

2015

BULLETIN OF REPORTS

Part 1



Delaware
Maryland **SYNOD**
EVANGELICAL LUTHERAN CHURCH IN AMERICA

Published May 2015

Table of Contents

Bulletin of Reports.....	4
General Information.....	5
Special Guest Introductions	6
Synod Assembly 2015 Keynote Speaker.....	6
Synod Assembly 2015 Guest Preachers	6
Synod Assembly 2015 Musicians & Worship Leaders.....	7
Synod Assembly 2015 Bible Study Leader.....	7
Roland E. Powell Convention Center.....	8
Lower Level.....	8
Upper Level.....	9
Rules of Procedure for the 2015 Delaware-Maryland Synod Assembly	10
Delaware-Maryland Synod, ELCA 2015 Synod Assembly Agenda.....	13
Overview.....	13
Plenary Session One	14
Plenary Session Two	15
Plenary Session Three.....	16
Plenary Session Four	17
Plenary Session Five	18
Nominations Committee/ Biographies of Nominees	19
Ballot.....	19
Nomination: Vice President of Synod Council.....	20
Nomination: Synod Council, Mission Through Leadership Team	21
Nomination: Synod Council, Cluster B: Clergy.....	21
Nomination: Synod Council, Cluster B: Lay Female.....	22
Nomination: Synod Council, Youth Representative	22
Nomination: Synod Council, Dean Representative	23
Nomination: Churchwide Assembly 2016: Allegany Conference: Clergy.....	24
Nomination: Churchwide Assembly 2016: Washington Conference: Lay Male.....	24
Nomination: Churchwide Assembly 2016: Frederick Conference: Clergy	25
Nomination: Churchwide Assembly 2016: Westminster Conference: Lay Female.....	25
Nomination: Churchwide Assembly 2016: Baltimore City Conference: Clergy.....	26

Nomination: Churchwide Assembly 2016: Anne Arundel Conference: Lay Male	26
Nomination: Churchwide Assembly 2016: Baltimore West Conference: Lay Female	27
Nomination: Churchwide Assembly 2016: Baltimore East Conference: Clergy	27
Nomination: Churchwide Assembly 2016: Baltimore North Conference: Clergy	28
Nomination: Churchwide Assembly 2016: Delmarva Conference: Lay Female	28
Nomination: Churchwide Assembly 2016: Harford Conference: Lay Male	29
Nomination: Churchwide Assembly 2016: At Large #1: Young Adult	29
Nomination: Churchwide Assembly 2016: At Large #2: Lay Male	30
Nomination: Churchwide Assembly 2016: At Large #3: Lay Female	30
Nomination: Consultation Committee: Male	31
Nomination: Consultation Committee: Female	31
Nomination: Discipline Committee: Lay #1	31
Nomination: Discipline Committee: Lay #2	31
Nomination: Discipline Committee: Clergy #1	31
Nomination: Discipline Committee: Clergy #2	31
Constitution and Bylaws Committee	32
Report of the Bishop	33
Part A: Keeping up with Jesus	33
Part B: Roster Changes (as of May 1, 2015)	35
Memorials and Resolutions	39
Resolution #1: Hunger	39
Resolution #2: Seafarers International House	41
Resolution #3: The Campaign of the ELCA	43
2015 Faith Spending Plan	44
2016 Faith Spending Plan	46
Vision 2018: Discerning God's Plan	48
Walking Together, Fully Alive In Christ	48
Compensation Guidelines	51
Synod Council	67
Secretary	67
Treasurer	68

Bulletin of Reports

The Bulletin of Reports is being electronically presented in two parts: Part 1 contains all those documents that voting members will need to have in front of them as they conduct the assembly's business, such as the agenda, resolutions and memorials, nominations, the proposed budget, etc.

In an effort to go green and be good stewards of the gifts God has given us, the Bulletin of Reports is available on the synod's website, www.demdsynod.org, as of May 1, 2015. Those who require a printed copy had the opportunity to request one during the registration process. If you requested a printed copy of the Bulletin of Reports, you may pick up Part 1 as you arrive and register for the assembly.

Part 2 of the Bulletin of Reports contains important information that the assembly needs for background information and to hold the officers, Synod Council and related ministries accountable. It is not information, however, that the assembly will act upon. Part 2 will not be printed by the Synod Office, so you need to either bring your own paper copy or plan to access these reports electronically.

If you plan to access information electronically, please know that high speed internet access is available in the assembly hall. We are working hard to make sure to have reliable Wi-Fi access throughout our meeting space. However, we have run into problems in the past and cannot guarantee service.

Welcome to Ocean City and to the 28th Annual Assembly of the Delaware-Maryland Synod, ELCA

General Information

- The Assembly BOOKSTORE is located in Room 210. It will be open throughout the assembly.
- DISPLAYS from various groups, organizations and vendors can be found in Rooms 207-208 throughout our time together. Check it out!
- There are NO MEAL TICKETS. The meals you have pre-purchased are indicated on your nametag. Please wear your nametag when coming to the meals!
- There is ASSIGNED SEATING in the Assembly Hall this year to be good stewards of the constraints of available space in the Plenary Hall, and we want to guarantee a seat at a table for each voting member. When you enter the Assembly Hall, please consult the seating chart that is displayed at the entrance, then locate the seats reserved for your congregation. Voting members who are not part of a congregational group (retired, on-leave-from-call, non-congregational call) have assigned seating in the front of Section A.
- WORSHIP AT ASSEMBLY is offered in a variety of ways. Each day at 11 a.m. (Thursday, Friday and Saturday) we center our work in a Service of Word and Sacrament in the Performing Arts Center (PAC). We also offer Morning Prayer on Friday and Saturday from 8:30 - 8:50 a.m., also in the PAC. All worship offerings at this assembly are designated for the "Always Being Made New" Campaign, including the Malaria Campaign.
- During registration, you will have an opportunity to sign up for THE E-LETTER, the synod's weekly electronic newsletter. You may also send an e-mail to Julie Stecker in the synod office, jstecker@demdsynod.org, if you wish to sign up later.
- If you would like to be a PRAYER PARTNER with Bishop Wolfgang, send a note to prayerpartners@demdsynod.org. Prayer Partners promise to pray for the bishop and the ministry of our synod once a week, on a day of their choice, for a year and receive his weekly e-mail blog each Sunday evening.

God Bless Our Time Together!

Special Guest Introductions

Synod Assembly 2015 Keynote Speaker



The Rev. John Arthur Nunes is the Emil and Elfriede Jochum Chair at Valparaiso University, a professorship supporting the study of Christian values in public and professional life. From 2007 to 2013 he was the President and CEO of Lutheran World Relief where he led staff in 17 countries working with communities of poverty.

Nunes received a Bachelor of Arts from Concordia College, Ann Arbor, Mich.; a Master of Divinity from Concordia Seminary in St. Catharines, Ontario, Canada; and both a Master of Theology and a Doctor of Philosophy with an emphasis in postcolonial identity from the Lutheran School of Theology at Chicago. He has also received honorary doctorates from Concordia University, Ann Arbor, and Carthage College in Kenosha, Wis.

Jamaican-born and Canadian-raised, John Nunes is an ordained minister in the Lutheran Church – Missouri Synod. His hobbies include Scrabble, social media, long bike rides, good wine, fine poetry (especially Derek Walcott's), and great music—from J.S. Bach to Bob Marley.

Synod Assembly 2015 Guest Preachers



The Right Reverend Matti Repo is bishop of the Diocese of Tampere in the Evangelical Lutheran Church in Finland. He studied Lutheran theology in Finland and wrote his doctoral dissertation about Johann Arndt. From 1985 until 2002, he was pastor in the local Lutheran church in Messukylä, Tammersfors. Then he joined the central administration of the Finnish Lutheran Church where he worked on theological concepts and ecumenical relationships. He was elected bishop of Tampere in 2008.



The Right Reverend Eugene Taylor Sutton has been Bishop of the Episcopal Diocese of Maryland since June, 2008. Previously he served as Canon Pastor of Washington National Cathedral and Director of the Cathedral Center for Prayer and Pilgrimage.

Bishop Sutton was born and raised in Washington, D.C., and graduated from Hope College in Holland, Mich. In 1981, he received his M.Div. from Western Theological Seminary, where he was awarded the Pietenpol Honors for Senior Excellence, and was ordained in the Reformed Church in America. After serving as pastor of an inner-city congregation for five years, he entered graduate studies at Princeton Theological Seminary where he completed all but dissertation in the Ph.D. program in 1992.

While teaching homiletics and liturgics for several years at New Brunswick Theological Seminary and at Vanderbilt University Divinity School in Nashville, Tenn., he became a member of the Episcopal Church and did his Anglican studies at Sewanee: The University of the South, School of Theology in 1993. In 1995-96, he served as Assistant to the Bishop and Chaplain of the Diocese of New Jersey, while also serving as adjunct professor of preaching at the General Theological Seminary in New York City. He has served as vicar of St. Michael's Church in Trenton, N.J., priest-in-charge of St. Margaret's and St. Mary's parishes in Washington, D.C., and associate rector for mission and spirituality at St. Columba's Church in Washington, D.C.

Synod Assembly 2015 Musicians & Worship Leaders



Music and worship leadership is provided by the **Glocal Musicians of the ELCA**. This team was established by the Mission Formation Team in ELCA Global Mission to provide musical leadership for the Glocal Mission Gatherings hosted by congregations and other Christian communities throughout North America and the Caribbean. Through its intentional diversity—including representation from many countries, denominations, and several cultures—the group

embodies ways to stand in mutual solidarity while amplifying marginalized voices. The musicians embody what it means to be “glocal”— simultaneously global and local — so we can accompany one another across cultures, even in our own neighborhoods.

Synod Assembly 2015 Bible Study Leader



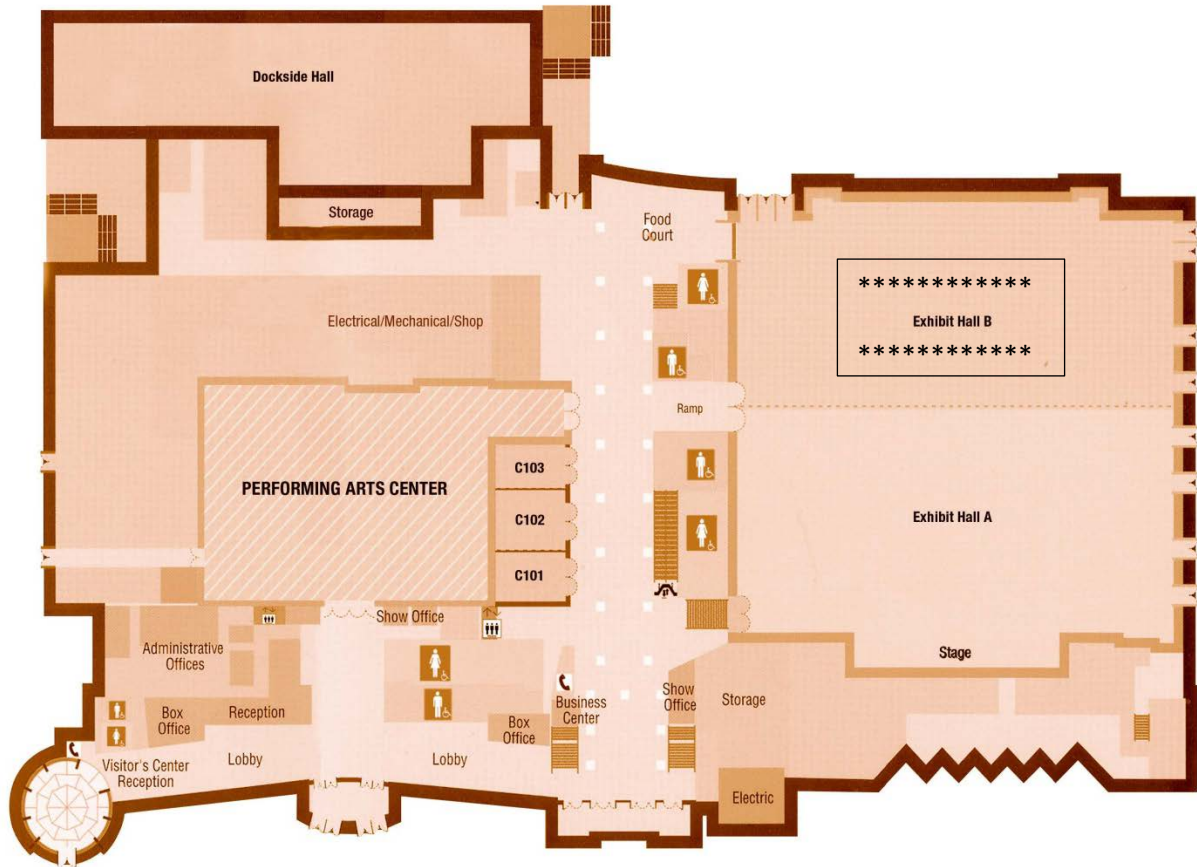
Yolanda A Tanner was appointed as an Associate Judge to the Circuit Court for Baltimore City in July, 2010. Prior to that appointment, she served as a Magistrate in the Circuit Court's Juvenile Division for six years and for eight years as a Supervising Attorney for the Baltimore City Department of Social Services in the Termination of Parental Rights Division.

In addition to professional duties, Yolanda has served as the vice president of the Delaware-Maryland Synod of the Evangelical Lutheran Church in America since 2007, completing her second term this year. Yolanda was honored to serve as the assisting minister at the Installation of Presiding Bishop Elizabeth Eaton and at the closing worship for the 2013 Churchwide Assembly.

While a member at St. Philip's in Baltimore City, she served in many leadership roles. She is currently a member at Christ (Catonsville) and is involved in the worship life at Augsburg Lutheran Home. The greatest joy of each day comes from her family.

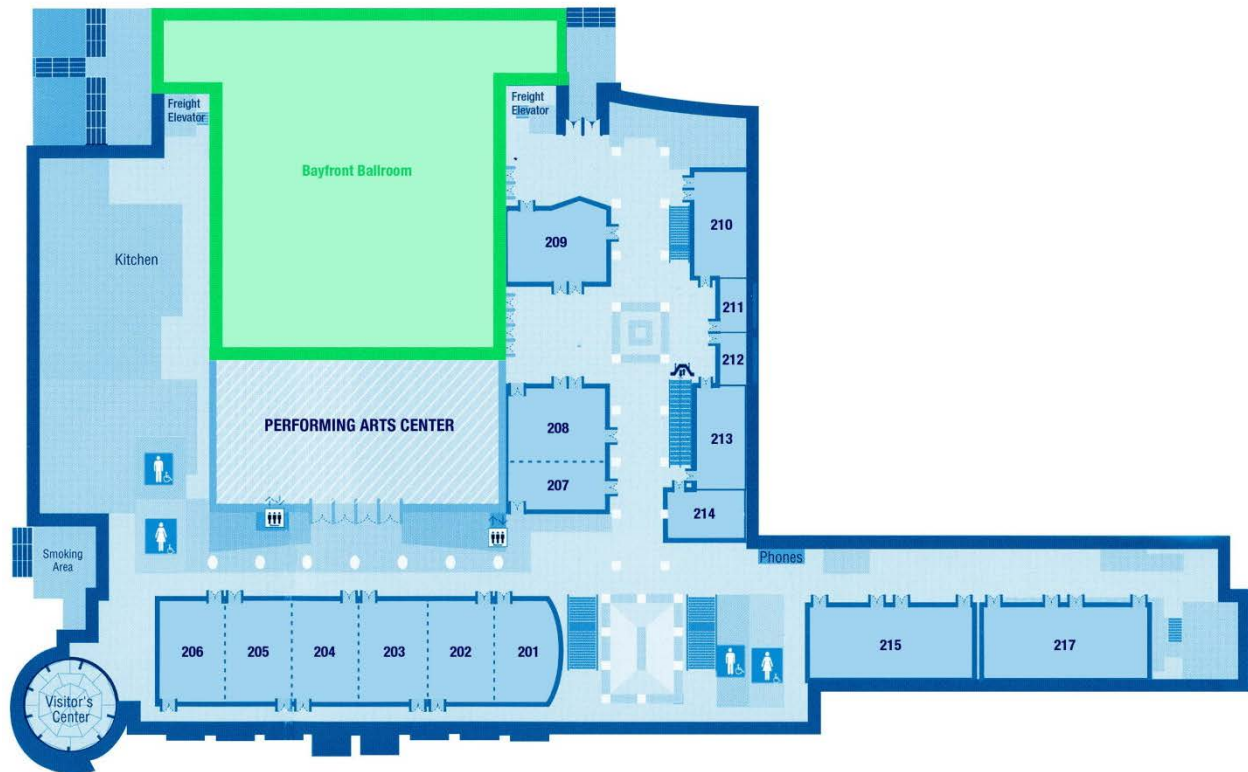
Roland E. Powell Convention Center

Lower Level



All pre-purchased meals will be held in Exhibit Hall B.

Upper Level



Activities and Locations

Bookstore	210
Business Sessions	Bayfront Ballroom
Childcare	213
Displays/Exhibits/Vendors	207-208
Elections/Tech Room	212
Morning Devotions	Performing Arts Center
Registration	209
Synod Office	211
Worship	Performing Arts Center

Rules of Procedure for the 2015 Delaware-Maryland Synod Assembly

1. All cell phones and pagers shall be on vibrate or silent during the assembly.
2. Registered voting members shall be seated within the bar of the assembly.
3. The privilege of voice (on any issue before the Assembly), but not vote shall be granted to:
 - a. The presiding bishop of the ELCA and such other official representatives of this church as may be designated from time to time by the Church Council;
 - b. The chairpersons of synodical mission teams and task forces who are not voting members of the Synod Assembly; and
 - c. The president or president's appointee of the synodical youth, women's and men's organizations, and those additional persons whom the Synod Assembly or the Synod Council shall from time to time designate.
4. The privilege of voice and vote shall be granted to any assistant to the bishop not otherwise granted such privilege.
5. **The privilege of voice and vote shall be granted to any leader rostered in a church body with which the ELCA is in full communion and who is serving in a Delaware-Maryland Synod congregation or ministry.**
6. In addressing the chair, speakers shall use a microphone and shall identify themselves by name and congregation, agency, or institution.
7. No person shall speak more than twice on the same question, except by consent of the assembly, and only after all others have spoken.
8. **A member who has spoken on the pending question(s) may not move the previous question(s) at the conclusion of his/her speech. A motion to end debate by moving the previous question shall apply only to the immediately preceding motion. A motion to end debate on all matters on the floor or more than the immediately pending question is not in order.**
9. A member may not move previous question until the opportunity is available for five pro and five con points of view to be presented.
10. **When a substitute motion is made, secondary amendments may be offered first to the original motion. After all secondary amendments to the original motion have been disposed of, secondary amendments to the substitute motion may be offered. When all amendments to the**

substitute motion have been disposed of, the vote shall be taken on whether the substitute motion is to be substituted as the original motion or be rejected.

11. The question shall be automatically called after thirty (30) minutes of debate unless the assembly consents to an extension of time.
12. In all business meetings, speeches from the floor shall be limited to two minutes.
13. All motions, other than routine ones, shall be written by the mover on forms furnished for that purpose, signed, and sent to the presiding officer, with a copy for the secretary.
14. When there are many pro and con statements on any motion, the chair will recognize alternately persons making a pro or con statement. This shall be done by those speaking “for” using the odd-numbered microphone and those speaking “against” using the even-numbered microphone. Those persons proposing a subsidiary, incidental, or privileged motion shall indicate this action by raising a white card and using either microphone.
15. If three (3) speakers have spoken in favor of a motion, with no one speaking against, the chair may proceed to call for the vote on the motion.
16. Only voting members wearing voting member badges shall receive ballots for voting. Voting members must be seated in the boundaries of the voting member section of the plenary hall.
17. No motion is before the house until it is stated by the chair, and no discussion shall occur without a motion before the assembly.
18. For elections other than bishop, additional nominations may be made from the floor for all positions except for conference-cluster based positions on the Synod Council, the youth position on the Synod Council, Mission Team Leaders, and the Dean on Synod Council. Those making such nominations must:
 - a. Obtain the consent of the person being nominated.
 - b. Insure the nomination fulfills the category assigned for that purpose.
 - c. Obtain a nomination form at the Pages table and turn it in to the secretary when the nomination is presented.
19. Amendments to the budget may not increase total expenditures. Amendments changing one line item must be reflected in an equivalent change in other line item(s) so that total expenditures remain constant. Anyone suggesting an amendment must complete a form which spells out the rationale for the proposed change. The forms can be found at the Pages table.

20. The minutes of this Synod Assembly shall be referred to the Synod Council for certification.

Robert's Rules of Order, latest edition, shall be the governing parliamentary procedure of this assembly, except as otherwise provided in the constitution, bylaws, and continuing resolutions of this synod and in these rules of procedure of the Synod Assembly, unless otherwise ordered by the assembly.

Delaware-Maryland Synod, ELCA

2015 Synod Assembly Agenda

Overview

THURSDAY, MAY 28	FRIDAY, MAY 29	SATURDAY, MAY 30
7:00 a.m. Breakfast on Your Own 8:30 – 5:30 Registration	7:00 a.m. Breakfast on Your Own 8:30 a.m. Morning Prayer - PAC 9:00 – 11:00 BUSINESS SESSION 3 <ul style="list-style-type: none"> Elections/First Ballot Report of the Bishop “Vision 2018” Strategic Plan Proposed Compensation Guidelines Reference & Counsel Committee 	7:00 a.m. Breakfast on Your Own 8:30 a.m. Morning Prayer – PAC 9:00 – 11:00 BUSINESS SESSION 5 <ul style="list-style-type: none"> Elections Committee Report Adoption of 2016 Budget New & Unfinished Business Evaluation/2016 Synod Assembly
11:00 OPENING WORSHIP - PAC	11:00 WORSHIP - PAC	11:00 CLOSING WORSHIP - PAC
12:30 Lunch	12:30 Lunch (+ Conversations: Budget, Campus Ministry, Endowments) <i>12:30 Deadline: First Ballot</i>	Lunch on your own
2:00 – 5:30 BUSINESS SESSION 1 <ul style="list-style-type: none"> Nominations Committee Introduction of 2016 Budget Constitution & By-Laws Committee Coffee Break (3:30 – 4:00) Keynote Address Reference and Counsel Committee <i>5:30 Deadline: Memorials & Resolutions</i>	2:00 – 3:30 BUSINESS SESSION 4 <ul style="list-style-type: none"> Elections Committee/Second Ballot Reports of Synod Officers “Campaign for the ELCA” Proposal 3:45– 5:00 Workshops / Budget Hearing <i>5:00 Deadline: Second Ballot</i> <i>5:00 Deadline: Budget Amendments</i> 5:30 Synod Council Meeting	
Dinner on your own 6:00 Reference & Counsel Committee Meeting	Dinner on your own	
7:30 – 9:00 BUSINESS SESSION 2 <ul style="list-style-type: none"> Anniversaries & Retirements Reports: ELCA, LWR, LIRS Malaria Campaign Reference and Counsel Committee Closing Prayer (campus ministers) 	7:30 – 9:00 MISSION FESTIVAL <ul style="list-style-type: none"> World Hunger Awards Global Companion Celebration Disaster Response (Crisfield) Lutheran Development Alliance 9:00 Reception sponsored by National Lutheran Communities & Services - PAC	

Plenary Session One

Thursday, May 28

Beginning: 2 p.m.

Ending: 5:30 p.m.

Agenda Item	Reference	Recommended Action
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Orientation / Theme / Introduction of Special Guests

Bible Study

Welcome to New Pastors and Lay Rostered Leaders

Organization of the Assembly:
Report of the Committee of Credentials

Adoption of the Rules of Procedure	pp. 10-12	To adopt the Rules of Procedure as presented To adopt the Agenda
Adoption of the Agenda	pp. 13-18	

Report of the Nominating Committee	pp.19-31
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Introduction of Synod Year (SY) 2016 Budget	pp. 45-46
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Constitution & By-Laws Committee	pp. 32
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Coffee Break 3:30 – 4:00 p.m.

Keynote Address

Report of Memorial/Reference & Counsel Comm.	pp. 39-43
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DEADLINE for Submission of Late Resolutions:
Thursday, May 28, 5:30 p.m.

Plenary Session Two

Thursday, May 28

Beginning: 7:30 p.m.

Ending: 9:00 p.m.

Agenda Item	Reference	Recommended Action
Committee on Credentials		
Anniversaries and Retirements		
Lutheran World Relief	Part 2, p. 60	
Lutheran Immigration & Refugee Service		
ELCA Representative Report		
Malaria Campaign Report		
Memorial / Reference & Counsel Committee	pp. 39-43	See recommendations of Reference & Counsel
Closing Prayer (Campus Ministers & Students)		

Plenary Session Three

Friday, May 29

Beginning: 9:00 a.m.

Ending: 11:00 a.m.

Agenda Item	Reference	Recommended Action
Bible Study		
Report of the Committee on Credentials		
Vice-Presidential Speeches First Ballot / Vice President	p. 20	
First Ballot / Elections	p. 19	See Nominations Report
Report of the Bishop & Response	pp. 33-38	
"Vision 2018" Strategic Plan	pp. 48-50	Recommend adoption
Compensation Guidelines for 2016	pp. 51-66	Recommend adoption
Report of the Reference & Counsel Committee	pp. 39-43	See recommendations of Reference & Counsel
Report of the Elections Committee (if available)		

DEADLINE for turning in First Ballot to Pages' Desk:
Friday, May 29, 12:30 p.m.

Plenary Session Four

Friday, May 29

Beginning: 2:00 p.m.

Ending: 3:30 p.m.

Agenda Item	Reference	Recommended Action
Bible Study		
Report of the Committee on Credentials		
Elections Committee / Report on First Ballot		
Second Ballot for Vice President (if needed) Second Ballot / Elections	pp. 19-31	See Nominations Report
Reports of Synod Officers: Vice President Synod Secretary Synod Treasurer / Audit	p. 67 pp. 68-76	To adopt audit
"Campaign for the ELCA" Proposal	p. 43	Recommend adoption
Report of the Reference & Counsel Committee	pp. 39-43	See recommendations of Reference & Counsel

DEADLINE for turning in Second Ballot to Pages' Desk:
Friday, May 29, 5:00 p.m.

DEADLINE for Proposed Budget Amendments:

Friday, May 29, 5:00 p.m.

Plenary Session Five

Beginning: 9:00 a.m.

Ending: 11:00 a.m.

Saturday, May 30

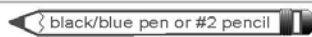
Agenda Item	Reference	Recommended Action
Bible Study		
Report of the Committee on Credentials		
Elections Committee / Report on Second Ballot		Third Ballot (if needed)
Adoption of 2016 Spending Plan	pp. 46-47	To adopt (as amended)
Greetings: Portico Mission Investment Fund		
New & Unfinished Business		
Evaluation / 2016 Synod Assembly		
Closing Prayer		

Nominations Committee/ Biographies of Nominees

Ballot

2015 Synod Assembly - Report of the Nominating Committee

Vote only for ONE (1) of the candidates for each position.
Ballots with more than the ONE vote will NOT be counted.



Mark bubbles like this: ☐

NOT like this: ☒ ☐ ☐

DE-MD-Synod 2015 v1.3

Vice President of Synod

- ☐ John Auger
☐ Alex McKeague
☐ _____
☐ _____

SYNOD COUNCIL

Mission Through Leadership Team

- ☐ Michael Louia

Cluster B – Clergy

- ☐ Michael Guy
☐ Breonna Roberts

Cluster B – Lay Female

- ☐ Lauren Carroll
☐ Andrea Fuller

Youth Representative

- ☐ Shannon Baker
☐ Adam Fairchild

Dean Representative

- ☐ Matthew Fuhrman
☐ Charles Zang

CHURCHWIDE ASSEMBLY 2016

Allegany Conference – Clergy

- ☐ Marsha Garrett
☐ Tormod Svensson

Washington Conference – Lay Male

- ☐ Kirk Downey
☐ David Heim

Frederick Conference – Clergy

- ☐ Jeanne Befano
☐ Mark Huffman

Westminster Conference – Lay Female

- ☐ Donna Kent
☐ Linda Smith

CHURCHWIDE ASSEMBLY 2016 (continued)

Baltimore City Conference – Clergy

- ☐ Jason Chesnut
☐ Breonna Roberts

Anne Arundel Conference – Lay Male

- ☐ Cliff Andersson
☐ Dan Foss

Baltimore West Conference – Lay Female

- ☐ Cindy Ranker
☐ Barbara Schwartz

Baltimore East Conference – Clergy

- ☐ Charlene Barnes
☐ Kristi Kunkel

Baltimore North Conference – Clergy

- ☐ Lans Alexis
☐ Naomi Hartman

Delmarva Conference – Lay Female

- ☐ Clara Swanson
☐ Ann Warner

Harford Conference – Lay Male

- ☐ Bob Hood
☐ Mark Stolte

At Large #1 – Youth/Young Adult

- ☐ Lambert Aryee
☐ Katharine Mulrey
☐ _____
☐ _____

At Large #2 – Lay Male

- ☐ Lance Cooper
☐ Walton McCready
☐ Earl Todd
☐ _____
☐ _____

CHURCHWIDE ASSEMBLY 2016 (continued)

At Large #3 – Lay Female

- ☐ Andrea Fuller
☐ Maya Gaines
☐ Mydeah Reeves-Karpeh
☐ _____
☐ _____

CONSULTATION COMMITTEE

Male

- ☐ Chuck Erzkus
☐ David Simpson
☐ Tormod Svensson

Female

- ☐ Naomi Hartman
☐ Sari Kilheffer

DISCIPLINE COMMITTEE

Lay #1

- ☐ Sally Kopp
☐ Nancy Saltzman

Lay #2

- ☐ Em Cole
☐ Bob Hahn

Clergy #1

- ☐ Timothy Feaser
☐ Earl Janssen

Clergy #2

- ☐ Jeanne Befano
☐ Christine Parker

Nomination: Vice President of Synod Council

John Auger

- Grace Lutheran Church, Wilmington, Del.

John is recently retired from DuPont after nearly 35 years where he last served as an Engineering Manager. He has been married for 32 years and has two grown children.

A life-long Lutheran, John has served in various leadership roles in four different churches, including a total of 11 years as Council President. He is also currently serving as the Call Committee Chair.

John recently served as a member of the Synod Vision 2018 Team as part of the leadership committee. He has also attended Congregational Coaching training and is currently waiting to be assigned to a congregation in line with the Healthy Congregation initiative.

“I am honored to be considered for this position and trust that the will of the Holy Spirit will be done no matter who is elected. While this is not a role I have sought, I feel called to it due to a series of "God coincidences" that I could neither have planned, nor ignore. I have a strong set of leadership skills and experiences in both the church and in the business world and a leadership style that is based on teamwork, empowerment and collaboration. I have had significant experience dealing with difficult issues and I am not afraid to address them in a respectful manner. I am daily in prayer as well as Bible and devotional reading to help guide me in my daily walk with the Lord.”

Alex McKeague

- Our Shepherd Lutheran Church, Severna Park, Md.

After owning numerous franchises in the pizza business, Alex is currently employed in sales and enjoys working with people from all walks of life. This is what he likes about the opportunity to serve on the Synod Council.

Alex is very active at Our Shepherd and, among other things, has served as the chair of Youth Ministry, a VMI Ministry member, Discernment Task Force member, a volunteer with Habitat for Humanity, and SPCA Race Team.

He has also served the synod as a member of the Mission Table Through Congregations, has been the Chair of the Mission Table for New and Renewing Congregations, and is a member of Ministry Review Team.

“The assembly should only elect me if, through prayer, they are moved to do so. I am not a conventional ‘church guy.’ In fact, if a maintenance type of leader is what the assembly is looking for...I am NOT your guy. However, if the assembly is called to find someone who asks ‘What is God calling us to do?’ and ‘What are we going to do about it?’...I AM your guy. Mission and vision are the things I love most and the kind of leadership I will bring to the Synod Council.”

Nomination: Synod Council, Mission Through Leadership Team

The Rev. Michael Louia

- First Evangelical Lutheran Church, Ellicott City, Md.

The Rev. Michael Louia currently serves as senior pastor at First Evangelical Lutheran Church, Ellicott City, Md. A 2009 graduate of the Lutheran Theological Seminary at Gettysburg, Pr. Mike served his first call at St. Paul Evangelical Lutheran Church in Funkstown, Md. and has been involved with our synod's Mission Through Congregations Team, Vision 2018 Discernment Team and Mission Through Leadership Team (which he

served as team leader beginning in November 2013).

Pr. Mike is excited about the opportunity to serve as team leader of the Mission Through Leadership Team. As our synod continues through implementation of the Way of Leadership (as part of Vision 2018), this is an exciting time for lay and rostered leaders across Maryland and Delaware. Pastor Mike's commitment is to prayerfully lead this team to provide support for congregational leaders as they discern where God is leading them to spread the gospel.

Nomination: Synod Council, Cluster B: Clergy

The Rev. Michael Guy

- St. Philip Lutheran Church, Baltimore, Md.

Michael is a retired Navy Chief and has served as clergy for the NYPD and Maryland Transportation Authority police. He has completed the Delaware-Maryland Synod Leadership Academy and desires to use the gifts God has given him to continue to serve the synod.

The Rev. Breonna Roberts

- Christ Lutheran Church, Baltimore, Md.

Pr. Bre Roberts is a graduate of the University of Arizona, where she studied molecular and cellular biology, and of Pacific Lutheran Theological Seminary in Berkeley, California. Pr. Roberts has served as an Associate Pastor at Christ Lutheran Church at Baltimore's Inner Harbor since 2010. One of her favorite parts of her job is to hang out with middle and high school youth and talk about life's big questions.

Our synod is diverse in racial identity, geography, age, worship expression, economic standing, and more; the more variety of voices we can add to the synod council, the more reflective and responsive it can be in partnership with the bishop and synod staff. Bre feels that her voice will be a valuable addition to this table.

Nomination: Synod Council, Cluster B: Lay Female

Lauren Carroll

- Christ Lutheran Church, Millersville, Md.

Lauren has a B.A. from Hood College with a double major in Environmental Science and Policy and French Language and Literature. She works as an Environmental Specialist with the Maryland Environmental Service. She enjoys teaching 3rd and 4th grade Sunday School, is a member of the Outreach Committee, helps the congregation focus on malaria, hunger, and water needs, and is a member of the Synod Hunger Task Force.

Andrea Fuller

- St. Philip Lutheran Church, Baltimore, Md.

Andrea currently works as a Management Specialist and IT Consultant. She is active at St. Philip having served on the church council and as an assisting minister. She has also served the synod in various ways, including planning for the Synod Assembly, being secretary of SWO, and working with the Augsburg Lutheran Village.

Nomination: Synod Council, Youth Representative

Shannon Baker

- Zion Lutheran Church, Middletown, Md.

Shannon is a sophomore who is very involved in her congregation. She is a member of LYO, a participant and helper with the Zion Safe House after-school program, helps out with VBS, enjoys assisting with youth fundraisers, and has been a Girl Scout since second grade.

Shannon thinks that serving on the Synod Council would be an awesome thing to do. She really cares about all the other youth from her church and those she's met at various retreats and wants to represent them and give them a voice on synod matters.

Adam Fairchild

- Grace Lutheran Church, Westminster, Md.

Adam is a sophomore and excels academically, enjoying the challenge of the most complex courses available. He serves as a worship assistant at his church, helps lead VBS, is active in LYO, and is looking forward to the Youth Gathering in Detroit this summer. Church is a big part of his life and he looks forward to the opportunity to grow as part of the Synod Council.

Nomination: Synod Council, Dean Representative

The Rev. Matthew Fuhrman

- Prince of Peace Lutheran Church, Rosedale, Md.

Matt has served the synod in various ways including the Estonia/Finnish Taskforce, Dean of the Baltimore East Conference, and the Dean Representative to the Synod Council. He is a former Navy Reserve Chaplain, enjoys volunteering with the Girl Scouts, is active at Mar-Lu-Ridge, and is currently working on his STM degree from LTSG. He enjoys the work of bridge-building between parish, conference, and synod as we all work together for the greater good of Christ and the church.

The Rev. Charles Zang

- Evangelical Lutheran Church, Frederick, Md.

Charles has most recently been serving as Interim Pastor at St. John Lutheran Church, Creagerstown, Md. and is Dean of the Frederick Conference.

His previous calls have included: Lutheran World Relief; the Mission Investment Fund of the ELCA; Assistant to the Bishop, TX-LA Gulf Coast Synod; and parish pastor for several congregations. He has also participated in numerous community and organizational leadership positions.

He has been a member of the Delaware-Maryland Synod since 2001 and currently serves as co-chair of the Tanzania Task Force. He has served on the Stewardship Task Force, Discipline Committee, and Synod Council, as well as Reference & Counsel for the 2004 Synod Assembly.

He is a strong believer that serving God and God's people happens in all three expressions of our church. If elected, he will draw upon his previous experience to assist our synodical expression of the ELCA as we move forward in ministry and mission.

Nomination: Churchwide Assembly 2016: Allegany Conference: Clergy

The Rev. Marsha Garrett

- St. Paul Lutheran Church, Cumberland, Md.

Marsha is enthusiastic about the opportunity of serving as a delegate. As a member of the Network of Biblical Storytellers and the North American Association for the Catechumenate, she looks forward to opportunities for personal growth at the assembly. She also finds great inspiration at churchwide gatherings and will come back eager to share, to educate, and to put into practice what she has learned.

The Rev. Tormod Svensson

- St. John Lutheran Church, Cumberland, Md.

Tormod's priority is to promote mission and outreach in a rapidly changing world. He believes the focus needs to always be the Gospel of Jesus Christ, but that we need to look for ways to present the Good News in ways that are relevant to its context, yet grounded in traditional Lutheran Christian values. Serving the church at the Churchwide Assembly will give him the opportunity to both encourage and be encouraged in the work of church development.

Nomination: Churchwide Assembly 2016: Washington Conference: Lay Male

Kirk Downey

- Zion Lutheran Church, Williamsport, Md.

Serving as a delegate to the Churchwide Assembly would allow Kirk to use his skills and experiences in service to the church. He is familiar with the issues before the church at the congregational, synod, and churchwide levels. He is also familiar with the parliamentary process and the conduct of assemblies. Kirk's background and perspective would enhance the diversity of the synod's delegation to the Assembly.

David Heim

- St. John Lutheran Church, Hagerstown, Md.

David has spent his life growing up within the Lutheran church and has taken many opportunities to study Lutheranism in college. While studying abroad in Germany, he went to visit Wittenberg and has always tried to actively learn more about the theological ideas in the Lutheran faith and the history of the movement itself. David would be honored to attend the Churchwide Assembly in 2016, and would greatly enjoy the opportunity!

Nomination: Churchwide Assembly 2016: Frederick Conference: Clergy

The Rev. Jeanne Befano

- St. Paul Lutheran Church, Burkittsville, Md.

Prior to ordination, Jeanne served as a Spiritual Director, was a volunteer hospice chaplain, worked with the Maryland Crisis Hotline, was involved in caring for the mentally ill, and was passionate about accompanying people from diverse backgrounds on their faith journey. Now, as a parish pastor, she is interested in being more involved in the mission and work of the ELCA. Jeanne would be honored to attend the Assembly, representing not just the conference but all the groups she's worked with in the past.

The Rev. Mark Huffman

- Good Shepherd Lutheran Church, Frederick, Md.

Mark believes that his education and experience in the life of the ELCA have given him a good understanding of the issues before the ELCA and what we, as a church have to offer to the world. He believes our focus on the "treasure of the gospel" and our response to God's grace with faith active in love are our greatest strengths.

Nomination: Churchwide Assembly 2016: Westminster Conference: Lay Female

Donna Kent

- Grace Lutheran Church, Westminster, Md.

During Donna's years as VP for Synod Council, she became interested in churchwide movements and has continued to keep current on issues and policies coming before our church. Attending the Assembly would be a wonderful way to engage these topics, learn more about them, and then share that information with others in her congregation and conference.

Linda Smith

- Holy Spirit Lutheran Church, Eldersburg, Md.

Linda would be interested in attending any Churchwide Assembly; however, as an Associate in Ministry, she is particularly interested in the 2016 assembly. The Word and Service Task Force is drafting a proposal for unifying the three lay rosters, and it is anticipated that this will be presented at this CWA. As a member of one of those rosters, the discussions and the outcome of any voting will affect her personally, and she would be grateful to be involved. As an AiM, Linda can serve by answering questions for other voting members and explaining how the changes will address some of the challenges members of these three rosters currently face.

Nomination: Churchwide Assembly 2016: Baltimore City Conference: Clergy

The Rev. Jason Chesnut

- The Slate Project, Baltimore, Md.

Jason is one of those rare Lutherans who chose to become Lutheran -- confirming the promises made in baptism as a junior in college. Because of this, he had to be able to articulate why he cared about being a part of the Lutheran community. This has shaped his whole life and ministry. Now, as a mission developer in Baltimore City, Jason is continually asking the question, "What becomes possible when we start Christianity with a blank slate?" He works cross-denominationally with Presbyterian and Episcopalian pastors, and has started an online presence. Attending the Churchwide Assembly would greatly enhance his understanding of the Lutheran tradition and provide many resources for developing the Slate Project.

The Rev. Breonna Roberts

- Christ Lutheran Church, Baltimore, Md.

Breonna loves the diversity of the synod and enjoys working with youth and young adults. Attending the Churchwide Assembly would provide a great opportunity to learn more about the diversity of the ELCA and how it is working with younger generations. It would be wonderful for Breonna to be able to bring that information back to the synod to share with her colleagues and congregation.

Nomination: Churchwide Assembly 2016: Anne Arundel Conference: Lay Male

Cliff Andersson

- St. John Lutheran Church, Linthicum, Md.

With God's help and guidance, Cliff will faithfully represent the Delaware-Maryland Synod.

Dan Foss

- Christ Lutheran Church, Millersville, Md.

Dan would like to serve as a delegate to the Churchwide Assembly because, through involvement in his congregation and the synod, he has developed a keen interest in the workings of the church. Dan believes the ELCA will continue to play a major part in showing God's love to a troubled world. It would be an honor to take an active part in the ELCA's decision making and ongoing growth and journey in its service to God.

Nomination: Churchwide Assembly 2016: Baltimore West Conference: Lay Female

Cindy Ranker

- New Hope Lutheran Church, Columbia, Md.

It is expected that there will be a vote regarding the future of the Word and Service rosters, in particular, combining the three rosters (Associates in Ministry, Deaconesses, and Diaconal Ministers). Since Cindy serves in one of those rosters, she would like to be a part of that discussion and decision.

Barbara Schwartz

- Holy Trinity Lutheran Church, Laurel, Md.

Barbara would be honored to represent our synod at the Churchwide Assembly. If elected, she will diligently review the information provided, pray for guidance, and attend and vote at the Assembly sessions.

Nomination: Churchwide Assembly 2016: Baltimore East Conference: Clergy

The Rev. Charlene Barnes

- St. John Lutheran Church, Baltimore, Md.

If elected to attend the Churchwide Assembly, Charlene would hope to be able to use her abilities:

- 1) To be in prayer for what is going on at the assembly.
- 2) To listen to the views of her brothers and sisters in Christ with an open mind.
- 3) To be led by the Holy Spirit on how to vote items brought up in front of the assembly.

Charlene also looks forward to being able to meet other Lutherans from around the United States and learn from them how they share the Gospel in their part of world!

The Rev. Kristi Kunkel

- New Light Lutheran Church, Baltimore, Md.

Kristi is proud of the work we are able to do in God's name as a national church and would be excited to be a part of that work in assembly.

Nomination: Churchwide Assembly 2016: Baltimore North Conference: Clergy

The Rev. Lans Alexis

- St. Peter Lutheran Church, Baltimore, Md.

Pr. Lans would like to participate in the Churchwide Assembly because he welcomes the inspiration that seeing the larger church at work brings to those who are committed to ministry at the parish setting. He believes in the 'big tent' mindset that the ELCA brings to the world, trusting that this is how God wills it for us. If Lans brings something unique to the assembly, it is his family's experience with ministry to and for people with differing abilities, not as an expert but as an eager learner for our continuing mission for all God's people.

The Rev. Naomi Hartman

- Ascension Lutheran Church, Towson, Md.

Pr. Naomi has lived in eight different synods, serving from involved youth lay member to ordained pastor. She never ceases to be amazed by the diversity, complexity, beauty and strength of God's church. Fascinated with church life and policy, she is suited to the difficult task of the business side of the meetings. Naomi can be a strong representative of her synod, through being engaged in every opportunity presented at CWA. She is interested in learning more about the work of our global church and being able to bring that knowledge back to my community.

Nomination: Churchwide Assembly 2016: Delmarva Conference: Lay Female

Clara Swanson

- Hope Lutheran Church, New Castle, Del.

Clara sees the Church as an important part of the life of our communities, and a critical anchor in our constantly changing world, but it also has an identity crisis. She is committed to the future of the church, and particularly the ELCA, because she thinks the world desperately needs a theology of grace and love. Clara thinks that being a representative to the Churchwide Assembly in 2016 would be an opportunity to get involved in an impactful way, and to work alongside others who are giving themselves to service.

Ann Warner

- St. Stephen Lutheran Church, Wilmington, Del.

Ann feels it was a great privilege to be able to attend the 2013 Churchwide Assembly and be a part of the historic vote to elect Bishop Eaton. It was also a privilege to meet with others from around the country. Ann looks forward to the opportunity to serve in this capacity again.

Nomination: Churchwide Assembly 2016: Harford Conference: Lay Male

Bob Hood

- Holy Communion Lutheran Church, Falston, Md.

Bob has participated in two Synod Assemblies and would be honored to represent the Harford Conference of the Delaware-Maryland Synod Assembly at the National Level. The direction and focus of the ELCA is formed to a great extent at these assemblies, and he would appreciate the opportunity to help in guiding the path forward in these challenging times.

Mark Stolte

- Lord of Life Lutheran Church, Edgewood, Md.

Mark loves the church and wants to share the gifts God has given him through His son Jesus Christ.

Nomination: Churchwide Assembly 2016: At Large #1: Young Adult

Lambert Aryee

- Epiphany Lutheran Church, Baltimore, Md.

Lambert has a passion for change and making decisions on policies that affect the future of society. He was blessed with the opportunity to help make some behind the scenes decisions in high school through the Lutheran Youth Organization for the Delaware - Maryland Synod. Lambert is ready to engage the next level and help make a difference for the good of the church.

Katharine Mulrey

- Good Shepherd Lutheran Church, Wilmington, Del.

Katharine has been involved with the Delaware-Maryland Synod for over 10 years, is very active in her role as a youth minister, and would like to share her experiences and opinions with the larger church. Katharine would also like to meet new people from all over the country.

Nomination: Churchwide Assembly 2016: At Large #2: Lay Male

Lance Cooper

- Amazing Grace Lutheran Church, Baltimore, Md.

Biographical information to be provided at synod assembly.

Welton McCready

- St. John Lutheran Church, Baltimore, Md.

Welton has been a member of St. John Lutheran in Pimlico since 1968. He's served on many committees over the years and has been active in neighborhood canvassing, worship leadership, and community development. The Churchwide Assembly will provide a new opportunity to learn and grow as part of Christ's greater church.

Earl Todd

- St. Philip Lutheran Church, Baltimore, Md.

Earl loves his congregation and has been blessed to have opportunities to volunteer and share in life together. Over the years he's also been fortunate to have opportunities to volunteer with the Delaware-Maryland Synod, most recently doing camera work for the synod assemblies. All of this work has provided Earl with some wonderful relationships. He would be honored to be elected to the Churchwide Assembly.

Nomination: Churchwide Assembly 2016: At Large #3: Lay Female

Andrea Fuller

- St. Philip Lutheran Church, Baltimore, Md.

Andrea wants to be used by God to share her talents for ministry. Involvement in ministry is a life of service for Jesus, like Jesus, and with Jesus. In fact, it is all about Jesus. The greatest commandments are to love Him with all of who we are and to love our neighbor as ourselves. The reason she wants to serve is Love!

Maya Gaines

- Amazing Grace Lutheran Church, Baltimore, Md.

Biographical information to be provided at synod assembly.

Mydeah Reeves-Karpeh

- People's Community Lutheran Church, Baltimore, Md.

Mydeah works with lots of organizations in the church: from being the local planning chair of ADLA to serving as secretary of African Nationals in the ELCA, as well as participating in the African Descent Strategy Team. The Churchwide Assembly is an opportunity to meet people and share ideas on ministry. She looks forward to bringing these ideas to her congregation as they continue to spread the Gospel together.

Nomination: Consultation Committee: Male

The Rev. Chuck Erzkus: Christ Lutheran Church, LaVale, Md.

The Rev. David Simpson: Christ Lutheran Church, Millersville, Md.

The Rev. Tormod Svensson: St. John Lutheran Church, Cumberland, Md.

Nomination: Consultation Committee: Female

Sari Kilheffer: Haven Lutheran Church, Hagerstown, Md.

The Rev. Naomi Hartman: Ascension Lutheran Church, Towson, Md.

Nomination: Discipline Committee: Lay #1

Sally Kopp: Salem Lutheran Church, Catonsville, Md.

Nancy Saltzman: Evangelical Lutheran Church, Frederick, Md.

Nomination: Discipline Committee: Lay #2

Emried Cole: First English Lutheran Church, Baltimore, Md.

Bob Hahn: Evangelical Lutheran Church, Frederick, Md.

Nomination: Discipline Committee: Clergy #1

The Rev. Tim Feaser: Trinity Lutheran Church, Reisterstown, Md.

The Rev. Earl Janssen: Our Shepherd Lutheran Church, Severna Park, Md.

Nomination: Discipline Committee: Clergy #2

The Rev. Jeanne Befano: St. Paul Lutheran Church, Burkittsville, Md.

The Rev. Christine Parker: Lord of Life Lutheran Church, Edgewood, Md.

Constitution and Bylaws Committee

Congregation constitutions are an important ministry document of the congregation. Having a constitution that is regularly reviewed, updated, and reflective of the practices of the congregation assists in proper oversight of the congregation and is especially helpful in the event of conflict.

Each Churchwide Assembly brings changes to the ELCA Model Constitution for Congregations, which means that congregations are encouraged to review their constitutions at least every three years (the current cycle for Churchwide Assembly). Rendering a constitution in an electronic format allows reviewers to compare it to the ELCA Model Constitution for Congregations easily and greatly simplifies what could otherwise be a tedious task. Finding a gifted person in a congregation to assist with such a task is usually not difficult. There are often people who enjoy this kind of attention to detail, and are likely not serving in any other capacity.

The Constitution and Bylaws Committee stands ready to assist congregations in reviewing, editing, and bringing congregation constitutions into compliance with the ELCA requirements. The ELCA Office of the Secretary is also available to answer questions and to provide assistance to congregations.

In 2014 there were no changes made to the Delaware-Maryland Synod Constitution or Bylaws. There are no changes being proposed at this Assembly for any changes to the Synod Constitution or Bylaws.

Respectfully submitted by Earl Janssen, Chair

Report of the Bishop

Part A: Keeping up with Jesus

Jesus said to his disciples: “You are witnesses of these things. And see, I am sending upon you what my Father promised; so stay here in the city until you have been clothed with power from on high.” Luke 24:48-49

Recently, the Ecumenical Leaders Group that I chair went on an overnight retreat. Our guest speaker, skyped in from the Midwest, was Will Willimon, retired Methodist bishop and noted theologian, author and speaker. We had all read his book, *“Bishop: The Art of Questioning Authority by an Authority in Question,”* and we were discussing with him what we as bishops, presbyters, conference ministers, judicatory heads could learn from his experience as a bishop in northern Alabama.

One of the questions we ask had to do with change. How come, we asked, that we encounter so much resistance to change? His answer was as succinct as it was memorable: “We serve,” he said, “a living God. And because we serve a living God, there will always be change. We have to keep up with Jesus who is always on the move!”

By the numbers ...

(April 16, 2014 – April 15, 2015)

Number of prayer partners	787
Congregations visited	69
Sermons preached	39
Ordinations/Consecrations/Commissionings	6
1-on-1 meetings with rostered leaders	74
(since taking office: 554)	
Meetings and conferences attended	181

That answer has stuck in my mind ever since. It’s the perfect description for what is going on in our Delaware-Maryland Synod.

For four years now, our synod assemblies have met under the unified theme of *“Walking Together with Christ,”* based on the actual meaning of the word “synod” in the original Greek: the words *syn hodos* literally translate

as “journeying with” or “walking together.” This year, we are completing the series by focusing on how our walking together with Christ transforms lives and brings healing and wholeness to a hurting world.

Walking together with Christ: For the sake of the world.

You see, this is just what a synod is and what a synod does: congregations and related ministries walking together so that together they can do what none of them could accomplish by themselves ... but not for their own good or some false sense of institutional health, but for the sake of the world.

In our case, that has meant many efforts around starting new churches and working with existing congregations in redevelopment and other models of renewal. It has meant continuing strongly in related ministries such as our camp, Mar-Lu-Ridge, campus ministries in two states, prison ministry through St. Dysmas and outreach to seafarers in the Baltimore Port.

It has meant a leadership role in our church's response to the crisis of the unaccompanied minors pouring over the country's southern borders last summer and to the upheavals in the City of Baltimore in the wake of the death of Freddie Gray last month. We also work hand in hand with our many ministry partners, for example, continuing care communities, social ministry organizations, and the Gettysburg Seminary. The almost-completed ELCA Malaria Campaign and our strong response to the Hurricane Sandy disaster in Crisfield are further signs that Jesus is on the move.

Signs of hope abound in this synod! Since becoming bishop in 2010, I have traveled this synod from Ocean City to Frostburg, from Wilmington to Laurel. I have been to every one of our 175+ congregations and related ministry sites. Wherever I go, I see God at work. Even in the smallest, most challenged congregation, God is hard at work and followers of Jesus are gathering to share the Good News. The Word is preached, the sacraments are shared, someone is healed, prayer abounds!

"Clothed with power from on high," there is so much we do together. Some years ago, I was asked (half jokingly, half seriously, I think) why it was that our "walking together" seemed to have turned into a sprint. The person suggested that our tag line should more appropriately be "running together with Christ," given the long list of things we were attempting to accomplish.

Well, now I have an answer: Jesus is already there! Where we go and think "we" are bringing the unconditional love of Jesus Christ to the people, God is already hard at work in people's lives. Jesus is running ... we have to keep up with him!

At this, our 2015 Synod Assembly, we will, God willing, take two giant steps forward. We will consider our "Vision 2018" three-year strategic mission plan which turns things upside down and commits the synod to be the primary resource for the local congregations and ministries. And we will vote on a four-year, \$2.5 million capital campaign in conjunction with "Always Being Made New: The Campaign for the ELCA" in order to expand the resources available even as we expand the work we do together.

Jesus really is on the move in this synod. Let's at least try to keep up with him.

Peace & Blessings,
Bishop Wolfgang D. Herz-Lane

Part B: Roster Changes (as of May 1, 2015)

NECROLOGY

These rostered persons have died since the 2014 Synod Assembly. May our gracious and merciful God surround their loved ones with comfort and peace of mind:

June 10, 2014	The Rev. George Wesley Evans, Jr. Born January 5, 1934 Ordained June 18, 1958
July 10, 2014	The Rev. Albert B. Ely Born November 2, 1930 Ordained September 22, 1957
January 11, 2015	The Rev. Robert K. Shaull Born October 24, 1926 Ordained June 6, 1955
March 1, 2015	The Rev. John F. Steinbruck Born October 5, 1930 Ordained June 11, 1959

RETIRED

These rostered persons have retired since the 2014 Synod Assembly:

The Rev. Gregory R. Johnson	June 1, 2014
The Rev. Matthew S. Schenning	July 1, 2014
The Rev. Joseph E. Skillman	August 1, 2014
The Rev. Rodney L. Ronneberg	August 1, 2014
The Rev. James G. Cobb	December 1, 2014
The Rev. Judith A. Cobb	December 1, 2014
The Rev. Jarrett Hansen	May 1, 2015
The Rev. Laura Ingersol	May 1, 2015

ORDINATIONS

The Rev. Adam Forbes November 17, 2014
(ordained on behalf of the Delaware-Maryland Synod by Bishop
Suzanne Dillahunt, Southern Ohio Synod)

The Rev. Chasity L. Wiener March 21, 2015

NEW TO THE SYNOD ROSTER

These persons are new to the synod roster since the 2014 Synod Assembly:

The Rev. Kelly J. Pensinger	Seminarian called as Pastor of Grace of God Lutheran Church in Millsboro, Delaware, effective July 1, 2014
The Rev. Lauren K. Muratore	Seminarian called as Director of Admission / Assistant Dean of Chapel / Coordinator for Spiritual Life at the Lutheran Theological Seminary at Gettysburg, effective June 1, 2014
The Rev. Melissa P. Lemons	Called through the Synod Council as Interim Pastor at Christus Victor Lutheran Church, Parkville, Maryland, effective August 15, 2014; transferred from the Northeastern Pennsylvania Synod
The Rev. Daniel Adam Forbes	Seminarian called as Associate Pastor under a three-year term call to St. John Lutheran Church in Phoenix, Maryland, effective November 30, 2014
The Rev. Marie L. Bunt	Called through the Synod Council as Chaplain at Gilchrist Hospice Care in Hunt Valley, Maryland, effective March 17, 2014; transferred from the Lower Susquehanna Synod
The Rev. Chasity L. Wiener	Seminarian called as part-time Associate Pastor under a two-year term call to Holy Communion Lutheran Church in Fallston, Maryland, effective February 1, 2015

The Rev. Dr. Richard H. Bliese	Retired pastor, transferred from the Southwestern Washington Synod, effective March 19, 2015
The Rev. Patrick Gahagen	Called through the Synod Council as Mission Developer at Journey of Faith Lutheran Church in Baltimore, Maryland, effective May 1, 2015; transferred from the Southeastern Michigan Synod

RETURNED FROM MILITARY DUTY

The Rev. Cristopher Frigm	Associate Pastor at Zion Lutheran Church in Middletown, Maryland; returned from serving in Djibouti as a Chaplain with the United States Navy.
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TRANSFERS OUT OF THE DELAWARE-MARYLAND SYNOD

The Rev. Robert B. Ierien	Called to Interim Ministry by the Synod Council of the Lower Susquehanna Synod on June 1, 2014; transferred to that synod
The Rev. Brandon L. Cian	Called as Pastor of the Spring Mills Lutheran Parish, Spring Mills, Pennsylvania, effective June 20, 2014; transferred to the Allegheny Synod
The Rev Thomas P. Williamsen	Retired effective April 1, 2014; transferred to the Virginia Synod
The Rev. Kathy Morris	Called as Pastor of New Song Lutheran Church in Henderson, Nevada, effective August 25, 2014; transferred to the Grand Canyon Synod
The Rev. Titus D. Clarke	Called by the Synod Council of the Lower Susquehanna Synod as Pastor/Developer of St. Mark Lutheran Church, York, Pennsylvania, effective December 1, 2014; transferred to that synod

The Rev. Sherry Miller	Called by the Synod Council of the Lower Susquehanna Synod as Chaplain at Frey Village, Middletown, Pennsylvania, effective December 1, 2014; transferred to that synod
The Rev. Holger Roggelin	Called as Pastor of Messiah Lutheran Church in Harrisburg, Pennsylvania, effective February 1, 2015; transferred to the Lower Susquehanna Synod.
The Rev. James G. Cobb	Retired, effective December 1, 2014; transferred to the Virginia Synod
The Rev. Judith A. Cobb	Retired, effective December 1, 2014; transferred to the Virginia Synod

**RESIGNED AND REMOVED FROM THE ROSTER
OF THE DE-MD SYNOD AND ELCA**

The Rev. Paul C. Lundmark	June 27, 2014
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Memorials and Resolutions

Resolution #1: Hunger

WHEREAS, 868 million people in our world are hungry; 1.2 billion live in extreme poverty on less than \$1.25 a day; and 49 million people in the United States – one out of every six people - including 16 million children experience hunger or the risk of hunger (statistics from the ELCA World Hunger Appeal website); and

WHEREAS, each day in the our world, 18,000 children die from hunger or preventable diseases, 1 every 4 seconds (USA Today (Feb. 17, 2007);

WHEREAS, one in five children in Maryland and one in four in Delaware live in food insecure households;

WHEREAS, hunger experts estimate that for an annual cost of \$13 billion dollars per year the nutritional needs of the world's poorest people could be met (statistics from Bread for the World);

WHEREAS, ELCA World Hunger responds to hunger and poverty in the United States and around the world by addressing root causes through a comprehensive program of relief, education, advocacy, sustainable development, community organizing and networking by which people are connected to the resources they need to lift themselves out of poverty;

WHEREAS, ELCA World Hunger responds to Christ's call to find him in the "least of these" (Matthew 25) and "until all are fed" serving with compassion people who are most vulnerable, paying focused attention to the full participation of women and the needs of children;

WHEREAS, \$7000 was granted in 2015 through ELCA World Hunger Domestic Hunger Fund to hunger ministries in our synod including St. Andrew Lutheran Church Food Pantry (Parkville, Md.); St. Paul's Curtis Bay Food Pantry; Churches for Streets of Hope (Essex, Md.); and the Frederick Union Rescue Mission;

WHEREAS, the 1999 ELCA Churchwide Assembly set a goal of \$25 million in annual income for ELCA World Hunger – or about \$5 per baptized member of the ELCA - and 15 years later the Hunger Appeal received only 19.3 million in 2014;

WHEREAS, in 2014 the Delaware Maryland Synod gave an average of \$4.15 per baptized member which places us 4th in our region (Region 8) and 38th among the 65 synods of the ELCA;

WHEREAS, in 2016 the focus of the Campaign for the ELCA will be ELCA World Hunger; now therefore, be it

BE IT RESOLVED, that the congregations of the Delaware Maryland Synod be encouraged to make support for ELCA World Hunger a year round emphasis, distribute

ELCA World Hunger envelopes for year round giving, and participate in synod programs that lift up the ministry of ELCA World Hunger; and

BE IT FURTHER RESOLVED, that between now and the 2016 Delaware Maryland Synod Assembly the congregations of the Delaware Maryland Synod will each challenge themselves to take at least one additional concrete measurable step to increase their support for and awareness of those in need and ELCA World Hunger; and

BE IT FURTHER RESOLVED, that by April 1, 2016, through the synod's Hunger Task Force, each congregation will provide a summary of what they have done that will be celebrated at the 2016 Synod Assembly; and

BE IT FURTHER RESOLVED, that the Campaign for the ELCA and its 2016 ELCA World Hunger theme will be a focus of 2016 Delaware Maryland Synod Assembly; and

BE IT FURTHER RESOLVED, that a portion of not less than 50% of the offering from the 2016 Delaware Maryland Synod Assembly will be designated for ELCA World Hunger.

Respectfully submitted by:

The Rev. Mark Huffman (Chair - Delaware Maryland Synod Hunger Task Force)
The Rev. Tormod Svensson
Lauren Leese Carroll

After a long day of teaching, Jesus told his disciples to feed the crowd before they headed home. Of course, as it turned out, the disciples needed Jesus' help. Today, Jesus still speaks to us saying, "You give them something to eat." And of course, Jesus still provides what we need in order to feed the people.

This resolution offers a number of specific ways in which we can increase awareness and support for the ELCA World Hunger Campaign. It fits into the goals already established for the 2016 assembly program. If all congregations respond to this resolution, our response to the needs of those who are hungry locally and globally will increase and we will strengthen our response to Jesus' command, "You give them something to eat."

The Reference and Counsel Committee recommends adoption of this resolution.

Resolution #2: Seafarers International House

WHEREAS, Seafarers International House is an agency of the Evangelical Lutheran Church in America, founded in 1873 by the Augustana Lutheran Church as a mission for Swedish seafarers in the Port of New York and now serves a multi-national, multi-faith community of seafarers in maritime ports on the North Atlantic seaboard;

WHEREAS, seafarers spend months at sea where they encounter dangerous seas, navigational hazards, boredom, fatigue, separation from home and family, and abuse and exploitation;

WHEREAS, Seafarers International House endeavors to serve these seafarers by offering them pastoral care, hospitality, social assistance, advocacy and prayer, accomplished through ship visits by port chaplains providing communication equipment (by which to call home and family), newspapers and magazines (by which to re-connect with society), assorted clothing and supplies (not available aboard ship), a van (by which to transport them to places ashore during shore leave) and a pastoral and empathetic ear (by which to share the joys and burdens of the last voyage);

WHEREAS, for the last several years Seafarers International House has extended its port ministry to the Port of Baltimore in the person of Rev. Gerry F. Rickel, on the roster of the Delaware-Maryland Synod of the ELCA, and in that time has served thousands of seafarers whose ships have called on the Port of Baltimore with cargoes of food, clothing, automobiles, household goods and raw materials for the Middle Atlantic States;

WHEREAS, this ministry in the Port of Baltimore is regarded as an important outreach of the wider church and an effective witness to our Lutheran faith; now therefore, be it

RESOLVED, that Seafarers International House is hereby regarded as a ministry partner of the Delaware-Maryland Synod of the ELCA;

FURTHER RESOLVED, that the Delaware-Maryland Synod and its congregations lift up in prayer the physical, emotional and spiritual well-being of all seafarers, as well as the organizations and individuals in the Port of Baltimore who serve the seafarers;

FURTHER RESOLVED, that the Delaware-Maryland Synod hereby declares June 25, 2015 as the “Day of the Seafarer,” and in that regard, invites all congregations and individuals to a seafarer mission reception at the Lutheran Center, 700 Light Street in Baltimore; and

FURTHER RESOLVED, that on the occasion of this “Day of the Seafarer” all congregations of the Delaware-Maryland Synod are encouraged to take up a special annual offering in support of Seafarers International House’s port ministry in Baltimore.

Respectfully Submitted by:

**The Rev. Gerry Rickel
Paul Erb
Bishop Wolfgang Herz-Lane**

Seafarers International House is a ministry specific to our geographical setting. This ministry serves people from around the world who stop in the Port of Baltimore. It is an opportunity for service, encouragement and witness in the name of Christ.

This resolution seeks to help the congregations of our synod become more aware of this ministry and to increase our commitment to support our ministry partners who minister in the Port of Baltimore.

The Reference and Counsel Committee recommends adoption of this resolution.

Resolution #3: The Campaign of the ELCA

WHEREAS, the Evangelical Lutheran Church in America launched its first-ever funding campaign, *Always Being Made New: The Campaign for the ELCA*, on February 1, 2013; and

WHEREAS, this campaign hopes to raise a total of \$198 million for the church's ministry in an effort to increase this church's capacity for mission and to create new funding streams; and

WHEREAS, the 2014 Delaware-Maryland Synod Assembly voted to endorse this campaign, promised that this synod would participate in significant ways and instructed the Synod Council to bring a concrete proposal to the 2015 Synod Assembly for further action; now, therefore, be it

RESOLVED, that the Delaware-Maryland Synod in Assembly renew its commitment to *Always Being Made New: The Campaign for the ELCA*, and set an overall campaign goal of \$2.5 million to be raised by the campaign's ending date of January 31, 2019; and

RESOLVED, that of this total, \$2 million be designated for the ELCA Campaign and \$500,000 be designated for ministry within the synod in the same ministry categories that are offered through the ELCA Campaign; and

RESOLVED, that congregations, church-related ministries and individual members in the Delaware-Maryland Synod be encouraged to prayerfully consider the ELCA Campaign and the synod campaign as further expressions of their stewardship of the many gifts God has bestowed; and

RESOLVED, that the Synod Council be instructed to form a Campaign Action Team (CAT) of between seven and nine persons who will oversee implementation of this resolution; and

RESOLVED, that the Synod's Faith Spending Plan for SY2015 be amended to include expenses estimated to be \$30,000 to cover campaign staffing this year and that remaining expenses during the four-year life of the campaign be included in future Faith Spending Plans.

This resolution was approved by the Synod Council of the Delaware-Maryland Synod on March 14, 2015.

2015 Faith Spending Plan

Delaware-Maryland Synod Faith Spending Plan

Proposed Revised Plan per Synod Council Recommendation of March 14, 2015 - for Assembly Approval			Period ending Jan 31, 2016
Line #		SY2015	
Income			
1	Congregation Mission Support	100.0%	\$2,100,000
2	ELCA Mission Support	50.0%	\$1,050,000
3	Synod Portion	50.0%	\$1,050,000
Other Revenue			
4	Interest from Invested Funds (5% draw in SY15)	\$79,314	
5	ELCA Subsidies and Grants	\$15,000	
6	Miscellaneous Receipts (merged w/Self Supporting)	\$0	
7	ELCA Psych Evaluations Reimbursement *	\$10,000	
8	Self Supporting Synod Events *	\$11,000	
9	Synod Assembly *	\$85,000	
10	Synod Only Z02		
	Total Other Revenue		\$200,315
11	Available for Ministry		\$1,250,315
Expenses			
Leadership			
12	Candidacy/Seminarians/Psych Evals *	\$12,600	
13	Leadership Development (combined leadership events)	\$11,000	
14	Bishop's Leadership Days *	\$0	
15	Leadership Academy	\$0	
16	Lay Leadership Academy	\$0	
17	Leadership Events *	\$0	
18	Constitutionally Mandated Funds	\$0	
19	Program and Operating Expenses	\$3,000	
20	Total Leadership		\$26,600
Congregations			
21	Support for New/Renewing Congregations	\$60,000	
22	Youth and Family Ministries/Young Adults	\$23,000	
23	Campus Ministries	\$115,000	
24	Program and Operating Expenses	\$3,000	
25	Total Congregations		\$201,000
Partnerships			
26	Lutheran Theological Seminary at Gettysburg	\$75,000	
27	Lutheran Community Consortium	\$9,000	
28	Mar-Lu-Ridge Camping and Retreat Center	\$8,500	
29	Central Maryland Ecumenical Council	\$3,600	
30	Region 8 Office/Archives/First Call	\$12,500	
31	Synod Communications (SynComm)	\$7,500	

* Income and Expenses offset

Delaware-Maryland Synod Faith Spending Plan

**Proposed Revised Plan per Synod Council
Recommendation of March 14, 2015 - for
Assembly Approval**

		SY2015	Period ending Jan 31, 2016
32	Hunger and Mission Force	\$900	
33	Lutheran Community Services	\$500	
34	Hilltop Lutheran Neighborhood Center	\$500	
35	Program and Operating Expenses	\$3,000	
36	Total Partnerships		\$121,000
	Staffing		
37	Staff Clergy Salaries (3.0 FTE)	\$209,035	
38	Staff Non-clergy Salaries (4.0 FTE)	\$170,698	
39	Pension & Benefits, All Staff	\$119,827	
39a	African Descent Strategy Coordinator	\$18,000	
40	Social Security & Medicare, All Staff	\$13,053	
41	Staff Continuing Education/Book Allowance	\$4,500	
42	Total Staffing		\$535,114
	Operations		
43	Office Space	\$70,000	
44	Synod Office (Phone/Supplies/Postage)	\$23,500	
45	Program and Operating Expenses	\$3,000	
46	Synod Worship Action team	\$2,000	
47	Insurance	\$10,000	
48	Audit	\$9,000	
49	Equipment Lease	\$15,000	
50	Network Administration	\$8,500	
51	Staff Travel	\$42,000	
52	Work Related Workshops/Events	\$3,000	
53	Mutual Ministry Expenses	\$500	
54	Bank/Credit Card/Payroll Svc Expenses	\$3,600	
55	Synod Council Program and Operating	\$3,000	
56	Conference of Deans Program & Operating Expenses	\$1,500	
57	Synod Assembly *	\$85,000	
57a	Always Being Made New Campaign	\$30,000	
58	Total Operations		\$309,600
59	Proposed Ministry Expenses 2015		\$1,193,314
60	Difference Income over Expense		\$57,001

* Income and Expenses offset

2016 Faith Spending Plan

Delaware-Maryland Synod Faith Spending Plan

			Proposed Period
			SY2016 ending Jan 31, 2017
Line #	Income		
1	Congregation Mission Support	100.0%	\$2,100,000
2	ELCA Mission Support	50.0%	\$1,050,000
3	Synod Portion	50.0%	\$1,050,000
	Other Revenue		
4	Draw on Income from Invested Funds (5%)	\$79,411	
5	ELCA Subsidies and Grants	\$15,000	
6	Miscellaneous Receipts (merged w/Self Supporting)	\$0	
7	Synod Only Mission Support	\$24,000	
8	ELCA Psych Evaluations Reimbursement *	\$10,000	
9	Self Supporting Synod Events *	\$22,000	
10	Synod Assembly *	\$80,000	
11	Total Other Revenue		\$230,412
11a	Anticipated Draw from General Fund Balance		\$40,000
12	Available for Ministry		\$1,320,412
	Expenses		
	Leadership		
13	Candidacy/Seminarians/Psych Evals *	\$12,600	
14	Leadership Development (combined leadership events) *	\$22,000	
15	Program and Operating Expenses	\$3,000	
16	Total Leadership		\$37,600
	Congregations		
17	Support for New/Renewing Congregations	\$60,000	
18	Youth and Family Ministries/Young Adults	\$25,000	
19	Campus Ministries	\$123,000	
20	Program and Operating Expenses	\$3,000	
21	Total Congregations		\$211,000
	Partnerships		
22	Lutheran Theological Seminary at Gettysburg	\$80,000	
23	Lutheran Development Alliance	\$10,000	
24	Mar-Lu-Ridge Camping and Retreat Center	\$11,500	
25	Central Maryland Ecumenical Council	\$3,600	
26	Region 8 Office/Archives/First Call	\$14,000	
27	Synod Communications (SynComm)	\$7,500	
28	Hunger and Mission Force	\$900	
29	Lutheran Community Services	\$500	
30	Hilltop Lutheran Neighborhood Center	\$500	
31	Program and Operating Expenses	\$3,000	
32	Total Partnerships		\$131,500
	Staffing		
33	Salaries for Bishop and Exec. Staff (4.0 FTE)		
33a	Salaries for Bishop and Clergy (3.0 FTE)	\$249,390	
34	Salaries for Support Staff (3.0 FTE)		
34a	Salaries for Non-Clergy (4.0 FTE)	\$193,610	
34b	African Descent Strategy Coordinator	\$18,000	
35	Pension & Benefits, All Staff	\$134,000	

* Income and Expenses offset

Delaware-Maryland Synod Faith Spending Plan

		Proposed Period	
		SY2016	ending Jan 31, 2017
36	Social Security & Medicare, All Staff	\$14,812	
37	Staff Continuing Education/Book Allowance	\$4,500	
38	Total Staffing		\$614,312
Operations			
39	Office Space	\$75,000	
40	Synod Office (Phone/Supplies/Postage)	\$27,000	
41	Program and Operating Expenses	\$3,000	
42	Synod Worship Action team	\$2,000	
43	Insurance	\$14,000	
44	Audit	\$10,000	
45	Equipment Lease	\$18,000	
46	Network Administration	\$8,500	
47	Staff Travel	\$45,000	
48	Work Related Workshops/Events	\$3,000	
49	Mutual Ministry Expenses	\$500	
50	Bank/Credit Card/Payroll Svc Expenses	\$4,000	
51	Synod Council Program and Operating	\$4,500	
52	Conference of Deans Program & Operating Expenses	\$1,500	
53	Synod Assembly *	\$80,000	
53a	Always Being Made New Campaign	\$30,000	
54	Total Operations		\$326,000
55	Proposed Ministry Expenses 2016		\$1,320,412
56	Difference Income over Expense		\$0

* Income and Expenses offset

Vision 2018: Discerning God's Plan

Walking Together, Fully Alive In Christ

God's Voice

"We take our lead from Christ, who is the source of everything we do. He keeps us in step with each other." Ephesians 4:16

Our Vision

Every member *a **missionary***;
Every pastor and rostered leader *a **mission director***;
Every Congregation and ministry *a **vital center for God's mission, for the sake of the world.***

Our Journey to 2018

God calls us together to participate in God's work to serve our neighbor in the world. Our communities are in desperate need of God's love and grace, expressed and communicated through our active discipleship. Our connective tissue as congregations and communities is the gospel of Jesus Christ, and so in all that we do we strive to embody Christ through our media and message.

Our Destination

The earliest Christians were known as the "People of the Way" which identified them as people who were following something much more than their own ideas. They were following God's will as they witnessed it through Jesus Christ.

The Way of Discipleship: *Our people will be empowered to share the Good News of Jesus Christ in their communities.*

- **Goal:** Our congregations and ministries will develop a current mission plan by 12/31/2018
- **Objective:** Engage at least 30 congregations and ministries per year in mission planning
- **Responsibility:** Director for Evangelical Mission, Mission through Congregations Team, Assistants to the Bishop, interim pastors, outside consultants
- **Implementation Activities:**
 - Tools and training for mission planning will be made available through the synod website, conference meetings and the interim pastors network

- Synod Assemblies and synod website will provide examples of mission plans from other synod congregations and ministries
- Mission plans will be received and blessed annually at the Synod Assembly
- Synod Council members will meet with each congregational ministry completing a mission plan to build a relationship and bless the congregation's efforts

The Way of Communication: *Our communication will be effective and a defining characteristic of our synod.*

- **Goal:** Every congregation and ministry will identify a Synod Communicator by 12/31/2018
- **Objective:** 75 congregations will have a Synod Communicator in place by December 2015, adding 25 additional congregations each year thereafter
- **Responsibility:** Mission through Partnerships Team, Director of Communication, Assistants to the Bishop
- **Implementation Activities:**
 - Efforts will be made to increase the number of recipients and open-rate for synod communications
 - A Synod Social Media Communications Team will be formed
 - The synod office will facilitate increased use of virtual meetings

The Way of Connectedness: *Our congregations and related ministries will thrive through deeper connectedness with other congregations and communities through mutual support and sharing of resources.*

- **Goal 1:** Every Conference will hold two Conference meetings per year that include clergy as well as lay leaders beginning in 2016
- **Goal 2:** Synod Council will study and evaluate the current conference structure by 1/1/2018
- **Objective:** Pre-Assembly Conference meetings will be held prior to the 2016 Synod Assembly
- **Responsibility:** Conference Deans, Assistants to the Bishop , Synod Council
- **Implementation Activities:**
 - Conference meetings will be scheduled to encourage strong lay and rostered participation
 - Congregations will be encouraged to welcome outside speakers such as campus pastors and social ministry staff
 - Each conference will offer 'role specific' training and support, for example, for treasurers and church council members

The Way of Leadership: *Our leaders, both lay and rostered, will be energized to serve with passion, health, and effectiveness in ministry.*

- **Goal 1:** Every rostered leader will be supported by a Mutual Ministry Committee by 12/31/2018
- **Goal 2:** Identify and equip 100 lay leaders for ministry each year beginning in 2016
- **Objective:** 75% of congregations will have functioning Mutual Ministry Committees by 12/31/2018
- **Responsibility:** Office of the Bishop, Assistants to the Bishop, Conference Deans, Mission through Leadership Team
- **Implementation Activities:**
 - Call Process will put greater emphasis on the need for Mutual Ministry Committees
 - Conferences will provide support and training for Mutual Ministry Committees.
 - “Healthy Congregations” pilot project will continue and expand
 - Coaching relationships through Healthy Congregations will be expanded
 - The Annual Bishop’s Leadership Retreat will emphasize growth in personal faith practices
 - Youth, college and young adult related ministries will identify four participants per year who enter professional ministry.
 - Each conference will offer ‘role specific’ training and support, for example, for treasurers and church council members
 - Current leadership programs and training opportunities offered through Lutheran Youth Organization, Women of the ELCA, Lutheran Men in Mission, CLAIM, Mar-Lu-Ridge and the Gettysburg Seminary will continue and expand.

Measuring Effectiveness

Our Synod Council is accountable to monitor the progress in achieving the journey of the Four Ways. The Council will receive quarterly reports on the progress of each of these four strategies. The Synod Vice President will report progress at the annual Synod Assembly.

Compensation Guidelines



ROSTERED LEADERSHIP COMPENSATION GUIDELINES FOR 2016

As proposed by the Delaware-Maryland Synod Clergy Compensation Committee

January, 2015

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ROSTERED LEADERSHIP COMPENSATION GUIDELINES FOR 2016

CONTENTS

Introduction	1
Compensation for Clergy	3
Clergy Salary	3
Clergy Benefits	6
Professional Expense Reimbursement	8
Part-Time Calls	9
Supply Pastors and Vice Pastors	9
2016 Clergy Salary Range Development Worksheet	10
Compensation for Lay Rostered Leaders	11
Lay Rostered Leaders Benefits	11
Professional Expenses Reimbursement	12
2016 Rostered Leader Salary Range Development Worksheet	13

INTRODUCTION

Biblical Basis for Determining Compensation

Do you not know that those who are employed in the temple service get their food from the temple, and those who serve at the altar share in what is sacrificed on the altar? In the same way, the Lord commanded that those who proclaim the gospel should get their living by the gospel. (1 Corinthians 9:13-14, NRSV)

Rostered leaders of the ELCA are called by God and a congregation or organization to make known God's love and salvation through Jesus Christ. They have been set apart to use their gifts and talents to make Christ known with and for their congregation/organization.

When rostered leaders accept a Call or appointment to service, they make a commitment to faithful and full service to the best of their ability, with the help of God. Congregations and organizations also commit to provide for their rostered leader's needs.

There are four partners in this Call Process:

- God, who calls persons into ministries, through the church
- The congregation/organization, which issues the Letter of Call
- The rostered leader, who accepts the Call; and
- The Synod, who supports the call process, with the Synod Bishop attesting each Letter of Call

The compensation provided to a rostered leader is part of the Letter of Call documents that represent a covenant among the three human parties to the Call. In the Letter of Call, congregations/organizations and leaders pledge themselves to actions that enable effective ministry for the Gospel.

The Delaware-Maryland Synod of the ELCA offers these guidelines to congregations/organizations to assist them in determining adequate and fair compensation for those among them who labor for the Gospel. When compensation is appropriate and adequate, rostered leaders will have their basic needs cared for so they can focus their attention on the ministry to which they are called.

Application of the Guidelines

Every congregation/organization is concerned about fair compensation for its rostered leaders. These guidelines are proposed as a means for congregations/organizations to begin to deal with these concerns. As with all matters, consideration of the issue of rostered leadership compensation should be entered into prayerfully and in recognition of many factors.

Many factors influence these guidelines: changes in the cost of living, comparison with other synods in this region, and recognition of accumulated skills in the practice of ministry. Other considerations are the high debt load carried by those new to the ministry and the growing shortage of rostered persons for ministries in the church. For these reasons, we urge congregations/organizations to study these guidelines closely and use them for mutually affirming dialogue about the financial aspect of care for rostered leaders.

It is also urged that congregations/organizations consider that a rostered leader's total compensation package should, as much as possible, be comparable to the compensation received by members of the congregation/organization in professional occupations, considering level of education and the years of experience.

These guidelines contain worksheets that are intended to assist congregational/organizational members in setting a fair salary range for their rostered leadership. Also discussed are other components that make up the total compensation package for rostered leaders, including housing allowance, medical and dental benefits, social security offsets, and pension contributions.

As compensation packages are determined, the congregation/organization should consider not just what it can afford but it should also consider issues of fairness and the needs of the staff. Balancing the compensation needs and the other program, facility, and ministry needs of the congregation/organization is a difficult task. It is not possible to develop guidelines that apply to all circumstances. It rests with each congregation/organization to consider prayerfully the ministry and mission of the church and the needs and concerns of its professional and lay leaders.

If the compensation being paid to rostered leaders is not currently at the level prescribed in these guidelines, it is recommended that a plan be developed that will allow the compensation to gradually become more in line with these guidelines over a 5- to 7-year period.

Congregations/organizations and rostered leaders are urged to participate in the process of compensation determination in a spirit of cooperation. As the process of determining a mutually agreed upon salary is begun, all involved should be as honest with each other as possible and, above all, speak to each other with the love of Christ.

The best way to energize pastoral excellence is for the rostered leader and congregation to state goals and expectations, to review the outcome, and adjust accordingly. The conversations about compensation flow from a conversation about shared vision, mission, goals and expectations and regular mutual review.

Congregations that are not able to provide affirmation in monetary terms should consider other ways to encourage, affirm, support and equip their pastors by other means, such as letters of acknowledgement, time for retreats or other kinds of self-care.

COMPENSATION FOR CLERGY

CLERGY SALARY

Following are considerations and instructions for completing “2016 Clergy Salary Range Development Worksheet” (page 8).

Section 1: Unadjusted Minimum Salary

“Unadjusted Minimum Salary” is set annually by the Delaware-Maryland Synod Council for clergy. Unadjusted minimum salary includes salary, housing allowance **and Social Security Offset**, and it assumes up to \$200,000 as the minimum price of a home in the service area of the congregation/organization. This definition is consistent with the term “defined compensation” as used by Portico. The amount of a salary designated as a “Housing Allowance” must be recorded as a vote of the congregation’s/organization’s Church Council/Board prior to the beginning of the year.

Box 1: Unadjusted Minimum Salary

Write the 2016 minimum unadjusted salary amount of \$ 56,235 in Box 1. If the terms of call are less than full-time, this figure should be adjusted accordingly in consultation with synod staff.

Box 2: Unadjusted Minimum Salary with Parsonage

If use of a parsonage is included as a portion of compensation, enter the unadjusted minimum amount of \$ 39,365 in Box 2.

Section 2: Regional Cost of Living Salary Modifier

There is great value in having the pastor living and identifying with the same parish community in which most of the members live. The Delaware-Maryland Synod covers a large, economically diverse area where the cost of living varies widely within and between the Maryland and Delaware areas. A regionally-based cost of living modification to the unadjusted minimum salary acknowledges this diversity.

Box 3: Median Housing Cost

Enter in Box 3 the median single-family home price near the congregation/organization, using the primary zip code(s) served by the congregation/organization. The figure can be obtained by contacting a local realtor or by using the Zillow web site (steps follow, personal information not required).

1. Log onto www.zillow.com
2. Type in a city, state, or zip code in search box
3. Click onto “Local” tab at top
4. Click onto “Home Values” tab underneath
5. The home value will be displayed

Box 4: Cost Over Threshold

If the figure in Box 3 exceeds \$200,000 (the minimum cost of housing within the Delaware-Maryland Synod area), subtract \$200,000 from Box 3 and enter the resulting figure in Box 4. If the figure in Box 3 is less than \$200,000, the result will be a negative number, therefore reducing the Housing Cost Adjustment.

Box 5 or 5a: Housing Cost Adjustment

Multiply Box 4 by .03 (3%) and write the result in Box 5.

(Example: The price of a median single-family home in area served by congregation/organization is \$300,000. $\$300,000 - \$200,000 = \$100,000$. $\$100,000 \times .03 = \$3,000$ is recorded in Box 5.)

If use of a parsonage is included as a portion of compensation, a housing equity allowance should be calculated instead. This number will be a minimum of 30% of the amount determined above.

(Example: $\$3,000 \times .30 = \900 is recorded in Box 5a.)

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

Box 6: Regionally Modified Minimum Salary

Add Box 1 (or Box 2) and Box 5 or Box 5a to obtain the Regionally Modified Minimum Salary for the congregation/organization, and enter this figure in Box 6.

Section 3: Determining Clergy Salary Adjustment

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

Box 7: Years of Pastoral Experience

As per most professional salary systems, the synod seeks to reflect the value of acquired skills, wisdom and experiences that can only come from actual pastoral experience. Credit one point for each three (3) years of service as an ordained pastor and enter in Box 7.

Box 8: Ministry Context

Each congregation needs to be aware of the context in which the pastor serves so that the pastor can be encouraged and equipped for what may be particularly challenging work. Examples of service that may be particularly strenuous include, work in rapidly growing churches, and work with a strong outreach to the homeless or other marginalized groups. Adding 3-5 points is a good way to acknowledge the importance of this service. Box 8 may also be used to affirm particular excellence in ministry, including increasing worship attendance.

Box 9: Inner City and Small Rural Congregations

Ministry in inner city and small rural congregations is very challenging and often presents increased demands on a pastoral leader where no other paid staff is present. Often, these settings are strategic places where the church needs to be present for the sake of God's mission in the world. To encourage pastors to consider such places, credit is given by adding 3 to 5 points in Box 9.

Box 10: Advanced Education

Lutherans have long expected that their pastors be well-educated. This credit seeks to account for and encourage life-long learning for leadership in divinity or related fields. Credit is given (5 points) to those who have taken the time and made the commitment to earn a ministry-related degree or certification in addition to the Master of Divinity. If such is the case, enter 5 points in Box 10.

Box 11: Longevity in Current Call

Research has established that vibrant, long-term pastorates are often associated with congregational/organizational growth. This adjustment seeks to reflect the shared valuing of healthy, longer-tenured pastorates. Credit one point for each year of service in the pastor's current call in Box 11, to a maximum of 10 points.

Box 12: Related Non-Pastoral Experience

Increasingly, persons with prior experience in related fields are entering rostered ministry in our church. This adjustment seeks to acknowledge the value of prior experience in related fields that are helpful to the ministry (e.g. teaching, administration, financial management, counseling, social work, etc.). Credit is given for each year of prior experience in a related field up to ten years. Multiply the pastor's years of significant prior experience by 0.5 (# years x 0.5) and write either that figure or the number 5 (whichever is lesser) in Box 12. If the pastor does not have any years of significant prior experience, enter "0" in Box 12.

Box 13: Total Points

Add together the credits in Boxes 7 through 12 to create a point total and write that number in Box 13.

Box 14: Salary Adjustment

The number recorded in Box 13, multiplied by the pre-determined adjustment factor of \$562 (1% of the unadjusted minimum salary), generates the minimum salary adjustment. Transfer that dollar figure to Box 14.

Section 4: Determining Clergy Salary Range

Box 15: Minimum Salary

By adding the Regionally Modified Minimum Salary (Box 5) and the Salary Adjustment (Box 14) figures together, the appropriate minimum salary limit is determined. Write that figure in the Box 15.

Box 16: Median Salary

The median salary is calculated by multiplying Box 14 by 1.20 (20%). Enter that figure in Box 16.

Box 17: Maximum Salary

The higher salary range limit is calculated by multiplying Box 14 by 1.35 (35%). Enter that figure in Box 17.

Box 18: Mutually-Negotiated Pastoral Salary

Although the synod may produce helpful guidelines and suggested ranges for appropriate salary, congregations/organizations need to annually review and revise salary for their rostered leaders. Using the figure in Box 15 as a minimum and Box 17 as a maximum, it is the responsibility of the congregation/organization to determine actual annual salary. During the course of the conversation between the pastor and those responsible for annual salary recommendations, consider using the following questions as guides for allowing one to move up or down in the range presented:

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

The figure entered in Box 18 represents the mutually-negotiated pastoral salary (adjusted accordingly if the terms of call are less than full-time).

CLERGY BENEFITS

Pension and Major Medical

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

While 10% of defined compensation is the required minimum for the pension program, the synod strongly advocates for 12% in order to more adequately provide for rostered leaders' needs in retirement, especially in cases where compensation has been below guidelines, thus negatively impacting pension payments.

Vacation

A minimum of four weeks of vacation, inclusive of four Sundays, shall be provided.

Sick Leave

Up to two months of continued salary, housing, and contributions to the ELCA Pension and other Benefits Program is recommended in a 12-month period in the event that the pastor is physically or mentally disabled (provision may be made for further unpaid time for disability recovery as agreed by the congregation but with the stipulation that unused accumulated disability leave will not be compensated at the end of this call).

Continuing Education

A minimum of two weeks paid time off for continuing education, including weekends, is recommended annually with the provision for the accumulation of unused time off for continuing education, up to six weeks.

Parental/Family Leave

It is recommended that congregations/organizations develop a program for parental leave which includes childbearing and childcare leave. The program should include both the birth and adoption of children and cover full salary, housing and benefits with the understanding that the individual would return to work for a minimum of six months after taking the leave. It is recommended that congregations/organizations provide paid childbearing leave of at least eight weeks. This allows time to recover from the physical demands of childbirth as well as time for the emotional adjustment to a new child.

It is also recommended that congregations/organizations provide paid childcare (for mother or father) leave of at least four to six weeks. This leave recognizes the need for parents to spend time bonding with the child. Childcare leave could run consecutively to childbearing or be split into smaller increments.

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

Sabbatical

Sabbatical leave is a privilege granted by a congregation to its pastor. It is an opportunity the congregation provides for its pastor to experience a renewal of oneself and of one's mission. It is a time for reflection, spiritual re-encounter, renewal, and community.

A sabbatical leave is a plan developed by the congregational council and pastor. Although it may be a part of the call, it is usually developed after a pastor has been in the congregation for a number of years, often seven, and is the result of planning between the congregation and its pastor. It also involves a commitment by the pastor to remain in the call at least one year.

When a sabbatical is being considered, it is appropriate that the bishop be consulted. It may be useful for the pastor to consult with a colleague or nearby continuing educator to determine focus, goals, etc., whether a structured course or an informal type of growth opportunity will be undertaken, and/or whether a mentor will be used. The focus of the leave, timing and expected benefits are critical areas for joint planning. It is most useful in the pre-planning stage to determine specific expectations and the nature of a final report.

The usual sabbatical is of three to six months in duration, during which time the congregation is responsible for continuing the pastor's salary and benefits and funding the salary of the interim pastor. Any expenses relative to study or travel are the responsibility of the pastor. If a continuing education item is in the congregation's budget, this could be made available.

Experience has shown that it is most beneficial for the leave to be taken outside of the locale of the call. This protects the pastor from parish interruptions, allowing him or her the opportunity for a total experience of renewal and removing the concerns of pastoral coverage in his or her absence. The time of the sabbatical may provide the congregation an opportunity for growth (as opposed to maintaining status). Any change in focus and responsibility of lay leaders needs to be planned along with other aspects of the sabbatical.

The following are guidelines to assist the congregation and the pastor who are considering a sabbatical leave.

1. The pastor, in consultation with the pastor-parish committee, will develop a proposal to include:
 - a. A rationale for the sabbatical, including personal goals and potential value for the congregation.
 - b. A detailed outline of the intended use of time.
 - c. An outline of financial implications of the sabbatical.
 - d. An indication of the use of vacation time during the sabbatical. At least one-half of the period normally granted as annual vacation should be so designated in sabbatical leaves of three to six months.
2. The proposal for the sabbatical leave should be presented to the governing body of the congregation not less than one year prior to the beginning of the leave.
3. Within six weeks of the completion of the leave, the pastor should present to the congregation and the bishop a detailed reflection of the experience of the sabbatical leave.

PROFESSIONAL EXPENSES REIMBURSEMENT

Automobile Expense

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

Continuing Education

A contribution of \$1,200 per year toward the pastor's continuing education is recommended. This shall include participation in a First Call Theological Education Program, where applicable.

Books and Periodicals

A minimum book allowance of \$700 per year is recommended.

Conventions, Assemblies, and Pastoral Conferences

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

PART-TIME CALLS

In cases where a call or appointment is less than full-time, compensation should be pro-rated based on synod guidelines. A detailed job description is required to determine the percentage for both work and compensation. A minimum requirement for a call is 15 – 20 hours/week. Rostered leaders engaged for less than 15 hours/week serve under appointment from the bishop rather than under call.

Pension payments are calculated on the part-time compensation, but additional payments are encouraged to help boost retirement savings. If the rostered leader is not covered otherwise, health insurance is to be provided as a first priority.

SUPPLY PASTORS AND VICE PASTORS

Vice pastors (i.e. a neighboring pastor appointed by the bishop to provide minimal pastoral coverage during a vacancy where an interim pastor is not present) are compensated with a stipend of no less than \$400/month.

The Synod-approved supply pastor rates for 2016 are:

\$160 for one service

\$200 for two services

\$40 for each additional service

\$50 for preparing and teaching a class

In addition, supply pastors are reimbursed for mileage at the rate set by the IRS.

2016 CLERGY SALARY RANGE DEVELOPMENT WORKSHEET



Click Here
Drop Down
Select 0 or 1

Section 1: Unadjusted Minimum Salary (includes Social Security offset)

Unadjusted Minimum Salary without Parsonage Box (1) \$ -

Unadjusted Minimum with Parsonage provided (subtract 30% of Line 1) Box (2) \$ -

Section 2: Regional Cost of Living Salary Modifier

Median Housing Cost Box (3) \$ 200,000 ← Input

Cost Over/Under Threshold (subtract \$200,000 from Box 3) Box (4) \$ -

If no parsonage, a housing cost adjustment is 3% of Box 4 Box (5) \$ -

If parsonage provided, a housing equity allowance is 30% of Box 5 Box (5a) \$ -

Regionally Modified Minimum Salary (add either Boxes 1 or 2 and 5) Box (6) \$ -

Section 3: Determining Salary Adjustment

Years of Pastoral Experience Box (7) 0 0 0,3,6,9....

Ministry Context Box (8) 0 0 0 or 3,4,5

Inner City and Small Rural Congregations Box (9) 0 0 0 or 3,4,5

Advanced Education Box (10) 0 0 0 or 5

Longevity in Current Call (maximum 10 points) Box (11) 0 0 0-10

Related Non-Pastoral Experience (maximum 5 points) Box (12) 0 0 # of Years

Total Points (Add Boxes 7 through 12) Box (13) 0

Salary Adjustment (multiply Box 13 by \$562) Box (14) \$ -

Section 4: Determining Clergy Salary Range

Minimum Salary (add Boxes 6 and 14) Box (15) \$ -

Median Salary (multiply Box 15 by 1.20) Box (16) \$ -

Maximum Salary (multiply Box 15 by 1.35) Box (17) \$ -

Mutually-Negotiated Pastoral Salary Box (18) \$ - Input Agreed Salary

Refer to the Portico website to calculate the cost of benefits: <https://www.porticobenefits.org/>

Refer to the Rostered Leaders' Compensation Worksheet to calculate total compensation costs: http://www.demdsynod.org/uploads/2/4/0/3/24034994/worksheet_-_definition_of_compensation_and_benefits_for_the_pastor.pdf

Select = Select from drop down
Enter = Type in whole numbers

Double click on this icon below to open Clergy worksheet



2016 CLERGY
SALARY RANGE DEVE

COMPENSATION FOR LAY ROSTERED LEADERS

Diaconal Ministers, Associates in Ministry, Deaconesses

The guidelines for Associates in Ministry (AIM), Diaconal Ministers and Deaconesses include only a basic salary figure. The basic figures do not take into account whether one has a master's degree in addition to a bachelor's degree – those with a degree beyond a bachelor's would rightly receive a higher compensation level. The basic figures do not take into account the consideration of varying responsibilities, merit increases, and special areas of expertise brought to the position. Salary, as well as benefits and coverage of professional expenses, should be documented at the time of call and each year at the time of annual review. The 2016 minimum unadjusted salary amount (shown in Box 1) is \$37,414.

For rostered professionals, salary is the ONLY item covered in compensation. Unlike clergy, lay rostered leaders are not generally regarded as self-employed for Social Security tax purposes and housing allowance. Therefore, the congregation/organization is responsible for the employee's share of Social Security and Medicare tax.

LAY ROSTERED LEADERS BENEFITS

Pension and Major Medical

Congregations/organizations should also be responsible for providing pension and major medical coverage. Sponsorship will include medical-dental coverage for the spouse and children unless they have other employer provided group medical insurance coverage and the rostered professional consents to waiving medical-dental coverage for them under the ELCA Pension and Other Benefits Program. Current contribution rates for the ELCA's Portico coverage can be found at <https://porticobenefits.org>.

Vacation

A minimum of four weeks of vacation, based on full time status, shall be provided.

Sick Leave

Up to two months of continued salary and contributions to the ELCA Pension and other Benefits Program is recommended in a 12-month period in the event that the rostered professional is physically or mentally disabled (provision may be made for further unpaid time for disability recovery as agreed by the congregation but with the stipulation that unused accumulated disability leave will not be compensated at the end of this call).

Parental/Family Leave

It is recommended that congregations/organizations develop a program for parental leave which includes childbearing and childcare leave. The program should include both the birth and adoption of children and cover full salary, housing and benefits with the understanding that the individual would return to work for a minimum of six months after taking the leave. It is recommended that congregations/organizations provide paid childbearing leave

of at least eight weeks. This allows time to recover from the physical demands of childbirth as well as time for the emotional adjustment to a new child.

It is also recommended that congregations/organizations provide paid childcare (for mother or father) leave of at least four to six weeks. This leave recognizes the need for parents to spend time bonding with the child. Childcare leave could run consecutively to childbearing or be split into smaller increments.

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

PROFESSIONAL EXPENSES REIMBURSEMENT

Automobile Expense

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

Continuing Education

A contribution of \$1,200 per year toward the pastor's continuing education is recommended. This shall include participation in a First Call Theological Education Program, where applicable.

Books and Periodicals

A minimum book allowance of \$700 per year is recommended.

Conventions, Assemblies, and Pastoral Conferences

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

2016 ROSTERED LEADER SALARY RANGE DEVELOPMENT WORKSHEET



NOTE: This worksheet will follow the Box # explanation found in the Clergy portion of these guidelines.

Box 1 reflects Unadjusted Minimum Salary. **Box 2** is not applicable

Section 1: Unadjusted Minimum Salary

Unadjusted Minimum Salary without Parsonage Box (1)
Unadjusted Minimum with Parsonage provided (subtract 30% of Line 1) Box (2)

\$ -
XXXXXX

Section 2: Regional Cost of Living Salary Modifier

Median Housing Cost Box (3)
Cost Over/Under Threshold (subtract \$200,000 from Box 3) Box (4)
If no parsonage, a housing cost adjustment is 3% of Box 4 Box (5)
If parsonage provided, a housing equity allowance is 30% of Box 5 Box (5a)
Regionally Modified Minimum Salary (add Box 1 and 5) Box (6)

\$ 200,000
\$ -
\$ -
\$ -
\$ -

Input Median

Section 3: Determining Salary Adjustment

Years of Rostered Experience Box (7)
Ministry Context Box (8)
Advanced Education Box (10)
Longevity in Current Call (maximum 10 points) Box (11)
Related Non-Pastoral Experience (maximum 5 points) Box (12)
Total Points (Add Boxes 7 through 12) Box (13)
Salary Adjustment (multiply Box 13 by \$374) Box (14)

0
0
0
0
0
0
0
\$ -

Inputs/Drop downs

0,3,6,9....
0 or 3,4,5
0 or 5
0-10
of Years

Section 4: Determining Rostered Leader Salary Range

Minimum Salary (add Boxes 6 and 14) Box (15)
Median Salary (multiply Box 15 by 1.20) Box (16)
Maximum Salary (multiply Box 15 by 1.35) Box (17)

\$ -
\$ -
\$ -

Mutually-Negotiated Rostered Leader Salary Box (18)

\$ -

Input Agreed Salary

Refer to the Portico website to calculate the cost of benefits: <https://www.porticobenefits.org/>

Refer to the Rostered Leaders' Compensation Worksheet to calculate total compensation costs: http://www.demdsynod.org/uploads/2/4/0/3/24034994/worksheet_-_definition_of_compensation_and_benefits_for_the_pastor.pdf

Select
Enter

= Select from drop down
= Type in whole numbers

Double click on this icon below to open Rostered Leader worksheet



2016 ROSTERED
LEADER SALARY RAN

Synod Council

Secretary

I continue to give thanks to God for the opportunity to serve as synod secretary.

My heartfelt appreciation is extended to the Bishop and the four assistants, to the synod staff and to the members of the synod council. Each one has unique gifts and talents used in their work as disciples of Christ. Their ministries clearly demonstrate that “God is Good, All the Time.” “All the Time, God is Good!”

The duties of the office of secretary have been performed in accordance with the requirements of the synod’s Constitution and Bylaws. All minutes of the synod council and the executive committee, upon approval, are regularly placed into the archives of the synod. There were no matters for which the seal of the synod was needed for authentication.

Recommendation: That two copies of the Minutes of the 2014 Synod Assembly of the Delaware-Maryland Synod, Evangelical Lutheran Church in America, as certified by the synod council, be approved as the official record of the 2014 Synod Assembly and deposited in the archives of the synod.

Nancy Gordon, secretary

Treasurer

Delaware-Maryland Synod Consolidated Statement of Income and Expense For General, Colehower and Synod Mission Funds For the Twelve months Ended January 31, 2015

	Budget SY2014	Actual	Over (Under) Budget	Note
Income				
From Congregations	\$ 2,020,000	\$ 1,983,610	\$ (36,390)	
ELCA Mission Support (54.5%)	1,100,900	1,081,068	(19,832)	
Available for Synod	919,100	902,543	(16,557)	
Other Revenue				
Designated/Restricted Giving (Incl Synod only)	-	21,841	21,841	
Periodic Distribution of Investment Income (Draws)	95,443	99,178	3,735	
Income from Investments in Excess of Draws		8,073	8,073	(1)
ELCA Subsidies and Grants	10,000	16,000	6,000	
Miscellaneous Receipts	500	56,916	56,416	(2)
ELCA Special Gifts		(5,181)	(5,181)	(2)
ELCA Psych Evaluations Reimbursement	10,000	8,700	(1,300)	
Self Supporting Synod Events	10,500	31,160	20,660	(4)
Synod Assembly	100,000	65,391	(34,609)	
Total	226,443	302,078	75,635	
Available for Ministry	1,145,543	1,204,621	59,078	
Expenses				
Leadership				
Candidacy/Seminarians/Psych Evals	12,600	7,168	(5,432)	
Bishop's Leadership Days	5,400	41,280	35,880	(3)
Leadership Academy	6,300	-	(6,300)	
Lay Leadership Academy	8,100	-	(8,100)	
Leadership Events	1,800	-	(1,800)	
Constitutionally Mandated Funds	2,700	-	(2,700)	
Program and Operating Expenses	2,890	5,296	2,406	
Total Leadership	39,790	53,744	13,954	
Congregations				
Support for New/Renewing Congregations	60,000	60,400	400	
Youth and Family Ministries/Young Adults	20,700	20,101	(599)	
Campus Ministries	112,500	124,850	12,350	(5)
Program and Operating Expenses	2,440	2,006	(434)	
Total Congregations	195,640	207,358	11,718	
Partnerships				
Lutheran Theological Seminary at Gettysburg	74,700	83,000	8,300	(5)
Lutheran Community Consortium	9,000	-	(9,000)	
Mar-Lu-Ridge Camping and Retreat Center	8,100	9,000	900	(5)
Central Maryland Ecumenical Council	3,600	3,628	28	
Region 8 Office/Archives/First Call	12,600	13,640	1,040	
Synod Communications (SynComm)	7,200	3,342	(3,858)	
Hunger and Mission Force	810	600	(210)	
Lutheran Community Services	450	500	50	(5)
Hilltop Lutheran Neighborhood Center	450	500	50	(5)
Other Partnerships - CLAIM		10,000	10,000	
Program and Operating Expenses	2,530	3,235	705	
Total Partnerships	119,440	127,445	8,005	
Staffing				
Salaries for Bishop and Exec. Staff (4.0 FTE)	261,733	229,200	(32,533)	
Salaries for Support Staff (3.0 FTE)	110,555	170,106	59,551	
Pension & Benefits, All Staff	117,478	91,465	(26,013)	
Social Security & Medicare, All Staff	12,797	11,647	(1,150)	
Staff Continuing Education/Book Allowance	4,500	4,267	(233)	
Total Staffing	507,063	506,684	(379)	

Delaware-Maryland Synod
Consolidated Statement of Income and Expense
For General, Colehower and Synod Mission Funds
For the Twelve months Ended January 31, 2015

	Budget SY2014	Actual	Over (Under) Budget	Note
Operations				
Office Space	63,400	69,532	6,132	
Synod Office (Phone/Supplies/Postage)	23,500	31,318	7,818	
Insurance	7,000	14,083	7,083	
Audit	9,000	9,000	-	
Equipment Lease	15,000	18,768	3,768	
Depreciation		20,445		
Network Administration	8,500	7,237	(1,263)	
Staff Travel	42,000	47,594	5,594	
Work Related Workshops/Events	3,000	66	(2,934)	
Mutual Ministry Expenses	500	-	(500)	
Bank/Credit Card/Payroll Svc Expenses	6,000	4,016	(1,984)	
Synod Council Program and Operating	3,500	5,681	2,181	
Conference of Deans Program & Operating Expenses	2,210	834	(1,376)	
Synod Assembly	100,000	58,769	(41,231)	
Total Operations	283,610	287,345	(16,710)	
Total Expenses as Applied to Budget	\$ 1,145,543	1,182,575	\$ 16,587	
Receipts Over(Under) Disb. Applied to Budget		22,046		
Unbudgeted Expenditures and Transfers				
Transfers to Other Funds				
Mara Diocese (X08)		575		(6)
ELCA Young Adults in Global Mission		2,000		(6)
Total Expenditures & Transfers		2,575		
Income Over(Under) Expense (See Restatement Below)		\$ 19,471		

For Information Only - Restatement of Income Eliminating Impact of Nonrecurring Events

Income Over Expense	\$ 19,471	
Expense Over Statements		
(3) Bishop Leadership Expense	7,279	
Restated Income Over(Under) Expense	26,750	(4)
Restated Income eliminating impact of:		
Legacy Gifts	(9,489)	
Legacy Gifts & Wellness Grant	(25,184)	
Legacy Gifts, Wellness Grant & 2013 underfunded Ministries	(1,284)	

Note

- (1) Increase in value of Investments in excess of draws.
- (2) Includes \$29,790 Legacy gift from St. Timothy Lutheran Church, Timonium \$11,630 St. Paul Lutherville. Note that the Synod's restated income would be -9,489 when eliminating the \$41,420 of these one time special gifts and the \$5,181 sent to the ELCA. (26,750 - (41,420-5,181)) = (9,489)
- (3) Bishop Leadership Day expenses incurred in SY2013 but paid in SY2014
- (4) The Board of Pensions of the ELCA has provided a grant of \$15,695 to be used for Wellness programs. This amount is included in the Event income line.
- (5) Includes \$23,900 in expenditures to fund ministry programs underfunded in SY 2013
- (6) Incomes & Expenses not reflected in Cash Flow report but were charged directly against the General Fund Balance.

Delaware-Maryland Synod

Statement of Income and Expense for the General, Mission and Colehower Funds
For the Twelve months Ended January 31, 2015

	General Fund	Mission Fund	Colehower Fund	Total
Income				
From Congregations	\$ 1,983,610	\$	\$	\$ 1,983,610
ELCA Mission Support (54.5%)	1,081,068			1,081,068
Available for Synod	902,543			902,543
Other Revenue				
Designated/Restricted Giving (Incl Synod only)	21,841			21,841
Interest & Draws of Investment Income	25,580	54,026	19,572	99,178
Income from Investments in Excess of Draws	2,109	4,311	1,654	8,073
ELCA Subsidies and Grants	16,000			16,000
Miscellaneous Receipts	56,916			56,916
ELCA Special Gifts	(5,181)			(5,181)
ELCA Psych Evaluations Reimbursement	8,700			8,700
Self Supporting Synod Events	31,160			31,160
Synod Assembly	65,391			65,391
Total	222,516	58,337	21,226	302,078
Available for Ministry	1,125,058	58,337	21,226	1,204,621
Expenses				
Leadership				
Candidacy/Seminarians/Psych Evals	7,168			7,168
Bishop's Leadership Days	41,280			41,280
Leadership Academy	-			-
Lay Leadership Academy	-			-
Leadership Events	-			-
Constitutionally Mandated Funds	-			-
Program and Operating Expenses	5,296			5,296
Total Leadership	53,744	-	-	53,744
Congregations				
Support for New/Renewing Congregations	-	60,400	-	60,400
Youth and Family Ministries/Young Adults	20,101			20,101
Campus Ministries	124,850			124,850
Program and Operating Expenses	2,006			2,006
Total Congregations	146,958	60,400	-	207,358
Partnerships				
Lutheran Theological Seminary at Gettysburg	83,000			83,000
Lutheran Community Consortium	-			-
Mar-Lu-Ridge Camping and Retreat Center	9,000			9,000
Central Maryland Ecumenical Council	3,628			3,628
Region 8 Office/Archives/First Call	13,640			13,640
Synod Communications (SynComm)	3,342			3,342
Hunger and Mission Force	600			600
Lutheran Community Services	500			500
Hilltop Lutheran Neighborhood Center	500			500
Other Partnerships - CLAIM	10,000			10,000
Program and Operating Expenses	3,235			3,235
Total Partnerships	127,445	-	-	127,445
Staffing				
Salaries for Bishop and Exec. Staff (4.0 FTE)	229,200			229,200
Salaries for Support Staff (3.0 FTE)	170,106			170,106
Pension & Benefits, All Staff	91,465			91,465
Social Security & Medicare, All Staff	11,647			11,647
Staff Continuing Education/Book Allowance	4,267			4,267
Total Staffing	506,684	-	-	506,684

Delaware-Maryland Synod

Statement of Income and Expense for the General, Mission and Colehower Funds
For the Twelve months Ended January 31, 2015

	<u>General Fund</u>	<u>Mission Fund</u>	<u>Colehower Fund</u>	<u>Total</u>
Operations				
Office Space	69,532			69,532
Synod Office (Phone/Supplies/Postage)	31,318			31,318
Insurance	14,083			14,083
Audit	9,000			9,000
Equipment Lease	18,768			18,768
Depreciation	20,445			20,445
Network Administration	7,237			7,237
Staff Travel	47,594			47,594
Work Related Workshops/Events	66			66
Mutual Ministry Expenses	-			-
Bank/Credit Card/Payroll Svc Expenses	4,016			4,016
Synod Council Program and Operating	5,681			5,681
Conference of Deans Program & Operating Expenses	834			834
Synod Assembly	58,769			58,769
Total Operations	<u>287,345</u>	<u>-</u>	<u>-</u>	<u>287,345</u>
Total Expenses	1,122,175	60,400	-	1,182,575
Receipts Over(Under) Disb. Applied to Budget	2,883	(2,063)	21,226	22,046
Unbudgeted Expenditures and Transfers				
Transfers to Other Funds				
Mara Diocese (X08)	575			575
ELCA Young Adults in Global Mission	<u>2,000</u>			<u>2,000</u>
Total Expenditures & Transfers	<u>2,575</u>			<u>2,575</u>
Income Over(Under) Expense (See Note 1 Below)	<u>\$ 308</u>	<u>\$ (2,063)</u>	<u>\$ 21,226</u>	<u>\$ 19,471</u>

	<u>Individual</u>	<u>Cumulative</u>
(1) Restatement of General Fund Income Considering Nonrecurring items	\$ 308	\$ 308
Wellness Grant	15,695	(15,387)
Legacy Gifts	36,239	(35,931)
Underfunded 2013 Ministries	(23,900)	24,208
		(27,726)

DE-MD Synod, Youth Gathering

Statement of Income and Expense

For the Twelve Months Ended January 31, 2015

	<u>Actuals</u>
Income	
Donations	\$ 1,105
Event Receipts & Fees	130,906
Total Revenue	<u>132,012</u>
Expenses	
Designated Ministry Expenses	5,310
Facilities	114,549
Food	1,841
Services	15,585
Supplies	1,495
Other	128
Total Disbursements	<u>138,909</u>
Income Over(Under) Expenses	<u>\$ (6,897)</u>

Delaware-Maryland Synod
Statement of Assets, Liabilities and Fund Balances
January 31, 2015

ASSETS

Current Assets

Checking Accounts	\$ 128,807.86	
Savings Account	<u>318,763.64</u>	
Total Current Assets		\$ 447,571.50

Fixed Assets

Furnitures and Fixtures	112,427.95	
Computers and Office Equipment	35,418.54	
Auto	12,111.00	
Sinclair Lane Land & Buildings	<u>456,600.00</u>	
	616,557.49	
Accumulated Depreciation	<u>(59,297.54)</u>	
Net Fixed Assets		557,259.95

Other Assets

Investments		
Mission Fund Certificates	301,037.21	
Schwab Managed Account	<u>1,980,959.46</u>	
Total Investments	2,281,996.67	
Loans Receivable	118,665.50	
Security Deposits	10,354.50	
Total Other Assets		<u>2,411,016.67</u>

Total Assets		<u>\$ 3,415,848.12</u>
---------------------	--	-------------------------------

LIABILITIES AND FUND BALANCES (Net Assets)

Current Liabilities

Program Funds (Transformational Ministry)	\$ 291.04	
Pass Thru Charges	<u>(6,977.95)</u>	
Total Liabilities		\$ (6,686.91)

Delaware-Maryland Synod
Statement of Assets, Liabilities and Fund Balances
January 31, 2015

Unrestricted Fund Balances

U01 Major Maintenance Reserve	2,389.70	
U02 Equipment Replacement Reserve	1,191.21	
U04 Shalom Project	6,478.07	
U05 Project Connect	538.27	
U06 Colehower Endowment Fund	376,178.55	
U07 Large Congregations Event	641.98	
U09 Frederick Indian Fellowship	7,000.00	
U11 Learning Academies	9,035.25	
U12 CLAIM	8,204.66	
U13 Baltimore Summer Program	3,395.00	
U14 Clergy Retirement Supp Fund	1,222.00	
U15 Macedonia Project	5,282.52	
U16 Bishops Emergency Asst Fund	4,419.08	
U18 Tree of Life	1,601.70	
U20 FY2013 Assembly Registration	1,315.00	
U22 The Network (from Our Shepherd)	13,400.25	
U25 Office Technology Fund	5,100.00	
U31 DAART	(18.55)	
U38 Sinclair Lane Property	456,600.00	
U45 Racial Justice Ministry Team	19,381.98	
U55 Strategic Planning Process	10,143.54	
U66 Roster Leader's Intervention Fund	16,961.25	
U99 General Fund	315,790.90	
Total Unrestricted Funds		1,266,252.36

Restricted and Designated Funds

X02 Cory Stuart Scholarship Fund	5,243.02	
X04 Seminar'n Support/Scholar'p Fnd	8,230.19	
X06 Estonia Synod Fund	6,400.07	
X08 Mara Diocese	29,841.44	
X10 Luth Adolescent Recov School	146,458.06	
X15 Faith Formation Initiative	641.83	
X17 Lutheran Development Alliance	117,547.44	
X18 Synod Youth Gathering Account	64,020.81	
X20 Synod Assembly	192.60	
Y01 Synod Mission Fund	1,723,828.71	
Y03 David Bittle Floyd Fund	23,266.40	
Y04 Salem Hebrew Mission Fund	30,612.10	
Total Restricted and Designated Funds		2,156,282.67

Total Liabilities and Fund Balances (Net Assets)

\$ 3,415,848.12

Delaware-Maryland Synod
Summary of Fund Activity and Balances
For the Period February 1, 2014 to January 31, 2015

Acct.	Title	Beginning Balance Feb. 1, 2014	Receipts	Expenditures	Adjustments	Ending Balance Jan. 31, 2015
U01	Major Maintenance Reserve	\$ 2,389.70	\$	\$	\$	\$ 2,389.70
U02	Equipment Replacement Reserve	1,191.21				1,191.21
U04	Shalom Project	6,478.07				6,478.07
U05	Project Connect	538.27				538.27
U06	Colehower Endowment Fund	450,071.09	21,225.46		(95,118.00)	376,178.55
U07	Large Congregations Event	641.98				641.98
U09	Frederick Indian Fellowship	7,000.00				7,000.00
U11	Learning Academies	9,035.25				9,035.25
U12	CLAIM	9,963.51	23,577.30	(25,336.15)		8,204.66
U13	Baltimore Summer Program	3,395.00				3,395.00
U14	Clergy Retirement Supplement Fund	1,222.00				1,222.00
U15	Macedonia Project	7,044.49		(1,761.97)		5,282.52
U16	Bishops Emergency Asst. Fund	2,064.58	5,122.93	(2,768.43)		4,419.08
U18	Tree of Life	1,601.70				1,601.70
U20	FY2013 Assembly Registration	1,315.00				1,315.00
U21	Following year grant	5,000.00			(5,000.00)	-
U22	The Network (from Our Shepherd)	13,400.25				13,400.25
U25	Office Technology Fund	5,100.00				5,100.00
U31	DAART	(38.55)	20.00			(18.55)
U38	Sinclair Lane Property	456,600.00				456,600.00
U45	Racial Justice Ministry Team	23,488.57	1,020.00	(5,126.59)		19,381.98
U55	Strategic Planning Process	11,844.90		(1,701.36)		10,143.54
U66	Roster Leader's Intervention Fund	466.00	19,541.25	(3,046.00)		16,961.25
X02	Cory Stuart Scholarship Fund	4,366.30	2,139.00	(1,262.28)		5,243.02
X04	Seminar Support/Scholarship Fund	6,230.19	8,000.00	(6,000.00)		8,230.19
X06	Estonia Synod Fund	6,109.83	3,075.00	(2,784.76)		6,400.07
X08	Mara Diocese	52,126.30	10,858.55	(33,143.41)		29,841.44
X10	Luth Adolescent Recov School	146,908.06		(450.00)		146,458.06
X15	Faith Formation Initiative	1,891.83		(1,250.00)		641.83
X17	Lutheran Development Alliance	154,243.34	22,700.00	(59,395.90)		117,547.44
X18	Synod Youth Gathering Account	70,917.90	132,011.57	(138,908.66)		64,020.81
X20	Synod Assembly	192.60				192.60
Y01	Synod Mission Fund	1,438,777.31	71,576.50	(60,400.10)	273,875.00	1,723,828.71
Y03	David Bittle Floyd Fund	23,283.68	682.72	(700.00)		23,266.40
Y04	Salem Hebrew Mission Fund	-			30,612.10	30,612.10

See Notes to Summary of Fund Activity

Delaware-Maryland Synod
Notes to Summary of Fund Activity and Balances

U06 Colehower Endowment Fund

Receipts	
From Cash Flow Statement	21,226.00
Adjustment -	(95,118.00)
To correct the distribution of draws from the Colehower fund to the general fund net of expenditures attributable to the purpose of the Colehower Fund.	

U12 CLAIM

Receipts	
Receipts	13,577.30
Received from General Fund	10,000.00
	23,577.30
Disbursements	
Salaries & Wages	17,550.00
Expenses	1,286.44
Grants	500.00
Training	269.71
Advertising	2,330.00
Donations	3,400.00
	25,336.15
Receipts Over(Under) Disbursements	1,758.85

U21 Following year grant

\$5,000.00 Represents a portion of the subsidy received from the ELCA to offset Expenses of Kati Kluckman-Ault, ELCA DEM. This subsidy was received in Synod year 2012 to be applied Synod Year 2013 expenses. These funds were not distributed until this current year. This is a correcting entry.

U45 Racial Justice Ministry Team

Receipts	1,020.00
Expenditures	
Attendance at Retreat	3,353.60
Advertising	1,740.00
Miscellaneous	32.99
	5,126.59

X06 Estonia Synod Fund

Receipts	3,075.00
Expenditures	
Travel	784.76
ELCA Global missions	2,000.00
	2,784.76

X08 Mara Diocese

	General & Other	Wells	Total
Receipts	4,437.16	6,421.39	10,858.55
Disbursements			
Project C.U.R.E	23,387.00		23,387.00
Other	1,979.16	7,777.25	9,756.41
Total	25,366.16	7,777.25	33,143.41
Receipts Over(Under)	(20,929.00)	(1,355.86)	(22,284.86)
Fund Balances	27,331.19	2,510.25	29,841.44

X17 Lutheran Development Alliance

These funds are not owned by the Synod. The Synod only acts as a fiduciary for the ELCA and has for Synod Years 2014 and prior, receiving funds from the members of the Alliance and disbursing the funds at the direction of the ELCA Fund administrator

X18 Synod Youth Gathering Account

See Youth Gathering Statement of Receipts and Disbursements.

Y01 Synod Mission Fund

Receipts	
From Statement of Income & Expense	58,336.50
Receipt Directly Allocated to Fund	13,240.00
	71,576.50
Expenditures	
From Statement of Income & Expense	60,400.10

Y04 Salem Hebrew Mission Fund

During Synod Year 2013, this fund was inadvertently Closed into the General Unrestricted Fund balance. This was an error for this fund is restricted to the purpose for which these funds were donated. This adjustment is the result of an entry to correct that error.