,000
Young Adult Ministry	6,000
Camps/Outdoor Ministry	14,000
Higher Education	2,000
Campus Ministries	93,000
Ministry	19,000
Urban Internship	4,000
Seminarian Financial Aid	12,000
Gettysburg Seminary	100,750
Outreach & Global Mission	
Outreach	2,000
Thai Ministry	5,000
Peace African Immigrant Ministry	4,000
Oromo Christian Fellowship	4,000
Korean Ministry	5,000
Shepherd of the Hills	3,000
Latino Ministry	21,000
Oromo Evangelical Lutheran Church	4,000
JOY Multi-Cultural Ministry	4,000
Loudoun County Mission	20,000
Charles County Mission	20,000
Global Mission	1,000
Companion Synods	12,000
Middle East Working Group	3,000
Special Projects	2,500
Global Mission Event/Assembly	1,600
Communications	2,300
Church in Society	3,000
Affiliated Social Ministry Organizations	
National Lutheran Home	8,500
Lutheran Social Service	2,500
Community Family Life Services	3,600

Fellowship Square Foundation	15,400
Advocacy Organizations	
Lutheran Office for Public Policy	7,100
Virginia Interfaith Center for Public Policy	3,700
Congregation Social Ministry Organizations	
Southeast Ministry	1,400
St. Luke Shelter	2,500
Arlington Street Peoples Network	800
Resurrection, Kensington Nutrition Program	<u>4,000</u>
<i>Subtotal, Synod Divisions</i>	<i>\$435,650</i>
<b>Offices &amp; Committees</b>	
Ecumenical Affairs	\$12,350
Other Offices/Committees	<u>4,000</u>
<i>Subtotal, Offices Committees</i>	<i>\$16,350</i>
<b>Leadership &amp; Administration</b>	
Synod Office	
Rostered Staff Comp & Benefits	\$252,750
Office Staff Comp & Benefits	144,150
Office Operations	104,500
Occupancy Costs	85,000
Other Admin Expense	<u>15,000</u>
<i>Total Leadership &amp; Administration</i>	<i>\$601,400</i>
<i>Total, Synod Programs</i>	<i><u>\$1,053,400</u></i>
<b>TOTAL BUDGET</b>	<b><u>\$2,338,177</u></b>

SA 08.06.15 carried 87/33/16.

### Report of the Women of the ELCA

Given by Ms. Marcia Ihnen, president, Synodical Women's Organization.

### Third Presentation by ELCA Representative to the Assembly

Given by Dr. Kenneth Inskeep, director, ELCA Research and Evaluation unit.

### Presentation of the Potomac Conference

Given by Phil Soucy, member of the conference.

### **Presentation of Mission Initiative - Part 5**

Given by the Rev. Wolfgang Herz-Lane, Mission Director of both Metro D.C. and Delaware-Maryland Synods, ELCA Evangelical Outreach and Congregational Mission Unit.

#### **Report of the Committee on Elections**

Report on the second ballot:

2009 Churchwide Assembly voting members

Clergy male: Total votes cast 228; needed to elect 115  
Amsalu 80 Olsen 148  
Olsen declared elected

Clergy female: Total votes cast 229; needed to elect 115  
Dwiggins 123 Hlatshwayo 106  
Dwiggins declared elected

Lay male: Total votes cast 220; need to elect 110  
Joppa 105 Anderson 114 Moeller 94 Betts 78  
Anderson declared elected  
Names to be on third ballot: Moeller and Joppa

ELCA Church Council 228 votes cast; needed to elect 115  
Fogi 86 Jensen 91 Endicott 136 McAnally 103  
Endicott declared elected  
Names to be on third ballot: Jensen and McAnally

The assembly dismissed for the day prior to the evening Eucharist.

**PLENARY SESSION 8**  
Saturday, 14 June 2008  
8:30 am – Bast Gym  
Roanoke College  
Salem, Virginia

Devotions were offered by The Rev. Wolfgang Herz-Lane and the Rev. John Wetzel.

**Report of the Registrar**

Voting members present: 278 - 95 clergy; 101 lay female; 89 lay male  
285 - Total voting members  
55 visitors  
340 Total registered

**Presentation of Mission Initiative - Part 6**

Given by the Rev. Wolfgang Herz-Lane, Mission Director of both Metro D.C. and Delaware-Maryland Synods, ELCA Evangelical Outreach and Congregational Mission Unit.

**Presentation of the Virginia Conference**

Given by the Rev. Theresa Hannon, dean of the conference.

The Rev. John Wetzel spoke about the new mission start in Ashburn, sharing information about resources that address mission in areas such as Ashburn.

**Report of the Committee on Elections**

Report on the third ballot:

ELCA Church Council: clergy nominee - Total votes cast 248; needed to elect 124  
Jensen 114 McAnally 134  
McAnally declared elected

Churchwide Assembly voting members: lay male - Total votes cast 247; need to elect 124  
Joppa 110 Moeller 137  
Moeller declared elected.

**Bible Study**

Led by the Rev. Robert Driver –Bishop.

## Report of the Committee for Reference and Counsel

The Rev. Darcy Tillman, chair, presented the following.

### Opposition to Violence and Discrimination on the Basis of Sexual Orientation and Gender Identity

**WHEREAS,** *violence, crime, and discrimination against anyone on the basis of either sexual orientation or gender identity violates the personhood of beloved children of God, whom this church is bound by the Gospel to protect; and*

**WHEREAS,** *the ELCA Church Council has expressed the ELCA's "[s]trong opposition to all forms of verbal or physical harassment or assault of persons because of their sexual orientation" (Church Council Action CC93.03.37); and*

**WHEREAS,** *the Church Council (in the same action) has expressed the ELCA's "[s]upport for legislation, referendums, and policies to protect the civil rights of all persons, regardless of their sexual orientation, and to prohibit discrimination in housing, employment, and public services and accommodations" on account of the same; and*

**WHEREAS,** *violence, crime, and discrimination are also perpetrated on many people on account of their gender identity – often but not always in conjunction with their sexual orientation; and*

**WHEREAS,** *the federal and many state legislatures continue to consider (and some have passed) laws that include sexual orientation and gender identity among the categories by which a crime can be defined as a hate crime, as well as laws that prohibit discrimination on the basis of sexual orientation or gender identity; therefore be it*

**RESOLVED,** *that the Metropolitan Washington, D.C. Synod in Assembly affirm that it deplores in the name of Jesus Christ all violence, crime, and discrimination perpetrated on account of a person's sexual orientation or gender identity; and be it further*

**RESOLVED,** *that the Metropolitan Washington, D.C. Synod in Assembly direct the Metropolitan Washington, D.C. Synod Council to submit a resolution to the Church Council, for consideration and possible action, to amend Church Council Action CC93.03.37 so that it incorporates gender identity along with sexual orientation in terms of the ELCA's (a) opposition to harassment or assault as well as (b) support for legislation protecting civil rights and prohibiting discrimination in housing, employment, and public services and accommodations; and be it further*

**RESOLVED,** *that the Metropolitan Washington, D.C. Synod in Assembly express its support for legislation, referendums, and policies to:*

- *Include sexual orientation and gender identity among the categories by which a crime can be defined as a hate crime; and*
- *Include sexual orientation and gender identity among the categories in which discrimination is forbidden in employment, housing, and public services and accommodations; and be it further*

**RESOLVED,** *that the Metropolitan Washington, D.C. Synod in Assembly direct the Bishop of this*

*Synod to write to the following persons to express the positions set forth in the preceding paragraph:*

- *The members of the United States Senate representing the State of Maryland and the Commonwealth of Virginia;*
- *Those members of the United States House of Representatives from the State of Maryland and the Commonwealth of Virginia representing the territory of this Synod;*
- *The Delegate to the United States House of Representatives from the District of Columbia;*
- *Those members of the Maryland Senate and House of Delegates representing the territory of this Synod;*
- *Those members of the Virginia Senate and House of Delegates representing the territory of this Synod; and*
- *The members of the Council of the District of Columbia.*

**SA08.06.16** seconded and carried 86/22/11.

.....

The resolution, Expression of Thanks and Gratitude,” was moved by Reference and Counsel. Amendments allowed for oversights, and a clause was added indicating that in this time of great debate it the church, the Assembly thank all those who have spoken to the Assembly not from personal bias, but rather with integrity and evenhandedness.

**SA08.06.17** seconded and carried 197/18/11 to add the above changes.

.....

**Expression of Thanks and Gratitude**

**WHEREAS,** *the faculty and staff of Roanoke College, Salem, Virginia have served as gracious hosts for the Metropolitan Washington, D.C. Synod Assembly, providing facilities and support for this 2008 Synod Assembly; and*

**WHEREAS,** *the 2008 Assembly Planning Committee and many others have worked many hours to prepare for this assembly; therefore be it*

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

- *The Reverend James F. Mauney, Bishop of the Virginia Synod;*
- *Mr. Michael C. Maxey, President of Roanoke College;*
- *The faculty and staff of Roanoke College;*

- *Mrs. Kathryn Buchanan, Assistant to the President for Church Relations at Roanoke College;*
- *The Reverend Amy Thompson Sevimli, Assistant to the Bishop;*
- *Dr. Tommie L. Robinson, Jr., Vice President of the Synod; the Reverend Dr. Marguerite Roark, Secretary of the Synod; and Mr. John Handley, Treasurer of the Synod;*
- *Ms. Kari Olsen for registration and on-site administrative support;*
- *The Synod office staff: Amy Acland, Karen Krueger, Kate Murray, Harold Sargeant and their team of volunteers for their “behind the scenes” work that is so important to this assembly;*
- *Dr. Kenneth Inskip, representing the Presiding Bishop and the churchwide ministries of the Evangelical Lutheran Church in America (ELCA);*
- *The Rev. Wolfgang Herz-Lane, Mission Director of the Metropolitan Washington, D.C. and Delaware-Maryland Synods;*
- *Thrivent Financial for Lutherans for the generous grant for the voting devices;*
- *The Synod Assembly Planning Committee, under the leadership of the Reverend Robert Driver Bishop and the Reverend Teri Driver Bishop;*
- *Debbie Streicher for her work as the volunteer Media Coordinator;*
- *The Nominating Committee under the leadership of The Reverend Steven Buechler;*
- *The Elections Committee under the leadership of The Reverend Jane Halpern;*
- *The Reference and Counsel Committee under the leadership of The Reverend Darcy Tillman;*
- *The Assembly parliamentarian, Mr. Richard Ahlberg;*
- *The Assembly Chaplain, the Reverend William Wegener;*
- *The Reverend Robert Driver Bishop for leading the assembly in Bible study;*
- *Dr. Barbara Solt for leading the assembly in study of the draft ELCA statement on Human Sexuality;*
- *Those who facilitated the workshops;*
- *The Assembly Worship Planning Team, led by the Reverend Scott McAnally;*
  - *presiders and preachers: the Reverend Richard H. Graham, the Reverend Elizabeth Platz, the Reverend Carmelo Santos, the Reverend Darrell Morton, the Reverend Dr. Marguerite Rourk, the Rev. William Wegener;*
  - *the musicians: Dr. Jeffery Pannebaker, AIM, the Brass 5 brass quintet, the Reverend Scott McAnally, Rhythm and Good News of Good Shepherd - Gaithersburg, MD;*
  - *and all who assisted in our worship life.*
- *All who permitted their names to be placed before this assembly for election to the Synod Council, the Synod Consultation Committee, as members of the 2009 ELCA Churchwide Assembly, and as nominees to the ELCA Church Council;*
- *Those who are completing their terms of service on the Synod Council:*

- *Mr. Kevin Anderson*
- *the Reverend Renata Eustis*
- *Mrs. Shirley Gibbs*
- *Mrs. Marcia Ihnen*
- *Mr. Robert Joppa*
- *the Reverend Elizabeth Platz*
- *Mr. Harold Sargeant*
- *the Reverend Tiffany Towberman*
- *Mr. Phillip Soucy*
- *The ecumenical guests who attended the assembly:*
  - *The Reverend Jonathon M. Barton, General Minister of the Virginia Council of Churches;*
  - *Father Donald Rooney, Ecumenical and Inter-religious Officer for the Catholic Diocese of Arlington;*
  - *The Reverend Dr. John R. Deninger, First Vice President, Southeastern District of the Lutheran Church-Missouri Synod;*
  - *Ms. Nadine Greenfield-Binstock, Associate Director, Washington Chapter, American Jewish Committee;*
- *The Reverend Richard H. Graham, Bishop of the Synod, for his leadership of this assembly, and his wife, Nancy Ann, for her faithful support of our bishop and this church; and be it further*

**RESOLVED,** *that in this time of great debate in the church, this Assembly thank all those who have spoken to the Assembly not from personal bias, but rather with integrity, even-handedness, and Christian charity towards those with whom they might disagree.*

**SA08.06.18** carried Resolution 221/3/3.

.....

Bishop Graham introduced and thanked the following persons:

Richard Ahlberg - parliamentarian  
 David Lippe - verger  
 Kari Olsen, Assembly Coordinator and Manager, aka, Queen of the Synod Assembly  
 Synod Office Leadership Community, the Bishop's name for the Synod Staff  
 The Rev. Amy Thompson Sevimli - Assistant to the Bishop  
 Harold Sargeant - Synod Administrator  
 Wanda McDow - Synod Bookkeeper  
 Karen Krueger - Synod Communications Coordinator  
 Amy Acland – Synod Office Administrative Assistant

The Assembly extended its thanks to these persons with enthusiastic applause.

The Rev. Scott McAnally offered details regarding the closing Eucharist, and the Rev. Terri Driver-Bishop



offered information for departure.

### **Closing Eucharist**

At 10:30 pm, the Closing Eucharist was held in Bast Gym: “Hands that Scatter Seeds.” The liturgy included:

- Installation of Synod Council
- Installation of Voting Members of the 2009 ELCA Churchwide Assembly
- Installation of the Consultation Committee
- Rite for the Closing of an Assembly

The 2008 Metropolitan Washington, D.C. Synod Assembly stood adjourned by the bishop.