

*“Living in God’s Amazing Grace: Thanks Be to God!”*

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MINUTES  
of the  
2007 Synod Assembly



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

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*Eisenhower Hotels, Conference Center and Resort  
Gettysburg, Pennsylvania  
June 7-9, 2007*



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*Italicized items are resolutions considered by the Synod Assembly.*

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*The following are the minutes of the 2007 Synod Assembly of the Metropolitan Washington, D.C. Synod of the Evangelical Lutheran Church in America.*

*The Synod Assembly met June 7<sup>th</sup> through 9<sup>th</sup> at the Eisenhower Hotels, Conference Center and Resort, Gettysburg, Pennsylvania. The minutes herein transcribed were prepared by the secretary of the synod, reviewed by the Synod Council, and recommended for approval by the 2008 Synod Assembly.*

*The Rev. Richard H. Graham  
Secretary of the Synod*

**PLENARY SESSION 1**  
**Thursday, June 7, 2007**  
**1:00 - 5:00 p.m.**

The Rev. Theodore F. Schneider, bishop of the Metropolitan Washington, D.C. Synod, led a pre-assembly training game with the electronic voting devices, which were provided through a grant from Thrivent Financial for Lutherans.

**Order for Opening of the Synod Assembly**

Bishop Schneider opened the Synod Assembly at 1:12 p.m., using the traditional rite which included the singing of “The Church’s One Foundation” and the order for responsive prayer.

Bishop Schneider introduced the Rev. Mark S. Hanson, presiding bishop of the Evangelical Lutheran Church in America; the Rev. Kristin Johnson Largen, the chaplain of the Synod Assembly; and the Rev. Ivan Ives, chair of the Synod Assembly Planning Committee.

**Report of the Registrar**

Preregistered voting members numbered 118 clergy, 238 lay, total 356.

Present were:

Clergy	96
Lay men	86
Lay women	99
<i>Total Voting Members</i>	<i>281, constituting a quorum</i>
Visitors	51
<i>Total</i>	<i>332</i>

**SA07.06.01** Seating of the Synod Assembly members was moved, seconded, and was carried.

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Rostered leaders asking to be excused from the Synod Assembly were:

- The Rev. K. Bernell Boehm
- The Rev. Clinton Kersey
- The Rev. Mary Kieser
- The Rev. Daniel Martensen
- The Rev. Lee Ann Machosky
- The Rev. William Ridenhour

The Rev. Lowell Schuetze  
The Rev. Ross Trower

**SA.07.06.02** A motion to excuse them was moved, seconded, and was carried.

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### **Adoption of Agenda**

**SA07.06.03** A motion of the Synod Council to adopt the proposed agenda was carried.

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### **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 Synod 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.

Synod Assembly Exhibits

20. The Synod 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 Synod 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 Synod Assembly Planning Committee in this regard are considered final.

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**SA07.06.04** A motion of the Synod Council to adopt the Rules of Procedure was carried.

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**Adoption of 2006 Synod Assembly Minutes**

**SA07.06.05** A motion of the secretary, the Rev. Richard H. Graham, to approve the 2006 Synod Assembly minutes was seconded and was carried.

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### Synod Constitutional Amendment

**SA07.06.06** A motion of the secretary to approve on second reading an amendment to the Synod Constitution section S8.52 (brought forward from the 2006 Synod Assembly) was brought to the floor.

S8.52. The terms of ~~the newly elected~~ officers shall begin on ~~the first day of the second month following election~~ September 1 immediately following election.

The motion was carried 292 to six with seven abstentions.

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### Election of Bishop - First Ballot

Bishop Hanson offered the Synod Assembly an introduction to the process for the election of a bishop.

The Registrar reported that voting members present were:

Clergy	112
Lay men	99
Lay women	111
<i>Total</i>	<i>322</i>

The first ballot for bishop was held after Bishop Hanson read a passage of scripture and offered prayer.

### Report of the Committee on Reference and Counsel

The Rev. Leah Schafer, chair, made the first report of the Committee on Reference and Counsel, describing the work of the committee and the way that resolutions have been numbered and handled. Tentative schedules for hearing the resolutions were provided, without any guarantee of holding to the schedule.

Resolution 8-7, "Greetings," was moved by the chair.

#### 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 Secretary of the Synod be directed to extend best wishes to the:*

*Alaska Synod  
Allegheny Synod  
Central/Southern Illinois Synod  
Grand Canyon Synod  
Indiana-Kentucky Synod  
Lower Susquehanna Synod  
Metropolitan Chicago Synod  
New England Synod  
Northeastern Iowa Synod  
Northeastern Pennsylvania Synod  
Northwestern Pennsylvania Synod  
Northwestern Minnesota Synod  
Southeastern Iowa Synod  
Southeastern Minnesota Synod  
Virginia Synod*

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

*RESOLVED, that the Chaplain to the Assembly be invited to offer a prayer for the synods of the Evangelical Lutheran Church in America (ELCA) who are meeting during these days.*

It was seconded and was carried 285 to two with one abstention.

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### **Presentation - Crossroads Campaign**

The Rev. Michael Cooper-White, president of the Lutheran Theological Seminary at Gettysburg (LTSG), made a presentation on behalf of the seminary's "Crossroads Campaign." He brought greetings from the seminaries of this church, especially from the seminaries of the Eastern Cluster. He introduced the Rev. James Vigen, new head of the Luther Institute. He also recognized this synod for increasing its financial support of the seminary, thanked the synod for its leadership, and thanked Bishop Hanson, too. But President Cooper-White said that seminary education is at a crossroads in this church at this time. A video presentation emphasized the need for increasing resources to meet recent growth and opportunity - expanding housing, supporting teaching, supporting Theological Education with Youth, the Luther Institute, and other outreach in ways that tuition alone cannot do. The presentation's theme was "Leading/Teaching/Serving/Growing - LTSG." The campaign had

already reached half-way to its \$12.5 million goal.

### **Report of the Nominating Committee**

The Rev. Mark Olsen, chair, made the report of the Nominating Committee, referring to the description of offices up for election as detailed in the pre-assembly reports. No additional persons were nominated from the floor for any office.

**SA07.06.07** A motion to close nominations was made, seconded, and was carried.

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### **Report of the Bishop**

The report of the bishop began as the vice president of the synod, Dr. Tommie Robinson, took the chair and called for Bishop Schneider to begin. The bishop spoke about the strange sense of living this year before his retirement in the midst of so many “last things,” some of which he will miss and some of which he will not. There was applause at the mention of his wife, Doris. The bishop mentioned that this year marked the 100<sup>th</sup> anniversary of Lutheran Campus Ministry. He introduced and mentioned the Synod Assembly’s ecumenical guests and friends:

- The Rev. Charles Sydnor, friend of our synod and ecumenical officer of the Episcopal Diocese of Virginia, is absent because of his wife’s illness;
- The Rt. Rev. David Jones, Suffragan Bishop of the Episcopal Diocese of Virginia, spoke briefly and mentioned the fact that Bishop Schneider had recently received an award as “Lifetime Ecumenist” from the Virginia Council of Churches. Bishop Jones presented a plaque to Bishop Schneider;
- The Rev. Mark Hricko, second vice president of the Southeast District of the Lutheran Church–Missouri Synod, spoke briefly;
- President Gary Straughan, Eastern District of the Moravian Church, Northern Province, spoke briefly;
- Father Donald Rooney, ecumenical and interreligious officer of the Roman Catholic Diocese of Arlington, will arrive tomorrow;
- The Rev. Jonathan Barton, general minister of the Virginia Council of Churches, spoke briefly about all Christians living into the spirit of John 17, all being one so that the world may believe, and read a resolution of thanks and appreciation for Bishop Schneider;
- The Rt. Rev. John Bryson Chane, bishop of the Episcopal Diocese of Washington, spoke briefly and mentioned possibilities for joint Lutheran-Episcopal work in our region.

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

The Rev. Jane Halpern presented the first report of the Elections Committee after being introduced by the presiding bishop. Pr. Halpern presented the names of all who received votes for bishop. The following persons received votes on the first ballot (in descending order of total votes received,

alphabetical order in the case of ties):

the Rev. Richard Graham; the Rev. Ronald Qualley; the Rev. Philip Hirsch; the Rev. John Bradford; the Rev. Scott Ickert; the Rev. Mark Olsen; the Rev. Robin Steinke; the Rev. Thomas Knoll; the Rev. David Bohannon; the Rev. Conrad A. Braaten; the Rev. Craig Endicott; the Rev. Sherman Hicks; the Rev. Jan Lookingbill; the Rev. Douglas Jones; the Rev. Michael Cooper-White; the Rev. Robert Driver-Bishop; the Rev. Thomas Prinz; the Rev. Elizabeth Platz; the Rev. Scott Gustafson; the Rev. Wollom Jensen; the Rev. Beth Spitzner Neubauer; the Rev. Judith Simonson; the Rev. Russell Siler; the Rev. Robert Allard; the Rev. Anna Anderson; the Rev. Norman Theiss; the Rev. Wayne Shelor; the Rev. Connie A. Miller; the Rev. David Sonnenberg, Jr.; the Rev. Thomas Omholt; the Rev. Philip Huber; the Rev. Steven Buechler; the Rev. Donald Green; the Rev. Paul Wee; the Rev. Roger Berner; the Rev. Michael Magwire; the Rev. Stephen Marsh; the Rev. Barbara Lundblad; the Rev. John Hoffmeyer; the Rev. Lee Ann Machosky; the Rev. Bruce Thalacker; the Rev. Leah Schafer; the Rev. Justin Lathrop; the Rev. David Wasemann; the Rev. Meredith Wilkins-Arnold; the Rev. Stephanie Johnson; the Rev. Philip G. Anderson; the Rev. John Kallerson; the Rev. Thomas Bailey; the Rev. Arthur Hebbeler III; the Rev. Mark S. Hanson; the Rev. Arthur Cubbon; the Rev. Neal Davidson; the Rev. Robert Holum; the Rev. Paul Opsahl; the Rev. Ronald Christian; the Rev. Peter Bastien; the Rev. Wendy Moen; the Rev. Sarah Withers Lewis; the Rev. Mark Radecke; the Rev. Jerrett Hansen; the Rev. Kenneth Licht; the Rev. Bradley Schmeling; the Rev. Julius Carroll; the Rev. Ronald Glusenkamp; the Rev. Franklin Lee; the Rev. Alden Towberan; the Rev. James Cobb; the Rev. George Onstad; and the Rev. Keith Eslinger.

For election, 75 percent of the votes were needed on the first ballot. There was no election.

The first ballot became a nominating ballot. Those who wished to withdraw were instructed to do so in the next fifteen minutes so that the Synod Assembly could conduct a second ballot.

### **Report of the Synod Council**

The report of the Synod Council was presented by Dr. Robinson, vice president, who spoke about the synod's mission in the grace of God and about both his own efforts and the efforts of the Synod Council as a whole. He introduced the members of the Synod Council and described their work in terms of the synod initiatives and the synod's strategic planning. He mentioned the synod's ministry review, completed in the past year, and new efforts with small congregations. He thanked Mr. Donald Gibbs for exemplary work as treasurer, and the Rev. Judith Simonson for her guidance and care for the synod during the time she served as assistant to the bishop. The vice president expressed appreciation and gratitude for Bishop Schneider's work with the Synod Council. He closed by reciting a passage from "God is Here" by F. Pratt Green.

The chair announced that the time for withdrawing from the second ballot for bishop was over.

## Faith Byte

A Faith Byte, a campus ministry presentation, was made by Chris Rick, vice president of the Lutheran Student Association at the University of Maryland and a member of the Synod Council. He spoke about the “En Camino Project” and the CARing Project, ministries of Lutheran Campus Ministry involving the Langley Park community, and he introduced his thoughts about the life of faith on campus.

## Report of the Bishop - Anniversaries

The report of the bishop continued and turned to anniversaries and recognitions. Three people were recognized for 60<sup>th</sup> anniversaries of ordained ministry:

The Rev. J. Edward Schmidt (absent);  
The Rev. Arnold F. Keller (absent); and  
The Rev. Harold G. Deal, Jr.

Recognized for a 55<sup>th</sup> anniversary was the Rev. Roy J. Enquist.

Recognized for a 50<sup>th</sup> anniversary was Bishop Emeritus E. Harold Jansen.

Four pastors were recognized for 35 years of ministry:

The Rev. Jan P. Lookingbill;  
The Rev. James L. Thacker;  
The Rev. Ronald G. Qualley; and  
The Rev. Conrad A. Braaten.

Celebrating 25 years were:

The Rev. Thomas J. Knoll;  
The Rev. Brent Thalacker;  
The Rev. Roger L. Berner;  
The Rev. G. Andreas Armstrong;  
The Rev. Terri D. Driver-Bishop;  
The Rev. Robert Driver-Bishop; and  
The Rev. Mark Brown, absent and serving in Jerusalem.

Celebrating 30 years as Associate in Ministry was Ina Berkey.

Celebrating 10 years as Associate in Ministry was Harold Sargeant.

A consent motion was made and seconded to extend the time of the session for fifteen minutes. The

motion carried.

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The report of the bishop continued and turned to congregations celebrating anniversaries. These included:

Celebrating 50<sup>th</sup> anniversaries: Hope, Annandale;  
Crusader, Rockville; and  
Peace, Alexandria.

Celebrating 25<sup>th</sup> anniversaries: Christ the King, Great Falls.

### **Election of Bishop - Second Ballot**

The presiding bishop presented the report of the Elections Committee, reading the names of those individuals remaining on the ballot but not reading names of those who chose to withdraw. The following persons were placed on the second ballot:

the Rev. David Bohannon, the Rev. Conrad A. Braaten, the Rev. John Bradford, the Rev. Ronald Christian, the Rev. James Cobb, the Rev. Michael Cooper-White, the Rev. Robert Driver-Bishop, the Rev. Keith Eslinger, the Rev. Ronald Glusenkamp, the Rev. Richard Graham, the Rev. Scott Gustafson, the Rev. Jerrett Hansen, the Rev. Sherman Hicks, the Rev. Philip Hirsch, the Rev. John Hoffmeyer, the Rev. Philip Huber, the Rev. Scott Ickert, the Rev. Wollom Jensen, the Rev. Douglas Jones, the Rev. Franklin Lee, the Rev. Jan Lookingbill, the Rev. Barbara Lundblad, the Rev. Stephen Marsh, the Rev. Thomas Prinz, the Rev. Ronald Qualley, the Rev. Mark Radecke, the Rev. Leah Schafer, the Rev. Bradley Schmeling, the Rev. Wayne Shelor, the Rev. Russell Siler, the Rev. Bruce Thalacker, the Rev. Norman Theiss, and the Rev. Alden Towberman.

After reading from scripture, Bishop Hanson offered prayer. Voting took place, and the second ballot for the election of a bishop was closed.

Pr. Largen, chaplain to the Synod Assembly, offered prayer.

The Synod Assembly moved to dinner and to the celebration of the Eucharist at the chapel of LTSG.

**PLENARY SESSION 2**  
**Friday, June 8, 2007**  
**8:30 a.m. - 9:00 p.m.**

The chair called the session to order at 8:30 a.m.

Opening devotions were led by the chaplain to the Synod Assembly,

**Faith Byte**

A Faith Byte, a campus ministry presentation, was presented by Philip Meuschke, active in the Lutheran Campus Ministry as interfaith representative and as liaison to Hope Lutheran Church in College Park. He reported that the Lutheran community on his very large campus has made his experience seem more personal and his faith more real.

**Report of the Elections Committee**

Pr. Halpern made the report of the Elections Committee on the second ballot for bishop (also previously reported at the Eucharist last evening). The top seven nominees, plus ties, were to appear on the next ballot. In fact, eight names were placed on that ballot because of a tie for seventh place.

**Election of Bishop - Third Ballot**

The following persons were named on the third ballot for bishop:

the Rev. David Bohannon, the Rev. John Bradford, the Rev. Michael Cooper-White, the Rev. Richard Graham, the Rev. Sherman Hicks, the Rev. Philip Hirsch, the Rev. Scott Ickert, and the Rev. Ronald Qualley.

A third ballot for bishop was held, preceded by brief remarks about the growing cooperation between Lutherans and Roman Catholics in Northern Virginia.

**Presentation - Gutenberg to Google**

Pr. Ives, chair of the Synod Assembly Planning Committee, made brief announcements and introduced the next speaker.

Beth Lewis, president of Augsburg Fortress, made a video presentation and lectured on the theme "Gutenberg to Google." Her theme was the way that advances in technology change reading, information transmission, and community. So the transition from hand-copied to printed books in Luther's day influenced religious life, practices of propaganda, and the ways that families spent time



together in prayer. Applications to our day, with its rapid technological change, are clear, and Ms. Lewis invited the Synod Assembly to be alert for ways that new methods of information exchange can serve our common life and the life of faith.

### **Report of the Nominating Committee**

The Rev. Mark Olsen, chair, made the report of the Nominating Committee, using presentation software to introduce the people nominated for office to the Synod Assembly.

### **Report of the Treasurer**

The report of the treasurer was made by Mr. Gibbs, his last report before he retires after years of faithful service. He directed attention to the record of the congregations' financial contribution to the life of the synod and the larger church. It was his job, he said, to make sure the information was correct. It is everyone else's job to make sure that the information was right in the moral and theological sense. He offered particular information about costing and pricing a synod assembly and said that youth events are now carefully budgeted and accounted for. He directed attention to the figures reflecting designated (pass-through) giving to all the different ELCA, pan-Lutheran, and community ministries that appear on the synod's books. He was sanguine about the ability of the synod to do whatever it wants as long as it gets out the message of its needs and its opportunities, and he used the Faith Fund as an example of careful stewardship and forethought. He closed with a thanks, and then the bishop led the Synod Assembly in thanking Mr. Gibbs for all his work.

### **Synod Budget**

Mr. Richard Ahlberg, chair of the Office for Finance, led the first reading of the FY2008 budget. He noted that in 2007 Statements of Intent represented only a half percent increase over 2006, and that the FY2008 budget proposed closing a projected deficit figure by using designated reserve funds for general expenses.

#### Proposed Synod Budget for FY2008

#### **EXPENSE:**

##### THE LARGER CHURCH

Churchwide Programs	1,120,213
Region 8 Support	<u>8,000</u>
<i>SUBTOTAL, THE LARGER CHURCH</i>	<i>1,128,213</i>

##### SYNOD

##### Synod Divisions

Congregational Life	15,750
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F/S Camps/Outdoor Ministry	12,000
Higher Education	13,805
F/S Campus Ministry (HU & UMD)	63,554
Ministry	10,950
F/S Urban Internship	5,000
F/S Seminary Student Aid	12,000
F/S Seminaries	96,000
Outreach & Global Mission	13,100
F/S Local Missions	61,000
Church in Society	3,000
F/S Affiliated SMOs	27,500
F/S Advocacy Organizations	10,200
F/S Lutheran Congregation SMOs	<u>5,800</u>
<i>Subtotal, Synod Divisions</i>	<i>349,659</i>
 <u>Synod Offices &amp; Committees</u>	
Ecumenical Affairs	11,600
Other Offices/Committees	<u>2,000</u>
<i>Subtotal, Offices &amp; Committees</i>	<i>13,600</i>
 <u>Leadership &amp; Administration</u>	
Synod Office	
Rostered Staff Compensation & Benefits	243,000
Office Staff Compensation & Benefits	138,562
Office Operations	104,500
Occupancy Costs	<u>81,700</u>
<i>Subtotal, Synod Office</i>	<i>567,762</i>
Other Admin Expenses	
Bishop's Emergency Fund Allocation	5,000
Financial Support - LPGC	2,500
Depreciation	8,000
Synod Council Expenses	1,000
Transition Reserve	0
Miscellaneous/Unallocated	<u>1,000</u>
<i>Subtotal, Other Admin Expenses</i>	<i>17,500</i>
<i>Subtotal Leadership &amp; Administration</i>	<i><u>585,262</u></i>
 <i>SUBTOTAL, SYNOD</i>	 <i><u>948,521</u></i>
 <i>TOTAL EXPENSE</i>	 <i>2,076,734</i>
 <b>SOURCE OF FUNDS:</b>	
Congregational Benevolence	2,036,750
Interest & Other Income	20,000

Applied Restricted Funds*	0
Unidentified Income or Deficit	<u>19,984</u>
<b>TOTAL RECEIPTS</b>	<b>2,076,734</b>

\* Existing Designated Reserves

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**SA07.06.08** The FY2008 budget was moved by the Synod Council.

**SA07.06.09** A motion to postpone action on the budget until tomorrow morning was made, seconded, and was carried.

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Mr. Ahlberg noted that synod congregations only gave about seven-and-a-half percent of their income for the synod’s general fund purposes, and he read the names of the 14 congregations in the synod that exceeded 10 percent of their income as synodical giving.

**Compensation Guidelines**

Dr. Robinson presented the Rostered Leadership Compensation Recommendations for 2008 on behalf of the Synod Council.

Rostered Leadership Compensation Recommendations for 2008

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 2008 minimum unadjusted salary amount of **\$49,028** 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 **\$38,522** 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 *www.realtor.com*
2. Click "Real Estate 101"
3. Click "Cities & Neighborhoods"
4. Enter zip code of community

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

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

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

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 **\$490**, (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 2008** 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 2008 (adjusted accordingly if the terms of call are less than full time).

<b>2008 CLERGY SALARY RANGE DEVELOPMENT WORKSHEET</b>	
<i>Section 1: Unadjusted Minimum Salary</i>	
1 Unadjusted Minimum Salary	Box 1
<i>Section 2: Regional Cost of Living Salary Modifier</i>	
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
<i>Section 3: Determining Salary Adjustment</i>	
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 \$490)	Box 12
<i>Section 4: Determining Lay Leadership Salary Range</i>		
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 [www.elcabop.com](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 2007, Pastor Fred's salary was \$57,680.

Unadjusted minimum salary	\$49,028.00
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	\$10,780.00
Minimum salary	\$70,663.74
Median salary	\$81,263.30
Maximum salary	\$91,862.86

The determined clergy salary range for 2008 is between \$70,663 – \$91,863.

In talking about Pastor Fred’s 2008 Salary, the Church Council recommended a salary of \$72,000.

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 2007 was \$97,850.

Unadjusted minimum salary	\$49,028.00
Housing cost adjustment	\$8,850.00
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	\$32,830.00
Minimum salary	\$90,708.00
Median salary	\$104,314.20
Maximum salary	\$117,920.40

The Church Council agreed that Pastor Kay should receive a salary in 2008 of \$109,592.

### 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	\$49,028
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	\$9,310
Minimum salary	\$67,188.00

Median salary	\$77,266.20
Maximum salary	\$87,344.40

Pastor Carlos' salary in 2007 was \$61,800 and the 2008 appropriate Salary Range is between \$67,188 and \$87,344.

The approved salary of \$69,031 was a significant increase over his 2007 salary (11.7%), 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	\$49,028
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	\$4,900
Minimum salary	\$62,928.00
Median salary	\$72,367.20
Maximum salary	\$81,806.40

Thus the appropriate salary range is between \$62,928 and \$81,806. The congregation proposed a beginning salary of \$71,000 for Pastor Joe. Pastor Joe asked for \$72,000 and they settled on \$71,500.

**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	\$49,028
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	\$3,920
Minimum salary	\$55,723.00
Median salary	\$64,081.45
Maximum salary	\$72,439.90

The congregation and Pastor Joan agreed upon \$61,000.

**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	\$38,522
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	\$14,210
Minimum salary	\$55,432.00
Median salary	\$63,746.80
Maximum salary	\$72,061.60

Pastor Sue and the congregation agreed to pay a salary of \$60,000 and an additional \$900 in a housing equity adjustment for a total compensation of \$60,900.

### 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 2008 baseline salary amount of **\$32,457** 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 *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 worshippers over the 100 worshiper threshold.

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

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 \$490, 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 2008

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 2008.** If the terms of call are less than full time, this figure should be adjusted accordingly.

<b>2008 LAY LEADER SALARY RANGE DEVELOPMENT WORKSHEET</b>	
<i>Section 1: Unadjusted Minimum Salary</i>	
1 <i>Unadjusted Minimum Salary</i>	Box 1
<i>Section 2: Regional Cost of Living Salary Modifier</i>	
2 <i>Average Housing Cost</i>	Box 2
3 <i>Cost Over Threshold</i>	Box 3
4 <i>Housing cost adjustment (multiply box 3 by 0.03)</i>	Box 4
5 <i>Regionally Modified Minimum Salary (add boxes 1 and 4)</i>	Box 5
<i>Section 3: Determining Salary Adjustment</i>	
6 <i>Years of Experience</i>	Box 6
7 <i>Worship Attendance</i>	Box 7
8 <i>Advanced Education</i>	Box 8
9 <i>Longevity in Current Call (maximum 10 points)</i>	Box 9
10 <i>Related Non-Pastoral Experience (maximum 5 points)</i>	Box 10
11 <i>Total Points (Add boxes 6 through 10)</i>	Box 11
12 <i>Salary Adjustment (multiply box 11 by \$490)</i>	Box 12
13 <i>Specific Responsibilities Adjustment</i>	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 [www.elcabop.com](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	\$32,457
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	\$11,760
Specific responsibilities adjustment	\$5,000
Minimum salary	\$50,717
Median salary	\$58,325
Maximum salary	\$65,932

Ron's Minimum Full-Time Salary would be \$50,717 and his Maximum Full-Time Salary would be \$65,932. The congregation and Ron agreed the Median Full-Time Salary of \$58,325 would be acceptable. This is his negotiated salary for 2008.

#### 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 \$55,165 and the Maximum Full-Time Salary would be \$71,715. 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 (\$50,165 - \$66,715). 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 \$50,165.

Unadjusted minimum salary	\$32,457
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	\$6,860
Specific responsibilities adjustment	\$5,000
Minimum salary	\$55,165
Median salary	\$63,440
Maximum salary	\$71,715

#### 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.

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**SA07.06.10** Dr. Robinson moved the guidelines. Pr. Simonson offered clarifications and explained this year’s adjustments to the guidelines, chiefly related to parsonages.

**SA07.06.11** Pr. Simonson moved amendments which were essentially math corrections. These were seconded and were carried. The guidelines as a whole were carried.

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**Greetings from Roanoke**

The bishop introduced Kathryn Buchanan, vice president for church relations at Roanoke College, who brought greetings on behalf of the college and recognized the bishop, Mr. Gibbs, Pr. Ives, Pr. Simonson, and Mrs. Betty Fulton for their service to Lutheran higher education through the synod office. Ms. Buchanan reported that the college had recently elected Michael Maxey as its next president.

The Synod Assembly took a brief break.

## **Report of the Elections Committee**

Pr. Halpern reported for the Elections Committee on the third ballot for bishop. For election, 66 percent of the votes were needed on the third ballot. There was no election. Persons advancing to the next ballot were the Rev. Richard H. Graham, the Rev. Philip C. Hirsch, and the Rev. Ronald G. Qualley.

## **Report of the Presiding Bishop**

The Rev. Mark S. Hanson, presiding bishop, made his presentation around three themes: giving thanks, telling the story, and making a difference.

**He said we give thanks** for the 4.9 million members of the ELCA who are the church (the ELCA is not its structure and is not its offices). He gave thanks for the congregations and for the leaders of the church - especially for Bishop Schneider. He gave thanks for military chaplains. And he gave thanks for the church's interdependence and its ecology of independent ecosystems, as exemplified by this church's seminaries and colleges. "To be Lutheran Christians is to be unquenchably curious about life and faith," he said. He mentioned the important place among us of camps and social service providers, the witness of our full communion partners, the power of our ecumenical relationships, and our global connectedness. Thanks be to God, Bishop Hanson said, for mission support, now grown to 55 percent of mission giving in this synod. A video presentation around these themes and the breadth of the work of the ELCA was shown.

**And Bishop Hanson said we tell the story** in spite of danger that we are losing the depth of Biblical knowledge that was part of our heritage. So this church is introducing a new program that will engage the Scriptures evangelically, this in a world in which our narratives are truly unknown. Telling the story requires becoming a diverse community of faith - we've done a better job at preserving the traditions of our ancestors than we have at allowing ourselves to be transformed by the work of God in the world around us.

**And he said we are making a difference** through such activities as the One Campaign which works toward ending hunger. We are struggling to work for peace in the Middle East and to help rebuild the Gulf Coast area of our country. We are called and gathered and sent, and we share this life in Christ.

The presiding bishop's report was enthusiastically received.

## **Additional Reports**

Mr. Curtis Peterson presented a report from *The Lutheran magazine*. The magazine is the primary connecting ministry of the church, though its circulation has dropped from about a million to 333,000. Our synod does much better than the national average for penetration, but the magazine is hard at work everywhere to make itself more affordable, relevant, and easy to use, with study guides

and a new publication called *The Little Lutheran* that is already widely popular as well as being quite profitable.

The Rev. Darrell Morton, assistant to the presiding bishop for **Federal Chaplaincy Ministries**, made a presentation which began by illustrating the fact that there are younger pastors needed to fill the calls of active duty pastors who are retiring from military chaplaincy. The need is very great for all federal chaplains, but military chaplains are especially encouraged at the present time.

The Synod Assembly recessed for lunch following prayer by the chaplain.

As the Synod Assembly came back together, the presiding bishop discussed the process for gathering questions to be used at the bishop candidate forums. Each congregation was allowed to caucus and submit one question, which was to be reviewed and organized so that the forum process could be facilitated. The questions were collected at the end of the session of the Synod Assembly.

### **A Celebration of Campus Ministry**

The Celebration of the 100<sup>th</sup> Anniversary of Lutheran Campus Ministry was begun by Donna Pedersen, a recent graduate of the University of Maryland and the most recent president of the Lutheran Student Association there. She told about graduates she has known and their ministries in their careers and daily life. And she spoke about campus ministry as a great procession of faith, service, and love where people are cared for, nurtured, and sent. She also talked about the national Lutheran Student Movement and showed a video about the organization.

Then Dr. Charles Sturtz, chair of the synod's Division for Higher Education and Schools, praised the work and the witness of the students at this Synod Assembly. Last year's Synod Assembly had directed this Synod Assembly to work to recognize the 100<sup>th</sup> Anniversary of Campus Ministry and its on-going work in our area. He introduced campus pastors Thomas Omholt, Philip Gaines, Daniel Krewson, Robin Franklin-Vaughn, and Elizabeth Platz. A video was shown featuring this ministry which was also to be distributed to each congregation.

Dr. Sturtz specially recognized the Rev. Elizabeth Platz, who spoke about the foundations of campus ministry, altar and font above all. Vital also, she said, is the foundation of the relationship between congregations and the campus ministry sites. The ability to listen is also foundational - what is it our brothers and sisters need from us? Foundational, too, is just being present for each other, finding a place together where life is free from the relentless judgments of college life. And foundational is the campus pastor's ministry to the structures of the university, his or her service as a grace note.

Then Dr. Sturtz closed the presentation by thanking Bishop Schneider on behalf of everyone who is or was associated with campus ministry.

## Report of the Elections Committee

The Elections Committee, Pr. Halpern, chair, led the first ballot for synod officers, Synod Council members, and members of the Committee on Discipline. Balloting for the secretary of the synod was postponed.

Elected by acclamation were:

Synod Council, D.C. Conference (lay member) - Mr. Philip Moeller; and  
Synod Council, Potomac Conference (clergy member) - the Rev. Jane Halpern.

To preserve required balances, a form of balloting for at-large membership on the Synod Council was proposed involving electing first one person of four nominated, the second person to be elected later. The chair ruled, after advice of the parliamentarian, to postpone the election.

**SA07.06.12** A motion was made, seconded and was carried to allow the clergy candidates for the Committee on Discipline to be divided by gender. The election proceeded.

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**SA07.06.13** Lay candidates were elected by acclamation after a motion to allow this was made, seconded, and carried. Elected were:

Committee on Discipline (lay) - Ms. Margaret Leinen; and  
Committee on Discipline (lay) - Mr. Howard Schue.

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The three remaining candidates for bishop made brief speeches, with Bishop Hanson introducing them and conducting this part of the procedure.

The Synod Assembly took a brief break.

The candidates for synod bishop participated in forum presentations, moving from place to place in the Eisenhower Hotels, Conference Center and Resort, responding to questions. Some of the questions were intentionally the same for each candidate. Others were spontaneously offered and discussed.

## Report of the Committee on Reference and Counsel

For the Committee on Reference and Counsel, Pr. Schafer moved Resolution 2007-02/8-9, "Memorial to the Churchwide Assembly to Amend ELCA Governing Documents and Policies Regarding Rostering and Reinstatement." The Resolution was seconded and there was discussion. A motion to postpone indefinitely was seconded and discussed. A motion to move the previous



question was seconded and was carried. The motion to postpone indefinitely was carried. A motion to reconsider was seconded and failed.

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For the Committee, Pr. Schafer moved Resolution 2007-03/8-11, "Memorial to the Churchwide Assembly Regarding the Blessing of Same-Gender Relationships," which was seconded and discussed.

Memorial to the Churchwide Assembly Regarding the Blessing of Same-Gender Relationships

*WHEREAS, we charitably respect one another as we examine our understandings and practices, speaking the truth in love, practicing the (CA01.06.28) "mutual conversation and consolation of the saints" (Smalcald Articles, III.4); and*

*WHEREAS, the Evangelical Lutheran Church in America (ELCA) has neither affirmed or prohibited the blessing of committed same-gender relationships in the past; and*

*WHEREAS, the Metropolitan Washington, D.C. Synod has acknowledged that pastors and congregations, based upon their understanding of scripture, tradition, and the guiding of the Spirit are asking God's blessing on permanent, faithful, committed same-gender relationships (Gettysburg 2003); and*

*WHEREAS, God creates us to be in relationships with one another as expressed in scripture and that both scripture and society sanction faithful committed relationships in which human sexuality is only one dimension of human intimacy and relationship (A message on Sexuality: Some Common Convictions); and*

*WHEREAS, people in this church who call Jesus Lord and honor the authority of scripture often differ on many issues, including issues of sexuality; and*

*WHEREAS, many pastors and congregations in the ELCA are already involved in surrounding gay and lesbian persons with prayers seeking God's blessing on permanent, committed same-gender relationships; and*

*WHEREAS, the development of worship materials for the use by Lutherans in North America as shared rites has a significant history in the ELCA and its predecessor bodies for the purpose of strengthening our unity and providing liturgical resources for the praise and prayer of the Church, for the use of congregations, lay persons, pastors, theologians, as well as ecumenical partners, therefore, be it*

*RESOLVED, that the Metropolitan Washington, D.C. Synod in Assembly memorialize the Evangelical Lutheran Church in America (ELCA) Churchwide Assembly meeting in Chicago, Illinois in August 2007 to acknowledge that there are pastors and congregations who based on their understanding of scripture, tradition, and the guiding of the Spirit are asking God's blessing on permanent faithful, committed*

*same-gender relationships and to encourage such pastors and congregations to do so; and, be it further*

*RESOLVED, that the Metropolitan Washington, D.C. Synod in Assembly memorialize the ELCA Churchwide Assembly meeting in Chicago, Illinois in August 2007 to direct the Worship and Music Section of the Evangelical Lutheran Church in America to create liturgies for the blessing of same-gender unions for use by pastors and congregations of this church.*

A motion to postpone indefinitely was seconded and failed after discussion. After additional discussion a motion to move the previous question was made and was carried. The resolution was adopted 196 to 117 with two abstentions.

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By common consent the session was extended.

For the Committee, Pr. Schafer moved Resolution 2007-06/8-15, "Memorial to the Churchwide Assembly to Reject Reparative Therapy," which was seconded.

*Memorial to the Churchwide Assembly to Reject Reparative Therapy*

*WHEREAS, we are called as Christians to proclaim God's grace and to care for one another as expressed in Scripture: "For God has not destined us for wrath but to obtain salvation through our Lord Jesus Christ, who died for us so that whether we wake or sleep we might live with him. Therefore encourage one another and build one another up" (1 Thessalonians 5: 9-11); and*

*WHEREAS, the 1991 and 1995 Evangelical Lutheran Church in America (ELCA) Churchwide Assemblies affirmed that "gay and lesbian people, as individuals created by God, are welcome to fully participate in the life of congregations of the ELCA" (CA91.7.51); and*

*WHEREAS, the Open Letter from the Bishops of the ELCA in 1996 spoke to gay and lesbian persons and their families and called upon "all our pastors, as they exercise pastoral care, to be sensitive to the gifts and needs of gay and lesbian members" (A Word of Welcome to Gays and Lesbians, March 22, 1996); and*

*WHEREAS, the American Academy of Pediatrics, American Counseling Association, American Association of School Administrators, American Federation of Teachers, American Psychological Association, American School Health Association, Interfaith Alliance Foundation, National Association of School Psychologists, National Association of Social Workers, and National Education Association have all issued professional statements opposing all attempts to change someone's sexual orientation by any means, and have further declared these therapies to be not only ineffective but potentially very harmful (American Psychological Association Just the Facts About*

Sexual Orientation & Youth: A Primer for Principals, Educators and School Personnel); *and*

*WHEREAS, “reparative” or “conversion” therapies are “based upon an understanding of homosexuality that has been rejected by all the major health and mental health professionals” and the American Psychiatric Association has indicated the potential risks of such therapy are great (American Psychological Association, Just the Facts About Sexual Orientation & Youth: A Primer for Principals, Educators and School Personnel); and*

*WHEREAS, “reparative” or “conversion” therapy does not include non-coercive counseling or psychotherapy intended to be helpful to those confused about sexual orientation or to those seeking to cope with known sexual orientation but not directed specifically at changing sexual orientation (American Psychological Association, Just the Facts About Sexual Orientation & Youth: A Primer for Principals, Educators and School Personnel); and*

*WHEREAS, the Metropolitan Washington, D.C. Synod in Assembly declared “its rejection of those therapies that seek to change one’s sexual orientation” at its 2003 Synod Assembly in Gettysburg, PA (SA03.06.11); therefore, be it*

*RESOLVED, that the Metropolitan Washington, D.C. Synod in assembly memorialize the Evangelical Lutheran Church in America (ELCA) Churchwide Assembly meeting in Chicago, Illinois in August 2007 to declare its rejection of any therapy that seeks to change one’s sexual orientation and offer a special message of care and concern to those in our church who may be wrestling with issues of sexual self-understanding; and be it further*

*RESOLVED, that the Metropolitan Washington, D.C. Synod in assembly memorialize the ELCA Churchwide Assembly meeting in Chicago, Illinois in August 2007 to suggest a duty of those in authority to advise those inquiring about or suggesting a use of “reparative” or “conversion” therapy of this church’s rejection of therapies that seek to change sexual orientation and of the fact that this type of therapy has been rejected by major health and mental health professionals; and to affirm the principles of God’s unconditional love, that we may “encourage one another and build one another up” (1 Thessalonians 5:9-11).*

After discussion the resolution was adopted 230 to 65 with 10 abstentions.

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For the Committee, Pr. Schafer moved Resolution 2007-04/8-13, “Organ Donation,” which was seconded and discussed.

### Organ Donation

*WHEREAS, Holy Scripture teaches “In eternity we will not need our earthly bodies: Former things will pass away, all things will be made new.” (Revelation 21:4-5) and “I came that they may have life, and have it abundantly.” (John 10:10), and*

*WHEREAS, thousands of people waiting for organ transplants do not know if they are waiting to live or waiting to die because their chance at life depends on a stranger’s act of generosity who has made the decision to donate his or her organs (Washington Regional Transplant Consortium. Be a Donor, 2006); and*

*WHEREAS, anyone can become a potential organ donor, as each potential donor is evaluated at the time of his or her death, and*

*WHEREAS, the actual donation of an organ becomes an option only after all life-saving efforts have been made and death has been declared; and*

*WHEREAS, there is no cost to the donor’s family or estate for donation; and donation should not delay or change funeral arrangements; and*

*WHEREAS, Organs are distributed based upon medical information, such as blood type, body size, and tissue type matching through a national computer network (UNOS – United Network for Organ Sharing) and it is illegal to distribute organs based on non-medical information such as wealth, citizenship or celebrity status; (Washington Regional Transplant Consortium. Donate Life America, 2006); and*

*WHEREAS, Every organ and tissue donor can save and enhance the lives of up to 50 people (Washington Regional Transplant Consortium. Donate Life America, 2006); and*

*WHEREAS, in Spring 2004 the Church Council of the Evangelical Lutheran Church in America (ELCA) affirmed the “donation of organs, tissue, and whole blood as an act of stewardship and as an appropriate means for contributing to the health and well being of other persons;” and encourages our members to “consider donating organs, tissue, and whole blood.” (CC04.04.14); and*

*WHEREAS, while there is a shortage of organs for transplant, yet all patients, their families and all individuals have a responsibility to consider organ donation as a means of sharing life with others, be it therefore*

*RESOLVED, that this Synod in Assembly encourage its pastors, hospital chaplains and other rostered leaders, who are often in a position to counsel individuals or family members considering donation, to become familiar with the moral and legal issues, as well as with clinical procedures, involved in organ and tissue donations, so that they may address these issues both pastorally and knowledgeably, and be it further*

*RESOLVED, that Lutherans living in this Synod be urged to register their donation wishes by*

*designating such a donation on a driver's license or carrying a universal donor card, [those residing in the Commonwealth of Virginia to register with Virginia's online donor registry [www.save7lives.org]], and telling a family member of a personal desire to be a donor.*

A motion to move the previous question was seconded and was carried. The resolution was adopted 294 to 10 with three abstentions.

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### **Faith Byte**

A Faith Byte, a campus ministry presentation, was made by Amanda Nesbowl, a student at Wartburg College who spoke as a participant in a discernment internship. She spoke about her life in campus ministry, about the campus pastors' role in her education, and about other students and young people for whom she cares in campus ministry outreach.

The Synod Assembly moved to dinner following prayer by the chaplain.

Elections Committee conducted the ballot for members of the Synod Council at-large.

### **Election of Bishop - Fourth Ballot**

Pr. Halpern, chair of the Elections Committee, and the presiding bishop conducted the fourth ballot for bishop. Placed on the fourth ballot were: the Rev. Richard Graham, the Rev. Philip Hirsch; and the Rev. Ronald Qualley. Bishop Hanson led in reading scripture and praying. The ballot was held and closed.

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

Pr. Schafer moved for the Committee 2007-07R/8-19R, "Memorial to the Churchwide Assembly to Encourage Bishops to Refrain from Discipline," which was seconded and discussed.

#### *Memorial to the Churchwide Assembly to Encourage Bishops to Refrain from Discipline*

*WHEREAS, there is currently no consensus in this church regarding the rostered service of persons in committed same-gender relationships (Report of the Task Force for ELCA Studies on Sexuality, p. 5); and*

*WHEREAS, the 2005 Evangelical Lutheran Church in America (ELCA) Churchwide Assembly urged every part of the ELCA to "concentrate on finding ways to live together faithfully in the midst of disagreements, recognizing the God-given mission and communion that we share as members of the body of Christ"; therefore, be it*

*RESOLVED, that the Metropolitan Washington, D.C. Synod in Assembly memorialize the Evangelical Lutheran Church in America (ELCA) Churchwide Assembly meeting in Chicago, Illinois in August 2007 to affirm that in order to live together faithfully in the midst of disagreements, synods, synodical bishops, and the Presiding Bishop of this church are encouraged to refrain from disciplining those who – in good conscience and for the sake of outreach, ministry, and commitment to continuing dialogue – call, approve, ordain, commission, or consecrate otherwise approved ELCA candidates for rostered service who are not qualified solely because they are in a mutual, chaste, and faithful committed same-gender relationship; and be it further*

*RESOLVED, that the Metropolitan Washington, D.C. Synod in Assembly memorialize the ELCA Churchwide Assembly meeting in Chicago, Illinois in August 2007 to encourage the synods, synodical bishops, and the Presiding Bishop of this church to refrain from disciplining those rostered leaders in a mutual, chaste, and faithful committed same-gender relationship who have been thus called, approved, ordained, commissioned, or consecrated.*

An amendment was offered and seconded and discussed. A motion to move the previous question was seconded, and the amendment was put to a vote and failed. The resolution was put to a vote. It was adopted 180 to 136 with four abstentions.

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For the Committee, Pr. Schafer moved 2007-07/8-21, “Memorial to the Churchwide Assembly Regarding Restraint in Applying ELCA Policies with Regards to Rostering,” which was seconded and discussed.

*Memorial to the Churchwide Assembly Regarding  
Restraint in Applying ELCA Policies with Regards to Rostering*

*WHEREAS, there is currently no consensus in this church regarding the rostered service of persons in committed same-gender relationships (Report of the Task Force for ELCA Studies on Sexuality, p. 5); and*

*WHEREAS, the Evangelical Lutheran Church in America’s (ELCA) policy documents Definitions and Guidelines for Discipline and Vision and Expectations are separate from the ELCA Constitution and pertain to rostered service in the ELCA; and*

*WHEREAS, the 2005 ELCA Churchwide Assembly urged every part of the ELCA to “concentrate on finding ways to live together faithfully in the midst of disagreements, recognizing the God-given mission and communion that we share as members of the body of Christ”; therefore, be it*

*RESOLVED, that the Metropolitan Washington, D.C. Synod in Assembly memorialize the Evangelical Lutheran Church in America (ELCA) Churchwide Assembly meeting in*

*Chicago, Illinois in August 2007 to endorse and call for restraint in the application of provisions of Definitions and Guidelines for Discipline and Vision and Expectations relating to the rostered service of persons who, in policies separate from the ELCA Constitution, are referred to as "practicing homosexuals" or as "homosexual in their self-understanding."*

The resolution was adopted 174 to 144 with 10 abstentions.

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

Pr. Halpern and Bishop Hanson reported on the fourth ballot for bishop. For election, 197 votes (60 percent) were needed. The results were: the Rev. Richard Graham, 149; the Rev. Philip Hirsch, 101; and the Rev. Ronald Qualley, 79. No election took place. The names of the two persons receiving the most votes advanced to the fifth ballot. Bishop Hanson expressed sincere thanks to Pr. Qualley for joining the synod in this process of discernment.

### **Election of Bishop - Fifth Ballot**

The following persons were placed on the fifth ballot: the Rev. Richard Graham and the Rev. Philip Hirsch. After Bishop Hanson's scripture reading and prayer, the fifth ballot was held and closed.

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

Pr. Schafer moved for the Committee Resolution 2007-09/8-22R, "Synod Mission Start in Loudoun County, Virginia," which was seconded and discussed.

#### *Synod Mission Start in Loudoun County, Virginia*

*WHEREAS, Christ admonishes his disciples to: "Open your eyes and look at the fields! They are ripe for harvest" (John 4:35); and*

*WHEREAS, from 2000 to 2005 the population of Loudoun County grew by 43 percent [www.loudoun.gov/business/growth\_summary\_2005/a\_1.pdf]; and*

*WHEREAS, the Bishop's report to the 2005 Metropolitan Washington, D.C. Synod Assembly stated that: "we are presently researching and planning for two new mission starts in this synod in 2005/2006," and the report of the Division for Outreach and Global Mission observed: "... in Loudoun and Fairfax Counties we have only one congregation in the high growth areas (Sterling);" and*

*WHEREAS, the report of the synod's Division for Outreach and Global Mission to the 2006 Metropolitan Washington, D.C. Synod Assembly stated that the Evangelical Lutheran*

*Church in America's (ELCA) Division for Outreach had approved field entry for a new ministry for Ashburn, VA for 2006; and*

*WHEREAS, as of the opening of this Assembly the planning reported to the 2005 and 2006 Metropolitan Washington, D.C. Synod Assemblies has not resulted in the start of a new ELCA mission congregation in Loudoun County; and*

*WHEREAS, starting a new congregation encounters many risks and obstacles; therefore be it*

*RESOLVED, that the Metropolitan Washington, D.C. Synod in assembly direct the synod's Division for Outreach and Global Mission to report to the 2008 Synod Assembly the status and priority of potential and planned mission starts on the synod's territory and, with respect to the mission start in Loudoun County, the financial plan, schedule, obstacles, and risks for starting this congregation; and be it further*

*RESOLVED, that the Metropolitan Washington, D.C. Synod in assembly direct the synod's Division for Outreach and Global Mission to convene a meeting of Virginia Conference members and other interested parties to identify and explore all reasonable options and necessary resources to develop the mission start in Loudoun County; and be it further*

*RESOLVED, that the Metropolitan Washington, D.C. Synod in assembly request the synod's Division for Outreach and Global Mission set as a goal a new mission in Loudoun County prior to the 2008 Metropolitan Washington, D.C. Synod Assembly.*

The resolution was carried 270 to 35 with 11 abstentions.

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Resolution 2007-10/8-24, "Prayers for Metropolitan Washington, D.C.," was moved for the committee and was seconded.

*Prayers for Metropolitan Washington, D.C.*

*WHEREAS, God commands, "Call upon me in the day of trouble and I will deliver you," (Psalm 50:15), and has promised that our prayer will surely be answered, for as Christ says, "Ask and it will be given you"... "For everyone one who asks receives." (Matthew 7:7, 8) and,*

*WHEREAS, God labors for and loves our urban area and its people. "God is in the midst of the city; it shall not be moved; God will help it when the morning dawns." (Psalm. 46:5) and,*

*WHEREAS, God's people's cry out in our day of trouble for ourselves and our city, therefore be it*



*RESOLVED, that the Metropolitan Washington, D.C. Synod in Assembly, following God's command to pray, encourage its member congregations to regularly pray for the welfare of the city of Washington, its suburbs, and surrounding counties, for wisdom for all leaders, and for the peace and safety of its citizens.*

It was carried 309 to four with four abstentions.

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Resolution 2007-11/8-25R, "Memorial Regarding Iraqi Refugees," was moved for the committee and seconded.

**SA07.06.14** A motion to refer the resolution to the Synod Council was seconded, discussed, and was carried on a voice vote.

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

Pr. Halpern and Bishop Hanson reported for the Elections Committee on the fifth ballot for bishop. Bishop Hanson thanked the Elections Committee. For election, a simple majority was required on the fifth ballot. The final vote for bishop was: 327 votes cast, Pr. Graham, 188; Pr. Hirsch, 130. Bishop Hanson declared Pr. Graham to be elected. There was discussion, and Bishop Hanson thanked Pr. Hirsch for his faith and patience as he assisted the synod through this process.

The Synod Assembly recessed for a service of Evening Prayer and for a reception for the bishop-elect and a celebration of the 100<sup>th</sup> Anniversary of Campus Ministry.

**PLENARY SESSION 3**  
**Saturday, June 9, 2007**  
**8:30 a.m. - noon**

Pr. Ives, chair of the Synod Assembly Planning Committee, made announcements as the Synod Assembly was coming to order.

Pr. Largen, chaplain to the Synod Assembly, led devotions that included commemorations of Columba, Aiden, and Bede, and also included the Great Litany.

The bishop-elect, the Rev. Richard Graham, made brief comments that included memories of friends now asleep in the Lord, particularly Anne Sargeant and Timothy Lull.

### **Faith Byte**

A Faith Byte, a campus ministry moment, featured the Campus Ministry at Roanoke College and George Mason University, especially the ministry to victims of sexual assault at George Mason.

### **Division Reports**

**The Division for Congregational Life** report, delivered by Debbie Streicher, chair, began with reference to her written report and with reflections on the word “synod.” The introduction of the eight teams which do the work of the division, and their chairs, followed: Youth, Barbara Harner; Christian Education, Alfreda Rullis and the Rev. Ann Anderson; Singles, Judi Hangen; Men in Mission, Rich White; Camps, Pr. Schafer; Prayer, the Rev. William Wegener; Worship and Liturgical Arts, the Rev. Mark Edwards; Evangelism, the Rev. Marv Tollefson. Also introduced was the division’s webmaster, the Rev. David Wasseman. The chair of the division also mentioned the Source Resource Center and the Together in Mission event scheduled for January of 2008.

**The Division for Church in Society** report was delivered by the Rev. Kathy Hlatshwayo, who began by encouraging support of the World Hunger Appeal. She also lifted up the process by which organizations can apply for ELCA Domestic Hunger Grants, which she said should in the future focus more on development and policy issues and not just on immediate relief issues. Finally the chair lifted up for prayer and concern campaigns opposing torture, the ONE Campaign and its event planned for our area beginning tomorrow, and events related to the current comprehensive immigration reform legislation.

**The Division for Outreach and Global Mission** report, delivered by the Rev. Robert Allard for the chair, the Rev. David Bohannon, began with mention of local outreach and mission development. Pr. Allard introduced the Rev. Wolfgang Herz-Lane, regional ELCA mission director, who spoke about three new missions under development: 1) a Thai mission, 2) Joy in the Gospel worshipping in Lake Ridge, Virginia, and 3) the Oromo mission newly separated from Grace, D.C. Two new fields, Ashburn, Virginia, and La Plata, Maryland, are fully funded and await only pastors. And there

are issues related to redevelopment work in eight other congregations in our synod. The Rev. Richard Berry spoke on behalf of the Metro 200 development campaign in the synod. Then Pr. Allard spoke about Global Mission, referencing his written report and highlighting sister synods around the world, sister congregations, and support for missionaries by synod congregations. Then he spoke about personal experiences: the worship service celebrating one new structure for the churches in Namibia, passing a banner to a single-parent pastor of a church which is sister to the Lutheran Church of the Covenant in Dale City, his visit to a Lutheran orphanage where there was a great need for mattresses, and his preaching at a congregation where he traded his clergy shirt and his pants to a local dean.

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

Pr. Halpern presented results of previous elections.

Vice President - Dr. Tommie Robinson;  
Treasurer - Mr. John Handley;  
Synod Council, Fairfax Conference (clergy member) - the Rev. Justin Lathrop;  
Synod Council, Maryland Conference (lay member) - Ms. Jane Bossler;  
Synod Council, Montgomery Conference (clergy member) - the Rev. Marda Messick;  
Synod Council, Virginia Conference (lay member) - Mr. John White;  
Synod Council, At-large - the Rev. Kendall Summers;  
Synod Council, At-large - Ms. Barbara Topel;  
Committee on Discipline (clergy member) - the Rev. Arthur Cubbon; and  
Committee on Discipline (clergy member) - the Rev. Tiffany Towberman.

Only the election for secretary of the synod was unfinished, Mr. Kevin Anderson and the Rev. Marguerite M. Rourk remaining on the ballot. Voting for this position was undertaken and then closed.

The Synod Assembly took a brief break.

### **Division Reports Continued**

**Report of the Synodical Women's Organization**, by Carol Bailey, vice president of the organization, began with reference to the written report of President Marcia Ihnen. It went on to offer "10 Top Reasons to be Proud of the Metro D.C. Synod Women of the ELCA."

### **Synod Constitutional Amendment**

An amendment to the Synod Constitution, S7.23, previously announced and read in the second year, was brought to the floor.

S7.23 ~~All retired ordained ministers, all~~ All ordained ministers on leave from call, all rostered lay ministers on leave from call ~~or retired who are not elected as members,~~

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

The amendment was approved on a voice vote.

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### **Report of the Finance Committee**

Following its second reading, the FY2008 budget was approved after very brief discussion.

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### **Division Reports Continued**

**The Division for Higher Education and Schools** report was made by Dr. Sturtz, who referred to his written report, highlighting both the proposed ELCA statement on education and the return of the Protestant chaplaincies to Georgetown University. Dr. Sturtz, coming to the end of years of faithful service to the division and the synod, was recognized and thanked by the bishop.

**The Division for Ministry** report was made by the unit's chair, the Rev. Phil Hirsch, who introduced the Rev. Amy Sevimli. Pr. Sevimli spoke about Project Connect, an effort of the Eastern Cluster of Seminaries to support the vocational discernment process of young adults, especially those who may have vocations in public ministry. After referring to his written report, Pr. Hirsch introduced the Rev. Craig Endicott to speak about and introduce rostered leaders in specialized ministries.

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

Pr. Schafer moved 2007-12A/8-27R, "Kairos Statement," for the committee.

#### *Kairos Statement*

*WHEREAS, the New Testament declares, "Blessed are the peacemakers" (Matthew 5:9), and calls us to repent, and challenges us, "Do not be conformed to this world but be transformed;" (Romans 12:2) and*

*WHEREAS, the biblical prophets call us in each generation to speak the truth in love to the powers and principalities of our time, for God says to us, "I have called you and given you power to see that justice is done on earth;" (Isaiah 42:6) and*

*WHEREAS, Dietrich Bonhoeffer instructs us that "The followers of Christ have been called to peace.... and they must not only have peace but make it.... to renounce hatred and wrong.... and in so doing overcome evil with good, and establish the peace of God in the midst of a world of war and hate." (The Cost of Discipleship); and*

*WHEREAS, the Kairos Statement calls us to follow in the footsteps of Jesus by being in the world, but not of the world, compelling us to choose another way; seeking change in the hearts and actions of Christians, and also in public policies and processes and*

*WHEREAS, the Kairos Statement challenges us to view our time as a "kairos moment\*," and through our confession of Jesus Christ call us to question ideologies that shape our national life and, such as: consideration of United States foreign policies, including "preemptive" war, a perpetual "global war on terror," and acts of terror; a United States military budget that is rapidly expanding while spending on the root causes of conflict (such as poverty, hunger, education or non-violent responses to conflict, such as peacekeeping) remain minuscule; and in some cases the Geneva Convention regarding the treatment of combatants has been abandoned and prisoners have been tortured [excerpts from the Kairos Statement]; and*

*WHEREAS, just as Jesus boldly proclaimed his mission, we are called to bring the good news of God's liberating love to the world; be it therefore*

*RESOLVED, that the Metropolitan Washington, D.C. Synod in assembly, following God's command to be peacemakers, encourage its members and congregations to enter into moral deliberation and discussion concerning our nation's foreign and military policies, and be it further*

*RESOLVED, that congregations be encouraged to use Kairos Action: A Time to Speak, A Time to Act as study materials; and be it further*

*RESOLVED, that individuals be encouraged to study the Kairos Statement as their personal response.*

*\*A Kairos moment is defined as a moment of truth, a moment of judgment, a moment of grace and opportunity, a time in which God issues a call to decisive action. We believe now is the time for Christians and the Church to examine our situation, join with other people of good will, and take action.*

*The Statement Kairos: A Time to Speak, A Time to Act is attached<sup>1</sup>. This Statement, along with related study and resource guides and a Stand of Confession, is available online through Lutheran Peace Fellowship at [www.lutheranpeace.org](http://www.lutheranpeace.org) – Advocacy-Kairos Action.*

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<sup>1</sup> Read Kairos: A Time to Speak, A Time to Act, at <http://www.kairos-action.org/>.

The resolution was seconded and discussed and adopted.

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Pr. Schafer moved for the committee that 2007-12B/8-39, “Decade for a Culture of Non-Violence,” be referred to the synod’s Office of Ecumenical Affairs. This motion was seconded and was carried 245 to five with four abstentions.

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Pr. Schafer moved 2007-13/8-31R, “Memorial for a Call to End the War in Iraq,” for the committee.

*Memorial for a Call to End the War in Iraq*

*WHEREAS, our presiding Bishop Mark Hanson has on numerous occasions made statements promoting alternatives to military action in Iraq both before the war and since, calling us to “be peacemakers, and encourage all those in authority to redouble their effort to work for peace with justice and the global common good.” (Call to Conversation on Iraq, January 26, 2007), and*

*WHEREAS, as Christians we are called to be responsible citizens, to hold public conversation about moral challenges of the day in light of the fact that we are all children of God, to accept the responsibility to be public church; taking action for justice and peace, and*

*WHEREAS, the number of casualties in Iraq continues to rise daily both in terms of American soldiers, 3,355 killed and 24,314 wounded (U.S. Department of Defense), and Iraqi citizens, 62,770 killed (www.iraqibodycount.com), since the war began on March 20, 2003 up until May 2, 2007; therefore be it*

*RESOLVED, that the Metropolitan Washington, D.C. Synod in assembly affirm the statements and actions of Presiding Bishop Hanson in his efforts to seek peace; and be it further*

*RESOLVED, that the Metropolitan Washington, D.C. Synod memorialize the 2007 Churchwide Assembly of the Evangelical Lutheran Church in America (ELCA) meeting in Chicago, IL in August 2007 to direct the Presiding Bishop of the ELCA to communicate to all members of Congress and the President the deep desire of this church that they contribute to the development of an implementation plan for the stabilization of Iraq and a subsequent peace; and be it further*

*RESOLVED, the Metropolitan Washington, D.C. Synod in assembly call on the members of this Synod to honor through their prayers and actions the men and women who serve their country and their families; especially remembering those who have been killed and/or wounded.*

The motion was seconded, and there was discussion. There was a motion to amend which was seconded but failed 75 to 155 with 13 abstentions. A motion was made and seconded to move the previous question. This motion carried. The resolution was adopted 208 to 43 with six abstentions.

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On behalf of the Committee, Pr. Schafer moved 2007-5/8-15R, “Synodical Youth Ministry,” which was seconded and discussed. A motion to amend by addition was made and seconded and carried.

*Synodical Youth Ministry*

*WHEREAS, Martin Luther rightly observed in 1524, “Indeed, for what purpose do we older folk exist, other than to care for, instruct, and bring up the young?”<sup>2</sup>; and*

*WHEREAS, in 2002, a network of Evangelical Lutheran Church in America (ELCA) Synod Youth and Family Ministry Leaders (the Network) set forth a vision for youth and family ministry at the synodical level entitled “Developing a Strategy for Synodical Youth and Family Ministry”<sup>3</sup>; and*

*WHEREAS, this vision specifically called for, “youth and family ministry leadership development, including intentional staffing in all synods by 2007;”<sup>4</sup> and*

*WHEREAS, this network's vision was unanimously endorsed by the October 2002 meeting of the ELCA Conference of Bishops<sup>5</sup>; and*

*WHEREAS, a work-group was developed by this synod’s Division for Congregational Life as directed by the 2005 Synod Assembly, this group of youth ministry leaders gathered to discuss the current state of this synod’s youth and family ministry in 2005-2006; and*

*WHEREAS, this working group concluded that the current synodical youth and family ministry model:*

- is limited in scope and function;*
- is event-oriented rather than faith-forming and relational;*
- does not support congregational youth and family ministry, its leadership, or youth leadership development; and*

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<sup>2</sup> Luther, Martin. “To All the Councilmen in Germany.”

<sup>3</sup> “Developing a Strategy for Youth and Family Ministry” ELCA Conference of Bishops, October 3-8, 2002. Exhibit H.

<sup>4</sup> Ibid, p. 5.

<sup>5</sup> As reported by the ELCA News Service on October 14, 2002 in “ELCA Bishops Endorse Youth and Family Ministry Proposal.” The full text of the proposal can be found on the Metropolitan Washington, D.C. Synod’s Youth ministry website: <http://metrodc.youthgroupstuff.com>

- *is not visionary or strategic; and*

*WHEREAS, the current leadership of youth and family ministry in the Metropolitan Washington, D.C. synod comprises a group of volunteers who have the resources and skills necessary to maintain the current state of youth and family ministry, but do not have the resources necessary to grow this ministry into the vision unanimously endorsed by the October 2002 meeting of the ELCA Conference of Bishops ; therefore, be it*

*RESOLVED, that the Metropolitan Washington, D.C. Synod in assembly affirm synodical Youth and Family Ministry as crucial to the health and growth of the Church; and be it further*

*RESOLVED, that the Metropolitan Washington, D.C. Synod in assembly acknowledge the need to improve and expand the reach and scope of youth and family ministry in this synod; and be it further*

*RESOLVED, that the Metropolitan Washington, D. C. Synod in assembly direct the Metropolitan Washington, D.C. Synod Council to appoint a task force including: the Chair of the Division of Congregational Life and its Youth Ministry Representative, the Synod Council liaison to the Division for Congregational Life, two persons under the age of 18, and others as deemed appropriate, to develop a detailed strategy necessary to live up to the vision of Youth and Family Ministry unanimously endorsed by the October 2002 meeting of the ELCA Conference of Bishops; and be it further*

*RESOLVED, that this Synod in Assembly direct the Synod Council to present the task force’s strategy to the 2008 Assembly.*

The resolution was adopted 241 to nine with three abstentions.

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On behalf of the Committee, Pr. Schafer moved Resolution 2007-14/8-33R, “Memorial Regarding the Youth Ministry Network,” which was seconded and discussed.

*Memorial Regarding the Youth Ministry Network*

*WHEREAS, Scripture tells us that “People were bringing little children to Jesus to have him touch them, but the disciples rebuked them. When Jesus saw this, he was indignant. He said to them, ‘Let the little children come to me, and do not hinder them, for the kingdom of God belongs to such as these. I tell you the truth, anyone who will not receive the kingdom of God like a little child will never enter it.’ And he took the children in his arms, put his hands on them and blessed them;” [Mark 10:12-16] and*

*WHEREAS, children and adults are welcomed into the family of God and called in baptism to a life of service; and*



WHEREAS, *the Church has called pastors, lay ministers, volunteers, and parents to equip and empower young people for ministry; and*

WHEREAS, *adult youth ministry leaders live out Martin Luther's vision for the Church by teaching young people; and*

WHEREAS, *for over ten years the Evangelical Lutheran Church in America (ELCA) Youth Ministry Network [<http://www.elcaymnet.org>] has renewed, educated, and connected adult youth ministry leaders for service in the church and the world; therefore be it*

RESOLVED, *that congregations of this synod encourage adult youth ministry leaders and pastors to take advantage of opportunities that renew, educate, and connect them and their ministries; and be it further*

RESOLVED, *that individuals from this synod be encouraged to become members of the Youth Ministry Network; and be it further*

RESOLVED, *the Metropolitan Washington, D.C. Synod in Assembly memorialize the Churchwide Assembly of the Evangelical Lutheran Church in America (ELCA) meeting in Chicago, Illinois August 2007 to encourage congregations, adult youth ministry leaders and pastors to support the Youth Ministry Network by joining the Network and by sending adult youth ministry leaders to the annual Extravaganza in Anaheim, CA February 7-11, 2008 and New Orleans, LA February 5-9, 2009.*

The resolution was adopted 247 to eight.

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On behalf of the Committee, Pr. Schafer moved Resolution 2007-16R/8-42R, "Thanksgiving and Appreciation for the Ministry of Bishop Theodore F. Schneider."

*Thanksgiving and Appreciation for the Ministry of Bishop Theodore F. Schneider*

WHEREAS, *the Reverend Dr. Theodore F. Schneider has served the Evangelical Lutheran Church in America and its predecessor bodies, the Lutheran Church in America and the United Lutheran Church in America, for forty-eight years; and*

WHEREAS, *during these years the Reverend Dr. Theodore F. Schneider has served the church as a parish pastor and synodical bishop; and*

WHEREAS, *as a dedicated and diligent church and community leader the Reverend Dr. Theodore F. Schneider has had great effect on the lives of countless people through his preaching, teaching and writing; and*

WHEREAS, *during these last twelve years as Bishop of the Metropolitan Washington, D.C. Synod, Bishop Theodore F. Schneider has brought inspiration to the congregations,*

*specialized ministries, pastors and all rostered leaders of this Synod through his able leadership and pastoral ministry; and*

*WHEREAS, Mrs. Doris Schneider has provided unfailing support and love to both our bishop and this Synod; and*

*WHEREAS, this Synod desires and needs to express our profound and lasting gratitude to Theodore and Doris Schneider for service in a manner which is both consistent with the Gospel message of doing all things to the glory of God and with the Synod's desire to honor those who have served among us; therefore be it*

*RESOLVED, that Sunday, July 29, 2007, be proclaimed a day of thanksgiving throughout the Metropolitan Washington, D.C. Synod for the ministry and witness of the Reverend Dr. Theodore F. Schneider, our bishop, and Mrs. Doris Schneider, with a celebration and time of fellowship and remembrance; and be it further*

*RESOLVED, that on Sunday, July 29, 2007, special prayers of thanksgiving be offered in the congregations of this Synod for the ministry of Bishop Theodore Schneider and Mrs. Doris Schneider, and be it further*

*RESOLVED, that Bishop Theodore F. Schneider be declared "Bishop Emeritus of the Metropolitan Washington, D.C. Synod," effective September 1, 2007, with an invitation to all future Synod assemblies; and be it further*

*RESOLVED, that we, the Metropolitan Washington, D.C. Synod in Assembly, declare our approval and acclamation of this Resolution by one and all with a standing ovation.*

The vice president took the chair. The resolution was seconded and was adopted by ovation.

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On behalf of the Committee, Pr. Schafer moved Resolution 2007-15/8-41, "Thanksgiving and Appreciation for the Ministry of the Rev. Judith E. Simonson," which was seconded. A sense amendment was allowed to insert a special day for Pr. Simonson to be honored.

*Thanksgiving and Appreciation for the Ministry of the Reverend Judith E. Simonson*

*WHEREAS, the Reverend Judith E. Simonson has served God's people in both the Lutheran Church in America (LCA) and the Evangelical Lutheran Church in America (ELCA); and*

*WHEREAS, since January 1996 the Office of the Bishop of this Synod has been enhanced by the dedication, unfailing service and insightful vision of the Reverend Judith E. Simonson as Assistant to the Bishop; and*

*WHEREAS, Pastor Simonson has ably chaired the Specialized Ministry Committee for the Metropolitan Washington, D.C. Synod, served as a member of the Standing Advisory Committee for Specialized Pastoral Care and Clinical Education for the Division of Ministry of the ELCA, and worked on behalf of the Inter-Lutheran Coordinating Committee for Specialized Care and Clinical Education; and*

*WHEREAS, Pastor Simonson is currently serving on the Candidacy and the Discipline Committees for the Metropolitan Washington, D.C. Synod, as well as on the boards of directors of Lutheran Social Services of the National Capital Area and Caroline Furnace Lutheran Camp and Retreat Center; be it therefore*

*RESOLVED, that the Metropolitan Washington, D.C. Synod express its sincere, heartfelt and deep appreciation to the Reverend Judith E. Simonson for her service to this Synod as pastor, chaplain and Assistant to the Bishop; and be it further*

*RESOLVED, that on Sunday, July 22, 2007, special prayers of thanksgiving be offered in the congregations of this Synod for the ministry of the Reverend Judith E. Simonson, and be it further*

*RESOLVED, that congregations of this synod and their members, in thanksgiving for the ministry of the Reverend Judith E. Simonson, be invited to make a financial contribution in her name to the Scholarship Fund of Caroline Furnace Lutheran Camp and Retreat Center, where Pastor Simonson has served faithfully as a member of the Board of Directors for 12 years, reflecting her care and concern not only for the outdoor ministries of this synod, but also as an expression of pastoral care and personal ministry to children and youth, as well as for the vocational development and the nurturing of future leaders for the Evangelical Lutheran Church in America; and be it further*

*RESOLVED, that we, the Metropolitan Washington, D.C. Synod in assembly, declare our approval and acclamation of this Resolution by one and all with a standing ovation.*

The amendment and the motion were carried by ovation.

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On behalf of the Committee, Pr. Schafer presented Resolution 2007-17L/8-35R, "Rejection of Torture and Restorations of Rights," without recommendation. A motion to bring the resolution to the floor was seconded and carried. A motion to amend by substitution was seconded, discussed and carried.

*Rejection of Torture and Restorations of Rights*

*WHEREAS, Jesus specifically tells us that we will be judged on our treatment of "the least of these" (Mt. 25:40, 45); and*

- WHEREAS, *the letter to the Hebrews tells us to “Remember . . . those who are being tortured, as though you yourselves were being tortured.” (Heb. 13:3, NRSV); and*
- WHEREAS, *the Social Statement, “For Peace in God’s World,” adopted by the fourth Churchwide Assembly on August 20, 1995, at Minneapolis, MN, specifically rejects torture (Section 5.A); and*
- WHEREAS, *Presiding Bishop Mark S. Hanson has joined in the Statement of Conscience of the National Religious Campaign Against Torture (NRCAT) ([http://www.nrnat.org/faith\\_leaders.aspx](http://www.nrnat.org/faith_leaders.aspx)); and*
- WHEREAS, *the prohibition of torture and cruel, inhuman and degrading treatment is basic to the Christian understanding of moral and ethical behavior; and*
- WHEREAS, *the abusive treatment, abrogation of habeas corpus and other basic legal rights, and continuing detention without charge or trial, of detainees in Guantanamo and elsewhere is a terrible stain on the honor of our nation and the consciences of its citizens; and*
- WHEREAS, *legislation to correct the abuses of the Military Commissions Act of 2006 may be addressed in this session of Congress; therefore be it*
- RESOLVED, *that this Synod in Assembly direct the Bishop of the Metropolitan Washington, D.C. Synod to communicate to the President and to the members of Congress representing the districts in the territory of this Synod our strong opposition to the abuse of detainees and abrogation of their rights and our strong support for legislative and executive actions which will restore those rights and address the abuses; and be it further*
- RESOLVED, *that the Secretary of the Metropolitan Washington, D.C. Synod communicate these concerns to the Presiding Bishop of the Evangelical Lutheran Church in America; and be it further*
- RESOLVED, *that the Bishop of the Metropolitan Washington, D.C. Synod strongly encourage all congregations of this synod to study the National Religious Campaign Against Torture (NRCAT) statement, educate their members and communities on this issue (see the resources listed below) and continue to work for the just and compassionate treatment of those confined; and be it further*
- RESOLVED, *that all members of this Synod be urged to pray for all those involved: the victims, the perpetrators, the instigators and the bystanders.*

*Resources: [www.nrnat.org](http://www.nrnat.org); [www.wrrcat.org](http://www.wrrcat.org); (Washington Region Religious Campaign Against Torture); [www.no2torture.org](http://www.no2torture.org); [www.fcnl.org](http://www.fcnl.org) (Friends’ Committee on National Legislation); [www.amnestyinternational.org](http://www.amnestyinternational.org); [www.aclu.org](http://www.aclu.org).*

The resolution was adopted 214 to 34 with six abstentions.

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On behalf of the Committee, Pr. Schafer presented Resolution 2007-18L/8-37R, “Memorial to the Churchwide Assembly to Amend the Definition of ‘Voting Members’ in the *Model Constitution for Congregations*” without recommendation. A motion to consider the resolution was seconded and failed 89 to 154, so the resolution was referred to the Synod Council.

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On behalf of the Committee, Pr. Schafer moved Resolution 2007-19/8-47, “An Expression of Thanks.”

*An Expression of Thanks*

*WHEREAS, the management and staff of the Eisenhower Hotels, Conference Center & Resort in Gettysburg, Pennsylvania, have been gracious hosts to the Metropolitan Washington, D.C. Synod, providing facilities and support of the 2007 Synod Assembly; and*

*WHEREAS, the Lutheran Theological Seminary at Gettysburg (Gettysburg Seminary) has provided the chapel for our worship and has made other valuable contributions to the Assembly; and*

*WHEREAS, the Metropolitan Washington, D.C. Synod Assembly Planning Committee has worked many hours to prepare for the Assembly; and*

*WHEREAS, many individuals have invested time and energy into offering their support for our gathering; therefore be it*

*RESOLVED, that the 2007 Metropolitan Washington, D.C. Synod Assembly express its gratitude and extend its heartfelt thanks to all whose support and efforts have made this Synod Assembly an efficient and joyful gathering of God’s people, including:*

- The staff of the Eisenhower Hotels, Conference Center & Resort;*
- Presiding Bishop Mark Hanson;*
- Beth Lewis, President and CEO of Augsburg Fortress for her keynote address;*
- The elected officers of the Synod: Dr. Tommie L. Robinson, Vice President; the Reverend Richard Graham, Secretary; and Mr. Donald Gibbs, Treasurer;*
- The Synod Office staff: Betty Fulton, Kari Olsen and Karen Krueger and their team of seminarian and other volunteers, for their behind-the-scenes work that is so important to this Assembly;*

- *Carol Carlyle and her staff for their excellent on-site administrative services;*
- *Ms. Connie Clausen, for representing the Board of Pensions of the ELCA;*
- *President Michael Cooper White, the Reverend Kristin Johnston Largen, and Gettysburg Seminary, for their use of the chapel for worship and for the reception that followed;*
- *Campus Ministry for hosting the Friday reception;*
- *Thrivent Financial for Lutherans for providing electronic balloting;*
- *The Synod Assembly Planning Committee under the leadership of the Reverend Ivan Ives, the Nominations committee under the leadership of the Reverend Mark Olsen, and the Elections Committee under the leadership of the Reverend Jane Halpern;*
- *The Assembly Chaplain, the Reverend Kristin Johnston Largen, Director of Liturgy, the Reverend Steven Buechler and the Parliamentarian, Mr. Richard Ahlberg;*
- *Worship leaders during the Assembly, The Rev. Scott McAnally, The Rev. Sandra Shaw, The Rev. Maggie Rourk, and the Rev. John Bradford;*
- *The musicians for the opening Eucharist and other worship services, Ms. Ina Berkey, A.I.M., The Rev. Maggie Rourk, Ms. Linda Pannebaker, A.I.M., Dr. Jeffery Pannebaker, A.I.M., The Rev. Darcy Tillman; the Schola Cantorum of Saint Luke Lutheran Church in Silver Spring and the Augsburg Bell Choir of Saint Luke Lutheran Church in Silver Spring;*
- *All who permitted their names to be placed before this Assembly for election;*
- *Mr. Donald Gibbs, completing 16 years of service as Treasurer of this Synod;*
- *Those who are completing their terms on the Synod Council:*
  - The Rev. John Bradford,*
  - The Rev. Arthur Cubbon,*
  - Ms. Phyllis Krchma,*
  - Mr. Steven McPeak,*
  - The Rev. Marda Messick,*
  - Mr. Philip Moeller,*
  - Mr. Samuel Oliver,*
  - Dr. Tommie Robinson;*
- *The college students who presented Faith Bytes for Campus Ministry;*

- *The ecumenical guests who attended this Assembly:*

*The Rt. Rev. David Colin Jones,  
Bishop Suffragan of the Episcopal Diocese of Virginia,  
The Rev. Mark Hricko,  
Second Vice President of the Southeast District of the Lutheran Church Missouri Synod,  
The Rt. Rev. John Bryson Chane,  
Bishop of the Episcopal Diocese of Washington,  
The Rev. Gary Straughan,  
President of the Eastern District of the Moravian Church, Northern Province,  
Father Don Rooney,  
Ecumenical and Interreligious Officer of the Catholic Diocese of Arlington,  
The Rev. Jonathan Barton,  
General Minister of the Virginia Council of Churches;*

- *Bishop Theodore F. Schneider for his fine leadership of this Assembly, and his wife, Doris, for her unfailing support of our bishop and the church.*

It was seconded and adopted by ovation

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### **Additional Reports**

The report of the **United Lutheran Appeal** was presented by Heidi Gardner, coordinator of the Appeal. She reported that thirteen Lutheran ministries are working together in this appeal, which is supported by perhaps 75 percent of the synod's congregations. A goal is to engage all of the congregations in this work.

The report of **Caroline Furnace**, by the Rev. Darcy Tillman, a member of the camp's board, highlighted a current capital appeal successfully underway. Ground will be broken for new construction on October 4. Pr. Tillman said that the ministry is GOOD - which means in many ways "get out of doors."

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

Pr. Halpern gave the final report of the Elections Committee on the voting for secretary of the synod: Pr. Rourk, 149, Mr. Anderson, 139. Pr. Rourk, was elected secretary.

### **Additional Reports**

The report of the **Lutheran Disaster Response - Virginia** was presented by Deacon Katie Miller-Holland of Lutheran Social Services of the National Capital Area (LSS). LSS has been able to serve 172 families in our area displaced from the Gulf Coast region. The shootings at Virginia Tech also

engaged Lutheran Disaster Response, as did mass flooding in southern and eastern West Virginia. Opportunities for service in West Virginia abound. And LSS is soon releasing a preparedness program so that as individuals, families, and congregations can be ready to serve faithfully in any emergency.

### **Installation**

The bishop conducted the installation of newly elected synod officers, Synod Council members, and members of the Committee on Discipline.

### **Closing of the Synod Assembly**

The bishop led the Order for the Closing of the Synod Assembly, including special recognition of the synod office staff, particularly Betty Fulton, who is retiring after years of faithful service. Also recognized was Carol Carlyle, coordinator and event planner of the Synod Assembly for many years.

The 2007 Synod Assembly was adjourned at 12:15 p.m.