



Centered on Christ + Empowered by the Spirit + We Move Outward in Love

Pre-Assembly Information Packet

May 14, 2022
Day Two: Business Session

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Additional Reports and Documentation will posted at

<https://neos-elca.org/synod-assembly/>

Section 1

General Assembly Information





Day Two: Business Sessions Instructions for Attendees

- Review all materials for directions, maps, ***election information***, agenda, etc.
- Bring **all** these materials with you to the Day Two: Business Sessions on Saturday, May 14, 2022.
- Breakfast and Lunch will be available for all attendees.
- If you have **medical dietary needs** please contact Ronald

Dorsey at the J. S. Knight Center at 330-374-8900 or email rdorsey@visitakron-summit.org by May 9 and mention that you will be attending the Northeastern Ohio Synod Assembly.

- 1) DOORS **DO NOT OPEN** BEFORE 7:30 A.M.
- 2) Voting members **MUST** bring their own device to use the TurningPoint voting app (examples: smart phone, tablet, laptop.)
- 3) At the time this information was released indoor mask mandates had been lifted. Before arriving at the John S. Knight Center check the assembly webpage at <https://neos-elca.org/synod-assembly/> for any changes to mask mandates at the John S. Knight Center.
- 4) **Registration opens at 7:30 a.m.**
- 5) NO walk-ins. Everyone including non-voting attendees **MUST** have pre-registered.
- 6) Nametags will be pre-printed and distributed at the registration table located in the lobby of the John S. Knight Center.
- 7) You **MUST** have a nametag to be in the Knight Center. If you do not have a nametag you could be asked to leave.
- 8) If you need to contact the synod staff during the assembly (May 12-14) call the synod office at 330-929-9022 and leave a message for Sony Richardson-Gilroy at extension 21. All messages will be forwarded to Sony's cell phone, while she is on site at the Knight Center.



**PLEASE
SILENCE
YOUR CELL
PHONE**

VOTING WITH TURNINGPOINT APP

Login information for voting using the TurningPoint app will be sent to the email address used to register as a voting member for 2022 Day Two: Business Sessions. You will receive **an email** with login information. If you do not receive this email **by Monday, May 9, 2022** email assembly@neos-elca.org **using the email address you registered with** to receive another login email.

Please note: The email address used for registering will also be used to authenticate registered voting members for the 2022 Day Two: Business Sessions.

Informational videos are available at <https://www.youtube.com/user/NEOSynod>.

J. S. KNIGHT CENTER SAFETY & SECURITY PROCEDURES

- No outside food or beverages can be brought into the facility.
- Name badges should be worn at all times while in the John S. Knight Center.
- Unless otherwise authorized by law, pursuant to the Ohio Revised Code, no person shall knowingly possess, have under the person's control, convey or attempt to convey a deadly weapon or dangerous ordnance onto these premises.
- Concealed weapons will not be permitted into the facility.
- Purses, diaper bags, briefcases, camera cases and other small personal bags may be allowed, but may be inspected at any time.
- Only "service animals" pursuant to the Americans With Disabilities Act are permitted in the John S. Knight Center. In accordance with the Health Department, other pets/ animals are not permitted in the building.

Thank you for your cooperation in the enforcement of these necessary procedures at the John S. Knight Center.

DRIVING DIRECTIONS

John S. Knight Center • 77 E. Mill Street • Akron, OH 44308

330-374-8900 • 800-245-4254 • www.johnsknightcenter.org

Summit County Construction Update: Visit [Summit County: Construction update | Ohio Department of Transportation](#) for updated information on road closures, construction advisories, and detours.

FROM TURNPIKE VIA RT. 8

I-80 East to Exit 180 (Rt. 8 South) / Follow Rt. 8 South to Perkins St. Exit / Right on Perkins St. to High St. / Left on High St. / Stay on High St. (one-way street going South) / Knight Center is located on the left at the corner of High & Mill Sts.

FROM NORTH VIA I-77 & WEST VIA I-76 ([review construction update](#))

I-77 & I-76 (they run concurrently briefly) to Exit 22A VIA I-77 (Main/Broadway/Downtown) and WEST / You will merge with a one-way side street (South St.) VIA I-76 / Follow South St. to 2nd light / At that point all traffic MUST turn left onto Broadway, which is a one-way street going North / Follow Broadway to Mill St. (about 1-1 1/2 miles) / Knight Center is located at the corner on Broadway & Mill St.

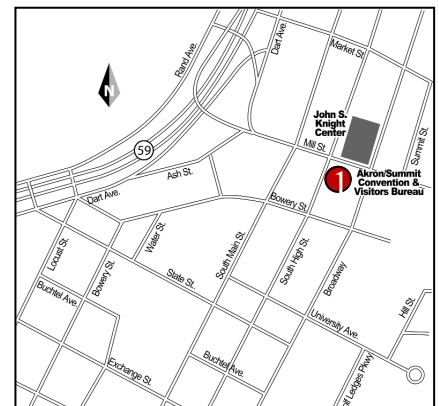
FROM NORTH & SOUTH VIA I-77 ([review construction update](#))

I-71 to I-76 East to Exit 22A (Main/Broadway/Downtown) / (follow directions above) VIA I-77

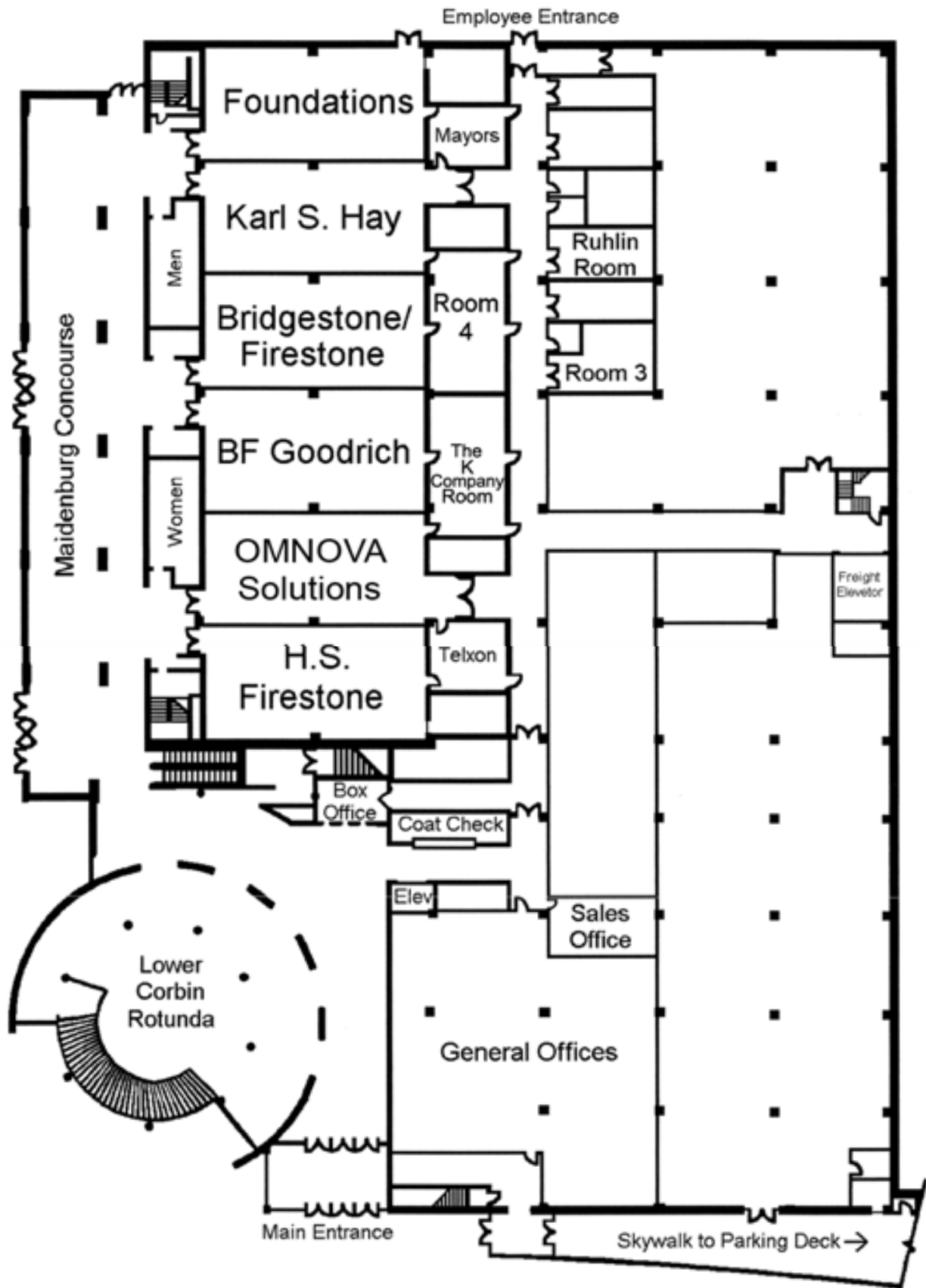
FROM SOUTH VIA I-71 & EAST VIA I-76 ([review construction update](#))

I-77 & I-76 to Exit 22A (Main/Broadway/Downtown) / VIA I-77 The exit ramp Ys, bear right to Broadway / EAST Broadway is a one-way street going North / VIA I-76 Follow Broadway to Mill St. (about 1-1 1/2 miles) Center is at the corner of Broadway & Mill St.

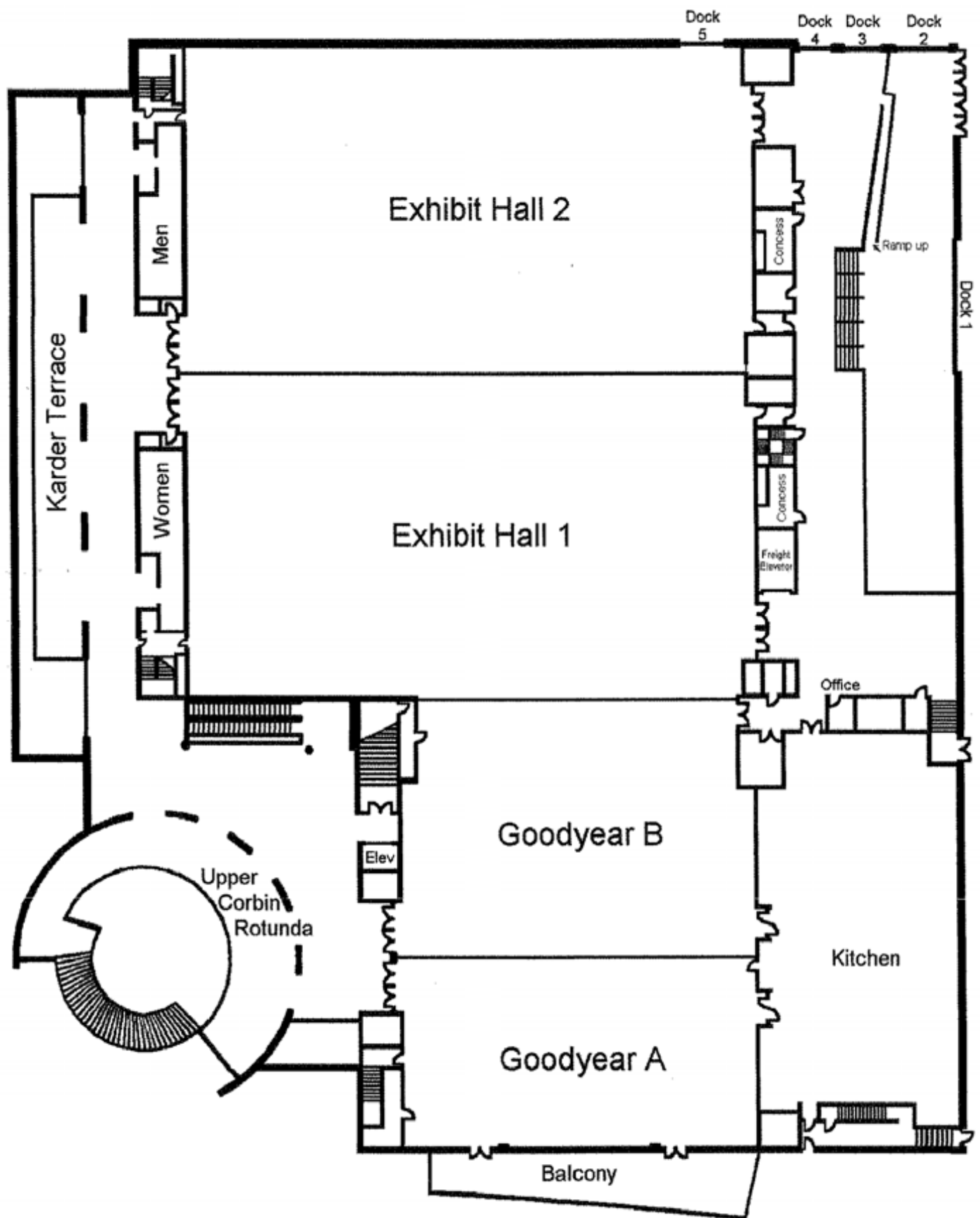
NOTE: Parking Tickets will **ONLY** be validated for the **Broadway Parking Deck** 📍 (entrance is located at E. Mill St. & Wheeler Ln. or S. Broadway St). Additional parking is available all around the Knight Center but will not be validated. Parking is **FREE on the weekends** and weekdays after 6:00p.m. in all City of Akron parking lots and decks.



FLOOR PLAN LEVEL 1



FLOOR PLAN LEVEL 2



LANGUAGE FOR INTRODUCING MOTIONS

For clarity and consistency, voting members should use the standard language of parliamentary procedure when introducing motions on the floor of the assembly. The chart below offers standard phrases used when introducing motions for various purposes.

<i>If you wish to . . .</i>	<i>You say. . .</i>
Close the meeting	I move to adjourn.
Take a break	I move to recess for [<i>specify time duration</i>] OR until [<i>time certain</i>].
Register a complaint	I rise to a question of privilege.
Require the assembly to return to its agenda	I call for the orders of the day.
Lay a matter aside temporarily	I move to lay the question on the table.
Close debate	I move the previous question.
Limit or extend debate	I move that debate be limited to . . .
Postpone to a certain time	I move to postpone the motion to [<i>time certain</i>].
Refer the motion to a committee	I move to refer the motion to [<i>committee name</i>].
Modify wording of the motion	I move to amend the motion by . . .
Kill the main motion	I move that the motion be postponed indefinitely.
Bring business before the assembly	I move that . . . OR I move to . . .

<i>If you wish to . . .</i>	<i>You say. . .</i>
Enforce the rules	Point of order.
Submit a matter to the assembly after a ruling from the chair	I appeal the decision of the chair.
Suspend the rules	I move to suspend the rules.
Avoid a main motion altogether	I object to the consideration of . . .
Divide a motion	I move to divide the question.
Demand a rising vote	I move for a rising vote.
Ask a parliamentary law question	Parliamentary inquiry.
Request for information	Point of information.
Take a matter from the table	I move to take from the table . . .
Reconsider a motion	I move to reconsider . . .
Cancel a previous action	I move to rescind . . .

NOTES FOR CHARTS ON FOLLOWING PAGES:

- * = Exceptions exist
- + = Only an affirmative vote can be reconsidered
- = Only a negative vote can be reconsidered
- M = Majority

CHART OF RANKING MOTIONS

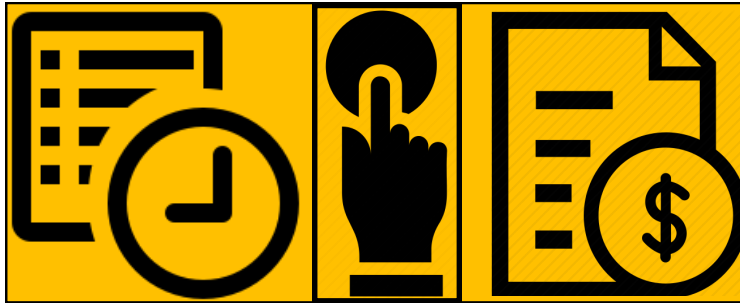
Name of Motion in Order of Rank	Section	Interrupt?	Second?	Debatable?	Amendable?	Vote	Reconsider?
<i>Privileged</i>							
Fix the time to which to adjourn	22	NO	YES	NO*	YES	M	YES
Adjourn	21	NO	YES	NO*	NO*	M	NO
Take a recess	20	NO	YES	NO	YES	M	NO
Raise a question of privilege	19	YES	NO	NO	NO	CHAIR*	NO
Call for the orders of the day	18	YES	NO	NO	NO	NO*	NO
<i>Subsidiary</i>							
Lay on the table	17	NO	YES	NO	NO	M	YES(-)
Previous question	16	NO	YES	NO	NO*	2/3	YES*
Limit or extend limits of debate	15	NO	YES	NO	YES	2/3	YES
Postpone to a certain time	14	NO	YES	YES	YES	M*	YES
Commit or refer	13	NO	YES	YES	YES	M	YES*
Amend	12	NO	YES	YES*	YES*(x1)	M	YES
Postpone indefinitely	11	NO	YES	YES	NO	M	YES(+)
<i>Main motion</i>							
Main motion	10	NO	YES	YES	YES	M	YES

CHART OF NONRANKING MOTIONS

Name of Motion	Section	Interrupt?	Second?	Debatable?	Amendable?	Vote	Reconsider?
<i>Incidental</i>							
Appeal	24	YES	YES	YES	NO	M	YES
Consider by paragraph/seriatim	28	NO	YES	NO	YES	M	NO
Division of the Assembly	29	YES	NO	NO	NO	DEMAND	NO
Division of a question	27	NO	YES	NO	YES	M	NO
Nominations and polls (reopen)	31	NO	YES	NO	YES	M	YES (-)
Nominations and polls (close)	31	NO	YES	NO	YES	2/3	NO
Objection to consideration of a question	26	YES	NO	NO	NO	2/3	YES (-)
Parliamentary inquiry	33	YES	NO	NO	NO	NO-CHAIR	NO
Point of information	33	YES	NO	NO	NO	NO-CHAIR	NO
Point of order	10	YES	NO	NO*	NO	NO-CHAIR	NO
Ratify/confirm	10	NO	YES	YES	YES	M	YES
Requests to withdraw a motion, read a paper, etc.	33	YES	NO*	NO	NO	M*	YES*
Suspend the rules	25	NO	YES	NO	NO	2/3*	NO
Voting	30	NO	YES	NO*	YES	M*	YES
<i>Bring Back Motions</i>							
Discharge a committee	36	NO	YES	YES	YES	2/3*	YES(-)
Reconsider	37	YES*	YES	YES	NO	M	NO
Rescind or amend something previously adopted	35	NO	YES	YES	YES	2/3*	YES(-)
Take from the table	34	NO	YES	NO	NO	M	NO

Section 2

Business Items



RULES OF PROCEDURE

2022 NEOS Assembly Proposed Rules of Procedure

I. General Rules

- A. Upon recognition by the chair, a speaker shall identify oneself by name, congregation (or agency or institution), and town (or city).
- B. Chairpersons of standing committees or committees of the synod council who are not voting members of the synod assembly are accorded voice but not vote on all business relevant to the committees' work.
- C. Unless otherwise determined by a two-thirds vote, speeches during debate shall be limited to two (2) minutes.
- D. The chair may bring forward items as necessary or as helpful to the business of the assembly.
- E. Motions shall be submitted to the secretary in writing on forms provided for that purpose or electronically, according to the form/instructions provided in the pre-assembly materials and at the assembly for that purpose.
- F. To afford voting members the option of expressing "no opinion" on a question, the chair will call for yeas, nays, and abstentions.
- G. In the event that the assembly must adjourn before completing its business, all remaining items shall be referred to the synod council for disposition.
- H. Because of the inability to add voting members after the authorized voting list has been finalized with the voting application vendor prior to the assembly, the Credentials Committee will simply and singly report the final number of members authorized to receive voting credentials as the members in attendance at the assembly. The final assembly minutes will also show any information about the number of such individuals who did not at any time join the meeting or vote.

II. Nominations and Elections

- A. The consent of all nominees shall have been obtained prior to their nomination. Time constraints prevent distribution of biographical information for persons nominated from the floor. Nominations made from the floor of the assembly must be submitted electronically, according to instructions provided at the assembly for that purpose. Since such nominations may be submitted at any time after the opening of the assembly, if no nominations are received electronically prior to the time that the nominations committee has presented its official slate, the chair will declare nominations closed.
- B. Nominees for offices shall be listed in alphabetical order on the first ballot, in two groups. Nominations made prior to the assembly shall be alphabetically listed first,

RULES OF PROCEDURE

followed by nominations made from the floor. This grouping is necessary for efficient handling of vote counting. On subsequent ballots, listing will be in descending order according to votes received on the previous ballot.

- C. Upon completion of all elections, a printed summary of the results shall be published.

III. Consideration of the Budget

- A. Changes to the proposed budget shall be submitted electronically, according to instructions provided in the pre-assembly materials for that purpose, to the Finance Committee by 12:00 noon on Friday, May 6, 2022. The Budget Change Request form with instructions is available at <https://neos-elca.org/synod-assembly/>. This will allow the Finance Committee to provide written responses and recommendation, which will be distributed as website materials for assembly action. All proposals shall be in writing and shall include the amount of increase for a specific line item and/or the amount of decrease for a specific line item and the rationale for such change.

IV. Consideration of Resolutions

- A. Resolutions to be considered by the assembly shall be received in writing in the synod office by Friday, April 1, 2022 for consideration by the Committee on Reference and Counsel. The Committee on Reference and Counsel shall report their action on such resolutions to the assembly, whether a recommendation for discussion and Assembly action, reference to an appropriate synod committee, no action, or postponement of further discussion to the next Assembly (with possible interim action, if appropriate). Actions of the Committee on Reference and Counsel shall be final unless the Assembly chooses to discuss such actions by a majority vote.
- B. No resolutions may be submitted after the original deadline date, unless such a resolution is determined by the Reference and Counsel Committee to be of an urgent nature, in which case the committee may recommend to the assembly that debate at the assembly be considered. Such a recommendation for debate shall require a two-thirds vote for approval; if the assembly does not pass an enabling motion, the resolution shall be referred to the synod council. Resolutions of an urgent nature shall be submitted electronically, according to instructions provided at the assembly for that purpose.

V. Remote Voting

- A. The use of electronic devices, applications, and websites for the collection and

RULES OF PROCEDURE

counting of votes from authorized individuals who are not physically present at the main assembly site, but are actively attending the meeting (as required by the laws of the State of Ohio) is specifically authorized by this assembly.

SYNOD CONSTITUTION PROVISIONS REGARDING NON-BISHOP ELECTIONS

+S9.02. In all elections at synod assembly except for bishop, a majority of the votes cast shall be necessary for election.

S9.09. In all elections except for bishop, the names of the persons receiving the highest number of votes, but not elected by a majority of the votes cast on a preceding ballot, shall be entered on the next ballot to the number of two for each vacancy unfilled, except that this number might be exceeded in the event of ties.

S9.10. The result of each ballot in every election shall be announced in detail to the assembly.

PROPOSED AGENDA

*Jesus said, “And I, when I am lifted
up from the earth, will draw all
people to myself.” ~ John 12:32*

All assembly business will be live streamed on the synod's YouTube channel

NEOSynod (<https://youtube.com/NEOSynod/>)

Day Two: Business Sessions - Saturday, May 14, 2022

7:30 am	Doors and Registration Open	Lower Level Lobby
	Breakfast	Exhibit Hall I
8:05 am	Announcements and Practice Voting	Goodyear A&B
8:30 am	Morning Prayer	
9:00 am	Business Session 1	
	Call to Order / Opening of Assembly	
	Adoption of Proposed Agenda and Rules of Procedure	
	Welcome and Introductions	
9:15 am	Keynote Speaker: <i>Fr. Raymond P. Guiao, SJ</i>	
10:00 am	Break	
10:15 am	Business Session 2	
	Report of Credentials Committee: <i>Credentials Committee Chair</i>	
	Report of the Nominations Committee: <i>Nominations Committee Chair</i>	
	Nominations from the Floor	
	Voting / Reporting of Election: <i>Election Committee Chair</i>	
10:40 am	Bishop and Assistants to the Bishop Reports	
	Bishop's Report: <i>The Rev. Dr. Laura Barbins</i>	
	Asst. to the Bishop for Leadership's Report: <i>The Rev. Mitch Phillips</i>	
	Asst. to the Bishop for Congregational Vitality's Report: <i>The Rev. Julianne</i>	

Smith

PROPOSED AGENDA

11:10 am	Significant Anniversaries	
11:15 am	Information Session	
	Introduction of Conference Bylaw Change	
	Introduction of Compensation Standards	
11:35 am	Synod Council Vice-President's Report: <i>Kevin Kampfer</i>	
11:45 am	Finances	
	Treasurer's Report: <i>John Sleasman</i>	
	Audit Report: <i>Rev. Robert Ferro, Audit Committee Chair</i>	
	Budget Presentation: <i>Mike Davis, Finance & Budget Committee Chair</i>	
12:15 pm	Break / Pick-up Boxed Lunch	Exhibit Hall I
12:30 pm	Working Lunch	
	Conference Bylaw Change Discussion	Firestone/OMINOVA
	Compensation Standards Discussion	Goodrich/Bridgestone
	Proposed Budget Discussion	Karl S. Hay
1:15 pm	Break	
1:30 pm	Business Session 3	Goodyear A&B
	Conference Bylaw Change Vote	
	Compensation Standards Vote	
	Proposed 2023-2024 Budget Vote	
2:00 pm	Churchwide Presentations	
	Churchwide Council Report: <i>David Lenz</i>	
	ELCA Representative: <i>The Rev. Christopher Otten, Asst. to the Presiding Bishop/Director, Federal Chaplaincy</i>	
2:40 pm	Reference & Council Resolutions: Reference & Council Chair	
3:00 pm	Closing Worship	



NOMINATIONS

All voting is done using the TurningPoint app. This sheet is **NOT** a ballot and cannot be used as such.

The following nominees are presented for election to office in accordance with **S8.51 and S8.52 of the Northeastern Ohio Synod Constitution and Bylaws**. Person(s) are elected by the whole synod, to serve the entire synod. Use of "conference designation" is only to maintain balance on synod council and committees

Synod Council

Meets five times a year to conduct the business of the synod between synod assemblies.

Consultation Committee

Meets as needed to hear disagreements of substantive issues as well as hear charges against a Minister of Word and Sacrament (clergy), Minister of Word and Service (deacon), or congregation which could lead to referral to the Discipline Committee.

Discipline Committee

Meets as needed to hear cases which may result in disciplinary action against a Minister of Word and Sacrament (clergy), Minister of Word and Service (deacon), or congregation.

SYNOD COUNCIL - Vote for one - **Richland-Ashland - Clergy** - three year term

- ☐ _____
- ☐ _____
- ☐ _____

SYNOD COUNCIL - Vote for one - **Canton-Massillon - Clergy** - three year term

- ☐ The Rev. Mark Kreemer
- ☐ _____
- ☐ _____

SYNOD COUNCIL - Vote for one - **Cleveland West - Clergy** - three year term

- ☐ The Rev. Dan Skillman
- ☐ _____
- ☐ _____

SYNOD COUNCIL - Vote for one - **At Large - Clergy** - three year term

- ☐ The Rev. Robert Ferro
- ☐ _____
- ☐ _____

NOMINATIONS

All voting is done using the TurningPoint app. This sheet is **NOT** a ballot and cannot be used as such.

SYNOD COUNCIL - Vote for one - **Cleveland West** - Lay - three year term

- ☐ Douglas Doza
- ☐ Yvonne Hoelter
- ☐ _____
- ☐ _____

SYNOD COUNCIL - Vote for one - **At Large** - Lay - three year term

- ☐ Linda Johnson-Weidenbach
- ☐ _____
- ☐ _____

SYNOD COUNCIL - Vote for one - **Akron-Wooster** - Lay - two year term

- ☐ _____
- ☐ _____
- ☐ _____

SYNOD COUNCIL - Vote for one - **Eastern** - Lay - two year term

- ☐ Don Wiff
- ☐ _____
- ☐ _____

SYNOD COUNCIL - Vote for one - **Southern** - Lay - one year term

- ☐ Susan Lux
- ☐ _____
- ☐ _____

NOMINATIONS

All voting is done using the TurningPoint app. This sheet is **NOT** a ballot and cannot be used as such.

SYNOD COUNCIL - Vote for one - **Southern - Clergy** - two year term

- ☐ _____
- ☐ _____
- ☐ _____

SYNOD COUNCIL - Vote for one - **At Large - Youth** - two year term

- ☐ _____
- ☐ _____
- ☐ _____

CONSULTATION COMMITTEE - Vote for one - **Lay** - six year term

- ☐ _____
- ☐ _____
- ☐ _____

CONSULTATION COMMITTEE - Vote for one - **Clergy** - six year term

- ☐ The Rev. Brad Ross
- ☐ _____
- ☐ _____

DISCIPLINE COMMITTEE - Vote for one - **Clergy** - six year term

- ☐ The Rev. Tina Crog
- ☐ _____
- ☐ _____

NOMINATIONS

All voting is done using the TurningPoint app. This sheet is **NOT** a ballot and cannot be used as such.

DISCIPLINE COMMITTEE - Vote for one - **Clergy** - six year term

☐ The Rev. Jay Plummer

☐

☐

DISCIPLINE COMMITTEE - Vote for one - **Lay** - six year term

☐ Steve Wilson

☐

☐

DISCIPLINE COMMITTEE - Vote for one - **Lay** - six year term

☐ Yvonne Kulma

☐

☐

DISCIPLINE COMMITTEE - Vote for one - **Clergy** - two year term

☐ The Rev. Richard Kidd

☐

☐

NOMINEE BIO INFORMATION

The Rev. Kristina Crog

My main interest in the church is to create a safe, healthy place for people to learn about Christ and their vocation as a baptized child of God.

Synod Service

Current: Synod Executive Committee; Synod Council

Previous: Bishop's Installation Committee, Chair

Community Service

Current: Discipline Committee for ELCA Churchwide

Previous: Lupus Foundation of America; Cleveland Rape Crisis Center

Additional Information

Demographics: Female 30+

Congregation: Jerusalem, Seville

Occupation: Pastor



Douglas Doza

My main interest in the church is to build a stronger relationship between the congregations, the synod, and the wider church community.

Synod Service

Current: Synod Assembly Voting Member

Previous: Synod Assembly Elections Committee; Churchwide Assembly Voting Member

Congregational Service

Current: Mutual Ministry Committee, Chairperson; Assisting Minister; Stephen Ministry

Community Service

Current: Lutheran Metropolitan Ministries, Men's Shelter Community Clean-up Team

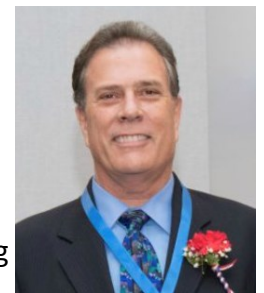
Previous: Redeemer Crisis Center, Volunteer and Supporter; Boy Scouts of America, Assistant Troop Leader

Additional Information

Demographics: Male 60+

Congregation: Divinity, Parma Heights

Occupation: Manager Materials Research Laboratory at NASA Glenn Research Center



NOMINEE BIO INFORMATION

The Rev. Robert Ferro, Jr.

My main interest in the church is to be a diverse community where God's people can grow in faith, hope, and love through worship, education, service, and fellowship.

Synod Service

Current: Synod Council; Synod Council Executive Committee; Finance & Budget Committee

Community Service

Current: West Park Meals on Wheels, Board Member; Cleveland Lutheran High School Association, Delegate
Previous: Adult Christian Education Foundation, Board Member and Treasurer

Additional Information

Demographics: Male 50+

Congregation: Bethany, Cleveland

Occupation: Pastor



Yvonne Hoelter

My main interest in the church is being a part of the "reformed church, always reforming." As a centuries old denomination, we continue to celebrate our heritage while embracing current and future challenges; proclaiming the Gospel and celebrating the sacraments.

Synod Service

Current: Congregation Council/Treasurer; Youth Leader; Friendly Visitor (lay communion visitor to homebound members)

Community Service

Previous: Parma Symphony Orchestra, viola

Additional Information

Demographics: Female 40+

Congregation: Bethel, Middleburg Heights Occupation: Inside Sales, Industrial Coatings



NOMINEE BIO INFORMATION

Linda Johnson-Weidenbach

My main interest in the church is its use as a vehicle to show the love of Christ.

Synod Service

Current: Synod Council; Spiritual Director; Regular Synod-representative to six congregations

Congregational Service

Current: Live Church Services recorder; Assisting Minister; Special Dinners & Decorating Assistant

Community Service

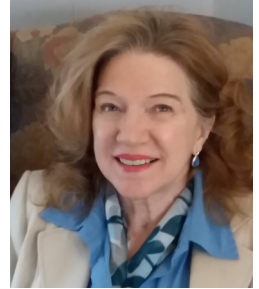
Current: Master Recycler; Community Art Show, Director; Monthly Community Book Discussion Group, Host

Additional Information

Demographics: Female 60+

Congregation: Zion, Canton

Occupation: Chaplain/Literacy Teacher



The Rev. Richard Kidd

My main interest in the church is Word and Sacrament and serving others in Jesus' name.

Synod Service

Previous: Synod Ecumenical Committee; Assembly Nominations Committee

Community Service

Previous: Action of Mahoning County, President; Lions Club

Additional Information

Demographics: Male 50+

Congregation: Bethel, Boardman

Occupation: Pastor

Image
Not
Available

NOMINEE BIO INFORMATION

The Rev. Mark Kreemer

My main interest in the church is to help the church (in all its expressions) reach out with the love of Christ through Word, Service, and the Sacraments.

Synod Service

Current: Synod Council; Stewardship Team

Previous: Central States Synod, Mission Interpreter; Metropolitan New York Synod, Center for Evangelical Mission

Community Service

Current: Massillon Area Clergy Association, Vice-President

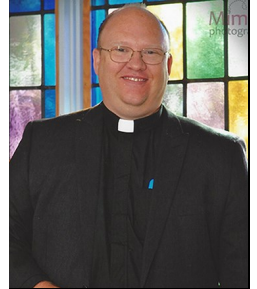
Previous: Impact Massillon (housing renewal); Babylon Chorale

Additional Information

Demographics: Male

Congregation: St Paul's, Massillon

Occupation: Pastor



Yvonne Kulma

My main interest in the church is spreading the message of Jesus Christ in new and engaging ways for the future of the church.

Synod Service

Previous: Northeastern Ohio Synod Women's Organization, Officer

Congregational Service

Current: Congregation Council; Building Committee, Co-Chair; Tech and Leadership Subcommittee

Community Service

Previous: Caregiver

Additional Information

Demographics: Female 50+

Congregation: Advent, Mentor

Occupation: Teacher



NOMINEE BIO INFORMATION

Susan Lux

My main interest in the church is to use my heart and hands and mind to participate in the work God is doing.

Synod Service

Current: Synod Council

Congregational Service

Current: Congregation Council, President

Community Service

Previous: Thrivent Board; Northeastern Ohio Synod Women's Organization, Southern Conference President

Additional Information

Demographics: Female 60+

Congregation: Shepherd of the Valley, Sandyville

Occupation: Insurance Broker



The Rev. Jeffrey "Jay" Plummer

My main interest in the church is to share the love of Christ.

Synod Service

Current: Active with Cleveland East Conference

Community Service

Current: Exploring how to best serve my new community

Additional Information

Demographics: Male 60+

Congregation: Parma, Parma

Occupation: Pastor / Retired Military Chaplain



NOMINEE BIO INFORMATION

The Rev. Bradley Ross

My main interest in the church is raising awareness of God's presence in people's lives.

Synod Service

Current: Synod Worship Committee

Additional Information

Demographics: Male 30+

Congregation: Covenant, Maple Heights / Occupation: Pastor
Triune, Broadview Heights



Dr. Ronald Wiff

My main interest in the church is bringing people to Christ by teaching them to be more Christ like through studying the Bible.

Congregational Service

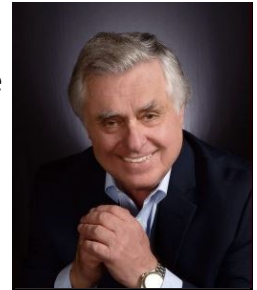
Previous: Congregation Council President; Constitution Revision Committee;
Parish Education Committee

Additional Information

Demographics: Male 70+

Congregation: Bethel, Boardman

Occupation: Theoretical Research Physicist



Steven Wilson

My main interest in the church is worshipping God and serving others.

Congregational Service

Current: Vision Board, President

Previous: Music Director Search Committee; Musician

Community Service

Current: Akron-Canton Foodbank, Volunteer; All Faith's Food Pantry,
Volunteer

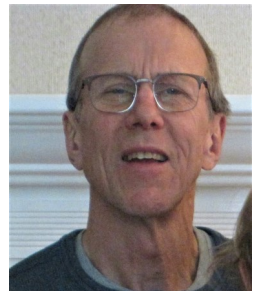
Previous: Meals on Wheels, Delivery Driver

Additional Information

Demographics: Male 60+

Congregation: Christ the Redeemer, Brecksville

Occupation: Retired Attorney



PROPOSED BYLAW AMENDMENTS

2022 NEOS Governing Documents PROPOSED AMENDMENTS

Relating to Conference Realignment and Council Structure

Rationale: Upon the adoption of new conference boundaries, the old synod council structure and related items in the governing documents that are dependent upon the old alignment must be adjusted to reflect the new alignments. This involves not only changing the language to reflect that, but also some language related to terms and transition policies until all council positions have been elected under the new structure.

Also, to simplify the transition process, the proposal includes a return to fixed council terms—the provision used prior to 2017—to give more certainty during the transition process for council to best balance the transition from old positions to new.

Additionally, in accordance with the goals of the Evangelical Lutheran Church in America and the Northeastern Ohio Synod to provide for intentional, authentic diversity in its leadership, the council restructuring provisions includes the establishment of new positions specifically identified and reserved to provide for diversity representation on the synod council, rather than leave such representation to random elections.

Finally, some other changes are proposed to clarify and streamline language, and to make terms consistent with current ELCA terminology.

BYLAW AND CONTINUING RESOLUTION ADOPTION REQUIREMENTS FROM NEOS GOVERNING DOCUMENTS

†S18.20. **Amendments to Bylaws**

†S18.21. This synod may adopt bylaws not in conflict with this constitution or with the constitution and bylaws of the churchwide organization. This synod may amend its bylaws at any meeting of the Synod Assembly by a two-thirds vote of voting members of the assembly present and voting. Newly adopted bylaws and amendments to existing bylaws shall be reported to the secretary of this church.

†S18.30. **Amendments to Continuing Resolutions**

†S18.31. This synod may adopt continuing resolutions not in conflict with this constitution or its bylaws or the constitution, bylaws, and continuing resolutions of the churchwide organization. Such continuing resolutions may be adopted or amended by a majority vote of the Synod Assembly or by a two-thirds vote of Synod Council. Newly adopted continuing resolutions and amendments to existing continuing resolutions shall be reported to the secretary of this church.

FINAL CONTENT READING IF THE PROVISIONS ARE ADOPTED

S9.01.01 The term of office of every person elected at a regular meeting of the Synod Assembly shall begin on the first day of September. Exceptions include terms of representatives

PROPOSED BYLAW AMENDMENTS

to the Churchwide Assembly and boards of institutions, those terms being determined by each respective institution.

S9.03.01 The Nominating Committee shall consist of two rostered ministers and three lay persons, one from each conference according to a rotation schedule developed by the Synod Council.

S10.07.02 The Synod Council shall have the following composition:

The four officers;
one rostered minister and two lay members from each conference;
one young adult member elected at large;
one youth member elected at large; and
one rostered minister and two lay members elected at large, each of whom shall be a person of color or primary language other than English, or a person who identifies as LGBTQIA+.

As nearly as possible, the provisions of †S6.04 shall be considered in nominations for council membership.

In addition there shall be one advisory member selected by the synod men's, women's, and youth groups, as long as those groups are functioning.

S10.07.03 The term of the youth member shall be two years.

S12.01.01 This synod shall have five conferences, named Northeast, Northwest, South Central, Southeast, and Southwest. Their territories shall be specified in continuing resolutions.

S12.01.A22 The Northeast Conference shall include:

- | | |
|-------------------------------------|----------------------------------|
| 1. Advent, Cleveland | 14. Good Shepherd, Cleveland |
| 2. Advent, Mentor | 15. Good Shepherd, Conneaut |
| 3. Advent, Solon | 16. Lord of Life, Chagrin Falls |
| 4. Bethany, Ashtabula | 17. Messiah, Ashtabula |
| 5. Calvary, East Cleveland | 18. Messiah, Lyndhurst |
| 6. Celebration, Chardon | 19. New Covenant, East Cleveland |
| 7. Christ, Willoughby | 20. Parma, Parma |
| 8. Christ the King, Twinsburg | 21. Peace, Cleveland Heights |
| 9. Christ The Redeemer, Brecksville | 22. Rejoice!, Hudson |
| 10. Covenant, Maple Heights | 23. St. John's, Highland Heights |
| 11. Euclid, Euclid | 24. St. Paul, Jefferson |
| 12. Church of the Master, Bedford | 25. Trinity, Madison |
| 13. Faith, Ashtabula | 26. Triune, Broadview Heights |

PROPOSED BYLAW AMENDMENTS

S12.01.B22 The Northwest Conference shall include:

- | | |
|-------------------------------------|--------------------------------------|
| 1. All Saints, Olmsted Falls | 14. Living Word, Medina |
| 2. Bethany English, Cleveland | 15. Messiah, Fairview Park |
| 3. Bethel, Middleburg Heights | 16. Our Savior, Hinckley |
| 4. Bethesda On The Bay, Bay Village | 17. Prince Of Peace, Westlake |
| 5. Christ, Avon Lake | 18. Redeemer, Brook Park |
| 6. Christ, Lorain | 19. Redeemer, Elyria |
| 7. Divinity, Parma Heights | 20. St. Matthew, Medina |
| 8. Emmanuel, Elyria | 21. St. Paul, Berea |
| 9. First, Lorain | 22. Trinity, Lakewood |
| 10. First, Strongsville | 23. Trinity, Vermillion |
| 11. First Hungarian, Cleveland | 24. West Side Hungarian, Rocky River |
| 12. Good Soil, Rocky River | 25. Zion, Valley City |
| 13. Holy Trinity, Brunswick | |

S12.01.C22 The South Central Conference shall include:

- | | |
|---|---|
| 1. Advent, Uniontown | 19. St. Jacob's, North Canton |
| 2. Christ, Massillon | 20. St. James, Tuscarawas |
| 3. Emmanuel, New Philadelphia | 21. St. John, Baltic |
| 4. Faith, Massillon | 22. St. Luke's, Cuyahoga Falls |
| 5. First, Beach City | 23. St. Mark, Tallmadge |
| 6. First, Canton | 24. St. Paul, Newcomerstown |
| 7. First, Strasburg | 25. St. Paul, Ravenna |
| 8. Grace, Dover | 26. St. Paul's, Massillon |
| 9. Good Shepherd, Canton | 27. St. Peter, New Philadelphia |
| 10. Holy Trinity, Akron | 28. St. Stephen, Stow |
| 11. Holy Trinity, Canton | 29. St. Stephen Martyr, Canton & Louisville |
| 12. Holy Trinity, Massillon | 30. Shanesville, Sugarcreek |
| 13. Iglesia Luterana la Trinidad, Akron | 31. Shepherd of the Valley, Sandyville |
| 14. Messiah, Akron | 32. Trinity, Carrollton |
| 15. Oasis Outreach Opportunity, Akron | 33. Trinity, Kent |
| 16. Peace, Canton | 34. Trinity, Magnolia |
| 17. Sagrado Corazón, Akron | 35. Zion, Canton |
| 18. St. Jacob, Massillon | 36. Zion, North Canton |

S12.01.D22 The Southeast Conference shall include:

- | | |
|-------------------------------|-----------------------------------|
| 1. Abiding Savior, Alliance | 12. Israel's, Paris |
| 2. Bethel, Youngstown | 13. Jerusalem, Columbiana |
| 3. Christ, Struthers | 14. Living Lord, Warren (Howland) |
| 4. Emmanuel, North Georgetown | 15. Lordstown, Warren |
| 5. Emmanuel, Salem | 16. Lord of Life, Canfield |
| 6. Emmanuel, Warren | 17. Martin Luther, Youngstown |
| 7. Good Hope, North Lima | 18. Messiah, Newton Falls |
| 8. Grace, Austintown | 19. Mt. Moriah, Berlin Center |
| 9. Grace, Hubbard | 20. New Life, Youngstown |
| 10. Grace, Steubenville | 21. Prince of Peace, Cortland |
| 11. Holy Trinity, Salem | 22. Prince of Peace, Poland |

PROPOSED BYLAW AMENDMENTS

23. St. James, Jewett
24. St. John, East Liverpool
25. St. John, Petersburg
26. St. John, Warren
27. St. John's, Minerva
28. St. Mark, Warren
29. St. Paul, Alliance
30. St. Paul, Leetonia

31. St. Paul, Minerva
32. St. Paul's, Warren
33. Trinity, Girard
34. Trinity, Niles
35. Trinity, Sebring
36. Zion, New Middletown
37. Zion, New Waterford
38. Zion, Youngstown

S12.01.E22 The Southwest Conference shall include:

1. Augsburg, Orrville
2. Bethel, Bath
3. Canaan, Creston
4. Faith, Fairlawn
5. First, Plymouth
6. Grace, Wadsworth
7. Jerusalem, Seville
8. Mt. Hope, Shiloh
9. New Horizons, Homerville
10. Peace, Ashland
11. Pleasant Valley, Ashland
12. Pleasant Valley, Lucas
13. Rowsburg, Polk
14. St. John, Canal Fulton
15. St. John, Lakeville
16. St. John, Perrysville

17. St. Mark, Mansfield
18. St. Michael, Marshallville
19. St. Paul, Bellville
20. St. Paul, Lucas
21. St. Paul, Ontario
22. St. Paul, Sharon Center
23. St. Paul, Smithville
24. St. Peter, Wooster
25. St. Timothy, Mansfield
26. Salem, Wooster
27. Trinity, Clinton
28. Trinity, Norton
29. Zion, Doylestown
30. Zion, Loudonville
31. Zion, Wooster

S12.01.02 Any congregation in a border area desiring to change its conference relationship may do so upon approval of the conferences concerned and of the Synod Council, which shall then amend the appropriate continuing resolutions.

S12.01.03 After its organization each conference may, by a process of its own choosing, determine a name for that conference and request appropriate amendment of the related S12.01 items.

S12.01.04 Transition Bylaw

- a. Individuals elected to the synod council prior to the adoption of the 2022 changes to council membership shall retain their council membership until the original expiration of their terms. If their positions continue to exist under the new structure, they shall fill those positions; if their positions are eliminated because of restructuring, they will remain until the end of their original term, or until the position become vacant.
- b. As transition occurs, the synod council may adjust the length of terms to be elected in 2023 and 2024 to realign the council into classes with as equal as

PROPOSED BYLAW AMENDMENTS

possible elections each year.

- c. This bylaw will become void and be removed after the 2025 synod assembly.

MARKED UP PROVISIONS INDICATING CHANGES

S9.01.01 The term of office of every person elected at a regular meeting of the Synod Assembly shall begin on the first day of September, ~~the third month following the adjournment of the assembly at which they were elected and conclude when their successors begin service. For example, a June Synod Assembly would result in a September 1st start of term.~~ Exceptions include terms of representatives to the Churchwide Assembly and boards of institutions, those terms being determined by each respective institution.

S9.03.01 The Nominating Committee shall consist of ~~three~~ two rostered ministers ~~of Word and Sacrament~~ and ~~four~~ three Ministers of Word and Service or unrostered lay persons, one from each conference according to a rotation schedule developed by the Synod Council.

S10.07.02 The Synod Council shall have the following composition:

The four officers;

one rostered minister and two lay members from each conference;

~~Two lay members and two clergy members from the Cleveland West Conference;~~

~~Two lay members and one clergy member from the Cleveland East Conference;~~

~~Two lay members and one clergy member from the Richland Ashland Conference;~~

~~Two lay members and one clergy member from the Akron Wooster Conference;~~

~~One lay member and two clergy members from the Eastern Conference;~~

~~Two lay members and one clergy member from the Canton Massillon Conference;~~

~~One lay member and one clergy member from the Southern Conference;~~

~~One lay members and one clergy member elected at large;~~

one young adult member elected at large; one youth member elected at large;
and , who shall be elected in accordance with S10.07.03.

one rostered minister and two lay members elected at large, each of whom shall be a person of color or primary language other than English, or a person who identifies as LGBTQIA+

As nearly as possible, the provisions of †S6.04 shall be considered in nominations for council membership. ~~50% of the lay members shall be male and 50% shall be female.~~

In addition there shall be one advisory member selected by the synod men's,

PROPOSED BYLAW AMENDMENTS

~~women's, and youth groups, as long as those groups are functioning. this synod's women's organization and one advisory member selected by this synod's men's organization.~~

S10.07.03 The term of the youth member shall be two years. ~~The member shall be elected from a slate of at least two nominees elected by the Board of the synod's Lutheran Youth Organization, and names forwarded to the nominating committee in sufficient time for inclusion in the committee's report, and any additional nominations that may be made on the floor of the assembly.~~

S12.01.01 This synod shall have five ~~seven~~ conferences, named Northeast, Northwest, South Central, Southeast, and Southwest. ~~whose names and~~ Their territories shall be specified in continuing resolutions as follows:

Because of the length of the listing, the names and cities of the relevant congregations are not repeated here. See the "Final Content" section for the names of the congregations in each conference.

S12.01.A22 The Northeast Conference shall include: [\[see list in final content section\]](#)

S12.01.B22 The Northwest Conference shall include: [\[see list in final content section\]](#)

S12.01.C22 The South Central Conference shall include: [\[see list in final content section\]](#)

S12.01.D22 The Southeast Conference shall include: [\[see list in final content section\]](#)

S12.01.E22 The Southwest Conference shall include: [\[see list in final content section\]](#)

~~a. Richland-Ashland. The counties of Richland and Ashland.~~

~~b. Akron-Wooster. The counties of Wayne and Portage, the county of Summit except for the city of Twinsburg; and the town of Sharon Center, village of Seville and city of Wadsworth in the county of Medina.~~

~~c. Cleveland West. The county of Lorain, the part of the county of Cuyahoga west of the Cuyahoga River, and the part of the county of Medina not in the Akron-Wooster Conference.~~

~~d. Cleveland East. The counties of Geauga and Lake; the county of Ashtabula except for the city of Conneaut; the part of the county of Cuyahoga east of the Cuyahoga River and the city of Twinsburg in the county of Summit.~~

PROPOSED BYLAW AMENDMENTS

e. ~~Eastern. The county of Trumbull, the county of Mahoning, except for the city of Sebring, the county of Columbiana except for the town of North Georgetown, and the city of Conneaut in the county of Ashtabula.~~

f. ~~Canton Massillon. The county of Stark except for the villages of Beach City, Magnolia and Waynesburg, the town of North Georgetown in the county of Columbiana, the city of Sebring in the county of Mahoning and the village of Minerva in the county of Carroll.~~

g. ~~Southern. The counties of Carroll, except for the city of Minerva, Jefferson, Harrison, Holmes and Tuscarawas, the villages of Beach City, Magnolia and Waynesburg in the county of Stark.~~

S12.01.02 Any congregation in a border area desiring to change its conference relationship may do so upon approval of the conferences concerned and of the Synod Council, which shall then amend the appropriate continuing resolutions. ~~petition to the Synod Assembly for appropriate amendment to the bylaws.~~

S12.01.03 After its organization each conference may, by a process of its own choosing, determine a name for that conference and request appropriate amendment of the related S12.01 items.

S12.01.04 Transition Bylaw

- d. Individuals elected to the synod council prior to the adoption of the 2022 changes to council membership shall retain their council membership until the original expiration of their terms. If their positions continue to exist under the new structure, they shall fill those positions; if their positions are eliminated because of restructuring, they will remain until the end of their original term, or until the position become vacant.
- e. As transition occurs, the synod council may adjust the length of terms to be elected in 2023 and 2024 to realign the council into classes with as equal as possible elections each year.
- f. This bylaw will become void and be removed after the 2025 synod assembly.

~~S12.01.04 In 1991 and every third year thereafter, the Synod Council shall review the number of members of congregations in the conferences and, if necessary, shall recommend to the Synod Assembly appropriate changes in the representation specified in S10.07.01.~~

PROPOSED BYLAW AMENDMENTS

EXISTING PROVISIONS

S9.01.01 The term of office of every person elected at a regular meeting of the Synod Assembly shall begin on the first day of the third month following the adjournment of the assembly at which they were elected and conclude when their successors begin service. For example, a June Synod Assembly would result in a September 1st start of term. Exceptions include terms of representatives to the Churchwide Assembly and boards of institutions, those terms being determined by each respective institution.

S9.03.01 The Nominating Committee shall consist of three ministers of Word and Sacrament and four Ministers of Word and Service or unrostered lay persons, one from each conference according to a rotation schedule developed by the Synod Council.

S10.07.02 The Synod Council shall have the following composition:

The four officers;
Two lay members and two clergy members from the Cleveland West Conference;
Two lay members and one clergy member from the Cleveland East Conference;
Two lay members and one clergy member from the Richland-Ashland Conference;
Two lay members and one clergy member from the Akron-Wooster Conference;
One lay member and two clergy members from the Eastern Conference;
Two lay members and one clergy member from the Canton-Massillon Conference;
One lay member and one clergy member from the Southern Conference;
One lay members and one clergy member elected at large;
One young adult member elected at large;
One youth member, who shall be elected in accordance with S10.07.03.

As nearly as possible, 50% of the lay members shall be male and 50% shall be female. In addition there shall be one advisory member selected by this synod's women's organization and one advisory member selected by this synod's men's organization.

S10.07.03 The term of the youth member shall be two years. The member shall be elected from a slate of at least two nominees elected by the Board of the synod's Lutheran Youth Organization, and names forwarded to the nominating committee in sufficient time for inclusion in the committee's report, and any additional nominations that may be made on the floor of the assembly.

S12.01.01 This synod shall have seven conferences, whose names and territories shall be as follows:

PROPOSED BYLAW AMENDMENTS

- a. Richland-Ashland. The counties of Richland and Ashland.
- b. Akron-Wooster. The counties of Wayne and Portage, the county of Summit except for the city of Twinsburg; and the town of Sharon Center, village of Seville and city of Wadsworth in the county of Medina.
- c. Cleveland West. The county of Lorain, the part of the county of Cuyahoga west of the Cuyahoga River, and the part of the county of Medina not in the Akron-Wooster Conference.
- d. Cleveland East. The counties of Geauga and Lake; the county of Ashtabula except for the city of Conneaut; the part of the county of Cuyahoga east of the Cuyahoga River and the city of Twinsburg in the county of Summit.
- e. Eastern. The county of Trumbull, the county of Mahoning, except for the city of Sebring, the county of Columbiana except for the town of North Georgetown, and the city of Conneaut in the county of Ashtabula.
- f. Canton-Massillon. The county of Stark except for the villages of Beach City, Magnolia and Waynesburg, the town of North Georgetown in the county of Columbiana, the city of Sebring in the county of Mahoning and the village of Minerva in the county of Carroll.
- g. Southern. The counties of Carroll, except for the city of Minerva, Jefferson, Harrison, Holmes and Tuscarawas, the villages of Beach City, Magnolia and Waynesburg in the county of Stark.

S12.01.02 Any congregation in a border area desiring to change its conference relationship may do so upon approval of the conferences concerned and of the Synod Council, which shall petition to the Synod Assembly for appropriate amendment to the bylaws.

S12.01.03 After its organization each conference may, by a process of its own choosing, determine a name for that conference and request appropriate amendment of S10.07.01 and S12.01.01.

S12.01.04 In 1991 and every third year thereafter, the Synod Council shall review the number of members of congregations in the conferences and, if necessary, shall recommend to the Synod Assembly appropriate changes in the representation specified in S10.07.01.

2022 – 2023

Northeastern Ohio Synod

Evangelical Lutheran Church in America

P R O P O S E D

STANDARDS AND RESOURCES FOR COMPENSATION FOR ROSTERED MINISTERS

Recommended by the NEOS Synod Council on April 2, 2022 for
Presentation and Vote at the NEOS Synod Assembly on May 14, 2022



**Northeastern
Ohio Synod**

God's work. Our hands.

1890 Bailey Rd, Cuyahoga Falls, OH 44221
office@neos-elca.org 330-929-9022

Recommended by Synod Council: 4/2/2022
Approved by NEOS Synod Assembly: ?/?/2022

2022-2023 Compensation Standards for Rostered Ministers

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From Bishop Barbins . . .

There are three topics never to bring up in polite company: politics, religion, and money. And here we are laying out for you how to talk about one of those in the context of another; there are bound to be conflicts. In fact, conversations around staff salaries at budgeting time in congregational settings tend to be some of the most anxious meetings. Pastors and Deacons can feel underappreciated, and congregations get a sense of sticker shock when they see the total cost of employing people.

These Compensation Standards are meant to help corral the anxiety that can arise around salaries. There is a clear structure here, a pathway to finding equitable payment for the people who are leading your spiritual community. For Rostered Ministers, these are some standards you can use to advocate for equitable payment.

A few things to bear in mind as you prepare to renegotiate compensation or establish new compensation:

- **God has called the two of you**, congregation and rostered minister, to be in mission together. When God has called us to something, God will provide what we need.
- **The salaries of your rostered ministers are not “overhead.”** These are the people who are driving vision and mission in your context and actively doing ministry on behalf of the congregation. They are creative, educated, and experts in their fields.
- **Our budgets reflect our values and mission.** If your Deacon is responsible for Youth and Family Ministry, you are valuing Youth and Families in your budget when you pay them. If your Pastor is gifted in Preaching and Community Outreach, you are lifting the Gospel and care of neighbor as your mission.
- **Our pastors and deacons deserve to be paid a living wage.** Most of our leaders have 4-year bachelor’s degrees and either a 2- or 4-year master’s degree. That’s 6-8 years of higher education expenses and debt. Many of them have sacrificed previous careers and stability to follow God’s call to be your pastor or deacon.
- The amount that it costs your employer to employ you is different than the amount that you take home. Very few employees see how much benefits and behind the scenes costs affects the bottom line of a company. Likewise, **the amount that a pastor/deacon is actually paid is different than the amount it costs you as the employer to have that pastor/deacon.** Please do not confuse the two amounts.

There are confusing parts to compensation – especially tax considerations for pastors. When you have questions, please do not hesitate to reach out to your Synod Staff or our Compensation Consultants (see page 26). Ultimately, we hope that these new Compensation Standards help to reduce the anxiety around compensation negotiation.

I am so thankful to the Task Force that re-wrote these standards, the Synod Council who endorsed them, and to the Assembly for passing them.

Peace,

Bishop Laura L. H. Barbins

Compensation for Pastors and Deacons

At its 2021 Synod Assembly, the Northeastern Ohio Synod embraced the “Spine-Tingling Goal” of having “an equitably paid pastor, deacon, or trained lay person in settled leadership in every congregation by Synod Assembly 2023.” One of the primary motivations behind a thorough revision and update of the compensation guidelines of this synod is to provide resources to support and provide standards for the “equitably paid” aspect of this spine-tingling goal. By establishing equitable compensation standards across the synod, pastors and deacons will be empowered to serve where they sense God calling them rather than simply by where they can afford to live.

Since 2016, Rostered Ministers in the ELCA have been gathered into one of two rosters: Ministers of Word & Sacrament (Pastors) or Ministers of Word & Service (Deacons). It is beyond the scope of this document to explicate the difference between the two roles. However, the two roles have similar education and candidacy requirements. They also have the same living expenses. Therefore, the approach to calculating compensation is the same – with some differences due to the tax status of pastors. The base salary for pastors is slightly higher in recognition of the constitutional responsibilities of a pastor and their role being similar to that of a CEO or Executive Director in other organizations.

These compensation standards apply to all pastors and deacons in the Northeastern Ohio Synod. A calculations worksheet has been developed as a companion to this document. The two should be used together whenever compensation is discussed and they may be downloaded from the synod website (www.neos-elca.org). Not every situation can be covered in this document and the accompanying worksheet. If you have any questions or believe you have a unique circumstance, please consult with the synod office as you determine compensation for your pastor or deacon. The establishment of these standards demonstrates this synod’s commitment to providing equitable compensation for its rostered ministers so that pastors and deacons may indeed serve where they feel God has called them.

How this Document is to be Used

At the Time of a New Call

The compensation calculations described below – and supported by the accompanying calculations worksheet – are to be used when a congregation extends a new call to a pastor or deacon. Prior to sharing a compensation proposal with a candidate, the congregation is expected to consult with the synod office to ensure equitable compensation. All Compensation & Benefits packages must be attested to by the bishop of the Synod. Substandard compensation or benefits will rarely be accepted by the bishop and then only after due consultation with the congregation and candidate.

For Continuing Calls

For the first year of these revised compensation standards, all congregations are expected to compare their pastor or deacon’s compensation to these standards to ensure they are equitably paid. These standards will adjust each year with the federal Cost of Living Adjustment (COLA)¹. It would be appropriate to expect that the compensation of a longer-tenured pastor or deacon will exceed these

¹ Historic COLA values can be found at: <https://www.ssa.gov/oact/cola/colaseries.html>

standards if the congregation has continued to adjust compensation using the COLA and offering merit increases.

NOTE: *If a rostered minister's compensation is found to be significantly below the standards outlined in this document, the rostered minister and congregation leadership are encouraged to consult with the synod staff to develop a plan to ensure the rostered minister is equitably compensated.*

Calculating Compensation

In preparing this thorough revision of the compensation standards, the approaches used in other synods were reviewed. We sought a simpler approach that could apply for both pastors and deacons (hence a single document) that would provide equity in compensation and also provide guidance for accommodating the differences in living expenses across the synod. We have developed a step-by-step Compensation Standards Worksheet as a companion to this document to be used in determining a fair range for compensation within a given community and factors relevant to your pastor or deacon. You can find images of the worksheet with sample calculations in the Appendix on page 15. The spreadsheet that automatically performs the necessary worksheet calculations based upon your inputs can be downloaded from the synod website (www.neos-elca.org).

This new approach begins by establishing a baseline salary for pastors and deacons in Section 1 of the worksheet. For 2023, the baseline salary for pastors is \$57,000 and for deacons is \$53,000. The baseline salary for pastors is slightly higher in recognition of the constitutional responsibilities of a pastor and their role being similar to that of a CEO or Executive Director in other organizations.

The baseline salary includes what was previously calculated separately as salary and housing allowance. This baseline salary assumes the median price of a home in the area where members of the congregation live is \$100,000. A local housing cost adjustment is calculated for areas in which the median home price exceeds \$100,000. Guidance for determining the appropriate local median house price can be found in the Appendix on page 20. When a pastor or deacon takes a new call, they will be moving into that community under the current housing conditions and the baseline salary must be adjusted accordingly to enable the pastor or deacon to move into that community.

NOTE: *Congregations who provide a parsonage to house a pastor are increasingly rare, so these compensation standards do not address that special circumstance. If your congregation has a parsonage, contact the synod office for guidance in determining a fair compensation range for your pastor.*

An additional adjustment to the baseline salary is calculated based on the years of rostered ministry experience of the pastor or deacon. The adjustment per year of experience is \$400. Section 2 of the worksheet provides an opportunity to adjust compensation based on relevant experience prior to entering rostered ministry.

Adding the adjustments for local housing costs and years of experience to the baseline salary results in the adjusted minimum baseline salary for the pastor or deacon.

In Section 2 an appropriate salary range is determined by adding up points based on longevity in the current call, years of related prior experience, staff leadership (including serving a multi-congregation call), and furthered education. The total points are multiplied by a salary range modifier (\$400 in 2023) to determine a potential salary range adjustment.

In Section 3, the adjusted baseline salary is copied from above and to this is added the potential salary range adjustment to determine a potential high end of the salary range.

NOTE: local circumstances may warrant a salary that exceeds that calculated in the worksheet.

During the conversation between the pastor or deacon and those responsible for making salary recommendations, consider using the following questions as guides for determining an appropriate position within the salary range:

- Does our pastor/deacon bring any additional or special skills to the position that ought to be rewarded?
- Has our pastor/deacon met their mutually predetermined ministry goals during the past twelve months?
- Do we expect our pastor/deacon to take on any significant additional responsibilities as a leader of our congregation?
- Is our pastor/deacon competent in their fulfillment of the ministry position to which they have been called?
- Are there any unique financial stresses which the congregation ought to seek to accommodate to allow our pastor/deacon to better serve our community?
- Are there any unique financial stresses which the congregation faces which need to be accommodated?
- Are we in an area where housing costs are unusually high and special consideration may need to be made?

This conversation will result in a mutually negotiated salary for the pastor or deacon for the coming year. That value is to be entered in Box M in Section 3 of the worksheet so that it will carry over to other tabs in the worksheet.

Examples of calculations using the Salary Development Worksheet can be found in the Appendix on page 15.

NOTE: A congregation proposing to reduce the compensation of a pastor or deacon currently under call shall consult with the synod office to explain the need for this reduction in compensation and a plan to return the rostered minister's compensation to a level that meets the standards.

Special Tax Considerations for Pastors

Housing Allowance Resolution

The IRS allows pastors to designate a portion of their cash compensation as a housing allowance, which may then be excluded from federal income tax. The amount designated as housing allowance is reported separately from salary on the pastor's W-2. The housing allowance must be designated in advance, so each year the Congregation Council is encouraged ask the pastor how much of their cash compensation they want to designate as housing, and then pass an appropriate resolution and enter it into the Council minutes (see page 22 in the Appendix for a sample resolution). It is then the pastor's responsibility when they file taxes to report how much of the housing allowance was actually used to provide housing.

Social Security Offset

Employers must withhold payroll taxes from employees (6.2% Social Security and 1.45% Medicare) and themselves pay an equal amount for a total of 15.3%. A pastor, however, is defined as being self-employed by the Social Security Administration and is responsible for paying a 15.3% self-employment tax. Congregations are expected to pay the pastor a 7.65% social security offset – equal to the employer's share of payroll tax – to help offset the pastor's tax burden. In all other aspects pastors are considered employees and are to receive a W-2 each year rather than a 1099 that is given to independent contractors.

In the accompanying calculations worksheet, the Social Security Offset is automatically calculated as 7.65% of the negotiated salary.

If a congregation continues to determine salary and housing allowance separately, the Social Security Offset is 7.65% of the sum of those two figures according to this formula:

$$\text{Social Security Offset} = (\text{Salary} + \text{Housing Allowance}) * 0.0765$$

In reporting compensation to Portico, values are submitted for Salary, Housing Allowance (if calculated separately from Salary), and Social Security Offset – with the total referred to as “Defined Compensation.”

NOTE: In congregations providing a parsonage, any parsonage allowances and the fair rental value of the parsonage are included in calculating the Social Security Offset according to this formula:

$$\text{Social Security Offset} = (\text{Salary} + \text{Parsonage Allowance} + \text{Parsonage Fair Rental Value}) * 0.0765$$

Benefits for all Rostered Ministers

Portico Health, Retirement, and Other Benefits

Rostered Ministers are to be enrolled in the Portico Benefits Program, a ministry of the ELCA serving congregations and rostered ministers. Portico provides resources which provide medical and mental health insurance, as well as basic and supplemental life insurance at a group rate. Retirement and Disability benefits are also part of the benefit package administered by Portico which is specific to church plans. They also offer a range of programs advocating for the health and wellness of rostered ministers and church professionals.

Portico offers both traditional PPO (Platinum+ and Gold+) and high deductible (Silver+ and Bronze+) health plans. The Gold+ and Silver+ plans are designed to be comparable in cost to the congregation and cost-sharing for the rostered minister. The ELCA Church Council and Northeastern Ohio Synod recommend providing coverage for the rostered minister and their family under the Gold+ or Silver+ Plan A (which includes an HSA contribution from the congregation). A Letter of Call will be signed by the Bishop only when this standard is met to the satisfaction of the Bishop. The congregation is encouraged to discuss with their rostered minister the type of insurance coverage preferred to meet their unique needs.

Rostered ministers are to receive a minimum pension contribution of 10%. Congregations are encouraged to consider a pension contribution of 12%. Rostered ministers have the option during annual enrollment to contribute a portion of their compensation to augment their retirement savings.

The standard expectation of this synod is that any congregation or eligible ministry setting will provide health coverage for the rostered minister and their family unless the rostered minister's family has Other Valid Health Coverage and may waive their health coverage. When health coverage is waived, the congregation is encouraged to consider utilizing the cost savings on health insurance to explore other benefits such as additional retirement contributions, reducing educational debt, offsetting the cost of the health coverage that enabled the waiver, additional life insurance, etc.

Types of Leave

Sick Leave

Sick Leave of up to six weeks per year with full salary and benefits are to be provided by the congregation when needed. This is not accumulated and is not to be abused. This is not an entitlement. If a rostered minister's health concerns last longer than the normal six-week sick leave, or they are considering applying for disability coverage, the Congregation Council shall consult the synod office for guidance on continuing compensation and benefits, as well as available interim pastoral leadership for the congregation.

Family Leave

Paid Family Leave with full benefits of eight (8) weeks is standard practice in the ELCA when a child is born or adopted. Congregations are encouraged to offer up to twelve (12) weeks of leave with full benefits to align with the federal standard. The number of weeks of leave before and after the birth are to be specified in advance and with mutual discussion with the rostered minister. If additional family leave beyond the defined number of weeks is desired, it shall be negotiated with the Congregation Council and is typically either paid vacation time or unpaid leave. Similarly, paid Family Leave with benefits of eight to twelve weeks are also to be available to care for a sick family member such as a spouse, child, parent, or sibling. Family leave also includes time for bereavement leave to grieve and heal from the loss of an immediate family member. It is recommended that Rostered Ministers take one to two weeks for bereavement leave. ***When calling a new rostered minister, the congregation must include a comment about sick leave and paid family leave on the ELCA Compensation and Benefits Form, under F. Other Matters.***

Disability

In the event a pastor or deacon who is sponsored in the ELCA benefits program is unable to perform their normal occupation, as a direct result of injury or physical or mental disorder that is verified by objective medical information from a Qualified Health Care Provider, they can apply for disability. If granted, they may be eligible to receive these benefits:

1. During the first two months of disability (waiting period), the employer is expected to pay the rostered minister's full salary and to continue contributions for their ELCA health, retirement, disability, and basic life insurance benefits.
2. Once the disability is approved, the program includes the following benefits which are paid by Portico:
 - a) A monthly disability income benefit, and
 - b) Contributions for health benefits coverage under the ELCA Medical and Dental Benefits Plan for the pastor/deacon and their eligible family members, and
 - c) Contributions to the pastor/deacon's retirement account under the ELCA Retirement Plan and contributions for basic group life insurance.

Weekly Hours / Time Off

Rostered ministers, like anyone else, need some time off from work in order to rest and re-energize themselves. Congregations shall endeavor to provide each rostered minister with two full days off per week. The rostered minister's weekly schedule (days/hours) may be negotiated as necessary. For the well-being of the rostered minister and health of the congregation, such a schedule should not exceed 50 hours in a work week.

Vacation

Everyone needs a period of time away from the job in order to refresh and recharge. The congregation shall provide a minimum of four weeks of paid vacation per year, including four Sundays for all rostered ministers. Congregations with a long-tenured pastor or deacon are encouraged to consider additional

vacation time in recognition of their length of service. If a rostered minister is serving in a part-time call, they shall still receive 4 weeks of paid vacation for whatever their typical ministry days are, which includes 4 Sundays. Continuing education time is not to be regarded as vacation, nor is it to be used by the rostered minister for vacation under any circumstances.

All costs and procurement of ministry coverage during vacation times, including worship leadership supply, are the responsibility of the congregation. A list of available pulpit supply may be secured from the synod website (www.neos-elca.org) or synod office.

Holidays

Because of the nature of their professional responsibilities, rostered ministers are seldom able to take advantage of three-day weekends and other holidays such as Christmas, Easter, etc. The congregation is encouraged to identify the paid holidays for their staff after consulting the list of official state and federal holidays. Consideration shall be given, and the rostered minister encouraged to take these days off at another time during the week to compensate for the times when the duties of the rostered minister preclude taking the actual holiday off. This shall not be counted as vacation time.

Continuing Education

The purpose of continuing education for rostered ministers is to strengthen the professional for more effective service. The 1997 Churchwide Assembly (see page 24 in the Appendix) established the expectation of 50 contact hours annually in organized continuing education. These experiences are to be with colleagues and under responsible sponsorship, capable directors, and qualified instructors.

Continuing education may range from a single day seminar to enrollment in a formal program at an educational institution. The ELCA Letter of Call presently recommends a minimum of two weeks of continuing education annually with the congregation contributing a minimum of \$700 toward the cost of continuing education. The continuing education time and funds may be accumulated during a three-year period for a total of six weeks. In the Northeastern Ohio Synod, this time may be taken each year or after two or three years.

A post-pandemic goal of the synod staff is to re-establish the Ministry Committee with one of their responsibilities being establishing standards and offering opportunities for continuing education in the synod. If you are interested in serving on this committee, please contact a member of the synod staff.

First Call Theological Education

First Call Theological Education (FCTE) is the required ELCA three-year structured program of theological education designed to support and strengthen the new rostered minister in terms of: (1) ministry skills; (2) pastoral identity; and (3) discernment of context. FCTE is experiential learning designed to meet participants at their point of need as they encounter the demands and expectations of ministry. Documents outlining the FCTE program are available through the Synod office.

Sabbatical Leave

Sabbatical leave offers an extended block of time for study, personal growth, and reflection apart from usual congregational responsibilities. The 1997 Churchwide Assembly (see page 24 in the Appendix) established the expectation that an extended study and renewal period of one to three months every three to five years in the present call be provided with full salary and benefits. Normal vacation time may be used to extend the sabbatical leave. The leave plan is to be developed in cooperation with the Congregation Council. The parties shall seek the counsel of the bishop before finalizing an agreement. The congregation shall be responsible for arranging for pastoral coverage, including pulpit supply, during the leave. Within six weeks of the completion of the sabbatical leave the pastor shall present the congregation a written reflection on the experience and the implications for the ministry of the congregation and ministry in the parish. This written reflection shall be added to the pastor's file in the bishop's office.

Continuing education and sabbatical leave time accrue to an individual during the service in a single congregation. All accumulated continuing education time is forfeited with the acceptance of another position or call to a different setting. Such continuing education time may not be used for vacation purposes, may not be transferred to another rostered minister or staff person, and may not be exchanged for monetary reimbursement.

Resources for sabbatical leave can be found in the Appendix on page 25.

Post-Employment Agreements

The Northeastern Ohio Synod bishop (or designee) should be consulted whenever the termination of a call is being considered. When a call is terminated, it is important to contact Portico Benefit Services for information on benefits and payment options prior to creating post-employment agreements. When appropriate, the congregation is encouraged to consider a post-employment (severance) package of three to six months. The congregation's Employer Link user should notify Portico Benefit Services of the individual's termination of employment date up to 60 days in advance via EmployerLink. If the sponsoring organization has agreed to pay severance to the formerly sponsored member, the termination of employment date provided to Portico Benefit Services should be the last date worked (plus any accrued vacation); not the last date for which severance is paid. Upon termination of the Rostered Minister's call, the benefit bundle will change as will the cost of the benefits which may be different than the amount the sponsoring employer has been paying.

Ministry Expenses

Continuing Education

To financially support continuing education, the congregation is encouraged to establish a fund to which it annually contributes a minimum of \$700, with the rostered minister contributing a minimum of \$300 for a minimum total of \$1,000. Any money which the rostered minister contributes to the fund belongs to the rostered minister and may accumulate over a period of up to three years. If the rostered minister resigns the call, any money contributed by the rostered minister but not used for continuing education is returned to the rostered minister. This money would be used for registration, course materials, travel, and housing while the person pursues approved continuing education.

Automobile Reimbursement

A rostered minister is to receive an automobile reimbursement equal to IRS guidelines per mile for business travel. Rostered ministers reimbursed for auto expense on a per mile basis do not have to report this reimbursement as income if they submit written mileage reports to the calling institution.

Synod Assembly

Rostered ministers are constitutionally required to attend the Synod Assembly. Congregations shall cover the cost or reimburse the rostered minister for costs related to attending the synod assembly. This is in addition to continuing education funds and leave.

Professional Expenses

Congregations may also reimburse the rostered minister for professional expenses such as dues, meeting expenses, professional attire, and supplies. The Congregation Council and rostered minister shall create realistic expectations and procedures around reimbursable expenses.

Computer and Cellphone

It is recommended that the congregation provide the rostered minister with a computer and cellphone to facilitate ministry. If the congregation does not directly pay the cost of the cellphone, the congregation may reimburse the rostered minister for their portion of the cellphone plan. This requires a resolution of the Congregation Council – a sample of which can be found in the Appendix on page 22.

Special Circumstances

Part Time Calls

A rostered minister in a part time setting shall be compensated according to current guidelines at a percentage based upon the time negotiated by the Congregation Council. Such calculations are accommodated in the compensation worksheet that accompanies this document. Part of the challenge with part time calls is that fractional compensation may not be sufficient for a rostered minister to cover the cost of housing. Compensation for retired rostered ministers serving part time shall be negotiated with the Congregation Council in consultation with the synod staff.

Interim Rostered Ministers

Interim rostered ministers are to be compensated the same as rostered ministers serving in a called position.

Pulpit Supply

During a pastoral absence, it may be necessary for a congregation to secure a supply pastor. A current list of individuals approved to provide pulpit supply is available and may be obtained from the synod office. Those asked to serve as pulpit supply are to be contacted well in advance of the date needed and, upon acceptance, be provided with a copy of the worship bulletin and pertinent information about the service. A member familiar with congregation worship practices should be on hand to welcome the pastor prior to the service. The recommended honorarium for one worship service is \$150 plus mileage at the current [IRS mileage reimbursement rate](#) (set at 58.5 cents per mile for 2022). For additional services, scheduled within three hours of the conclusion of the initial worship service, whether at the same congregation or at another, as in two-point parishes, an additional \$50 per service shall be paid plus any additional mileage. If additional services are scheduled during the week that are similar in nature e.g., Sunday evening, Wednesday, Saturday, etc., an additional honorarium of \$85 for each additional service plus mileage at the current IRS mileage reimbursement rate shall be paid. For additional responsibilities, appropriate compensation shall be provided. Expenses for lodging and meals, if necessary, are to be paid by the congregation.

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Compensation Standards Worksheet Example

The pages following pages contain screenshots of the Compensation Standards Worksheet that was developed to accompany this document. This worksheet has been designed so that you only have to enter values in the blue shaded boxes and all of the remaining calculations will be performed automatically.

Section 1 establishes the baseline salary for the pastor. For this example, the pastor is being called to a new congregation and has ten years of experience (Box C). This congregation serves multiple zip codes. Using Zillow.com to research the median home cost in each zip code, the pastor and congregation agree to use the average of \$195,000 (Box B) for the median home cost. This results in an adjusted baseline salary of \$68,600.

	A	B	C	D	E	F
1	2023 Compensation Calculations		<i>NOTE: Enter appropriate values in the blue boxes. All other calculations are automatic.</i>			
2						
3	Select Version	This worksheet will adjust based on whether it is being used for a Pastor or Deacon. Please place an X in the green box for a Pastor and in the orange box for a Deacon.	This worksheet is for a Pastor:	X	Place an X in the appropriate box.	
4			This worksheet is for a Deacon:			
5						
6	Section 1	Determining <u>MINIMUM</u> Salary	Formula	Your Baseline	Box Label	
7	Baseline Salary	The Northeastern Ohio Synod Council and Assembly annually set a "Baseline Salary" for rostered ministers guided by the admonition from Scripture: <i>"Let the elders who rule well be considered worthy of compensation, especially those who labor in preaching and teaching, for the scripture says, 'You shall not muzzle an ox while it is treading out the grain,' and, 'The laborer deserves to be paid.'"</i> (1 Timothy 5:17ff.) The phrase, "who rule well", points to the need for a <u>process of appraising performance</u> in addition to this <u>process of determining appropriate salary ranges</u> as steps toward negotiating actual salary amounts.	Baseline Salary includes what has historically been calculated separately for salary and housing - and assumes up to \$100,000 as the median price of a home in the service area of the congregation. (It is important to note that the amount of salary actually designated as "Housing Allowance" for pastors must be recorded as a vote of the congregation's Council/Board prior to the beginning of the year.) For the year 2023 the baseline for pastors is \$57,000 and for deacons is \$53,000. (If the terms of call are less than full time, or if use of a parsonage is included as a portion of compensation, this figure should be adjusted accordingly in consultation with synod staff.)	57,000	<<< Box A	
8	Local Housing Cost Adjustment	The Northeastern Ohio Synod covers a large, economically diverse area with housing costs varying widely within and between the city of Cleveland and its suburbs, other cities, and rural areas. A cost of housing adjustment to the base salary acknowledges the diversity.	Determine the median single-family home price within your community (the primary zip code(s) served by your congregation) by contacting a local realtor or using the Internet (see the Compensation Standards document for guidance). Enter this median home price in Box B.	195,000	<<< Box B	
9			If this number exceeds \$100,000 (cost of housing considered within Base Salary), the amount that exceeds \$100,000 will be multiplied by 8% and then added to the baseline salary to adjust for the higher costs of purchasing a home in that area.	7,600	Local Housing Cost Adjustment	
10	Years of Experience	As per most professional salary systems, we seek to reflect the value of acquired skills, wisdom, and experiences which can only come from actual ministry experience.	Enter the number of years of service as a pastor or deacon (up to a maximum of 40) in Box C.	10	<<< Box C	
11			The number of years of experience is multiplied by \$400 to determine the Experience Adjustment to Baseline Salary.	4,000	Experience Adjustment	
12	Adjusted Baseline Salary	In this step, the Local Housing Cost and Experience Adjustments are added to the Baseline Salary to determine the Adjusted Baseline Salary for a pastor or deacon serving in your congregation. Such factors as position, longevity, and additional degree work will be considered in Section 2 below.	Box D is the "Adjusted Baseline Salary" for your congregation. (Note: for some congregations, current salaries may be below this number. If such is the case, the Synod recommends developing a specific and mutually-agreeable written plan to bring salary up to this minimum baseline. If Council, Congregation, or Pastor/Deacon need assistance in this matter, both synodical staff and the synod's "Compensation Consultants" are able to assist.)	68,600	<<< Box D	
	Instructions	Compensation Calculations	Benefits & Expenses	Printable Summary	Printable Summary - Shared Call	+

Section 2 takes into consideration this particular context and the value the pastor brings to the congregation. Because this is a new call, Box E does not have a value in it. The pastor taught high school for five years before entering seminary and is given credit for that experience in Box F. In addition to the music and office support staff, the congregation has a part-time youth minister and a part-time communication director, so Box G is 2 to represent the additional people the pastor will supervise. The pastor does not have a degree beyond the Master of Divinity (M.Div.) so Box H is blank.

	A	B	C	D	E	F
14	Section 2	Determining Salary Range Adjustments	Formula	Your Points		
15	Longevity in Current Call	Research has established that vibrant long-term tenures are often associated with congregational growth. We seek to reflect our shared valuing of healthy, longer-tenured ministries with this adjustment.	Credit one point for each year of service in one's current call in Box E. NOTE: in calculating total points in Box I, the value in Box E will be capped at a value of 10. (Enter 0 when establishing compensation for a new call)	0	<<< Box E	
16	Years of Related Non-Pastoral Experience	Increasingly, persons with prior experience in related fields are entering rostered ministry in our church. We seek to acknowledge the value of prior experience <u>in related fields</u> (i.e. teaching, administration, financial, counseling, social work, etc.) with this adjustment.	Enter in Box F the years of prior experience in a related field for which credit is being given. NOTE: the congregation and pastor/deacon are to discuss the relevance of prior experience and agree to a full or fractional value for that experience.	5	<<< Box F	
17	Staff and/or Multiple Congregation Leadership	Pastoral leaders of large churches often bear increased responsibilities and expectations. Similarly, leaders in a multi-congregation call also oversee or supervise additional staff. We seek to acknowledge such with this adjustment.	Credit is given for primary leadership in congregations where the staff exceeds the minimum needs of a congregation (worship musician and office support). Credit at least one point for each staff member beyond the pastor, worship musician, and secretarial support. In multi-congregation calls, credit one point for <u>every</u> staff member in each additional congregation.	2	<<< Box G	
18	Furthered 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.	Credit is given (5 points) to those who have taken the time and made the commitment to earn a degree beyond the minimum Masters level required of a pastor or deacon. (such as M.Th., D.Min., P.H.D., S.T.M., etc.) If such is the case, enter 5 points for furthered education in Box H.		<<< Box H	
19	Possible Salary Adjustment	Boxes D-H seek to quantify the value of experience, responsibilities, and education a rostered minister may possess. These factors will become a basis for possible adjustment to salary.	The credits in Boxes E, F (at 50%), G and H are added together to create a "point total" for Box I.	7	<<< Box I	

Section 3 utilizes the adjusted baseline salary (carried to Box J) and the results of Section 2 to establish a potential range for the pastor's salary. The points from Box I are multiplied by the range modifier (result in Box K) and added to the adjusted baseline salary with the result in Box L. During discussion between the pastor and representatives of the congregation, it was agreed that the initial salary for this new call would be in the middle of the range – with the negotiated salary entered in Box M.

The **Summary** section lists the adjusted baseline, negotiated, and high end salaries with the corresponding Social Security Offset for each salary. The sum of salary and Social Security Offset is the Total Defined Compensation to be used in calculating Portico benefits (see the next page).

	A	B	C	D	E	F
21	Section 3	Negotiating Actual Salary	Formula	Your Figure		
22	Adjusted Baseline Salary	Section 1 (Boxes A, B, C and D) allowed you to determine the appropriate minimum level of salary for your pastor or deacon.	This is the amount from Box D in Section 1 of this form.	68,600	<<< Box J	
23	Salary Adjustment Range	Section 2 (Boxes E, F, G, H and I) allowed you to compile a point total which will assist you in quantifying a range for appropriate salary. For the year 2022, the range modifier is set at \$400 per point.	The number recorded in Box I, multiplied by the range modifier described to the left, generates the spread of your appropriate salary range.	2,800	<<< Box K	
24	Adjust Baseline + Adjustment Range	By adding the "Adjusted Baseline Salary" and the "Salary Adjustment Range" figures together, you will be able to determine the upper reaches of an appropriate range of salary for your rostered minister.	The sum of Box J and Box K represents a potential high end of the salary range.	71,400	<<< Box L	
25	Negotiated Salary for 2023	Although the Synod may produce helpful guidelines and minimum baselines for appropriate salary, congregations need to annually review and revise salary for their rostered ministers. Using the figure in Box J as a "low" and Box L as a "high", it is the responsibility of the congregation to determine actual annual salary. During the course of the conversation between the pastor/deacon and those responsible for the annual review & salary recommendations, consider using the following questions as guides for allowing one to move up or down in the range presented: <ul style="list-style-type: none"> • Does our pastor/deacon bring any additional or special skills to the position that ought to be rewarded? • Has our pastor/deacon met their mutually-predetermined ministry goals during the past twelve months? • Do we expect our pastor/deacon to take on any significant additional responsibilities as a leader of our congregation? • Is our pastor/deacon competent in their fulfillment of the ministry position to which they have been called? • Are there any unique financial stresses which the congregation ought to seek to accommodate so as to allow our pastor to better serve our community? • Are there any unique financial stresses which the congregation faces which need to be accommodated? • Are we in an area where housing costs are unusually high and special consideration may need to be made? The figure entered in Box M represents our mutually-negotiated salary for the year 2023. (Adjusted accordingly if the terms of call are less than full time, or if use of a parsonage is included as a portion of compensation.)		70,000	<<< Box M	
26	SS Offset	As described in the Compensation Standards document, a pastor's compensation is to include a Social Security Offset.	The appropriate Social Security Offset to accompany the Negotiated Salary would be:	5,355		
27						
28	Summary	Salary	Social Security Offset (only applicable to pastors)	Total Defined Compensation to report for Portico Benefits		
29	Salary Range Low (Box J)	68,600	5,248	73,848		
30	Negotiated Salary (Box M)	70,000	5,355	75,355		
31	Salary Range High (Box L)	71,400	5,462	76,862		
32						

[Instructions](#)
[Compensation Calculations](#)
[Benefits & Expenses](#)
[Printable Summary](#)
[Printable Summary - Shared Call](#)
[+](#)

The **Benefits & Expenses** tab includes a link to the Portico Benefit Calculator (line 26). For this example, the congregation contributes 12% for retirement and selects the Gold+ health plan, the pastor is 42 years old and has a spouse and children. **NOTE: the Portico benefit costs entered are for illustrative purposes only!**

	A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q
1	Benefits & Expenses Summary																
2	With the exception of the red-bordered Compensation Modifier found below in the																
3	pink cell - and the orange congregation names and percentages in the Shared																
4	Calls section - you should only enter numbers in the blue shaded cells. Amounts for																
5	the Portico benefits are found by visiting the Portico calculator using the link below.																
6																	
7	Compensation Modifier																
8	If this is not a full-time call, enter the percentage modifier in																
9	the pink box and the modified numbers will be transferred to																
10	the report on the next tab.																
11		Compensation Modifier:		100%													
12																	
13																	
14																	
15	Cash Compensation (transferred from a previous tab)																
16																	
17	Negotiated/Adjusted Salary	70,000															
18																	
19	Social Security Offset	5,355															
20																	
21	Total Cash Compensation	75,355															
22																	
23																	
24	Pension, Health, and Other Benefits																
25	The Portico cost calculator can be found at:																
26	https://employerlink.porticobenefits.org/resources/calculators/benefit-costs-calculator#/																
27	You will need to know the rostered minister's birthdate.																
28																	
29	Synod:	Northeastern Ohio Synod - 6E															
30	Defined Compensation:	75,355															
31	Retirement Percentage:	12		(recommended 12% - minimum 10%)													
32																	
33	Health Insurance	30,100															
34	Retirement	9,043															
35	Disability	980															
36	Basic Group Life	678															
37	Portico Benefits Total:	40,801															
38																	
39	Additional Benefits (if applicable, please list and indicate cost)																
40	Item 1																
41	Item 2																
42	Item 3																
43	Cost of additional benefits:	0															
44																	
45	Total Cost of Benefits	40,801															
46																	
47																	
48	Other Expenses																
49	Mileage Reimbursement	3,000		(at IRS approved rate per mile)													
50	Other Professional Expenses	500															
51	Continuing Education	700		(minimum of \$700 recommended)													
52	Cell Phone Reimbursement	600															
53	Other Expenses																
54																	
55	Total Cost of Other Expenses	4,800															
56																	
57																	
58	Total Compensation, Benefits, and Other Expenses	120,956															
59																	
60																	

Shared Calls

If the expenses for this call are shared by multiple congregations, enter the congregation names and appropriate percentages below.

Name of Cong A:			
Name of Cong B:			
Name of Cong C:			

	Cong A	Cong B	Cong C	Total
Percentage:				
	0	0	0	
	0	0	0	
	0	0	0	

The **Benefits & Expenses** tab is also used in special circumstances for a part-time or shared call. If the call is not full-time, cell E11 is used to indicate the appropriate percentage and then the salary and Social Security Offset (if applicable) are modified in the pink cells. If this is a shared call, the orange shaded cells with the red outlines can be used to identify the congregations and the appropriate percentage each will contribute. In addition to the Portico benefits, lines 40-42 are used if there are additional benefits included. Lines 49-53 list the various ministry-related expenses.

The **Printable Summary** tab provides a ready-to-print summary of the full cost of compensation, benefits, and professional expenses. A different **Printable Summary – Shared Calls** tab is provided for those situations.

	A	B	C	D	E	F	G	H	I	J	K	L	M	N	O
1	Proposed Compensation, Benefits, and Expenses														
2															
3	Cash Compensation to Pastor/Deacon														
4															
5		70,000	Salary												
6															
7		5,355	Social Security Offset (pastors only)												
8															
9		75,355	Cash Compensation												
10															
11															
12	Health Insurance, Retirement, and Other Benefits														
13		30,100	Health Insurance												
14		9,043	Retirement												
15		980	Disability												
16		678	Basic Group Life												
17		40,801	Total Portico Benefits												
18															
19		0	Other Benefits												
20															
21		40,801	Benefits												
22															
23															
24	Professional Expenses														
25		3,000	Mileage Reimbursement												
26		500	Other Professional Expenses												
27		700	Continuing Education												
28		600	Cell Phone Reimbursement												
29		0	Other												
30															
31		4,800	Professional Expenses												
32															
33															
34		120,956	Total Compensation, Benefits, and Expenses												
35															

References for Local Housing Costs

When a pastor or deacon takes a new call, they will be moving into that community under the current housing conditions and the baseline salary must be adjusted accordingly to enable the pastor or deacon to move into that community. It is important to note that housing values can fluctuate quickly.

The local housing adjustment gets more difficult to apply the longer a pastor or deacon lives in the area. If housing values increase dramatically, a rostered minister who locked in a mortgage when housing values were lower would not need the full local housing adjustment in order to be equitably paid. On the other hand, if housing values decrease significantly, a rostered minister who bought into the community when the housing values were higher will have a higher mortgage payment and should not be penalized for a declining housing market.

Another consideration is the question of which area should be used to determine the local housing adjustment. If the congregation is located in an urban area, the local housing costs may be depressed and/or there is no suitable housing in the immediate vicinity of the congregation. In other situations, the congregation is located in an area that has seen dramatic increases in housing values and it would be unrealistic for the congregation to use the local housing cost in the immediate area. In general, it is appropriate to use the local housing cost in the area where most of the congregation members reside. If the members are spread over a wide area, it is appropriate to use an average value of those areas.

A local realtor will be able to help congregations determine the median home value at the present time. A congregation can also use the internet to research current housing costs in the local area. The National Association of Realtors website provides extensive research about local housing costs. This page reports the median home prices by county: [NAR Median Home Prices](#)

The websites Zillow.com and Realtor.com also provide helpful data regarding median home prices in a zip code or specific community. Website functionality frequently changes, but at the time this document was drafted, the following methods provided helpful results:

- Go to www.realtor.com and in the search field at the top of the page enter the zip code or community name and click the magnifying glass to execute the search. Scroll down below the listings, and look for a box with the heading, “Facts about Zip Code/Community.” In that box will be the median home price in that area.
- Go to www.google.com and in the search bar, enter the phrase:
“median home price (zip code) realtor.com”
In the search results (often the first one) look for a link described as:
<https://www.realtor.com> > (zip code) > overview
(zip code) ??? Real Estate Market – Realtor.com
Following this link will bring up a page with summary information for that zip code.

- Go to www.zillow.com and in the search field at the top of the page, enter the zip code or community name and click the magnifying glass to execute the search. Scroll down through the sidebar with the property listings and look for the box titled “Related Searches.” One of the links should read “Zillow Home Value Price Index For (zip code).” Click that link and you will find summary information for that zip code.
- Go to www.google.com and in the search bar, enter the phrase:
“median home price (zip code) zillow”
In the search results (often the first one) look for a link described as:
(zip code) Home Prices & Home Values | Zillow
Following this link will bring up a page with summary information for that zip code.

Sample Congregation Council Resolutions

Designation of Housing Allowance (applicable only to pastors)

In IRS Publication 517, the IRS states the following regarding a housing allowance: “The church or organization that employs you must officially designate the payment as a housing allowance before it makes the payment. It must designate a definite amount. It can't determine the amount of the housing allowance at a later date. If the church or organization doesn't officially designate a definite amount as a housing allowance, you must include your total salary in your income.”

Shown below is a sample resolution designating a housing allowance, which is to be done each year:

The president informed the Council that under the tax law, pastors may be able to exclude from federal income tax the amount of their compensation designated as a housing allowance.

After considering the estimate of Rev. _____ of their home expenses and the amount requested to be designated as a housing allowance, a motion was made by _____, seconded and passed to adopt the following resolution:

Resolved that of the total cash salary for the year 20____, \$_____ is hereby designated as housing allowance.

Automobile Reimbursement Policy

The congregation will reimburse [the pastor/rostered ministers/employees] for automobile expenses incurred when traveling on church business, in accordance with Internal Revenue Service (IRS) rules. Current regulations require that for reimbursement to be non-taxable, individuals must keep records of amounts spent, the date of the travel, destination(s), and an adequate record of the purpose/reason for the trip (with consideration for pastoral confidentiality).

Upon receipt of sufficient documentation, a reimbursement for travel expense will be issued. Under current IRS rules, reimbursement can include mileage at the IRS approved rate plus parking fees, tolls, and similar expenses.

Professional Expense Reimbursement Policy

Since rostered ministers are expected to participate in church activities beyond the congregation and to continue to grow professionally, the congregation will reimburse [the rostered minister/each rostered minister] up to \$_____ for professional expenses each year. Such professional expenses may include dues and subscriptions; meeting expenses; books and miscellaneous educational and reference material; and personal supplies. Tangible materials purchased under this policy are the personal property of the rostered minister, unless otherwise agreed.

Cell Phone Reimbursement Policy

A cell phone provided to the pastor is a nontaxable business expense if the Congregation Council minutes state it is primarily provided for noncompensatory business reasons (such as the need to be accessible at all times for work-related emergencies or the expectation to be available to talk with members outside of regular office hours).

As an alternative, the pastor may be provided with a nontaxable cell phone reimbursement if Congregation Council minutes state that the pastor is required to maintain a personal cell phone for noncompensatory business reasons and the reimbursement amount does not exceed reasonable business needs (i.e. reimburse the basic monthly plan, not family plan for extra minutes).

The reimbursement may either be at a fixed amount or for the identifiable costs for the individual portion of a shared plan, including the purchase of a phone.

Life-Long Learning Expectations of the ELCA

Resolution CA97.2.7 adopted by the 1997 Churchwide Assembly states:

To encourage all persons in the Evangelical Lutheran Church to engage in a holistic and systematic approach to life-long learning and development.

a. For rostered persons, this includes;

(1) Specifications:

- (a) a minimum of 50 contact hours per year of intentional continuing education, or 150 contact hours each three-year period;
- (b) spiritual disciplines;
- (c) habits of personal study;
- (d) regular worship;
- (e) self-care;
- (f) involvement in the wider community;
- (g) participation in intentional colleague groups; and
- (h) peer review as appropriate for personal and vocational development (see “Life-Long Learning and Development for Faithful Leaders,” Appendix D [*Pre-Assembly Report*, Section IV]).

(2) Extended study and renewal of a minimum of one to three months every three to five years in present call. For rostered persons involved in the First-Call Theological Education program, this three- to five-year period begins upon completion of that program (see “Life-Long Learning and Development for Faithful Leaders,” Appendix C [*Pre-Assembly Report*, Section IV]).

(3) An annual review of continuing education needs and plans with an appropriate group within the congregation or agency and the synod.

b. For congregations and agencies, this means:

- (1) Being in partnership with rostered persons in continuing learning and development;
- (2) Utilizing a mutual ministry committee or an appropriate group to review continuing education needs and plans;
- (3) Providing an appropriate share of the funding for continuing education and programs of extended study and renewal (growing to a minimum of \$1,000—\$700 from the congregation or agency and \$300 from the rostered person—by the year A.D. 2000); and
- (4) Respecting the rostered person’s needs for appropriate self-care.

c. For synods, this means:

- (1) Communicating expectations regarding intentional learning and development by rostered persons;
- (2) Promoting health and wellness among rostered persons and their families;
- (3) Fostering a supportive climate for life-long learning and development; and
- (4) Reviewing and recording continuing education plans of rostered persons.

Sabbatical Resources

The Lilly Endowment provides grants for full-time pastors in congregational settings up to \$50,000, including up to \$15,000 for congregational expenses and events. Pastors may apply online at <https://www.cts.edu/clergy-renewal/applying/national-program/> or write to The Lilly Endowment, 2801 North Meridian St. Indianapolis, IN 46208.

The Louisville Institute has grant programs that support religious and theological scholarship through the Pastoral Study Project, with funds up to \$15,000. Information can be found at www.Louisville-Institute.org, or in writing to The Louisville Institute, 1044 Alta Vista Road, Louisville, KY, 40205.

Recommended planning resource books:

Planning Sabbaticals: A Guide for Congregations and their Pastors by Robert Saler

Sabbaticals are becoming increasingly common practice in congregations, and while there are many books on helping pastors prepare for their time away, there are no texts that approach the experience with the congregation in mind, from start to finish. This guide for congregations and their pastors draws on nearly two decades of wisdom from the Lily Endowment Clergy Renewal Program and helps draw the conversation away from a pastor-centric model and towards a holistic congregational framework for thinking about how the entire community can benefit from a pastor's sabbatical.

<https://www.amazon.com/dp/0827231792>

Clergy Renewal: The Alban Guide to Sabbatical Planning by A. Richard Bullock and Richard Bruesehoff (both authors are ELCA pastors)

Planned time away from the parish for study, rest, and spiritual renewal can be beneficial - and often necessary - for any pastor, as well as for the congregation. In this thoroughly revised and expanded edition of Alban's popular Sabbatical Planning for Clergy and Congregations, Bullock and Bruesehoff provide the definitive guide to putting together refreshing pastoral sabbaticals that can help keep ministry vital and growing for the long term. <https://www.amazon.com/dp/1566992230>

Members of the Compensation Task Force & Compensation Consultants

The team who worked on this revision of the Compensation Standards included:

Deacon Lindsay Bailey, St. Matthew Lutheran Church, Medina

Pastor Dan Cammarn, intentional interim pastor

Mr. Bob Emmerich, retired after 35 years in the banking industry

Pastor Angela Freeman-Riley, Bethesda on the Bay Lutheran Church, Bay Village

Mr. Matthew Rowlands, pastoral spouse with an accounting background

Pastor Mitch Phillips, Assistant to the Bishop for Leadership

Compensation Consultants

The following people have agreed to be available to help congregations in understanding these compensation standards and the calculation of compensation, benefits, and expenses.

Pastor Dan Cammarn – djcammar@gmail.com

Pastor Angela Freeman-Riley – pastor.angela@bethesdaonthebay.org

Pastor Mitch Phillips – mphillips@neos-elca.org

PROPOSED 2023-2024 BUDGET

Northeastern Ohio Synod 2023-2024 Budget Proposal with Amended 2022-2023 Budget and 2021-2022 preliminary audit result comparisons	2023-2024 Council Recommendation	2022-2023 Amended budget	2022-2023 Original Budget	2021-2022 Twelve Months Preliminary Audit 3-31-22	Percent of Budget	2021-2022 Approved Budget
SUMMARY						
Mission Support Income	\$ 1,300,000.00	\$ 1,237,000.00	\$ 1,335,000.00	\$ 1,224,891.08	94.0%	\$ 1,303,000.00
Income from Other Sources	\$ 145,500.00	\$ 19,500.00	\$ 20,500.00	\$ 32,741.71	163.7%	\$ 20,000.00
TOTAL OPERATING INCOME	\$ 1,445,500.00	\$ 1,256,500.00	\$ 1,355,500.00	\$ 1,257,632.79	95.1%	\$ 1,323,000.00
Church in Society Expenses:						
ELCA Mission Support	\$ 550,000.00	\$ 550,000.00	\$ 634,125.00	\$ 581,823.26	94.0%	\$ 618,925.00
Other Mission Partners	\$ 12,000.00	\$ 12,000.00	\$ 8,000.00	\$ 8,000.00	100.0%	\$ 8,000.00
Total Church in Society	\$ 562,000.00	\$ 562,000.00	\$ 642,125.00	\$ 589,823.26	94.1%	\$ 626,925.00
Total Congregational Life	\$ 31,000.00	\$ 29,000.00	\$ 14,400.00	\$ 10,287.50	57.5%	\$ 17,900.00
Total Leadership	\$ 32,500.00	\$ 31,000.00	\$ 37,500.00	\$ 26,128.98	69.7%	\$ 37,500.00
Total Faith and Life	\$ 54,000.00	\$ 59,000.00	\$ 49,000.00	\$ 49,000.00	100.0%	\$ 49,000.00
Administrative Expenses:						
General Administration	\$ 10,500.00	\$ 8,500.00	\$ 60,500.00	\$ 7,961.00	48.2%	\$ 16,500.00
Synod Staff and Related Services	\$ 759,463.93	\$ 621,191.50	\$ 574,000.00	\$ 595,167.48	109.4%	\$ 544,000.00
Synod Office Operations	\$ 35,750.00	\$ 39,250.00	\$ 44,750.00	\$ 46,253.25	105.7%	\$ 43,750.00
Synod Building Expenses	\$ 56,700.00	\$ 41,450.00	\$ 41,200.00	\$ 44,472.20	132.0%	\$ 33,700.00
New Bishop's Vision	\$ -	\$ -	\$ 50,000.00	\$ -	\$ -	\$ -
Total Administrative	\$ 862,413.93	\$ 710,391.50	\$ 720,450.00	\$ 693,853.93	108.8%	\$ 637,950.00
TOTAL OPERATING EXPENSE	\$ 1,541,913.93	\$ 1,391,391.50	\$ 1,463,475.00	\$ 1,369,093.67	100.0%	\$ 1,369,275.00
Gross Operating Surplus/(Deficit)	\$ (96,413.93)	\$ (134,891.50)	\$ (107,975.00)	\$ (111,460.88)	240.9%	\$ (46,275.00)
Non-Cash Adjustments (Including Depreciation)	\$ (26,122.00)	\$ (26,122.00)	\$ (23,100.00)	\$ (47,099.88)	203.9%	\$ (23,100.00)
Net Surplus/(Deficit)	\$ (122,535.93)	\$ (161,013.50)	\$ (131,075.00)	\$ (158,560.76)	228.6%	\$ (69,375.00)
Summary of Mission Expenditures outside the Synod other than ELCA Mission Support:						
Church and Society Mission Partners	\$ 12,000.00	\$ 12,000.00	\$ 8,000.00	\$ 8,000.00	100.0%	\$ 8,000.00
Leadership (Trinity Seminary and Seminarians)	\$ 21,000.00	\$ 21,000.00	\$ 23,500.00	\$ 20,000.00	85.1%	\$ 23,500.00
Faith and Life (Universities, Campus Ministries, LOMO)	\$ 52,000.00	\$ 57,000.00	\$ 47,000.00	\$ 47,000.00	100.0%	\$ 47,000.00
TOTAL	\$ 85,000.00	\$ 90,000.00	\$ 78,500.00	\$ 75,000.00	95.5%	\$ 78,500.00

Section 3

Financial



TREASURER'S REPORT

Treasurer's Report

The finance material of the pre-assembly report contains several items, both in the Finance Section and in the Business Section. Because of the early “printing” deadline for the pre-assembly materials, some items that are normally included here will be posted on the website as supplemental materials at a later time. These include the Churchwide Congregational Mission Support and Audit reports.

The summary of the 2021-2022 operating results can be found in the Business Items section, as part of the budget report. For 2021-2022, the Mission Support received was below budget, which has resulted in reduced expectations in the council's amended 2022-23 budget, and in the proposed 2023-2024 budget. Staff reorganization increased some expenses; however, others remained low, since Covid-related issues reduced some things, notably travel.

The amended 2022-23 budget distributed the previously approved \$50,000 for Bishop's Vision into other line items, adjusting to reflect the reorganization of staff and mission priorities, including starting to increase some of the funds we distribute to agencies.

While the discussion of the 2023-2024 budget does not belong here, I would note one change in the calculation of Mission Support funds sent to the ELCA. Traditionally, that amount has been based on a percentage of Mission Support Income. For 2022-2023 and 2023-2024, that expense line has been changed to a fixed dollar amount, regardless of the actual Mission Support income.

We do continue to run deficit budgets, which is discouraging and problematic. Yet we have financial resources to continue to sustain those deficits in the short-term, but have ongoing need to move toward balanced budgets in the near future.

Treasurer's Personal Comments

As I end my second term as Treasurer, unfortunately the synod – as congregations and Churchwide – still faces uncertainty, fallout, and upheaval as a result of the Pandemic. Yet that also gives opportunity to seriously review our past operations and priorities, and to move, perhaps more rapidly than some would prefer, into a new mission paradigm.

Quoting myself from a previous report:

I continue to believe that this synod, its congregations, and its members, have a message to proclaim that will not be limited by scarcity. For there is also abundance, and I believe that through efforts to continue to respond when called upon, to continue to use resources to reach out to the world, that we have the strength to continue to support our missions and priorities. We face the reality and dilemma of how to face challenges at lower financial levels than we would like at all three levels of our denominational expression – churchwide, synod, and congregation – yet we do indeed have something to look ahead, to look forward to. Thanks be to God.

CONGREGATIONAL MISSION SUPPORT

Congregation Name	City	Mission Support	Designated Gifts
Holy Trinity Lutheran Church	Akron	\$36,383.00	\$0.00
Messiah Lutheran Church	Akron	\$14,154.15	\$1,038.00
Iglesia Luterana la Trinidad	Akron	\$730.95	\$0.00
Sagrado Corazon	Akron	\$0.00	\$0.00
Oasis Outreach Opportunity	Akron	\$0.00	\$0.00
Abiding Savior Lutheran Church	Alliance	\$8,819.90	\$450.00
St Paul Lutheran Church	Alliance	\$5,530.03	\$178.00
Peace Lutheran Church	Ashland	\$11,868.88	\$1,586.63
Pleasant Valley Lutheran Church	Ashland	\$0.00	\$0.00
Bethany Lutheran Church	Ashtabula	\$5,000.00	\$0.00
Faith Lutheran Church	Ashtabula	\$0.00	\$0.00
Messiah Lutheran Church	Ashtabula	\$15,538.50	\$500.00
Grace Lutheran Church	Austintown	\$3,075.92	\$0.00
Christ Lutheran Church	Avon Lake	\$4,000.00	\$0.00
St John Lutheran Church	Baltic	\$4,500.00	\$0.00
Bethel Lutheran Church	Bath	\$1,000.00	\$0.00
Bethesda On The Bay Lutheran Church	Bay Village	\$21,348.75	\$3,115.00
First Lutheran Church	Beach City	\$940.00	\$0.00
Evangelical Lutheran Church of the Master	Bedford	\$8,167.24	\$2,565.00
St Paul Lutheran Church	Bellville	\$15,000.00	\$6,792.00
St Paul Lutheran Church	Berea	\$5,709.72	\$0.00
Mt Moriah Lutheran Church	Berlin Center	\$559.00	\$0.00
Christ The Redeemer Lutheran Church	Brecksville	\$31,741.70	\$0.00
Triune Lutheran Church	Broadview Hts	\$600.00	\$0.00
Redeemer Lutheran Church	Brook Park	\$3,835.30	\$50.00
Holy Trinity Lutheran Church	Brunswick	\$3,400.00	\$670.00
St John Lutheran Church	Canal Fulton	\$11,840.00	\$0.00
Lord of Life Lutheran Church	Canfield	\$3,504.00	\$470.00
First Lutheran Church	Canton	\$3,600.00	\$130.00
Good Shepherd Lutheran Church	Canton	\$8,666.71	\$0.00
Peace Lutheran Church	Canton	\$2,269.41	\$2,769.41
St Stephen Martyr Lutheran Church	Canton	\$53,000.00	\$2,575.00
Zion Lutheran Church	Canton	\$250.00	\$0.00
Holy Trinity Lutheran Church	Canton	\$23,083.37	\$1,405.00
Trinity Lutheran Church	Carrollton	\$2,065.28	\$100.00
Lord of Life Lutheran Church	Chagrin Falls	\$10,500.00	\$1,000.00
Celebration Lutheran Church	Chardon	\$13,800.00	\$0.00
Advent Lutheran Church	Cleveland	\$2,500.00	\$0.00
Lutheran Church of the Good Shepherd	Cleveland	\$0.00	\$0.00
Bethany English Lutheran Church	Cleveland	\$10,500.00	\$3,420.00
Peace Lutheran Church	Cleveland Heights	\$16,531.17	\$1,000.00
Trinity Lutheran Church	Clinton	\$2,880.00	\$0.00
Jerusalem Lutheran Church	Columbiana	\$561.56	\$0.00
Good Shepherd Lutheran Church	Conneaut	\$14,345.39	\$0.00
Prince of Peace Lutheran Church	Cortland	\$150.00	\$0.00
Canaan Lutheran Church	Creston	\$4,054.00	\$0.00

CONGREGATIONAL MISSION SUPPORT

St Luke's Lutheran Church	Cuyahoga Falls	\$10,856.00	\$100.00
Grace Evangelical Lutheran Church	Dover	\$435.66	\$8,842.82
Zion Lutheran Church	Doylestown	\$1,500.00	\$0.00
Calvary Lutheran Church	East Cleveland	\$1,500.00	\$0.00
New Covenant Lutheran Church	East Cleveland	\$1,100.00	\$200.00
St John Lutheran Church	East Liverpool	\$1,200.00	\$0.00
Emmanuel Lutheran Church	Elyria	\$13,583.33	\$1,000.00
Redeemer Lutheran Church	Elyria	\$3,134.18	\$4,440.18
Euclid Lutheran Church	Euclid	\$0.00	\$0.00
Faith Lutheran Church	Fairlawn	\$51,700.00	\$3,925.00
Messiah Lutheran Church	Fairview Park	\$33,080.88	\$8,173.44
Trinity Lutheran Church	Girard	\$0.00	\$450.00
St John's Lutheran Church	Highland Heights	\$535.00	\$425.00
Our Saviour Lutheran Church	Hinckley	\$17,065.55	\$3,881.10
New Horizons Lutheran Church	Homerville	\$1,525.00	\$0.00
Grace Lutheran Church	Hubbard	\$6,278.49	\$1,129.00
Rejoice! Lutheran Church	Hudson	\$5,000.00	\$0.00
St Paul Lutheran Church	Jefferson	\$3,987.00	\$800.00
St James Lutheran Church	Jewett	\$2,500.00	\$0.00
Trinity Lutheran Church	Kent	\$17,134.92	\$500.00
St John Lutheran Church	Lakeville	\$3,415.00	\$0.00
Trinity Lutheran Church	Lakewood	\$3,000.00	\$0.00
St Paul Lutheran Church	Leetonia	\$12,241.00	\$220.00
First Lutheran Church	Lorain	\$38,828.04	\$0.00
Christ Lutheran Church	Lorain	\$5,000.00	\$0.00
Zion Lutheran Church	Loudonville	\$2,810.00	\$0.00
Kountze Memorial Lutheran Church	Louisville	\$0.00	\$0.00
Pleasant Valley Lutheran Church	Lucas	\$1,450.00	\$840.00
St Paul Lutheran Church	Lucas	\$2,303.00	\$1,250.00
Messiah Lutheran Church	Lyndhurst	\$2,964.00	\$0.00
Trinity Lutheran Church	Madison	\$3,500.00	\$150.00
Trinity Lutheran Church	Magnolia	\$2,835.00	\$650.00
St Mark Lutheran Church	Mansfield	\$0.00	\$0.00
St Timothy Lutheran Church	Mansfield	\$4,832.00	\$150.00
Lutheran Church of the Covenant	Maple Heights	\$7,283.33	\$2,832.40
St Michael Lutheran Church	Marshallville	\$690.00	\$615.90
Christ Lutheran Church	Massillon	\$0.00	\$0.00
Faith Lutheran Church	Massillon	\$0.00	\$0.00
Holy Trinity Lutheran Church	Massillon	\$5,909.50	\$0.00
St Jacob Lutheran Church	Massillon	\$17,240.00	\$0.00
St Paul's Lutheran Church	Massillon	\$8,253.35	\$0.00
Living Word Lutheran Church	Medina	\$5,335.21	\$0.00
St Matthew Lutheran Church	Medina	\$11,990.00	\$590.00
Advent Lutheran Church	Mentor	\$29,145.00	\$26.93
Bethel Lutheran Church	Middleburg Heights	\$11,199.96	\$0.00
St John's Lutheran Church	Minerva	\$2,000.00	\$0.00
St Paul Lutheran Church	Minerva	\$1,100.00	\$0.00

CONGREGATIONAL MISSION SUPPORT

Zion Lutheran Church	New Middletown	\$7,140.00	\$640.17
Emmanuel Lutheran Church	New Philadelphia	\$8,000.00	\$1,165.00
St Peter Lutheran Church	New Philadelphia	\$600.00	\$0.00
Zion Lutheran Church	New Waterford	\$600.00	\$0.00
St Paul Lutheran Church	Newcomerstown	\$371.00	\$0.00
Messiah Lutheran Church	Newton Falls	\$1,575.00	\$236.00
Trinity Lutheran Church	Niles	\$1,276.00	\$663.00
St Jacob's Lutheran Church	North Canton	\$8,294.00	\$4,616.00
Zion Lutheran Church	North Canton	\$27,267.62	\$0.00
Emmanuel Lutheran Church	North Georgetown	\$3,975.00	\$0.00
Good Hope Lutheran Church	North Lima	\$2,000.04	\$0.00
Trinity Lutheran Church	Norton	\$0.00	\$0.00
All Saints Lutheran Church	Olmsted Falls	\$0.00	\$0.00
St Paul Lutheran Church	Ontario	\$1,960.00	\$0.00
Augsburg Lutheran Church	Orrville	\$0.00	\$0.00
Israel's Lutheran Church	Paris	\$7,500.00	\$3,500.04
Parma Lutheran Church	Parma	\$7,222.26	\$0.00
Divinity Lutheran Church	Parma Heights	\$38,870.00	\$1,000.00
St John Lutheran Church	Perrysville	\$1,565.00	\$635.00
St John Lutheran Church	Petersburg	\$1,853.00	\$130.00
First Lutheran Church	Plymouth	\$3,005.00	\$570.00
Prince of Peace Lutheran Church	Poland	\$1,999.96	\$0.00
Rowsburg Lutheran Church	Polk	\$0.00	\$0.00
St Paul Lutheran Church	Ravenna	\$20,705.00	\$0.00
First Hungarian Lutheran Church	Rocky River	\$0.00	\$0.00
West Side Hungarian Lutheran Church	Rocky River	\$300.00	\$0.00
Good Soil Lutheran Ministries	Rocky River	\$12,704.94	\$250.00
Emmanuel Lutheran Church	Salem	\$15,338.60	\$1,324.25
Holy Trinity Lutheran Church	Salem	\$1,500.00	\$500.00
Shepherd of the Valley Lutheran Church	Sandyville	\$231.88	\$0.00
Trinity Lutheran Church	Sebring	\$3,259.50	\$355.00
Jerusalem Lutheran Church	Seville	\$13,864.31	\$715.00
St Paul Lutheran Church	Sharon Center	\$29,861.98	\$1,837.00
Mt Hope Lutheran Church	Shiloh	\$340.00	\$0.00
St Paul Lutheran of Smithville	Smithville	\$10,500.00	\$300.00
Advent Lutheran Church	Solon	\$14,000.00	\$350.00
Grace Lutheran Church	Steubenville	\$1,355.00	\$218.00
St Stephen Lutheran Church	Stow	\$10,000.00	\$0.00
First Lutheran Church	Strasburg	\$430.00	\$0.00
First Lutheran Church	Strongsville	\$30,225.00	\$16,000.00
Christ Lutheran Church	Struthers	\$550.00	\$50.00
Shanesville Lutheran Church	Sugarcreek	\$3,445.00	\$389.00
St Mark Lutheran Church	Tallmadge	\$3,000.00	\$0.00
St James Lutheran Church	Tuscarawas	\$1,197.32	\$0.00
Christ the King Lutheran Church	Twinsburg	\$4,848.63	\$948.00
Advent Lutheran Church	Uniontown	\$55,978.78	\$16,740.00
Zion Lutheran Church	Valley City	\$14,345.00	\$6,057.00

CONGREGATIONAL MISSION SUPPORT

Trinity Lutheran Church	Vermilion	\$11,047.19	\$685.00
Grace Lutheran Church	Wadsworth	\$3,250.00	\$4,339.00
Emmanuel Lutheran Church	Warren	\$2,500.00	\$0.00
Living Lord Lutheran Church	Warren	\$4,045.01	\$625.00
Lordstown Lutheran Church	Warren	\$2,410.00	\$1,585.00
St John Lutheran Church	Warren	\$3,000.00	\$0.00
St Mark Lutheran Church	Warren	\$1,000.00	\$0.00
St Paul's Lutheran Church	Warren	\$2,651.74	\$0.00
Prince of Peace Lutheran Church	Westlake	\$15,862.77	\$344.00
Christ Lutheran Church	Willoughby	\$2,400.00	\$0.00
St Peter Lutheran Church	Wooster	\$8,547.00	\$0.00
Salem Lutheran Church	Wooster	\$3,208.30	\$400.00
Zion Lutheran Church	Wooster	\$24,000.00	\$0.00
Bethel Lutheran Church	Youngstown	\$6,150.00	\$1,832.00
Martin Luther Lutheran Church	Youngstown	\$6,500.00	\$0.00
New Life in Liberty Lutheran Church	Youngstown	\$3,566.90	\$100.00
Zion Lutheran Church	Youngstown	\$8,896.20	\$4,747.00

Section 4

Reports



Additional reports may be found on the Northeastern Ohio Synod's website (<http://neos-elca.org>) under synod assembly.



Northeastern Ohio Synod Evangelical Lutheran Church in America

God's work. Our hands.

Grace and peace to you in the name of our Lord and Savior, Jesus Christ.

What a wonderful, frustrating, energizing, exhausting, promising, disappointing year we have had as the Church in Northeastern Ohio! Much like the weather in this neck of the woods, being the Church has been equally unpredictable!

Despite that ever-changing landscape for Church, we have made some strides together of which together we can be proud:

- We gathered over \$25,000 to send to Catholic Charities to help with efforts to settle Afghan refugees in the Cleveland area.
- We were able to send over half a million dollars onto the Churchwide expression of the ELCA where it helped to fund Lutheran colleges and seminaries, ELCA World Hunger, ELCA Disaster Relief, new mission starts across the nation, among other ministries and missions within the ELCA.
- We have deepened our longstanding partnership with Oesterlin Services for Youth, Springfield Ohio, as we became better stewards of a fund we inherited at the merger of the ELCA (over 35 years ago) that was earmarked for children with disabilities. Over the course of 5 years these monies will be transferred to Oesterlin into a NEOS Scholarship Fund to help children with disabilities receive the services they need in mental health.
- Five people who went through candidacy in our synod were ordained since Assembly last year; four of them stayed here in NEOS. In addition, we entranced another three people into our candidacy program who are looking towards becoming pastors and deacons.
- We started the Dandelion Project, a Coaching and Spiritual Direct subsidy plan, and have plans to invite 20-30 of our congregations into a stewardship program called Building a Culture of Generosity. We began offering Summits where congregations within a particular geographic area can come together to talk about partnering, joining or merging with other local congregations. All of these are aimed at increasing congregational vitality.
- We have worked with two congregations who will welcome TEEM candidates into their congregations: people who will learn to be pastors while actively serving those congregations.

We also said goodbye and hello to staff at the Lutheran Center this past year. As we said goodbye to Karen Kaufman and Pastor Marilyn Matevia, we said hello to Ms. Kiley Wright (Communications) and Ms. Rebekah Wissler (Resource Center Director). These two have begun work updating our communications and Resources so that they are more accessible and relevant to our electronic world.

It continues to be my hope that as our financial picture improves, we will be able to add an Assistant to the Bishop for Intersectionality. This position would relate to our existing Reconciling in Christ, African-Descent, and Latinx congregations as well as seek out ways to expand these relationships and foster new congregations. This position would also be responsible for the Authentic Diversity Initiative (churchwide); anti-racism training; Diversity, Inclusion, and Equity training; campus ministries; and youth.

I am always aware that I sit in the Office of the Bishop because we are the Church together. Because we are 155 congregations in 156 locations, because each of your congregations have been called and gifted in unique ways, we are better reflections of the diversity of God when we work together to be a reflection of God in the world.

Peace,

The Rev. Dr. Laura L. H. Barbins



Northeastern Ohio Synod

God's work. Our hands.

Pastor Mitch Phillips
Assistant to the Bishop for Leadership
mphilips@neos-elca.org
330-929-9022 x31

Dear Siblings in Christ,

As I write this, it is not quite ten months since I was introduced at last year's Synod Assembly. I want to say thank you to Bishop Barbins and the people of the Northeastern Ohio Synod for the invitation to join the synod staff and the warm welcome I have received. I grew up in Columbus and my parents were born and raised in Wadsworth, so it is great to be back in Ohio and serving with you all. Below is a summary of the things I have been involved with in the past ten months.

Boundaries Workshop and Rostered Ministers Gathering Part of my role is to ensure that our rostered ministers are maintaining the credentials and standards expected in the ELCA. We hosted an online Boundaries Workshop in November that was attended by rostered ministers from five different synods. In January, we were the "host" synod for the online Ohio Rostered Ministers Gathering with presenters Dr. Leah Schade and Braver Angels. Plans are already beginning for the 2023 Ohio Rostered Ministers Gathering that will once again include an in-person experience.

Ministry Committee It is the hope of Bishop Barbins and myself that we will be able to reform the Ministry Committee this summer. The ELCA expects 50 hours of continuing education for rostered ministers each year. One of the key responsibilities of the Ministry Committee will be to not only plan and host continuing education opportunities, but also to make our rostered ministers aware of opportunities beyond our synod and online. If you are interested in serving on this committee, please let me know.

Updating the Call Process One of the things I discovered when I was in the call process last year is that every synod does things a little differently. Bishop Barbins and I have been working to update and reframe the transition process for rostered minister vacancies. As I have worked with congregations at different phases of the call process, I have been revising, updating, and creating resources to assist congregations in the transition process.

Spine-Tingling Goal Last year's assembly embraced the goal of "an equitably paid pastor, deacon, or trained lay person in settled leadership in every congregation by Synod Assembly 2023." The "equitably paid" part of this goal led Bishop Barbins to form a team to develop a thorough revision of our compensation standards. The existing document is largely based on guidelines used by a predecessor body at the time of the ELCA merger. It was a great team to work with and we believe the proposed document will help ensure that rostered ministers are able to serve where they feel called rather than where they can afford to live.

The majority of my time is spent with congregations in the call process as we strive to match congregations and leaders to serve there. Below is a graphic that illustrates our progress toward the spine-tingling goal by depicting the congregations who do not have a settled leader. The bar

on the left represents our starting point in January 2021 as the Synod Council began considering this spine-tingling goal. The bar on the right represents where we stood at the beginning of April.

The bars above the thick blue line represent congregations without a settled leader. The bar on the right below the thick blue line represents progress on our spine-tingling goal. A total of 19 congregations have moved “below the line.” Most have called a new leader. A couple are detached internship sites, one is a new TEEM site, and there has been one merger and a congregation who disaffiliated with the ELA.

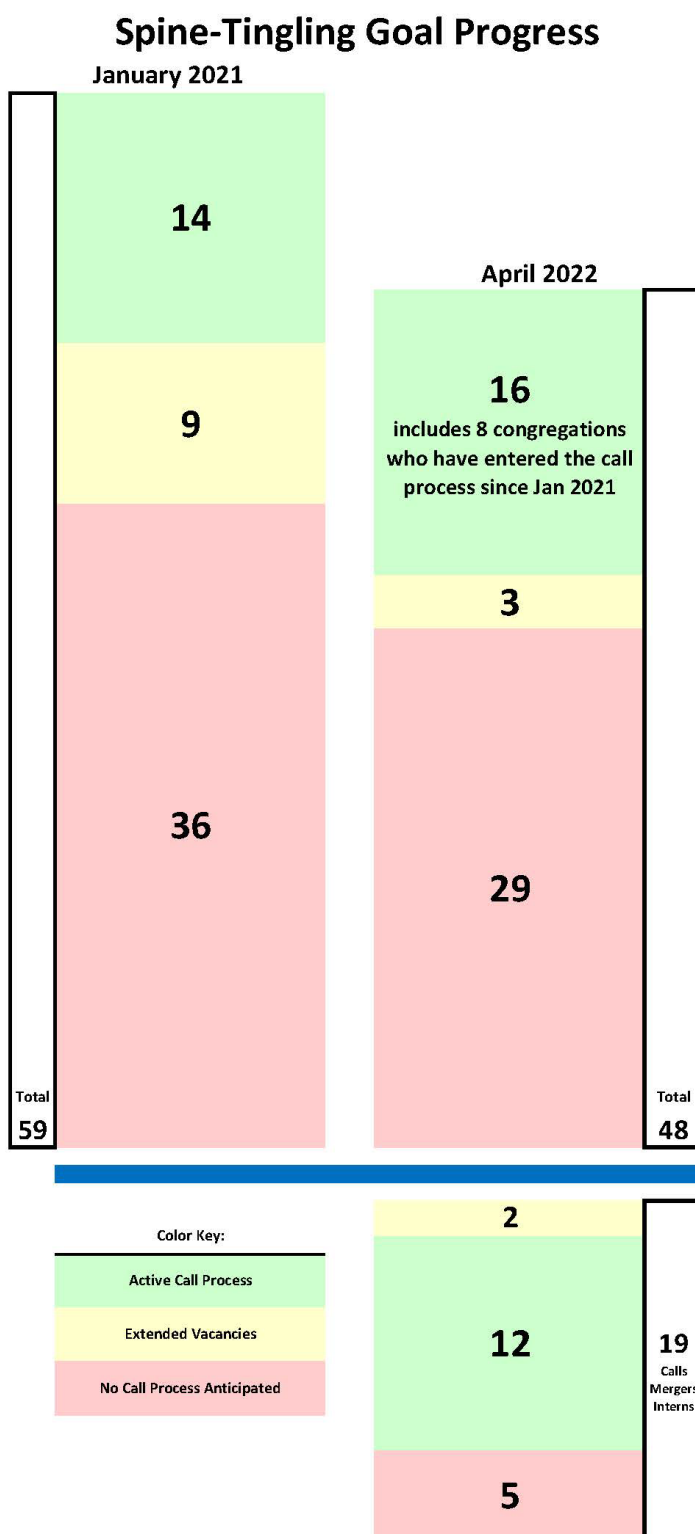
The green shading represents congregations who are actively in the call process – anywhere from moving toward forming a call committee to having identified a primary candidate. We will always have congregations in this section and will strive to reduce the other two.

The yellow shading represents congregations that are stalled in the process – for most of them in January, this was due to the pandemic. The pink shading represents congregations who are in extended supply situations or are unlikely to be able to call a pastor due to a lack of resources.

We were blessed in the past year to have seven first-call pastors enter our synod, including two who completed the TEEM program. We also welcomed four pastors from other synods and a fifth pastor who retired from US Navy chaplaincy and took a call to a congregation.

Let’s Talk! There are times when things do get very busy in this role, but I strive to be available to people when they wish to talk with me. I have set up a page on Calendly and I invite you to visit it whenever you would like to schedule a conversation with me:

<https://calendly.com/neos-phillips>





Northeastern Ohio Synod Evangelical Lutheran Church in America

God's work. Our hands.

With the title *Assistant to the Bishop for Congregational Vitality and Director for Evangelical Mission of the Northeastern Ohio Synod in the Evangelical Lutheran Church of America*, people ask, “what does that mean?”. The short answer is that I serve as a bridge between churchwide ministries and our synod, churchwide and congregations, and our synod and congregations. The long answer is that I work with new mission starts, strategic ministries, congregational vitality efforts, anchor church, special projects (including at the churchwide level), coaching, shared ministries, holy closures, and anything else the bishop assigns me. It’s a privilege to be able to serve the Northeastern Ohio Synod in so many and various ways.

At the heart of it all is the vital congregation. Many of you have heard me share the description of a vital congregation as *a community of Jesus that nurtures and invites others into relationships with God, each other, and the world*. A vital congregation is not measured by its number of members or how much money it has in the bank. Instead, a vital congregation strives to make disciples. These disciples then share their faith with each other, and with their community in many and various ways.

The phrase “community of Jesus” reminds us that not only do we have our more traditional vital congregations, but we also have places like OASIS in Akron which service troubled youth and young adults in Akron, as well as assisting other congregations in our synod. OASIS is not our traditional congregation but it nurtures relationships with God, each other, and the world – it is a community of Jesus. Officially, OASIS is identified as a Synod Authorized Worship Community (SAWC).

Two other SAWCs in our synod are Iglesia Luterana la Trinidad in Canton, and Sagrado Corazon in Akron. Both Latinx communities in our synod are served by mission developer, Jorge Uhzo. We are not currently planning additional SAWCs or new mission starts in our synod; instead, we focus on our *spine-tingling goal* of providing each congregation a rostered minister or trained lay leader receiving equitable pay. This does not mean a pastor or deacon in each congregation. Instead, it might mean that two or more congregations might find ways to work together with each other to ensure access to rostered ministers or trained lay leaders. Currently, we do not have a vehicle for training these lay leaders who would be identified as Synod Authorized Ministers. We do have the Theological Education for Emerging Ministries (TEEM) certificate program is a non-residential and contextual-educational arm of Pacific Lutheran Theological Seminary in collaboration with Luther Seminary, aimed at preparing people for ordained ministry in the Evangelical Lutheran Church in America (ELCA) and the Episcopal Church USA.

Three congregations receive Strategic Ministry grants from the churchwide Congregational Vitality team: Euclid Lutheran, Euclid; New Covenant Lutheran and Calvary Lutheran both in East Cleveland. These three congregations have one or more of these identities: a) located in an area of poverty, b) serving with people whose first language is not English, c) serving with people who identify as Black, Indigenous, or People of Color (BIPOC). Others are identified as strategic/vulnerable but are not receiving grant money at this time: Advent Lutheran, Cleveland; Martin Luther Lutheran, Youngstown; St. James, Jewett; All Saints, N Olmsted. Our Latinx SAWCs and OASIS are also identified as strategic/vulnerable ministries. At this time, there are no strategic ministries in our synod serving an LBGQTIA+ community.

The Anchor Church model is being utilized in our synod. An Anchor Church is a vital congregation that is able to offer its resources to one or more other congregations in one of four ways. 1) Accompaniment: the anchor church accompanies another congregation with leadership and resources for a season helping it to become vital and self-sustaining. 2) Adoption: a congregation merges with the anchor church, becoming a second site: one congregation, one constitution, two locations with each serving its own context. 3) Franchise: a congregation establishes a second site, e.g., a coffee house, to expand its current ministry. 4) Poly-site: the anchor church has multiple sites which are the same in worship, staff, and service. Pastors and congregations interested in being an anchor church participate in an Anchor Church cohort which offers training and coaching.

On All Saints Day, 2021, Kountze Memorial Lutheran Church in Louisville was adopted by St. Stephen Martyr Lutheran in Canton. St. Stephen Martyr now is one congregation with two locations: Beldon and Louisville. This exciting action took place after much prayer, discernment, and discussion. We have two other pastors beginning a new cohort for Anchor Churches.

The Dandelion Project began in the fall of 2021 with 10 (now 9) congregation teams participating. This is a 2 year program for 10-15 congregations to focus on growing discipleship with their congregations and sharing stories with those outside of it. Led by Pastor David Daubert, we are preparing for a new cohort to begin in late 2022 or early 2023.

Finally, every congregation has a life cycle. Congregations that St. Paul began are no longer in existence, and yet the Church continues. We are developing a process of Holy Closure and Legacy planning for congregations discerning this possibility so that a congregation does not need to walk alone in this final stage.

Peace,

A handwritten signature in cursive script, reading "Julianne P. Smith". The ink is dark and the signature is fluid, with a large initial 'J' and a stylized 'S'.

The Rev. Julianne Smith

Synod Council Report 2021-2022

The Northeastern Ohio Synod Council is “the board of directors of the synod and shall serve as its interim legislative authority between meetings of the Synod Assembly” (S10.02). As with many organizations, the Northeastern Ohio Synod Council continued to experience some modifications over the past year relative to its “normal” meeting schedule and locations due to the COVID-19 pandemic. As a result, the 2021 Northeastern Ohio Synod Assembly was held in a hybrid format on June 11-12, 2021. Further, as the Omicron variant became dominant, Synod Council pivoted and balanced between working in-person as well as within the Zoom teleconferencing platform. To that end, the August 21, 2021 meeting was a hybrid meeting at St. Paul, Massillon; the October 23, 2021 meeting was held in person at Advent, Mentor; the December 14, 2021 meeting was held via Zoom; the February 5, 2022 meeting was held via Zoom; and the April 2, 2022 meeting was held in person at St. Stephen Martyr Belden Campus, Canton.

The August 21, 2021 meeting was a hybrid meeting originating from St. Paul, Massillon and was the “cross-over” meeting for newly elected members, returning members, and those persons leaving Synod Council. The day was filled with introductions and (re)orienting everyone to our ministry together. In addition to completing the essential business, the main objective was to formulate working groups for the Spine-Tingling Goal of “the Northeastern Ohio Synod to have an equitably paid pastor, deacon or trained lay person in settled leadership in every congregation by Synod Assembly 2023.” Once those groups were identified, a set of potential action plan ideas were discussed among each group to continue the work towards reaching this goal. Furthermore, early conversations were started about renovations to The Lutheran Center to make the space more safe, productive, and functional. At this meeting, too, elections were held for the Synod Council Executive Committee. The 2021/2022 Executive Committee consists of the following: Bishop Laura Barbins, Vice President Kevin Kampfer, Treasurer John Sleasman, Secretary Matthew Beery, The Rev. Kristina Crog, The Rev. Robert Ferro, Jr., and Lito Belardo. Finally, on this day, the Synod Council members who were elected at the 2021 Northeastern Ohio Synod Assembly in June were installed, including Vice President Kevin Kampfer. Furthermore, The Rev. Mitchell Phillips was also *officially* called and installed as the Assistant to the Bishop for Leadership in The Northeastern Ohio Synod.

During the October 23, 2021 meeting which was held in person at Advent, Mentor, Synod Council celebrated being all together in person. To begin, Bishop Barbins and Vice President Kevin Kampfer led an orientation session for the newly installed Synod Council members. This time was helpful for returning members of council, too, as much of the day focused on getting further acquainted with the work and procedures of Synod Council. Additionally, a considerable amount of business revolved around authorizing funds to continue ministry that has the potential to be long-lasting and life-changing. This happened in addition to the routine business. Still, ever mindful, Synod Council continued work on the “Spine-Tingling Goal” of “the Northeastern Ohio Synod to have an equitably paid pastor, deacon or trained lay person in settled leadership in every congregation by Synod Assembly 2023.” Coming out of the work done in the August meeting, four (4) working groups were initiated: “Strengthening Current Leadership,” “Creating an Endowment,” “Providing Competency Opportunities,” and “Share Congregational

SYNOD COUNCIL REPORT

Resources.” These groups will work towards the Spine-Tingling Goal and will submit reports for each meeting with their progress as Synod Council continues this initiative.

The December 14, 2021 meeting was held via Zoom with the goal of not only being a regularly scheduled Synod Council meeting to complete routine business, but also with the sharp focus of being a “working meeting” for the Spine-Tingling Goal. Half of the time was spent working on the business topics of the Northeastern Ohio Synod, largely focused on initiating the committees and timeframe to prepare for the 2022 Northeastern Ohio Synod Assembly. However, during the second half of this meeting, Synod Council separated into five (5) working groups via Zoom breakout rooms as follows: “Strengthening Current Leadership,” “Creating an Endowment,” “Providing Competency Opportunities,” “Share Congregational Resources,” and the Executive Committee convened for a meeting. Another matter, as a result of devastating tornadoes in the Indiana/Kentucky Synod, was that Synod Council authorized \$10,000 to be sent to that area for aid. This dollar amount came after a passionate conversation—and the meeting was productive on many fronts.

The February 5, 2022 meeting was held via Zoom with the 2022 Northeastern Ohio Synod Assembly preparation fully in focus. In addition to logistical concerns for the Assembly, Bishop Barbins spoke about a potential reconfiguration of the Northeastern Ohio Synod Conferences to increase clergy collegiality and connectedness. She highlighted that a draft would be brought forth for Synod Council’s consideration and hopeful recommendation during the April 2, 2022 meeting. In addition, a Compensation Standards Draft was discussed by The Rev. Mitchell Phillips and The Rev. Dan Cammarn, where they discussed the background and context of the work from the Compensation Task Force. Again, this conversation was for information and discussion only, but they were hopeful for recommendation at the April 2, 2022 meeting. Both Pastors Cammarn and Phillips complimented the dedication and great work that this task force continues to do as they work on these standards.

The April 2, 2022 meeting was held in person at the St. Stephen, Martyr Belden Campus, Canton. This meeting contained a full day of work. In addition to routine business, The Rev. Don King spoke to Synod Council about the proposed conference reconfiguration. Pastor King’s presentation was from the prospective of the conference deans as well as highlighting what rostered leaders were sensing about the proposed conference reconfiguration. Furthermore, The Rev. Dr. Bruce Roth was invited to speak about the Anchor Church process. Likewise, The Rev. Angela Freeman-Riley, The Rev. Dan Cammarn, and The Rev. Mitchell Phillips gave a formal presentation of the 2022 Compensation Standards. After the presentation, Synod Council approved these compensation recommendations to be voted on at the 2022 Northeastern Ohio Synod Assembly. The recommendation of these compensation standards was met with great excitement for having the potential to give pastors and congregations a powerful tool to compensate rostered leaders fairly, equitably, and in settled leadership. Finally, the day was filled with meaningful conversation about amending the 2022-2023 budget—as well as—a discussion of the 2023-2024 budget that will be recommended for approval to the 2022 Northeastern Ohio Synod Assembly.

SYNOD COUNCIL REPORT

This report does not fully capture the work that was completed this past year and is merely a snapshot. As indicated, the Northeastern Ohio Synod Council and Executive Committee also carried out its usual and more routine actions such as approvals of roster calls, retirements, and congregation constitution revisions, which are reported elsewhere in the assembly reports and materials.

The Northeastern Ohio Synod Executive Committee also acted as the hiring committee this past year for Rebekah Wissler who serves as the Research Specialist and Statistician as well as Kiley Wright who serves as the Director of Communications. These positions were added as a part of an office restructuring effort for various reasons.

Thank you to all of the Synod Council members who finished their terms and faithful service to the Synod Council body and the collective ministry in doing “God’s Work. Our Hands.” here in the Northeastern Ohio Synod. For your work, we are truly blessed. Furthermore, thank you to the members of the Synod Council for 2021-2022. The members include:

The Rev. Laura Barbins* – Bishop	Tom Green (advisory) - LMM
Susan Lux—Southern	The Rev. Scott Henderson – Richland Ashland
Matthew Beery*--Secretary	Kevin Kampfer* - Vice President
Lito Belardo* – Canton Massillon	The Rev. Mark Kreemer – Canton Massillon
Rita Benoit - Eastern	Susan Moseley—Canton Massillon
The Rev. Steven Bond—Cleveland East	Erin O’Neill – Akron Wooster
Richard Brennenman—Richland/Ashland	William Meyers—Cleveland West
Sheryl Budd – Richland Ashland	Sarah Roth - Youth
The Rev. Erin Burns (advisory) - WELCA	The Rev. Daniel Skillman – Cleveland West
The Rev. Kristina Crog* – Akron Wooster	John Sleasman* - Treasurer
The Rev. Robert Ferro, Jr.* – At Large	The Rev. Chelsea Spencer - Eastern
Susan Frantz—Cleveland West	Chelsea Veigel—Young Adult
The Rev. Rosalina Rivera – Cleveland West	Josephine Wright – Akron Wooster
Paul Gochnour—Cleveland East	Beverly Lund—Cleveland East
	Jamie Savarin (LMM as of 4.2.22)

* denotes member of Executive Committee

Full minutes of all council meetings are available upon request after approval, and brief write-ups of highlights of the most recent Synod Council meeting are generally available in the Northeastern Ohio Synod’s weekly e-news. Synod Council meetings are open to any voting member of the synod as observers; however, anyone desiring to attend a meeting is asked to inform the synod office in advance so that the appropriate arrangements can be made.

Respectfully submitted,

Matthew Beery
Northeastern Ohio Synod Secretary



Evangelical Lutheran Church in America

God's work. Our hands.

"And [Jesus] said to them, "Go into all the world and proclaim the good news to all creation" (Mark 16:15).

Dear siblings in Christ,

When I talk about our goal of engaging a million new, young, diverse people I get asked a lot, "I'm not new, young, or diverse. Am I not important to the church anymore?" My answer is always the same, "You've never been more important."

When we committed to our new goal, we identified our purpose as "Activate each of us so more people know the way of Jesus and discover community, justice and love." This goal does not happen without the people who are already part of this church. Theresa of Avila talked about the church as the hands and feet of Christ in the world, the very way God will work to engage new people.

Those aren't easy things to do and certainly not ones that only a few of us can do alone. God has blessed us with so many resources to do this work: nearly 3.6 million people, 65 synods, and 350 CWO staff, plus colleges, universities, seminaries, social ministry organizations, and other affiliated organizations, and our separately incorporated ministries. We truly are a church of abundance.

So, what can you do right now?

- Pray. For our church. For one another. For those whom we have yet to meet.
- Find time to listen to people who are new to the ELCA, young, and/or diverse. Share the story of Jesus with them.

Along the way, don't forget: You are important.

Grace and peace,



Evangelical Lutheran Church in America

God's work. Our hands.

*“[Jesús] les dijo: ‘Vayan por todo el mundo y anuncien las buenas nuevas a toda criatura’”
(Marcos 16:15).*

Estimados hermanos en Cristo:

Cuando hablo de nuestra meta de atraer a un millón de personas nuevas, jóvenes y diversas, me preguntan mucho: —No soy nuevo(a), joven ni diverso(a). ¿Ya no soy importante para la iglesia?— Mi respuesta siempre es la misma: —Nunca has sido más importante.

Cuando nos comprometimos con nuestra nueva meta, identificamos nuestro propósito como “Activar a cada uno de nosotros para que más personas conozcan el camino de Jesús y descubran la comunidad, la justicia y el amor”. Esta meta no se alcanza sin las personas que ya son parte de esta iglesia. Teresa de Ávila habló de la iglesia como las manos y los pies de Cristo en el mundo, la misma forma en que Dios trabajará para atraer a nuevas personas.

Esas no son cosas fáciles de hacer, y ciertamente no son cosas que unos cuantos de nosotros podemos hacer solos. Dios nos ha bendecido con tantos recursos para hacer esta obra: casi 3.6 millones de personas, 65 sínodos y 350 miembros del personal de la Oficina Nacional de la Iglesia, además de universidades, seminarios, organizaciones de ministerio social y otras organizaciones afiliadas, y nuestros ministerios incorporados por separado. Realmente somos una iglesia de abundancia.

Entonces, ¿qué puede hacer usted ahora mismo?

- Orar. Por nuestra iglesia. El uno por el otro. Por aquellos que aún tenemos que conocer.
- Saque tiempo para escuchar a las personas que son nuevas en la ELCA, jóvenes y/o diversas. Comparta con ellas la historia de Jesús.

A lo largo del camino no olvide esto: Usted es importante.

Gracia y paz,

2022 MINISTERS CELEBRATING ANNIVERSARIES

25th

The Rev. Duane Jesse
The Rev. Deborah Michaels
The Rev. Bonnie Peltomaa
The Rev. Jeffery Plummer

50th

The Rev. R. Langley Collins
The Rev. Ronald Jefferson

55th

The Rev. R. Landis Coffman
The Rev. Joseph Ertl
The Rev. Richard Seaks

60th

The Rev. Carl Cunfer
The Rev. Edward Balint

65th

The Rev. Ronald Morgan

70th

Deacon Edward Kirst
The Rev. Paul Milheim

2022 CONGREGATIONS CELEBRATING ANNIVERSARIES

175th

St. Jacob, North Canton

150th

Grace, Austintown
St. Paul, Leetonia

100th

Christ, Struthers
St. John, Highland Heights

75th

Bethesda-On-The-Bay, Bay Village
Church of the Master, Maple Heights
St. Luke's, Cuyahoga Falls

Certificates for these anniversaries will be mailed to honorees.

REPORT OF THE ROSTER

NORTHEASTERN OHIO SYNOD ROSTER REPORT

As of April 4, 2022

MINISTERS OF WORD AND SACRAMENT

<u>CODE</u>	<u>SETTING</u>	<u>CALLING BODY</u>	<u>NUMBER</u>
1.0	Congregational Ministry	Congregation	79
1.13	Associate/Assistant Pastor	Congregation	5
1.21	Multiple-Congregation Parish	Congregation	1
1.43	Full Communion Partner	Synod Council	0
1.5	Interim Ministry	Synod Council	18
1.6	Pastor in a congregation under development	Synod Council	1
2.1	Bishop	Synod Assembly	1
2.2	Assistant to the Bishop	Synod Council	1
4.1	Presiding Bishop or Secretary	Churchwide Assembly	1
4.3	Staff of the Churchwide Organization	Church Council	2
5.1	Institution/Agency	Synod Council	3
5.5	Military Chaplain	Church Council	1
6.1	Campus Ministry Staff	Synod Council	1
9.1	Inter-Lutheran Ministry	Synod Council	1
10.1	ELCA Related Seminary	Church Council	2
10.4	Faculty of College Unrelated to ELCA	Synod Council	1
13.0	On Leave from Call		4
13.1	Continuing Disability		4
14.0	Retired		110
TOTAL			236

MINISTERS OF WORD AND SERVICE

1.0	Congregational Ministry	Congregation	1
4.3	Churchwide Ministry	Church Council	1
10.6	Chaplain/Faculty of a School Unrelated to ELCA	Synod Council	1
13.0	On Leave from Call	Synod Council	1
14.0	Retired		11
TOTAL			15

CHANGES TO THE ROSTER

May 2, 2021 – April 4, 2022

*Designates Deacon

ORDAINED

Jonathan Stufft	St. Paul, Ontario	June 19, 2021
Robert Eller	Emmanuel, New Philadelphia	July 17, 2021
Bonnie Grimaldi	Grace, Dover	July 31, 2021
Stephanie Woods	St. Peter, Wooster	September 26, 2021
Marilyn Matevia	Celebration, Chardon	October 17, 2021
Joshua Krenz	Good Shepherd, Conneaut	December 17, 2021
Timothy Scholl	Emmanuel, Elyria	February 6, 2022

RECEIVED FROM OTHER SYNODS

Charles Woodward	Southern Ohio	March 22, 2021
Mitchell Phillips	Indiana-Kentucky	June 21, 2021
Jack Delk	Southwestern Pennsylvania	July 1, 2021
Martin Jacobson	Pacifica	September 8, 2021
Emilie Theobald-Rowlands	West Virginia-Western Maryland	December 14, 2021

TRANSFERRED TO OTHER SYNODS

Ann Marie Winters Perkins	Southern Ohio	June 24, 2021
Patrick Van De Moller	Rocky Mountain	July 20, 2021

RETIRED

Lynn Williamson	May 1, 2021
Christopher Bartholomew	September 1, 2021
Steven Krebill	September 1, 2021
Denise Sager	July 1, 2021

ON LEAVE FROM CALL

Shari Ayers
 Brandi Bailie
 Lucas Merritt
 Andrew Genszler
 Cindy Hershberger
 Karin Himstedt
 Marla Wood Kay (study leave)

CHANGES TO THE ROSTER

INSTALLED

Laura Barbins	Northeastern Ohio Synod
Erin Burns	Lord of Life, Chagrin Falls
Robert Eller	Emmanuel, New Philadelphia
Bonnie Grimaldi	Grace, Dover
Marissa Harrison	Good Soil, Rocky River
Angel Jackson	St. Jacob's, North Canton
Martin Jacobson	Zion, Wooster
Kathy Koller	Pleasant Valley, Lucas / St. Paul, Lucas
Joshua Krenz	Good Shepherd, Conneaut
Marilyn Matevia	Celebration, Chardon
Mitchell Phillips	Northeastern Ohio Synod
Debbie Pinnegar	St. Paul, Bellville
Jay Plummer	Parma, Parma
Timothy Scholl	Emmanuel, Elyria
Jonathan Stufft	St. Paul, Ontario / St. Timothy, Mansfield
Sarah Taylor	Trinity, Vermilion
Carolyn Wagar Hier	Holy Trinity, New Brunswick
Charles Woodward	Prince of Peace, Westlake
Stephanie Woods	St. Peter, Wooster

CALLED BY SYNOD COUNCIL

Jeffery Goggins, Christ the King, Twinsburg	May 15, 2021
Angela Storer, St. Jacob, Massillon	July 15, 2021
Laura Kuntz, Bethel, Middleburg Heights	September 1, 2021
Emilie Theobald-Rowlands, St. John, McZena	December 14, 2021

NECROLOGY REPORT

THE REV. JANICE A. BERTHINEE | November 29, 1946 – August 16, 2021

The Rev. Janice A. Berthinee died on August 16, 2021 in St. Louis, Missouri. Pastor Berthinee was born on November 29, 1946 in Charleroi, Pennsylvania. She graduated from Washington Hospital School of Nursing, Washington, PA, in 1967, and from the University of Akron in 1988, where she earned both a BSIM and an MBA. After careers in nursing and hospital administration, Pastor Berthinee entered Trinity Lutheran Seminary in Columbus, Ohio, in 1996, receiving her M.Div. in 1999. She was ordained June 11, 1999, at St. John Lutheran Church in Canal Fulton, Ohio. Pastor Berthinee served Trinity Lutheran Church in Convoy, Ohio from 1999 until 2007, and Stone Lutheran Church in Ashland, Ohio from 2009 until she retired in 2016. Between these two calls, Pastor Berthinee completed a residency in Chaplaincy at a hospital in Anderson, South Carolina. A funeral service was held at St. John Lutheran Church in Canal Fulton.

THE REV. DR. LINWOOD H. (WOODY) CHAMBERLAIN, JR. | November 27, 1946 – August 16, 2021

The Rev. Dr. Linwood (Woody) Chamberlain, Jr. passed died on August 16, 2021, at Mercy New Life Hospice in Lorain, Ohio. Pastor Chamberlain was born November 27, 1946 in Youngstown, Ohio. He graduated from Youngstown State University in 1969, and from Hamma School of Theology, Springfield, Ohio, in 1973. He was ordained June 17, 1973, at Bethlehem Lutheran Church in Youngstown. Pastor Chamberlain served St. Matthew Lutheran Church in Mansfield from 1973 until 1981. He served as co-Pastor of First Lutheran Church in Lorain from 1981 until his retirement in December 2012. During that time Pastor Chamberlain also served as a chaplain to Mercy Regional Medical Center in Lorain. He earned his Doctor of Ministry from Ashland Theological Seminary in Ashland, Ohio in 1994. In 2012, Pastor Chamberlain published a novel, *Always More*, inspired by wartime memories his father shared near the end of his life. A funeral service was held at First Lutheran Church in Lorain.

THE REV. DONAVON DOERFER | February 16, 1929 – May 13, 2021

The Rev. Donavon Doerfer died on May 13, 2021 in Millersburg, Ohio. Pastor Doerfer was born February 16, 1929 in Madison, Wisconsin. He received a Bachelor's degree from Capital University, Columbus, Ohio, in 1957, and a Bachelor of Divinity from Evangelical Lutheran Seminary (now Trinity) in 1961. He was ordained July 2, 1961 in Verona, Wisconsin. Pastor Doerfer served Montra Parish in Montra, Ohio (July 1961-May 1966), St. Mark Lutheran Church in Tallmadge, Ohio (May 1966-July 1983), Calvary Church in Brimfield, Ohio (February 1973-October 1974), and Grace Lutheran Church in Hubbard (August 1983 until his retirement in July 1991). After retiring, Pastor Doerfer volunteered at the Navajo Evangelical Lutheran Mission in Rock Point, Arizona for two years before returning to Ohio to continue serving the church as an interim pastor (Zion, Loudonville; Mt Zion, Lucas; St. Mark, Mansfield; Pleasant Valley, Ashland; Faith, Millersburg). With his therapy dog, Bucky, Pastor Doerfer also visited area nursing homes and the Wayne County Hospice until 2013.

NECROLOGY REPORT

THE REV. DONALD J. PENTZ | May 9, 1932 - September 3, 2021

The Rev. Donald J. Pentz died on September 3, 2021 in St. Luke's Lutheran Community in Minerva, Ohio. He was born May 9, 1932 in Toledo, Ohio. He graduated from Hamma School of Theology in 1960 and was ordained May 22, 1960 at St. Luke's Lutheran Church in Toledo, Ohio. Pastor Pence also earned a Master's Degree in Sacred Theology from Wittenburg University, Springfield, Ohio in 1964. Pastor Pentz served Trinity Lutheran Church in Shiloh (1960-1966); Christ the King Lutheran Church in Twinsburg (1966-1976); and St. Paul Lutheran Church in Minerva, Ohio (1976-1997). After retiring in 1997, he continued to serve as an interim pastor to congregations in the Northeastern Ohio Synod. He was a member of St. John's Lutheran Church in New Franklin. A funeral service was held at St. Paul's Lutheran Church in Minerva, Ohio.

THE REV. LINDA SUE GREGSON | July 24, 1955 - March 3, 2022

The Rev. Linda Sue Gregson died on March 3, 2022. She was born July 24, 1955 in Springfield, Ohio. She attended Capital University, from which she earned her B.A. degree in 1977. In 1981, she graduated from Trinity Seminary with her M. Div., and was ordained on August 8, 1982, at Zion Lutheran in Springfield, Ohio. She earned her MA in pastoral psychology and counseling from Ashland Seminary in 1987. In addition, she was also a board certified member of the Association of Professional Chaplains and held a certificate in Thanatology (ADEC), the study of death and dying. Her ministry began as pastor of Trinity Lutheran Church, in Monroeville, Ohio. From there, she was called to serve as Associate Chaplain for the Metrohealth Medical Center in 1989. In 1997, she accepted the position of Bereavement Coordinator for the Hospice of Visiting Nursing Services in Summit County, where she would go on to serve as Manager of Pastoral Care and Bereavement. She was called in 2005 to serve as Executive Director of The Creutzfeldt-Jakob Disease Foundation, and in 2007, was called to Southwest General Health Center in Middleburg Heights, where she served as Director of Bereavement Care. A Celebration of Life Service was held at Dr. Martin Luther Evangelical Lutheran Church in Cleveland, Ohio.



ELCA Federal Credit Union **Evangelical Lutheran Church in America**

Providing a full array of financial services to ELCA members, congregations and ministries

The ELCA Federal Credit Union, founded in 2016, provides a full suite of financial products and services to members, congregations and ministries of the ELCA. We are the first of the ELCA's financial ministries to offer loans to individuals. The Credit Union offers a rich variety of products—from savings and checking accounts and CDs ... to loans, lines of credit and credit cards. We serve ministries with deposit accounts, a flexible credit card program, auto loans and unsecured ministry loans up to \$100,000 for small projects such as building repair and purchases. Our strong online presence allows members to access their funds anytime, anywhere—as consumers expect today.



Why choose the ELCA Federal Credit Union?

“To use and share what God has given for the sake of all.”

The ELCA Federal Credit Union supports the ELCA's mission of good stewardship. We provide full services to all ELCA members, congregations and related ministries.

Our mission is to offer the most competitively priced products and services. Because we exist solely to serve our members, we can offer better rates and lower fees than many traditional banks. We have demonstrated success in providing significant savings to our borrowers.

With the church as our sponsor, we operate in ways that are consistent with the church's values. We offer a socially responsible way to do your banking.



ELCA Federal Credit Union
Evangelical Lutheran Church in America

Throughout the past year, we continued to serve the church and its members.

The Paycheck Protection Program drew to a close in 2021. With assistance from the Mission Investment Fund, we provided loans in 2020 and 2021 to ELCA congregations and ministries that required financial assistance during the pandemic. Covering payroll and operating expenses, these PPP loans proved to be a lifeline to a number of congregations and ministries in need. The loans were particularly meaningful to smaller congregations that didn't qualify for loans from local or national banks. Over the course of the full PPP program, the ELCA FCU provided a total of **360 loans totaling \$13.9 million**. These loans **helped continue payroll for some 2,100 congregation and ministry employees** and continued in-person and virtual worship and ministry services for more than 95,000 church members throughout 2020 and 2021.

In 2021, we ushered in the third cohort of participants in the ELCA's Resourceful Servants program, designed to improve financial wellness and assist rostered leaders in building emergency savings funds. In this matching program, ELCA rostered leaders make ongoing deposits to their Credit Union emergency savings accounts, and our partner MIF matches those funds up to an established amount. Together, we already have served more than **645 rostered ministers** who, collectively, have made emergency savings deposits of more than \$1 million.

Membership is open to every ELCA member, synod, congregation and ministry—and their employees.

For more information about the products and services of the ELCA Federal Credit Union, please visit our website, elcafcu.org or call us at toll free at 877-715-1111.



Lutheran Immigration and Refugee Service

Siblings in Christ of the Northeastern Ohio Synod,

2021 was many things – frustrating, surprising, heartbreaking, and heartening – to name a few. At Lutheran Immigration and Refugee Service, however, the word we find ourselves using the most is *transformative*.

Like all of you, we found ourselves facing parallel crises: the continuing COVID-19 pandemic, an influx of vulnerable immigrant children at our border, and the devastating refugee crisis in Afghanistan. While it was an incredibly difficult year in many ways, it was also one of the most inspiring in our 83-year history.

People of faith and communities like yours stepped up in ways that we never could have expected to meet this moment and fulfill our Biblical call to welcome the stranger. In the last year alone:

- **100,000 volunteers** signed up to support our refugee and immigrant neighbors
- Supporters provided more than **\$30,000 worth** of essential items like cell phones and gift cards to our Afghan brothers and sisters
- **14,000+ generous donors** opened their hearts to the ministry of welcome
- LIRS welcomed more than **10,500 Afghans** through our nationwide resettlement network
- Our team assisted in reunifying or placing nearly **33,000 children** in loving homes
- We sent nearly **20,000** holiday cards and **1,750+ gifts** to families affected by immigration detention
- LIRS launched several exciting new programs and offices, such as field offices in Northern Virginia and Fargo, ND; the New American Cities economic empowerment program; Mental Health services for refugee children and families, and more.

Our resettlement and immigration services were complemented by our ever-growing slate of annual programs, which offer the public opportunities to **ADAPT**: Act, Donate, Advocate, Pray, and Teach. We invite you to engage with LIRS, as an individual or community, through one of our five key programs:

- [Stand Up Speak Up](#) – Our interfaith advocacy program organized each spring
- [Gather](#) - A cultural education program hosted in the fall
- [Hope for the Holidays™](#) - LIRS' flagship winter program for supporting families impacted by immigration detention
- [EMMAUS Congregational Network](#) - Our network of congregations who receive resources and support from LIRS
- [LIRS Ambassador Network](#) - A community of change-makers from around the US

In 2022, we are deepening our commitment to the work of welcome and believe that together, we can realize Matthew 25:35 in communities across the United States. We are so grateful for your astounding support and look forward to welcoming our newest neighbors alongside you.

In peace,

Dr. Kristin Witte, Director for Outreach

National Headquarters: 700 Light Street, Baltimore, Maryland 21230 | Phone: 410-230-2700 | Fax: 410-230-2890 | www.LIRS.org

Advocacy Office: 110 Maryland Avenue NE, Suite 506/507, Washington, DC 20002 | Phone: 202-381-1030 | Fax: 202-330-5807

Lutheran Memorial Camp ~ Camp Luther ~ LOMO Outreach

From LOMO's Board President and Executive Director

Dear Siblings in Christ,

Thank you for your partnership in this incredible ministry! We could not do it without you.

COVID-19 continued to make an impact on conducting LOMO's mission *to bring people together to experience Christ through natural settings and programs*. We successfully provided summer camp programs without any reported cases of COVID 19 through implementing 40 pages of protocols to keep campers and staff members safe. Campers were thrilled to be back at Lutheran Memorial Camp, Camp Luther and LOMO Outreach Day camps. It was great to have the camps filled once again with laughter, crackling campfires, faith-filled conversations, and singing. During the school year, many groups chose not to participate in retreats and environmental education because of the threat of COVID-19.

What could have been a devastating year financially turned out to be a blessing from many. We miraculously ended the year financially with a surplus! Thanks to financial gifts from many, a federal grant from the payroll protection program, and staff reducing expenses wherever possible.

Hundreds of thousands of people over numerous decades have been blessed by Christ centered community, God's beautiful creation, a playful atmosphere, and faith nurturing activities. To continue sharing this incredible experience with an increasingly diverse and changing world, we have entered into a rebranding process which includes broadening our organization and camp names from LOMO to **HopeWood Outdoors™**, Lutheran Memorial Camp at **HopeWood Pines™**, Camp Luther at **HopeWood Shores™**, and LOMO Outreach through **HopeWood Connect™**. Nothing is changing in providing Christ centered programming from a Lutheran theological lens. What is changing is the branding and marketing to reach the growing majority of people who have no religious affiliation, so they will know they are not excluded from participation because they are not Lutheran.

The name HopeWood Outdoors was chosen because it brings together two concepts. **Hope** is one of the central components of our Christian faith; **Wood** represents the natural camp settings and Heartwood which is found in the center of the tree trunk – it is dense, strong and supports life. Together, these words combine to embody the unique connection of Christian faith and nature that all people can find in our camps. Through 2022 we will continue to develop new branding and logos with the assistance of a well-respected marketing firm. As one person remarked on the news of the expanded names, *"Good for LOMO that you are willing to see the world changing and trying to address it. It will keep the ministry relevant and keep the mission going!"*

Thank you for your prayers and participation in this life changing ministry.

Sincerely, In Christ

Rachel E. Nunez

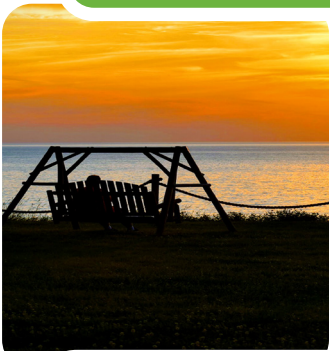
Rachel Nunez
Board President

Penny Christensen

Penny Christensen
Executive Director



Bringing people together to experience Christ through natural settings and programs.





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

With faith and finance at our core

The Mission Investment Fund, a financial services ministry of the ELCA, provides a strong, stable, faith-based way for individuals, congregations and ministries to achieve their financial goals.

MIF provides a range of investments for individuals, congregations and ministries. We put those investments to work to fund building and renovation loans for congregations and partner ministries, including social service agencies and outdoor camps.

The result? Impact investments, with a transformative impact on our communities:
Expanded worship spaces ... new space for education and youth ministry ... much-needed day care centers for working families ... industrial-grade kitchens and fellowship halls for community meals.

We were present for our investors and borrowers that needed assistance during the pandemic. We collaborated with our ministry partner, the ELCA Federal Credit Union, to offer expedited loans for congregations, ministries and individuals, as well as 360 Paycheck Protection Program loans totaling \$13.9 million. The PPP loans helped continue payroll for some 2,100 congregation and ministry employees and continued in-person and virtual worship and ministry services for more than 95,000 church members throughout 2020 and 2021.



MIF has a longstanding tradition of strength and stability. At year-end 2021, MIF had 820 loans outstanding, totaling \$575.4 million. Investment obligations totaled \$575.4 million. With total assets of \$822.0 million and net assets of \$226.4 million at year-end 2021, MIF maintains a capital ratio of 27.5 percent—positioning MIF in the top tier of well-capitalized church extension funds.

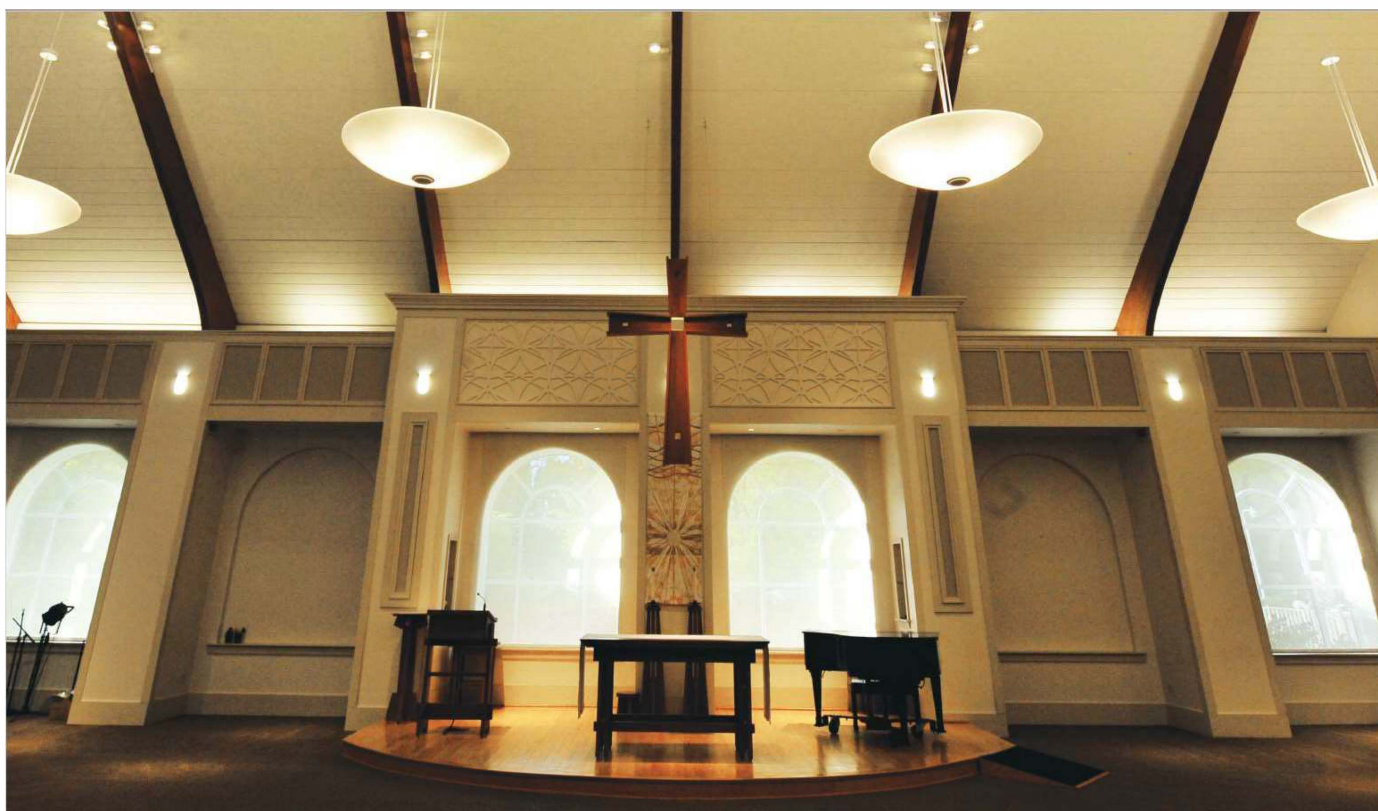
Our steadfast support continues for the members, congregations and ministries of the ELCA and the many ways you minister to a world in need. We are honored to walk alongside you as a trusted partner.

MIF at work in the Northeastern Ohio Synod (as of December 31, 2021):

- 12 Mission Investment Fund loans, with a balance of \$3,859,887
- \$4,815,315 in Mission Investment Fund investment obligations



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



The Mission Investment Fund can be your financial resource and partner of choice.

Why MIF?

MIF has demonstrated expertise in church and ministry financing. As a ministry of the ELCA with longstanding experience in congregation and ministry building projects, we're unique among lending institutions. We're prepared to listen to what you need, we understand your requirements, and we'll serve as your strategic partner.

We offer competitive rates and terms. MIF consistently offers competitive rates. And now, interest rates on loans remain at historic lows.

We offer a full suite of financial services. In addition to loans, MIF offers congregations, ministries and individuals a host of investment options. Our financial ministry partner, the ELCA Federal Credit Union, offers an additional array of financial services.

The faithful stewardship of Lutheran congregations and their members funds our loans. We use the money invested in MIF to finance hundreds of capital projects across the church.

For more information about MIF capabilities, please visit our website, mif.elca.org or contact your Regional Manager the Rev. Kent Peterson: 276-698-7970 kent.peterson@elca.org

Section 5

Forms



BUDGET CHANGE FORM

FOR VOTING MEMBERS ONLY

We recommend to the synod assembly that the _____ section of the budget be increased by \$ _____.

We make this recommendation for the following reasons:

We recommend to the synod assembly that the _____ section of the budget be reduced by \$ _____.

We make this recommendation for the following reasons:

Request submitted by: _____
(name of voting member or committee)

NOMINATION FORM

I wish to nominate _____ for the office / position
of _____. This nominee has consented to serve if elected.

NOMINEE'S INFORMATION

Name _____

Congregation Name _____

Congregation City _____

Conference (*check one*) ☐ Akron-Wooster ☐ Canton-Massillon ☐ Cleveland East

☐ Cleveland West ☐ Eastern ☐ Richland-Ashland ☐ Southern

Demographic Information (*check ALL that apply*) ☐ Male ☐ Female ☐ LGBTQ

☐ Deacon ☐ Clergy ☐ Lay ☐ Person of Color ☐ Primary Language NOT English

Age (*check one*) ☐ 70+ ☐ 60+ ☐ 50+ ☐ 40+ ☐ 30+ ☐ Young Adult (18-30) ☐ Youth (13-17)

Request submitted by: _____
(*name of voting member*)

RECORD OF MOTION FORM

FOR VOTING MEMBERS ONLY

RECORD OF MOTION

To facilitate the work of the secretary and for the sake of accuracy, voting members are asked to write out carefully each motion and to pass the same immediately to the secretary.

Consecutive Number _____ Date _____

In reference to _____

Motion made by _____

I move that

Motion seconded by _____

Motion carried ☐ Yes ☐ No

FOR VOTING MEMBERS ONLY

RECORD OF MOTION

To facilitate the work of the secretary and for the sake of accuracy, voting members are asked to write out carefully each motion and to pass the same immediately to the secretary.

Consecutive Number _____ Date _____

In reference to _____

Motion made by _____

I move that

Motion seconded by _____

Motion carried ☐ Yes ☐ No