



North Carolina Synod
Evangelical Lutheran Church in America

Voting Member Handbook
Synod Assembly
June 1-3, 2023

Voting Member Handbook
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May 31, 2023

Dear Assembly Voting Member

I hope this letter finds you well and you are as excited about our first online assembly as I am. This assembly will be unlike any we have had before. This *Voting Member Handbook* will have everything you need in one place so that you can be ready for our assembly. You may find it helpful to print this almost-60-page document so you can quickly access things as people are talking about different items or to review the biographical information for nominees as we elect members to serve on synod council and as voting members to the churchwide assembly.

As a reminder the synod has four areas of focus and they are vital congregations, whole and healthy leaders, collaboration, and prophetic voice all for the sake of the world. While we are gathered and are considering business consider our core value of Christ centered, generosity, relationship, and reconciliation. This will hopefully be a lens you can use as we conduct business and do celebrate collaboration and how we can help be strength for the journey for others.

This book has biographical information on the candidates for ratifications, synod council, and churchwide assembly voting members. It is recommended that you review these items ahead of each election. The biographical information for the candidates for bishop will be uploaded to the synod website as that election progresses: www.nclutheran.org.

Following the nominations booklet is all the financial information. Please review. You will find the budget with an explanation of each line, the Mission Support Formula, and the Compensation Guidelines. This information will be helpful as we plan to fund synod ministries over the next two years.

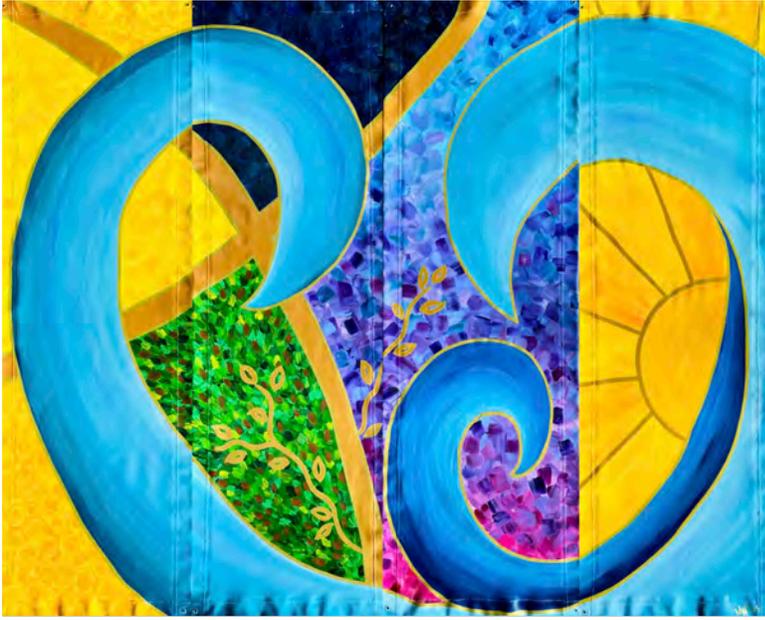
Finally, after that are the two resolutions to come before the assembly. You will want to familiarize yourself with those so you will know what we voting on in the form of resolutions.

If you have any questions prior to the assembly, [please email me](#). During assembly, please send me a private chat message through the Zoom chat. I hope you will enjoy our time together and learn more about how we collaborate and provide strength for the journey for each other.

Sincerely



Michael DeNise
Assembly Manager
NC Synod, ELCA



**“WHO DO YOU SAY THAT I AM?”
ORIGINAL: 2’X6’ ACRYLIC ON
CANVAS BANNERS (4)**

**ARTIST: DEACON MICHELLE WALKA
CREATED FOR THE 2023 NORTH
CAROLINA SYNOD ASSEMBLY
THEME: WHO DO YOU SAY THAT I
AM? AN EXPLORATION OF THE NC
SYNOD CORE VALUES
COMPLETED MAY 2023**

Artist Statement:

As I reflected on the biblical text (Matthew 16:13-20) and the synod’s core values for the 2023 NC Synod Assembly, this 4 panel banner image emerged. Each panel represents a core value of the synod, and when put together invites us to ponder our individual and communal responses to Jesus’ question to “Who do *you* say that I am?” In this question, I hear God’s prompting to live our faith out loud. As we profess who God is, I notice how we then begin to connect our values, actions, and being in the world. When we proclaim God’s love and grace, our lives begin to echo this love and grace. The wave imagery (connecting the 4 banner panels) ushers us into the movement of the Spirit and reminds us of our baptismal promises and call. The individual panels, invite us into each core value and its coinciding imagery:

(from left to right)

Panel One [Generosity]- seeds, space, share, enough, gratitude, moved by a Spirit wave

Panel Two [Christ-centered]- the Living Word, the cross, plant growth, encompassing celestial and earth connections, connecting to living and loving like Jesus

Panel Three [Relationship]- waves greeting one another, gradient and mixing blues and reds into purples, stars of our ancestors, plant growth, embodied and grounded

Panel 4 [Reconciliation]- new day/horizons (now and not yet), fullness of God and God’s kin-dom where there is space for radical hospitality, diversity justice, healing, compassion, peacemaking, advocacy, embraced by the waves of the Spirit

About the Artist: Michelle Walka (she/her) is an artist, spiritual director and founder of Beloved Art and Practice. She is also a rostered minister of Word and Service (Deacon) within the ELCA (Evangelical Lutheran Church in America). As the Director of Beloved Art and Practice, Michelle leads experiences centered in creative and contemplative prayer practices; providing space to dwell deeply with our own stories while paying attention to God’s Spirit in the midst. Michelle enjoys lingering with a good cup of coffee and many outdoor adventures with her husband, Keith, and their pup, Rosie. For more information about the ministry of Beloved Art and Practice, visit: www.BelovedArtandPractice.com

2023 Synod
Assembly

Nomination Booklet



North Carolina Synod
Evangelical Lutheran Church in America

Nominations for Assembly Elections

Below is a list of all positions that are up for election at Assembly. Please read through each section and each person's information carefully to make an informed decision during voting.

NC Synod Council Secretary

- 4-year term of 2023-2027- choose one candidate

NC Synod Council

- 4-year term of 2023-2027- choose 2 Lay Males, 2 Lay Females, 2 Rostered Males, 2 Rostered Females
- 2-year term of 2023-2025- choose 1 Lay Female, 1 Lay Male

2025 Churchwide Assembly Voting Members (13 to be elected, with the bishop and vice president making 15 total voting members from NC)

- Churchwide voting members are sectioned off into two broad categories: People who May Have Attended and People who Have Not Attended. Then, broken into Lay Female, Lay Male, Rostered Female, Rostered Male, and Rostered Minister in each broad category.

NC Synod Discipline Committee

- 4-year term, 2023-2027
- This will be a Block Vote; you will vote to approve or disapprove the selected members of the Discipline Committee as a whole.

NC Synod Consultation Committee

- 6-year term, 2023-2029
- This will be a Block Vote; you will vote to approve or disapprove the selected members of the Consultation Committee as a whole.

Information Key

- * = person of color or primary language other than English
- YA= Young Adult
- I= Incumbent

Synod Council Secretary, 4-year Term— **Pick One**



The Rev. Cassie McIntosh Overcash: Synod Secretary Nominee

Congregation : Grace, Thomasville

Education : MDIV, LTSS; Bachelor of Arts Religion and Philosophy from Lenoir-Rhyne University

Experience : Pastor Cassie is the Board president of the Cooperative Community Ministry of Thomasville, worked on the summer staff of Camp Agape, and served on the National Youth Gathering Community Life team. She has also served two terms on the NC Synod Council, attended the 2022 Churchwide Assembly, and serves on the Rostered Ministers Gathering Planning Team.



David Phillips: Synod Secretary Nominee

Congregation : St. John's, Salisbury

Occupation : Retired, Chief Nutrition and Food Services

Education : BS in Food Administration/Hospital Dietetics from the Rochester Institute of Technology, MS in Dietetics from State University College at Buffalo

Experience : In his current congregation of St. John's in Salisbury, David has acted as the Council secretary and is on the Columbarium/Memorial Garden Committee. David was also the NC Synod Assembly Minutes Committee and Minutes Recorder.

Synod Council Lay Female, 4-Year Term— **Pick Two**



Peggy Poe: Synod Council—Lay Female, 4-year term

Congregation : Amazing Grace, Granite Falls

Occupation : Retired High Schol Media Coordinator

Education : Master's Degree from the School of Library Science

Experience : Peggy currently serves on church council as the vice-president/treasurer and has previously served as the secretary. Peggy is also serving as a worship leader, the volunteer church office manager, oversees all aspects of work related to the St. Matthew's Lutheran Church Cemetery, and is currently working to revise Amazing Grace's Constitution and Policies and Procedures.



Susan Harris: Synod Council—Lay Female, 4-year term

Congregation : Salem, Lincolnton

Occupation : Retired Court Reporter

Education : High school graduate, Second cohort of Lay Preachers and the first cohort of SAM in the NC Synod

Experience : Susan has been a lifelong member of the Lutheran church. She has been a congregation council member, a Synod council member, and the Synodical Women's Organization President. Susan also attended the Churchwide Assembly as a voting member in 2019.



Stephanie Plonk: Synod Council—Lay Female, 4-year term

Congregation : Holy Trinity, Charlotte

Occupation : Teacher

Education : BS in Early Childhood Education from Southern Wesleyan University

Experience : Stephanie's experience as a teacher taught her how to care for all people and make them feel welcome as well as work on a team, listen, and compromise to reach decisions. Stephanie served as a lay leader for Teens Encounter Christ and currently serves on church council and teaches Sunday School.



Pat Phillips: Synod Council—Lay Female, 4-year term

Congregation : St. Luke's, Lexington

Occupation : Retired Educational Administrator

Education : AB in English from Lenoir Rhyne, MA in Adult Education from Appalachian State University

Experience : Pat established an English as a Second Language program at Davidson County Community College as well as supervised multiple departments in her time there. She also wrote and received grants, served on several committees at the local and state level. Pat has also served as a church Council President and is an active member of WELCA.

Synod Council Lay Male, 4-year term — **Pick Two**



Robert Arndt (I): Synod Council—Lay Male, 4-year term

Congregation : St. Mark's, Lumberton

Occupation : Librarian

Education : Master in Library and Information Science from University of South Carolina (2002), Master of Fine Arts from USC (1998), Master of Arts from UNCC (1993)

Experience : Robert has served on numerous faculty committees and has completed a term on Synod Council. He has served as Council President at St. Mark's for 10+ years and is an NC Synod Lay Preacher.



Jody Laffon: Synod Council—Lay Male, 4-year term

Congregation : Old St. Paul's, Newton

Occupation : Retired Security Personnel Superior

Education : High School class of 1982

Experience : Jody is currently the Church Council President at Old St. Paul's a Chairperson of the Synod Legal Committee, and the Secretary of the Synodical Administration Council.



Ben Robinson: Synod Council—Lay Male, 4-year term

Congregation : Emmanuel, Lincolnton

Occupation : Retired

Education : BA in Forestry from NC State

Experience : Ben has been the President of Emmanuel's Congregation Council for 3 terms, has been a Congregation Youth Advisor, and a Sunday School. Ben is also the president of Lutherhaus of Lincolnton Board of Directors and has attended Churchwide Assembly in 2011 and 2012.



Mark Howell: Synod Council—Lay Male, 4-year term

Congregation : Mt. Zion, Conover

Occupation : Emergency Management Coordinator

Education : Business Administration from Catawba Valley Community College, Animal Science from NCSU, Community Preparedness and Disaster Management from UNC-CH

Experience : Mark has vast experience in Emergency Management and is an International Critical Incident Stress Counselor. He has served as Congregational President, is a Lay Preacher, and is an NC Synod SAM.

Synod Council Lay Female, 2-year Term — **Pick One**



Jill Nelson (I): Synod Council—Lay Female, 2-year term

Congregation : St. John, Salisbury

Occupation : Retired Executive Secretary

Education : BA from Colorado State University

Experience : Jill has served on staff of the Rocky Mountain Synod and on the NC Synod Staff with DEM. She currently serves on the NC Synod Council as part of the Legal and Udit Committees, has served on the NC Synod Assembly Minutes Chairperson, and served on her Homeowners Association.



Carolyn Miller: Synod Council—Lay Female, 2-year term

Congregation : Trinity, Sanford

Occupation : Assistant County Manager

Education : Bachelor's in Science from University of Wisconsin, Master's in Professional Studies from Penn State University, Post-Graduate Certificate from East Carolina University

Experience : Carolyn has 27 years of experience in local government human resources and administration. She has served as Council President at Trinity and has been a Facilitator and presenter at WELCA retreats and gatherings.

Synod Council Lay Male, 2-Year Term— **Pick One**



Matt Hanson: Synod Council — Lay Male, 2-year term

Congregation : St. Andrews, Andrews

Occupation : Seminarian

Education : BA from Concordia College (2013), anticipated MDiv from LTSS (2024)

Experience : Matt is currently on his Congregation Council at St. Andrews and has over 8 years of marketing experience. He has also collaborated with Synod Staff to launch Anam Cara, a digital-first worshipping community in the NC Synod.



Ned Thigpen: Synod Council—Lay Male, 2-year term

Congregation : Macedonia, Burlington

Occupation : SAM at Grace, Liberty; Business Owner

Education : Bachelor of Arts from Lenoir-Rhyne (1985)

Experience : Ned is on the Board of Directors of NC Self-Insurers Fund, President of Ned Thigpen and Associates, and Vice-President of Risk and Insurance Brokerage. He is currently serving as a SAM at Grace in Liberty and has experience as a Congregational president and as a Church Council Member.

Synod Council Rostered Female, 4-year Term— **Pick Two**



The Rev. Pam Northrup:
Synod Council—Rostered Female, 4-year Term

Congregation : Christ the King, Cary

Education : Bachelor of Science from East Carolina University, Master of Education from NC State, Master of Divinity from Lenoir-Rhyne

Experience : Pastor Pam has served as a pastor for 16 years. She is currently the Chair of the Advanced Lay Ministries/Synod Authorized Ministers Leadership Team and is a founding member of the Flager County Family Promise Board of Directors.



The Rev. Jennifer Ginn:
Synod Council—Rostered Female, 4-year Term

Congregation : St. Luke's, Lexington

Occupation : Pastor (Retired Rostered)

Education : BA from Wake Forest University, MA from University of TN, MDiv from Lutheran School of Theology

Experience : Pastor Jennifer has served as a pastor to small and large congregations and has training in individual and group coaching. Jennifer has served as the Dean of the Mecklenburg-Union Conference, the Synod Finance Committee and Personnel Advisory Committee, and is a former Synod Council member.



The Rev. Cassie McIntosh Overcash (I):
Synod Council—Rostered Female, 4-year Term

Congregation : Grace, Thomasville

Education : MDIV, LTSS, Bachelor of Arts Religion and Philosophy from Lenoir-Rhyne University

Experience : Pastor Cassie is the Board president of the Cooperative Community Ministry of Thomasville, worked on the summer staff of Camp Agape, and served on the National Youth Gathering Community Life team. She has also served two terms on the NC Synod Council, attended the 2022 Churchwide Assembly, and serves on the Rostered Ministers Gathering Planning Team.



**The Rev. Jennifer Shimota (I):
Synod Council—Rostered Female, 4-year term**

Congregation : Coble's, Julian

Education : BA in English Composition from California Lutheran University, Secondary Teaching Credential from Chapman University, MDiv from Lutheran Theological Southern Seminary

Experience : Pastor Jennifer is on the NC Synod Council, serves as co-chair of the Peeler/Casey Committee, and chair of the Synod Assembly Committee. Prior to her call to Coble's, she served as the Coordinator of Seminary Enrollment at LTSS.

Synod Council Rostered Male, 4-Year Term— **Pick Two**



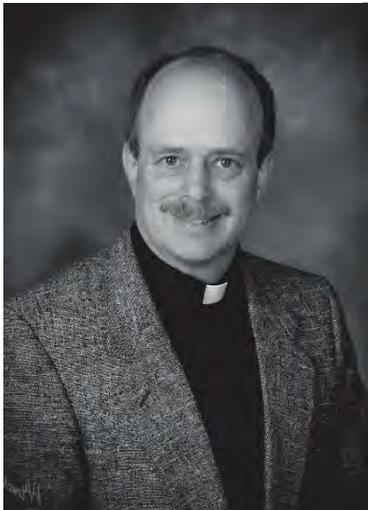
The Rev. Richard Graf:
Synod Council—Rostered Male, 4-year Term

Congregation : Holy Trinity, Hickory

Occupation : Interim Pastor

Education : BA from Lenoir-Rhyne, MDiv from Lutheran Theological Seminary, Doctor of Ministry from Pittsburgh Theological Seminary.

Experience : Pastor Richard has served as Interim Pastor for 13 congregations since retirement. He is the President of Alamance County Community Council and Wilmington United Way. He has served on the NC and Florida/Bahamas Synod Councils, has served as the Synod Secretary and the Assistant to the Bishop.

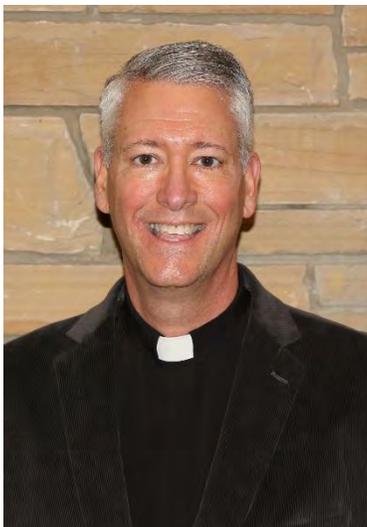


The Rev. Scott Swix:
Synod Council—Rostered Male, 4-year Term

Congregation : St. Luke's, Mount Ulla

Education : BS in Computer Science and MS in Computer Science, MDiv from Trinity Lutheran Seminary

Experience : Pastor Scott has spent 17 years in ELCA rostered ministry. He has experience in Mission development and redevelopment. He has been on multiple congregation councils and committees and has served as Dean of Conference and various Synod Committees in the NWL Michigan Synod.



The Rev. Jerome Cloninger:
Synod Council—Rostered Male, 4-year Term

Congregation : Macedonia, Burlington

Education : BA Theology and Religious Studies from Lenoir-Rhyne, MDiv from Lutheran Theological Seminary at Gettysburg

Experience : Pastor Jerome has 20 years of experience as a minister of Word and Sacrament and has served rural and city congregations. He has served on the Synod Stewardship Table, as Synod Ambassador, on the Wakefield Care Center Board, has been a Natural Church Development Coach, and has been a Forward Together Coach.



**The Rev. Terrance Jacob (*):
Synod Council—Rostered Male, 4-year Term**

Congregation : Abiding Savior, Durham

Education : MDiv from University of Natal, Dip. Theology from
Tulite Reformed Seminary, DMin from Luther Seminary

Experience : Pastor Terrance has served in various synods when he was on Churchwide staff including Synod Council in the Minneapolis Synod, Assistant to the Bishop in the Sierra Pacific Synod, and the Director for Evangelical Mission in the Sierra Pacific Synod, Northeastern Ohio Synod, and Florida-Bahamas Synod. He also served as Conference Dean in Florida.

Churchwide Assembly Voting Member— May Have Attended

ROSTERED FEMALE—PICK ONE



The Rev. Pam Northrup:

Churchwide Assembly—Rostered, may have attended

Congregation : Christ the King, Cary

Education : Bachelor of Science from East Carolina University,
Master of Education from NC State, MDiv from Lenoir-Rhyne

Experience : Pastor Pam has served as a pastor for 16 years. She is currently the Chair of the Advanced Lay Ministries/Synod Authorized Ministers Leadership Team and is a founding member of the Flager County Family Promise Board of Directors.



Deacon Katie Rivers:

Churchwide Assembly—Rostered, may have attended

Congregation : St. Mark's, Asheville

Occupation : Deacon, Director of Discipleship and Faith Formation

Education : BA in Music and Religion from Concordia College, Master of Arts and Certificate in Deaf Ministry, Concordia Theological Seminary

Experience : Deacon Katie has served on the NC Synod Candidacy Committee, Fall Convocation Planning Team, and attended the 2022 Churchwide Assembly. She has experience in ministry with youth, young adults, and people with disabilities.



The Rev. Cassie McIntosh Overcash:

Churchwide Assembly—Rostered has attended

Congregation : Grace, Thomasville

Education : MDiv from LTSS, Bachelor of Arts Religion and Philosophy from Lenoir-Rhyne University

Experience : Pastor Cassie is the Board president of Cooperative Community Ministry of Thomasville, worked summer staff at Camp Agape, and served on the National Youth Gathering Community Life Team. She served 2 terms on NC Synod Council, attended Churchwide Assembly in 2022, and is on the Rostered Ministers Gathering Planning Team.

ROSTERED MALE— PICK ONE



The Rev. Ethan Overcash:
Churchwide Assembly—Rostered, May have attended

Congregation : Emmanuel, High Point

Education : Bachelor of Arts in Religious Studies from Lenoir-Rhyne, MDiv from Lutheran Theological Southern Seminary

Experience : Pastor Ethan has served as a Candidacy Chaplain for the last 3 years, worked in Summer Camp Ministry with Agape Kure Beach Ministries, and is a part of the “Clergy in Community” group at Wake Forest. Rev. Ethan attended Churchwide Assembly in 2016.



The Rev. Ron Philabaum:
Churchwide Assembly—Rostered, may have attended

Congregation : Alamance, Alamance

Education : Business Administration from AUI, MDiv from Trinity Seminary

Experience : Pastor Ron has served on the Ohio Synod Conference Council and on the NE Ohio Disciplinary Committee. He has been Church Council Leadership, on various Call Committees, and NEO Synod Involvement.



The Rev. Jack Russell (*):
Churchwide Assembly—Rostered, may have attended

Congregation : Living Waters, Cherokee

Occupation : Pastor Developer

Education : LSTC, ARTOS

Experience : Pastor Jack is a CWA delegate and the Vice President of Native American Lutheran Association. He is a Board member of the original Commission for Multicultural Ministries and attended Churchwide Assembly in 1999.

LAY FEMALE— PICK TWO



Linda Warren (*) : Churchwide Assembly—Lay, may have attended

Congregation : Church of the Abiding Savior, Durham

Occupation : Retired Mental Health Worker

Education : LPN from Durham Technical Community College, Certificate Substance Abuse Education Specialist

Experience : Linda has previously served as a Synod Council member and is currently a member of several committees of the Synod, including the African Descent Strategy Team. She has attended Churchwide Assembly in the past.



Jill Nelson: Churchwide Assembly — Lay, may have attended

Congregation : St. John, Salisbury

Occupation : Retired Executive Secretary

Education : BA from Colorado State University

Experience : Jill has served on staff of the Rocky Mountain Synod (1981-1988) and on the NC Synod Staff with DEM. She currently serves on the NC Synod Council as part of the Legal and Udit Committees, has served on the NC Synod Assembly Minutes Chairperson, and served on her Homeowners Association. Jill attended Churchwide Assembly in 2001.



Dr. Sylvia Black (*) : Churchwide Assembly—Lay, may have attended

Congregation : Holy Trinity, Chapel Hill

Occupation : Executive Leadership Coach

Education : PhD in Strategic Management from Columbia University, MBA from University of Kansas, MS in Computer Science from UNC-CH

Experience : Dr. Sylvia is currently a member of Synod Council, a Member of the Leadership Table of the Fund for Leaders, and has been the Chair of the NC Candidacy Committee. She attended Churchwide Assembly in 2011, 2016, and 2019.



Robin Huffman: Churchwide Assembly — Lay, may have attended

Congregation : Macedonia, Burlington

Occupation : Executive Director of NC Psychiatric Association

Education : BA in English from Wake Forest University

Experience : Robin has attended her association's national gathering and attended Churchwide Assembly in 2022. She is on the Synod Candidacy Committee and has served as her Church Council President.

LAY MALE— PICK THREE



Gregory Hudgins (*):

Churchwide Assembly—Lay, may have attended

Congregation : St. Paul's, Durham

Occupation : Retired Head of Operations for Duke's Investment Office

Education : AB and MBA from Duke University

Experience : Gregory is the current trustee and chair of Lutheran Services Carolinas and is a former trustee and chair of NC Lutheran Synod Foundation. He has also previously served as a Synod Council Member.



Douglas Nelson: Churchwide Assembly—Lay, may have attended

Congregation : Augsburg, Winston-Salem

Occupation : Retired Accountant

Education : BS of Accounting from Virginia Tech

Experience : Douglas was the Treasurer of Wake Forest Baptist Medical Center before retirement and served on multiple community organization boards. Currently, he serves as Chair of the Board of NC Lutheran Synod Foundation, Finance Chair of the Board of Lutheran Services Carolinas, and was the past Treasurer and council member of multiple committees at Augsburg. Douglas attended the Churchwide Assembly in 2022.



Mike Hix: Churchwide Assembly— Lay, may have attended

Congregation : St. Luke's, Charlotte

Occupation : Retired Associate Director Career Services

Education. BA in Intermediate Education from Lenoir Rhyne (1976),
Med in Psychological Counseling from Columbia University (1981)

Experience : Mike has served on St. Luke's Congregational Chair, Pastoral Leadership Task Force, Vision Team, Mutual Ministry Team, and has been the President of the Development Foundation. He has also served as the Campus Ministry Board Treasurer for the NC Synod and attended the Churchwide Assembly in 2022.



Rahim Brown (*): Churchwide Assembly—Lay, may have attended

Congregation : Abiding Presence, Fuquay Varina

Occupation : Youth Minister/ ELCA Intern Word and Sacrament

Education : MDiv from Saint Paul School of Theology

Experience : Rahim participated in the General Assembly when he was a member in the UMC. He has also participated in a Cluster Church assembly as a Lutheran member and will be a voting member in the 2023 Synod Assembly.



David Johnson (*): Churchwide Assembly—Lay, may have attended

Congregation : Church of the Abiding Savior, Durham

Occupation : Retired Technical Manager

Education : BSC from NCCU, MBA from Campbell University, CPM from the Academy of Public Managers

Experience : David has served on National and Local Lutheran boards and committees, has been President and Treasurer of his Church Council, served on the NC Synod Outreach and Campus Ministry Committees.



Brett Koceja (*):
Churchwide Assembly—Lay, may have attended

Congregation : Prince of Peace, Greensboro

Occupation : Public Accountant

Education : BS in Business Administration from UNC-CH

Experience : Brett has been a member of Lutheran Via de Cristo for over 25 years, Kairos Prison ministries for 12 years, is currently on the board of directors of 3 non-profit organizations, and has served on various church councils and committees.

Churchwide Assembly Voting Member—Has Not Attended

ROSTERED FEMALE—PICK ONE



The Rev. Karen Battle (*):
Churchwide Assembly—Rostered, has not attended

Congregation : Advent, Charlotte

Occupation : Retired Pastor, Spiritual Director, End of Life Coach

Education : MDiv from Trinity Lutheran Seminary

Experience : Pastor Karen has served the ELCA “since its inception” and is concerned about the future direction of the church. Karen is the Director for Education Resources for the Women of the ELCA and was on the Ecumenical Affairs Committee for the Southwestern PA Synod.



The Rev. Athena Thomasson-Bless:
Churchwide Assembly—Rostered, has not attended

Congregation : Christ the King, Cary

Education : MDiv from Wake Forest School of Divinity, BA Religion and Philosophy from Catawba College

Experience : Pastor Athena has experience as a queer pastor in the church and a pastoral leader of adaptive ministry. Athena has worked on the Synod Staff doing advocacy work, served as SJAM Coordinator for the Synod, and is on the Member of Mission Fund Board.



The Rev. Emily Norris:
Churchwide Assembly—Rostered, has not attended

Congregation : The Dwelling, Winston-Salem

Occupation : Pastor and Mission Developer

Education : BA in History and BA in Education from Wartburg College, MDiv from Wartburg Theological Seminary

Experience : Pastor Emily is on the Board of Directors of Wartburg Theological Seminary and is a member of Bishop Eaton’s Advisory Council. She is on the World Hunger Leaders Gathering Leadership Team and a Synod Practice Discipleship Co-Chair.

ROSTERED MALE— PICK ONE



The Rev. Ben Krey:
Churchwide Assembly—Rostered, has not attended

Congregation : CVLC, Durham

Education : MDiv from United Lutheran Seminary

Experience : Pastor Ben is part of the Synod Planting Hope Team and acted as the Northeast Philadelphia Conference Dean while in the Southeastern PA Synod. He has collaborated with 8 sister congregations to develop a joint marketing program, and for nearly 10 years has made disciples through 3DM.



The Rev. James Demmel:
Churchwide Assembly—Rostered, has not attended

Congregation : St. John's, Salisbury

Education : BA from Campbell University, MDiv from Duke University

Experience : Pastor James currently serves as the Associate Pastor for Youth and Outreach at St. John's and currently also serves as the LYO Board Advisor for the NC Synod. He is in a Congregational/ Pastoral Partnership with Christmas Church in Bethlehem, Palestine to promote a youth exchange program.



The Rev. David Drysdale:
Churchwide Assembly—Rostered, has not attended

Congregation : Zion, Hickory

Education : Bachelor of Science from SUNY Maritime College, MDiv from Lutheran Theological Southern Seminary

Experience : Pastor David has served as church Council President, NC Synod Council Member, and is serving on the NC Synod Advanced Lay Ministries Leadership Team. He spent time in various industries and roles before entering seminary that give him an understanding of complex issues and decisions.

LAY FEMALE— PICK TWO



Signe Offenberg:
Churchwide Assembly — Lay, has not attended

Congregation : Holy Trinity, Chapel Hill

Occupation : Clinical Social Worker

Education : BS in Psychology from Guilford, MSW from Smith College

Experience : Signe has served on the Synod Candidacy Committee since 2021, has served as both Church Council member and Church Council President.



Elane Gerst (*):
Churchwide Assembly—Lay, has not attended

Congregation : St. John's, Salisbury

Occupation : Retired

Education : Associates Degree

Experience : Elane has served on council while in New York and at her current church, St. John's.



Cynda Harkness Bollinger:
Churchwide Assembly— Lay, has not attended

Congregation : Holy Trinity, Hickory

Occupation : Insurance Agency Owner

Education : Certified Insurance Counselor from National Alliance of Insurance Commissioners, Property & Casualty Insurance License from NC Dept of Insurance, AA Entrepreneurial Studies from Catawba Valley Community College

Experience : Cynda is a Chief Judge for Catawba County Board of Elections and the Diversity Equity and Inclusion Chairperson for Hickory Sunrise Rotary. She has been Faith Formation Ministry, Children's Ministry, and has been a Red Cross Blood Drive Coordinator.



**Caroline Parrott (YA):
Churchwide Assembly— Lay, has not attended**

Congregation : St. John's, Salisbury

Occupation : Graduate Student/ Physician Assistant

Education : Bachelor's in Psychology from UNC-CH, Master's in Physician Assistant Studies from Radford University (expected 2024)

Experience : Caroline is a member of the Young Adult Lay Female ELCA Nominating Committee, was the President of the Lutheran Campus Ministry at UNC-CH, and has been a Church Council Member at St. John's and her pervious church.

LAY MALE— PICK ONE



**Thomas Johnson (YA):
Churchwide Assembly—Lay, has not attended**

Congregation : St. Luke's, Charlotte

Occupation : Student Pastor

Education : BA in Religious Studies from Lenoir-Rhyne, Set to graduate from Trinity Lutheran Seminary in 2024 with an MDiv

Experience : Thomas is serving as an Intern Pastor at Calvary Lutheran in Texas, is a Learning in Context Student at Jacob's Porch, and has also interned at the Center for Public Justice in DC. Thomas has also served as a student convener for Trinity Lutheran's Life Together.



David Kluttz : Churchwide Assembly—Lay, has not attended

Congregation : Morning Star, Matthews

Occupation : Retired Registered Professional Engineer

Education : BSME from UNCC Charlotte, MTS from Trinity Lutheran Seminary, ACPE from Atrium Health Behavioral Health

Experience : David has served as the President of Congregational Council at Morning Star for 3 terms. He has also served as an Assembly voting member for 3 Assemblies, has served on the Christian Education Mission Teams, taught Adult and Youth Formation classes, and has served as the President of Lutheran Men in Mission.

ROSTERED MINISTER — PICK ONE



The Rev. Betsy Mitchell:

Churchwide Assembly—Rostered, has not attended

Congregation : Holy Trinity, Charlotte

Occupation : Hospital Staff Chaplain

Education : BS from Clarks Summit University, MDiv from Union Presbyterian Seminary

Experience : Pastor Betsy has been a member of the Specialized Pastoral Care Ministry Team for several year and acts as a supply preacher. Betsy is also serving as a board-certified supervisory staff chaplain at a level 1 trauma center.



The Rev. German Santana (*):

Churchwide Assembly—Rostered, has not attended

Congregation : Arbol De Vida, Durham

Education : Bachelor's degree in Accounting and Master's in Business Administration from the Dominican Republic, Minister of Word and Sacrament from Lutheran Seminary Southwest

Experience : Pastor German has been a mission developer and serving Arbol de Vida since 2016 as well as attending synodical and churchwide activities.

Discipline Committee



Fred Black (*): Discipline Committee—Lay

Congregation : Holy Trinity, Chapel Hill

Occupation : Retired

Education : BA from Howard University, MPA from Syracuse University

Experience : Fred served in the US Army for 26 years and worked in Leadership Consulting for 24 years. He has served on the NC Synod Council for 6 years and on the Consultation Committee for 4 years. Fred has also attended the Churchwide Assembly on 4 separate occasions.



Mary Ballard: Discipline Committee—Lay

Congregation : Grace, Boone

Occupation : Professor of Psychology

Education : PhD in Developmental Psychology from West Virginia University

Experience : Mary currently serves as Grace's Church Council President, the Executive Board of Immigrant Justice Coalition, and has previously served on Grace's Vicar Internship Committee and the NC Synod Immigrant and Refugee Team.



The Rev. Deborah Frye: Discipline Committee—Rostered

Congregation : Calvary, Concord

Education : BA in Religion and Psychology from Lenoir Rhyne, MDiv from Lutheran Theological Southern Seminary, Doctor of Ministry from Union Seminary

Experience : Pastor Deborah has served on Synod Council and has been a Dean in NWPA Synod and a Dean in the VA Synod. She has also participated in Interim pastor training and has served as an intentional interim.



The Rev. Ron Philabaum: Discipline Committee— Rostered

Congregation : Alamance, Alamance

Education : Business Administration from AUI, MDiv from Trinity Seminary

Experience : Pastor Ron has served on the Ohio Synod Conference Council and on the NE Ohio Disciplinary Committee. He has been Church Council Leadership, on various Call Committees, and NEO Synod Involvement.

Consultation Committee



Cherie Little: Consultation Committee—Lay

Congregation : Morning Star, Matthews

Occupation : Retired Teacher

Education : BA from Gettysburg College

Experience : Cherie has served for 6 years on the NC Synod Council, has been the Chair of the Peeler / Casey Funds Committee for 5 years, and has been Chair of Congregational Committee. Cherie has also been a coach and mentor of teachers and has been surrounded by ministry her entire life.



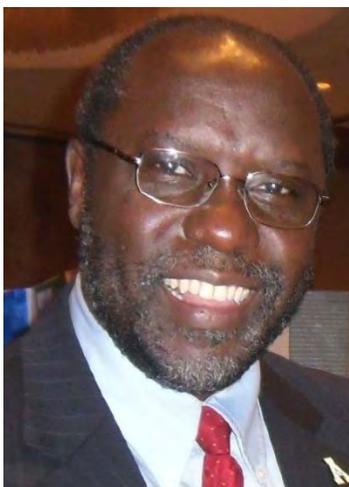
The Rev. Carolyn Remaklus: Consultation Committee—Rostered

Congregation : Good Shepherd, Raleigh

Occupation : Retired ACPE Chaplain Supervisor/Educator

Education : MDiv from Lutheran Theological Seminary (2011),
MBA from University of Minnesota (1988)

Experience : Pastor Carolyn was a Stephen Ministry Leader and serves as a supply pastor. Carolyn also serves as a Supply Pastor and is the Committee Chair for the NC Synod Specialized Pastoral Care Committee and is a Congregational pastoral care support volunteer.



Jesse Lutabingwa (*): Consultation Committee—Lay

Congregation : Grace, Boone

Occupation : Higher Education Administrator/ Professor

Education : PhD from Jackson State University, MIA from the
School for International Training, BA from Wartburg College

Experience : Jesse serves on Grace's council, worked for the Evangelical Lutheran Church in Tanzania, and served as Youth Consultant for the Lutheran World Federation. He has also served on the Call Committee for the current pastor at Grace and served on the Growing Grace Capital Campaign.



The Rev. Michael Collins: Consultation Committee—Rostered

Congregation : Emmanuel, Lincolnnton

Occupation : Retired Clergy

Education : BA in Psychology from Lenoir-Rhyne, MDiv from Lutheran Theological Seminary

Experience : Pastor Michael has served on the Synod Council of Montana, 2 terms as the Eastern Catawba Conference President, and 2 terms as the Southwestern Conference President. He currently serves on the United Way of Lincoln County Board of Directors.



The Rev. Christopher Webb: Consultation Committee—Rostered

Congregation : Holy Trinity, Hickory

Education : Bachelor of Arts in Communication from Lenoir-Rhyne, MDiv from Lutheran Theological Southern Seminary

Experience : Pastor Christopher has over 25 years of Pastoral Leadership, Head of Staff experience, and Chaplaincy in the US Air Force Reserves. He is currently on the Board of Trustees at LRU, on Synod Council, and was the Dean of the Smoky Mountain Conference.



The Rev. Jill King: Consultation Committee—Rostered

Congregation : Trinity Oaks Chapel, Salisbury

Occupation : Campus Chaplain at Trinity Oaks

Education : BSED and MAED from Western Carolina University, MDiv from Lutheran Theological Southern Seminary

Experience : Pastor Jill is the Chair of the Campus Ministry Committee, on the NC Synod Nominating Committee, and is a member of Women of the ELCA. She also has years of experience working in the School System.



Proposed 2024 and 2025 Budget

	2023	2024	2025
	Approved	Proposed	Proposed
Estimated Revenue			
Mission Support	\$3,150,000	\$3,050,000	\$3,100,000
Investment Income	\$41,000	\$50,000	\$50,000
Interest Income	\$500	\$500	\$500
Grant Income	\$100,000	\$120,000	\$120,000
Appropriated Reserves	\$100,000	\$100,000	\$100,000
2019 Surplus		\$50,000	\$50,000
Lefler Trust Transfer		\$30,000	\$30,000
Heilig Resource Center Transfer		\$5,000	\$5,000
PPP Loan Transfer		\$12,500	\$12,500
Building Sales		\$129,650	\$134,400
Participant Fees		\$20,000	\$20,000
Other Income	\$126,597	\$0	\$0
Income Total	\$3,518,097	\$3,567,650	\$3,622,400



Proposed 2024 and 2025 Budget

	2023	2024	2025
	Approved	Proposed	Proposed
Estimated Expenses			
Vital Congregations and Whole and Healthy Leaders			
Coaching	\$7,000	\$5,000	\$5,000
Call Process	\$1,500	\$1,500	\$1,500
Campus Ministry	\$135,000	\$135,000	\$135,000
Candidacy (Rostered and Advanced Lay Ministries)	\$140,000	\$140,000	\$140,000
Conference Deans	\$10,000	\$10,000	\$10,000
Heilig Resource Center	\$4,800	\$4,800	\$4,800
Fall Convo	\$15,000	\$25,000	\$25,000
Racial Justice Network	\$2,500	\$2,500	\$2,500
All Races One Church	\$100,000	\$100,000	\$100,000
Holy Innovations	\$4,396	\$1,000	\$1,000
Children, Youth, and Family	\$5,000	\$10,000	\$10,000
Leadership and Discipleship	\$15,000	\$17,500	\$17,500
Boundary Training	\$1,000	\$1,000	\$1,000
Specialized Pastoral Care	\$2,000	\$2,000	\$2,000
Engage the Bible	\$2,500	\$2,500	\$2,500
Stewardship	\$20,000	\$8,000	\$8,000
Continuing Education and Spiritual Guidance and Renewal	\$7,000	\$7,000	\$7,000
Compensation and Benefits	\$881,250	\$915,000	\$937,500
Travel	\$35,775	\$33,750	\$37,500
Auto	\$7,950	\$7,950	\$7,950
Communications	\$3,750	\$3,750	\$3,750
Computer Expenses	\$19,313	\$24,750	\$27,000
Synod Council	\$7,500	\$11,250	\$11,250
Capital Replacement	\$6,000	\$6,000	\$6,000
Building Maintenance/Expenses	\$63,000	\$60,000	\$60,000
Office Expense	\$51,750	\$67,500	\$67,500
Misc	\$750	\$750	\$750
Subtotal Vital Congregations and Healthy Leaders	\$1,549,734	\$1,603,500	\$1,632,000



Proposed 2024 and 2025 Budget

	2023	2024	2025
	Approved	Proposed	Proposed
Collaboration			
Churchwide Ministries			
ELCA Mission Support	\$1,102,500	\$1,067,500	\$1,085,000
Region 9	\$15,750	\$15,250	\$15,500
Churchwide Ministries Sub-Total	\$1,118,250	\$1,082,750	\$1,100,500
Agencies and Institutions			
Agape	\$80,000	\$80,000	\$80,000
Crumley Archives	\$10,000	\$10,000	\$10,000
Lutheran Family Services	\$40,000	\$40,000	\$40,000
Lenoir Rhyne University	\$25,000	\$25,000	\$25,000
Lutheran Services for the Aging	\$35,000	\$35,000	\$35,000
Lutheran Theological Southern Seminary	\$80,000	\$80,000	\$80,000
North Carolina Council of Churches	\$5,000	\$5,000	\$5,000
Novus Way	\$65,600	\$80,000	\$80,000
Twin Lakes	0	0	0
Compensation and Benefits	\$176,250	\$183,000	\$187,500
Travel	\$7,155	\$6,750	\$7,500
Auto	\$1,590	\$1,590	\$1,590
Communications	\$750	\$750	\$750
Computer Expenses	\$3,863	\$4,950	\$5,400
Synod Council	\$1,500	\$2,250	\$2,250
Capital Replacement	\$1,200	\$1,200	\$1,200
Building Maintenance/Expenses	\$12,600	\$12,000	\$12,000
Office Expense	\$10,350	\$13,500	\$13,500
Misc	\$150	\$150	\$150
Agencies and Institutions Sub-Total	\$556,008	\$581,140	\$586,840
Collaboration Sub-Total	\$1,674,258	\$1,663,890	\$1,687,340



Proposed 2024 and 2025 Budget

	2023	2024	2025
	Approved	Proposed	Proposed
Prophetic Voice			
Ecumenical	\$2,500	\$1,000	\$1,500
Global Mission	\$2,500	\$1,500	\$1,500
Multicultural and African Descent Strategy	\$2,500	\$2,500	\$2,500
New Starts and Redevelopments	\$140,000	\$140,000	\$140,000
Social Justice and Advocacy	\$3,000	\$4,500	\$3,000
Compensation and Benefits	\$117,500	\$122,000	\$125,000
Travel	\$4,770	\$4,500	\$5,000
Auto	\$1,060	\$1,060	\$1,060
Communications	\$500	\$500	\$500
Computer Expenses	\$2,575	\$3,300	\$3,600
Synod Council	\$1,000	\$1,500	\$1,500
Capital Replacement	\$800	\$800	\$800
Building Maintenance/Expenses	\$8,400	\$8,000	\$8,000
Office Expense	\$6,900	\$9,000	\$9,000
Misc	\$100	\$100	\$100
Subtotal Prophetic Voice	\$294,105	\$300,260	\$303,060
Total	\$3,518,097	\$3,567,650	\$3,622,400
	\$0	\$0	\$0



Evangelical
Lutheran Church
in America

**CONSTITUTION
FOR
SYNODS**

Proposed as of December 2022

INTRODUCTION to the *Constitution for Synods*

The *Constitution for Synods*, like the other governing documents of this church, reflects the theology and polity of this church as it organizes itself to preach the gospel of Jesus Christ, share the sacraments, reach out to the neighbor with good news, and share the love of God in the world. Each expression of this church—churchwide, synod and congregation—is held together in a relationship of interdependence that encourages each to respond to its context. These documents also demonstrate our commitment to seeing ourselves with others as part of the one, holy, catholic, and apostolic Church. As such, the *Constitution for Synods* is deeply rooted in Scripture, the Lutheran Confessions, and the history of this church and its predecessors.

The *Constitution for Synods* originally was adopted by the Constituting Convention of the Evangelical Lutheran Church in America and has been amended by subsequent churchwide assemblies. This edition includes amendments approved by the sixteenth Churchwide Assembly in 2022. It is consistent with the requirements of the governing documents of the ELCA’s churchwide organization, and it provides organizational flexibility to recognize local context.

CODIFICATION EXPLANATION

The *Constitution for Synods*, like the *Constitution*, *Bylaws*, and *Continuing Resolutions of the Evangelical Lutheran Church in America* and the *Model Constitution for Congregations*, is organized into chapters by general subject matter and codified as follows:

- a. Constitutional provisions in the *Constitution for Synods* are codified with two sets of numbers, preceded by an “S”: the chapter number followed by a period, and a two-digit sequence number also followed by a period.
 1. **Required constitutional provisions** adopted by the Churchwide Assembly are preceded by [†]. These provisions are required of all synods and must be used without alteration or amendment of the text in any manner. No additions or deletions are permissible. In accordance with provision †S18.11, amendments to required provisions in the *Constitution for Synods* passed by the Churchwide Assembly are automatically incorporated into the constitutions of individual synods upon formal certification by the secretary of this church. For example, †S7.21. is a required constitutional provision in Chapter 7, the chapter on the Synod Assembly.
 2. **Recommended constitutional provisions** adopted by the Churchwide Assembly are not preceded by a [†]. As stated in †S18.12.,

Whenever the secretary of the Evangelical Lutheran Church in America officially informs this synod that the Churchwide Assembly has amended the *Constitution for Synods*, this constitution may be amended to reflect any such amendment by a majority vote at any subsequent meeting of the Synod Assembly without presentation at a prior Synod Assembly. An amendment that is identical to a provision of the *Constitution for Synods* shall be deemed to have been ratified upon its adoption by this synod. The Church Council, through the secretary of this church, shall be given prompt notification of its adoption.

3. Other constitutional provisions, including modified versions of the recommended provisions, may be proposed and adopted by individual synods. Such provisions may not conflict with the *Constitution, Bylaws, and Continuing Resolutions of the Evangelical Lutheran Church in America* and are adopted and become effective in accordance with †S18.13.

- b. The *Constitution for Synods* contains some **required bylaws and recommended bylaws**. They are codified with three sets of numbers, each followed by a period: the chapter number (preceded by an “S”), the related constitutional provision number, and a two-digit bylaw number. For example, a required bylaw related to Synod Assembly would be codified as †S7.21.01. A recommended bylaw related to Synod Assembly would be codified as S7.11.01. Beyond the few required and recommended bylaws, synods may adopt additional bylaws related to each synod’s organization, operation, and life.

Bylaws are adopted and amended in accordance with Chapter 18 of the *Constitution for Synods*. Bylaws should be incorporated following the constitutional provisions to which they apply. They should not be organized in a separate section or document.

- c. The *Constitution for Synods* does not contain any suggested **continuing resolutions**. When or if synods adopt continuing resolutions, they also are codified with three sets of numbers, except that the third set is preceded by a capital letter indicating sequence and a two-digit number indicating the year of its adoption. For example, the first continuing resolution adopted in 2022 related to the membership of the Synod Assembly would be numbered “S7.21.A22.”

Continuing resolutions are adopted and amended in accordance with Chapter 18 of the *Constitution for Synods*. They are intended to provide more detailed descriptions of operational patterns and practices within the synod. They should be incorporated following the constitutional provisions and/or bylaws to which they apply. They should not be organized in a separate section or document.

Each synod has discretion and may develop its own constitutional provisions, bylaws, and continuing resolutions (including bylaws and continuing resolutions related to required constitutional provisions) as long as they do not conflict with constitutional provisions in the *Constitution for Synods*, required synod bylaws, or the *Constitution, Bylaws, and Continuing Resolutions of the Evangelical Lutheran Church in America*. All amendments to synod constitutions shall be reported to the secretary of this church.

Note: In some chapters, you will see that certain numbers are missing from the numbering sequence. These omissions are intentional in order to provide options for future additions.

ADDITIONAL CONSIDERATIONS

- Alternatives are provided in some places within the *Constitution for Synods*. Alternatives are noted by brackets or blank lines. For example, constitutional provision †S8.51. allows synods to choose the length of terms for the vice president, secretary, and treasurer. The appropriate number of years should be filled in by each synod. In addition, †S8.51.c. provides that the treasurer may be elected by the Synod Assembly or appointed by the Synod Council. Each synod should select one of those options.
- “Church” with a capital letter is used in references to the one, holy, catholic, and apostolic Church. In references to the Evangelical Lutheran Church in America, the words “church” and “this church” in lower case letters are employed.

The Office of the Secretary is available for consultation about potential amendments to the *Constitution for Synods* and the review process for congregation constitutions. The important task of amending a constitution is challenging. It is, however, an essential endeavor that merits thoughtful work. In addressing the synod’s constitutional responsibilities, may God grant you and your colleagues wisdom, discernment, and commitment to the unity of this church in faithful witness to our Lord and Savior, Jesus Christ.

Secretary Sue E. Rothmeyer
Evangelical Lutheran Church in America
August 12, 2022

CONSTITUTION FOR SYNODS

Chapter 1.

NAME AND INCORPORATION

- †S1.01. The name of this synod, as determined by the Churchwide Assembly, shall be The North Carolina Synod of the Evangelical Lutheran Church in America.
- †S1.02. For the purposes of this constitution and the accompanying bylaws, The North Carolina Synod of the Evangelical Lutheran Church in America is hereafter designated as “this synod” or “the synod.”
- †S1.11. This synod shall be incorporated. Amendments to the articles of incorporation of this synod shall be submitted to the Church Council for ratification before filing.
- †S1.21. The seal of this synod is circular seal with the words North Carolina Synod of the Evangelical Lutheran Church in America along the outer circle.

Chapter 2.

STATUS

- †S2.01. This synod possesses the powers conferred upon it, and accepts the duties and responsibilities assigned to it, in the *Constitution, Bylaws, and Continuing Resolutions of the Evangelical Lutheran Church in America*, which are recognized as having governing force in the life of this synod.
- †S2.02. The name Evangelical Lutheran Church in America (ELCA or “this church”) as used herein refers in general references to this whole church, including its three expressions: congregations, synods, and the churchwide organization. The name Evangelical Lutheran Church in America is also the name of the corporation of the churchwide organization to which specific references may be made herein.
- †S2.03. No provision of this constitution shall be inconsistent with the constitution and bylaws of this church.

Chapter 3.

TERRITORY

- †S3.01. The territory of this synod, as determined by the Churchwide Assembly, shall be the state of North Carolina.
- †S3.02. “Determined by the Churchwide Assembly,” as stipulated by †S3.01., is understood to include the reported changes in synod relationship made by any congregation in a border area agreed under ELCA bylaws 10.01.01. and 10.01.03.

Chapter 4.

CONFESSION OF FAITH

- †S4.01. This synod confesses the Triune God, Father, Son, and Holy Spirit.
- †S4.02. This synod confesses Jesus Christ as Lord and Savior and the Gospel as the power of God for the salvation of all who believe.
 - a. Jesus Christ is the Word of God incarnate, through whom everything was made and through whose life, death, and resurrection God fashions a new creation.
 - b. The proclamation of God’s message to us as both Law and Gospel is the Word of God, revealing judgment and mercy through word and deed, beginning with the Word in creation, continuing in the history of Israel, and centering in all its fullness in the person and work of Jesus Christ.
 - c. The canonical Scriptures of the Old and New Testaments are the written Word of God. Inspired by God’s Spirit speaking through their authors, they record and announce God’s revelation centering in Jesus Christ. Through them God’s Spirit speaks to us to create and sustain Christian faith and fellowship for service in the world.
- †S4.03. This synod accepts the canonical Scriptures of the Old and New Testaments as the inspired Word of God and the authoritative source and norm of its proclamation, faith, and life.
- †S4.04. This synod accepts the Apostles’, Nicene, and Athanasian Creeds as true declarations of the faith of this synod.
- †S4.05. This synod accepts the Unaltered Augsburg Confession as a true witness to the Gospel, acknowledging as one with it in faith and doctrine all churches that likewise accept the teachings of the Unaltered Augsburg Confession.
- †S4.06. This synod accepts the other confessional writings in the Book of Concord, namely, the Apology of the Augsburg Confession, the Smalcald Articles and the Treatise, the Small Catechism, the Large Catechism, and the Formula of Concord, as further valid interpretations of the faith of the Church.
- †S4.07. This synod confesses the Gospel, recorded in the Holy Scripture and confessed in the ecumenical creeds and Lutheran confessional writings, as the power of God to create and sustain the Church for God’s mission in the world.

Chapter 5.

NATURE OF THE CHURCH

- †S5.01. All power in the Church belongs to our Lord Jesus Christ, its head. All actions of this synod are to be carried out under his rule and authority.
- †S5.02. This church confesses the one, holy, catholic, and apostolic Church and is resolved to serve Christian unity throughout the world.
- †S5.03. The Church exists both as an inclusive fellowship and as local congregations gathered for worship and Christian service. Congregations find their fulfillment in the universal community of the Church, and the universal Church exists in and through congregations. This church, therefore, derives its character and powers both from the sanction and representation of its congregations and from its inherent nature as an expression of the broader fellowship of the faithful. In length, it acknowledges itself to be in the historic continuity of the communion of saints; in breadth, it expresses the fellowship of believers and congregations in our day.
- †S5.04. This church, inspired and led by the Holy Spirit, participates in The Lutheran World Federation as a global communion of churches, engaging in faithful witness to the gospel of Jesus Christ and in service for the sake of God's mission in the world.

Chapter 6.

STATEMENT OF PURPOSE

- †S6.01. The Church is a people created by God in Christ, empowered by the Holy Spirit, called and sent to bear witness to God's creative, redeeming, and sanctifying activity in the world.
- †S6.02. To participate in God's mission, this synod as a part of the Church shall:
- Proclaim God's saving Gospel of justification by grace for Christ's sake through faith alone, according to the apostolic witness in the Holy Scripture, preserving and transmitting the Gospel faithfully to future generations.
 - Carry out Christ's Great Commission by reaching out to all people to bring them to faith in Christ and by doing all ministry with a global awareness consistent with the understanding of God as Creator, Redeemer, and Sanctifier of all.
 - Serve in response to God's love to meet human needs, caring for the sick and the aged, advocating dignity, justice, and equity for all people, working for peace and reconciliation among the nations, caring for the marginalized, embracing and welcoming racially and ethnically diverse populations, and standing in solidarity with the poor and oppressed and committing itself to their needs.
 - Worship God in proclamation of the Word and administration of the sacraments and through lives of prayer, praise, thanksgiving, witness, and service.
 - Nurture its members in the Word of God so as to grow in faith and hope and love, to see daily life as the primary setting for the exercise of their Christian calling, and to use the gifts of the Spirit for their life together and for their calling in the world.
 - Manifest the unity given to the people of God by living together in the love of Christ and by joining with other Christians in prayer and action to express and preserve the unity which the Spirit gives.
- †S6.03. This synod, in cooperation with the churchwide organization, shall bear primary responsibility for the oversight of the life and mission of this church in its territory. In fulfillment of this role and consistent with policies and procedures of this church, the synod shall:
- Provide for pastoral care of congregations and rostered ministers in the synod;
 - Plan for, facilitate, and nurture the mission of this church through congregations;
 - Strengthen interdependent relationships among congregations, synods, and the churchwide organization, and foster relationships with agencies and institutions affiliated with or related to this church as well as ecumenical partners.
 - Interpret the work of this church to congregations and to the public on the territory of the synod.
- †S6.03.01. The responsibilities of the synod include the following:
- providing for pastoral care of congregations, ministers of Word and Sacrament, and ministers of Word and Service in the synod, including:
 - approving candidates for rostered ministry in cooperation with the appropriate seminaries of this church, which may be done through multi-synod committees;
 - authorizing ordinations and ordaining rostered ministers on behalf of this church;
 - consulting in the call process for rostered ministers.
 - providing for leadership recruitment, preparation, and support in accordance with churchwide standards and policies, including:

- 1) nurturing and supporting congregations and lay leaders;
 - 2) seeking and recruiting qualified candidates for the rostered ministries of this church;
 - 3) making provision for pastoral care, call review, and guidance;
 - 4) encouraging and supporting persons on the rosters of this church in stewardship of their abilities, care of self, and pursuit of continuing education to undergird their effectiveness of service; and
 - 5) supporting recruitment of leaders for this church's colleges, universities, seminaries, and social ministry organizations.
- c. providing for discipline of congregations, ministers of Word and Sacrament, and ministers of Word and Service; as well as for termination of call, appointment, adjudication, and appeals consistent with Chapter 20 of this church's constitution.
 - d. providing for archives in conjunction with other synods.
- †S6.03.02. In planning for, facilitating, and nurturing the mission of this church through congregations, the responsibilities of the synod include the following:
- a. developing of new ministries, redevelopment of existing ministries, and support and assistance in the conclusion, if necessary, of a particular ministry;
 - b. leading and encouraging of congregations in their evangelism efforts;
 - c. assisting members of its congregations in carrying out their ministries in the world;
 - d. encouraging congregations to respond to human need, work for justice and peace, care for the sick and the suffering, and participate responsibly in society;
 - e. providing resources for congregational life;
 - f. grouping congregations in conferences, clusters, coalitions, or other area subdivisions for mission purposes.
- †S6.03.03. In strengthening interdependent relationships among congregations, synods, and the churchwide organization, and in fostering relationships with agencies and institutions affiliated with or related to this church as well as with ecumenical partners, the responsibilities of the synod include the following:
- a. promoting interdependent relationships among congregations, synods, and the churchwide organization, and entering into relationships with other synods in the region;
 - b. fostering organizations for youth, women, and men, and organizations for language or ethnic communities;
 - c. developing relationships with social ministry organizations and ministries, participating in their mission planning, and providing supportive funding;
 - d. supporting relationships with and providing supportive funding on behalf of colleges, universities, and campus ministries;
 - e. maintaining relationships with and providing supportive funding on behalf of seminaries and continuing education centers;
 - f. fostering supporting relationships with camps and other outdoor ministries;
 - g. fostering supporting relationships with preschools, elementary schools, and secondary schools operated by congregations of the synod;
 - h. fostering relationships with ecumenical and global companions;
 - i. cooperating with other synods and the churchwide organization in creating, using, and supporting regions to carry out those functions of the synod which can best be done cooperatively with other synods and the churchwide organization.
- †S6.03.04. In interpreting the work of this church on the territory of the synod, the responsibilities of the synod include the following:
- a. encouraging financial support for the work of this church by individuals and congregations;
 - b. participating in churchwide programs;
 - c. interpreting social statements in a manner consistent with the interpretation given by the churchwide unit or office which assisted in the development of the statement, and suggestion of social study issues;
 - d. providing ecumenical guidance and encouragement.
- †S6.04. Except as otherwise provided in this constitution and bylaws, the Synod Council shall establish processes that will ensure that at least 60 percent of the members of the synod assemblies, councils, committees, boards, and other organizational units shall be laypersons; and that, as nearly as possible, at least 45 percent of the lay members of assemblies, councils, committees, boards, or other organizational units shall be women and, as nearly as possible, at least 45 percent shall be men; and that, where possible, the representation of rostered ministers shall include both men and women. This synod shall establish processes that will enable it to reach a minimum goal that 10 percent of its assemblies, councils, committees, boards, or other organizational units be persons of color and/or persons whose primary language is other than English.
- †S6.04.01. It is the goal of this synod that at least 10 percent of the voting members of the Synod Assembly, Synod Council, committees, and organizational units of this synod be youth and young adults. The Synod Council shall establish a plan for implementing this goal. For purposes of the constitution, bylaws, and continuing resolutions of this synod, the term "youth" means a voting member of a congregation who has not reached the age of 18 at the time of election

or appointment for service. The term “young adult” means a voting member of a congregation between the ages of 18 and 30 at the time of election or appointment for service.

- †S6.05. Each assembly, council, committee, board, commission, task force, or other body of this synod or any synod units shall be conclusively presumed to have been properly constituted, and neither the method of selection nor the composition of any such assembly, council, committee, board, commission, task force, or other body may be challenged in a court of law by any person or be used as the basis of a challenge in a court of law to the validity or effect of any action taken or authorized by any such assembly, council, committee, board, commission, task force, or other body.
- †S6.06. References herein to the nature of the relationship between the three expressions of this church—congregations, synods, and the churchwide organization—as being interdependent or as being in a partnership relationship describe the mutual responsibility of these expressions in God’s mission and the fulfillment of the purposes of this church as described in this chapter, and do not imply or describe the creation of partnerships, co-ventures, agencies, or other legal relationships recognized in civil law.

Chapter 7.

SYNOD ASSEMBLY

- †S7.01. This synod shall have a Synod Assembly, which shall be its highest legislative authority. The powers of the Synod Assembly are limited only by the provisions in the Articles of Incorporation, this constitution and bylaws, the assembly’s own resolutions, and the constitutions and bylaws of the Evangelical Lutheran Church in America.
- †S7.11. A regular meeting of the Synod Assembly shall be held at least triennially.
- S7.11.01. The time and place of the North Carolina Synod Assembly shall be determined by the Synod Council. The time and place for the next regular assembly normally shall be announced 12 months prior to the assembly.
- S7.11.01.A1 *The Business Synod Assembly shall be held every other year*
- S7.12. Special meetings of the Synod Assembly may be called by the bishop with the consent of the Synod Council, and shall be called by the bishop at the request of one-fifth of the voting members of the Synod Assembly.
- The notice of each special meeting shall define the purpose for which it is to be held. The scope of actions to be taken at such a special meeting shall be limited to the subject matter(s) described in the notice.
 - If the special meeting of the Synod Assembly is required for the purpose of electing a successor bishop because of death, resignation, or inability to serve, the special meeting shall be called by the Synod Council after consultation with the presiding bishop of the Evangelical Lutheran Church in America.
- S7.13. Notice of the time and place of all meetings of the Synod Assembly shall be given by the secretary of this synod.
- S7.14. One-third of the members of the Synod Assembly shall constitute a quorum.
- S7.14.01. Members of the Synod Assembly shall be defined as voting members of the assembly who have officially registered.
- †S7.21. The membership of the Synod Assembly, of which at least 60 percent of the voting membership shall be composed of laypersons, shall be constituted as follows:
- All rostered ministers under call on the roster of this synod shall be voting members of the Synod Assembly.
 - A minimum of one lay member elected by each congregation with fewer than 175 baptized members and a minimum of two lay members elected by each congregation with 175 or more baptized members related to this synod, typically one of whom shall be a man and one of whom shall be a woman, shall be voting members. The Synod Council shall establish a formula to provide additional lay representation from congregations on the basis of the number of baptized members in the congregation. The Synod Council shall seek to ensure that, as nearly as possible, at least 45 percent of the lay members of the assembly shall be women and, as nearly as possible, at least 45 percent shall be men.
 - Voting membership shall include the officers of this synod.
- S7.21.A14 *Lay Voting members shall begin serving with the opening of a Business Synod Assembly and shall continue serving until voting members are seated at the next Business Synod Assembly or until they have been disqualified by termination of membership in the congregation which elected them*
- S7.21.01. Voting members shall begin serving with the opening of a regular Synod Assembly and shall continue serving until the opening of the next regular Synod Assembly.
- †S7.21.02. If a special Synod Assembly is called and voting members at the previous assembly are unable to serve as voting members, where permitted by state law, the congregation through the Congregation Council may elect new members who shall continue to serve until the next regular Synod Assembly.
- S7.22. This synod may establish processes that permit retired rostered ministers, or those granted disability status, or on leave from call, on the roster of the synod to serve as voting members of the Synod Assembly, provided that such processes not result in fewer than 60% of the voting members of the Synod Assembly being laypersons in contravention of †S7.21. If the synod does not establish processes to permit the rostered ministers specified above to serve as voting members, they shall have voice but not vote in the meetings of the Synod Assembly.

- S7.22.01** All rostered ministers on the roster of this synod, in attendance and appropriately registered at the Business Synod Assembly, shall be voting members of the Business Synod Assembly.
- †**S7.23.** The presiding bishop of the Evangelical Lutheran Church in America and such other official representatives of the churchwide organization as may be designated by the presiding bishop, shall have voice but not vote in the meetings of the Synod Assembly. Like privileges shall be accorded to those additional persons whom the Synod Assembly or the Synod Council shall from time to time designate.
- S7.24.** Ministers under call on the rosters of this synod shall remain as members of the Synod Assembly so long as they remain under call and so long as their names appear on the rosters of this synod. Lay members of the Synod Assembly representing congregations shall continue as such until the opening of the next regular synod assembly, or unless replaced by the election of new members for a special synod assembly, or until they have been disqualified by termination of congregation membership.
- †**S7.25.** Except as otherwise provided in this constitution or in the *Constitution, Bylaws, and Continuing Resolutions of the Evangelical Lutheran Church in America*, each voting member of the Synod Assembly shall be a voting member of a congregation of this synod.
- S7.26.** This synod may establish processes through the Synod Council that permit lay representatives of authorized worshiping communities of the synod, which have been authorized under ELCA bylaw 10.01.04., to serve as voting members of the Synod Assembly, consistent with †S7.21.
- S7.26.01.** A congregation under development or a duly authorized worshipping community recognized by the Synod Council in accordance with the guidelines of this church, shall be considered a congregation for the purposes of †S7.21. **not †S21.21c**
- S7.27.** This synod may establish processes through the Synod Council to grant a minister of Word and Sacrament from a church body with which a relationship of full communion has been declared and established by the Churchwide Assembly the privilege of both voice and vote in the Synod Assembly during the period of that minister's service in a congregation of this church.
- S7.27.A03** *Rostered ministers from church bodies with which a relationship of full communion has been declared and established by a Churchwide Assembly of the Evangelical Lutheran Church in America shall be granted the privilege of both voice and vote in the synod in the Business Synod Assembly during the period of that minister's service in a congregation of this synod, in accord with ELCA Churchwide bylaw 8.72.12.*
- S7.28.** Duly elected voting members of the Synod Council who are not otherwise voting members of the Synod Assembly under †S7.21. shall be granted the privilege of both voice and vote as members of the Synod Assembly.
- †**S7.31.** Proxy and absentee voting shall not be permitted in the transaction of any business of the Synod Assembly.
- S7.32.** *Robert's Rules of Order*, latest edition, shall govern parliamentary procedure of the Synod Assembly, unless otherwise ordered by the assembly.
- S7.33.** "Ex officio" as used herein means membership with full rights of voice and vote unless otherwise expressly limited.
- S7.50.01.** Conduct of Business at Synod Assembly
- S7.50.02.** The agenda, as adopted by the Synod Assembly, shall be the official program, and there shall be no departure from the agenda except by unanimous consent of the Synod Assembly or by a two-thirds vote of the Synod Assembly.
- S7.50.03.** Matters not provided for in the initial agenda shall come before the Synod Assembly only through recommendation of the Committee on Reference and Counsel. If this committee fails to report on any resolution or other matter referred to it, the Synod Assembly by a majority vote can decide to consider such resolution or matter.
- S7.50.04.** A bulletin of reports, which includes Synod Council actions, shall be available to all voting members at least fifteen days prior to each regular Synod Assembly. All reports published in the bulletin shall be received by Synod Assembly without vote.
- S7.50.05.** Synod Assembly shall be guided by Rules of Procedure established by the Synod Council and approved by Synod Assembly.
- S7.50.06.** The bishop shall appoint the following Synod Assembly committees which shall consist of at least six members, two ordained ministers and four laypersons, and may include lay rostered ministers.
- a. On Reports of Officers and Staff: Prior to the Synod Assembly, this committee shall receive all reports of synodical officers and staff
 - b. On Credentials and Enrollment: This committee shall determine that a quorum is present, report the rostered and lay attendance at the Synod Assembly, and bring recommendations to the Synod Assembly regarding any dispute as to the seating of a voting member.
 - c. On Minutes and Unfinished Business: This committee shall assist the Secretary in the preparation of the minutes of the Synod Assembly. It shall review the minutes of the preceding Synod Assembly for any item of business referred to the present Synod Assembly. It shall compare the agenda with minutes of proceedings to be certain that all items have been attended to and report any omitted items to the Synod Assembly prior to adjournment.

d. On Conduct of Elections: This committee shall be responsible for preparing ballots, as directed by the Nominating Committee, and for all matters pertaining to conduct of elections including reporting results to the Synod Assembly.

e. On Reference and Counsel: This committee shall receive all resolutions and memorials submitted to the Synod Assembly and present such to the Synod Assembly with recommendations for action. This committee shall consider matters not provided for in the agenda and may at its own initiation bring recommendations to the Synod Assembly and assume other duties as provided for in adopted Rules of Procedure.

S7.50.A14. *The Bishop shall appoint a Committee on Reference and Counsel, the members of which need not be voting members of the Synod Assembly. Appointments shall be for a term of three years with the terms of two persons expiring each year. Members may not succeed themselves unless one year or one Synod Assembly has passed. Members of the Committee who are not voting members of the Assembly shall have no vote on any issue before the Assembly and shall have voice on the floor of Assembly only regarding the resolutions brought by the Committee on Reference and Counsel to the Assembly for consideration.*

a. *The Committee on Reference and Counsel shall:*

1) *Ensure that resolutions submitted for consideration to the Synod Assembly are in the proper form;*

2) *Eliminate duplication when similar resolutions are offered;*

3) *Present resolutions in a logical sequence to allow adequate consideration of each; and*

4) *Except as the rules may provide otherwise, consider and report all resolutions referred to the committee.*

b. *Establish and publish deadlines and procedures for submission of resolutions and memorials so that final versions, not of an urgent nature, can be made available to voting members at least 30 days prior to the Synod Assembly.*

c. *Receive and act upon resolutions and memorials after the established deadline only if they are of an urgent nature. A resolution is defined as of an urgent nature if it could not have been proposed prior to the established deadlines and must be addressed before the following Assembly. Upon the majority vote of the Synod Assembly, additional resolutions may be presented.*

d. *The Committee on Reference and Counsel will meet during the Assembly to serve the Assembly as directed by the Assembly or the officers of the synod.*

e. *In fulfilling its role, the committee may deem it necessary to present a resolution drafted by the Committee. The Assembly or the presiding officer of the Assembly may direct the committee to draft a resolution.*

S7.50.07. The bishop shall appoint a parliamentarian for each Synod Assembly to advise on points of procedure when such information is requested by the presiding officer.

S7.50.08. The secretary, in conjunction with the Committee on Minutes and Unfinished Business, shall maintain minutes meeting by meeting for examination and recommendations thereon to the Synod Assembly. Following Synod Assembly, the minutes shall be reviewed for accuracy by the officers of synod prior to certification. Copies of the minutes shall be made available for distribution.

S7.50.09. The bishop and secretary shall certify two copies of the printed minutes of each Synod Assembly as the official protocol of said Synod Assembly for deposit in the archives.

Chapter 8. OFFICERS

†**S8.01.** The officers of this synod shall be a bishop, a vice president, a secretary, and a treasurer.

S8.10. Bishop

†**S8.11.** The bishop shall be elected by the Synod Assembly. The bishop shall be a minister of Word and Sacrament of the Evangelical Lutheran Church in America.

S8.11.01. When authorized by the Synod Council in order to address special circumstances, the synod bishop may be compensated as an employee or contractor for specified services to another expression of this church. Such an arrangement may be terminated by the Synod Assembly or Synod Council if determined to be detrimental to the function of the office or if the special circumstances no longer apply.

†**S8.12.** As this synod's pastor, the bishop shall:

a. Preach, teach, and administer the sacraments in accord with the Confession of Faith of this church.

b. Have primary responsibility for the ministry of Word and Sacrament in this synod and its congregations, providing pastoral care and leadership for this synod, its congregations, its ministers of Word and Sacrament, and its ministers of Word and Service.

c. Exercise solely this church's power to ordain (or provide for the ordination by another synod bishop of) approved candidates who have received and accepted a properly issued, duly attested letter of call for the office of ministry of Word and Sacrament (and as provided in the bylaws of the Evangelical Lutheran Church in America).

- d. Ordain (or provide for the ordination of) approved candidates who have received and accepted a properly issued, duly attested letter of call for service as ministers of Word and Service of this church.
- e. Attest letters of call for persons called to serve congregations in the synod, letters of call for persons called by the Synod Council, and letters of call for persons on the rosters of this synod called by the Church Council.
- f. Install (or provide for the installation of) rostered ministers whose calls the bishop has attested.
- g. Exercise leadership in the mission of this church and in so doing:
 - 1) interpret and advocate the mission and theology of the whole church;
 - 2) lead in fostering support for and commitment to the mission of this church within this synod;
 - 3) coordinate the use of the resources available to this synod as it seeks to promote the health of this church's life and witness in the areas served by this synod;
 - 4) submit a report to each regular meeting of the Synod Assembly concerning the synod's life and work; and
 - 5) advise and counsel this synod's related institutions and organizations.
- h. Practice leadership in strengthening the unity of the Church and in so doing:
 - 1) exercise oversight of the preaching, teaching, and administration of the sacraments within this synod in accord with the Confession of Faith of this church;
 - 2) be responsible for administering the constitutionally established processes for the resolution of controversies and for the discipline of rostered ministers and congregations of this synod;
 - 3) be the chief ecumenical officer of this synod;
 - 4) be a member of the Conference of Bishops and consult regularly with other synod bishops;
 - 5) foster awareness of other churches throughout the Lutheran world communion and, where appropriate, engage in contact with leaders of those churches;
 - 6) cultivate communion in faith and mission with appropriate Christian judicatory leaders functioning within the territory of this synod; and
 - 7) be *ex officio* a member of the Churchwide Assembly.
- i. Oversee and administer the work of this synod and in so doing:
 - 1) serve as the president of the synod corporation and be the chief executive and administrative officer of this synod, who is authorized and empowered, in the name of this synod, to sign deeds or other instruments and to affix the seal of this synod;
 - 2) preside at all meetings of the Synod Assembly and provide for the preparation of the agenda for the Synod Assembly, Synod Council, and the council's Executive Committee;
 - 3) ensure that the constitution and bylaws of the synod and of the churchwide organization are duly observed within this synod, and that the actions of the synod in conformity therewith are carried into effect;
 - 4) direct and guide the work of the other officers;
 - 5) exercise supervision over the work of all synod staff members;
 - 6) appoint all committees for which provision is not otherwise made;
 - 7) be a member of all committees and any other organizational units of the synod, except as otherwise provided in this constitution;
 - 8) provide for preparation and maintenance of synod rosters containing the names and addresses of all rostered ministers of this synod and a record of the calls under which they are serving or the date on which their retired or disability status took effect;
 - 9) annually bring to the attention of the Synod Council the names of all rostered ministers on leave from call or engaged in approved graduate study in conformity with the constitution, bylaws, and continuing resolutions of this church and pursuant to prior action of this synod through the Synod Council;
 - 10) provide for prompt reporting to the secretary of this church of:
 - a) additions to and subtractions from the rosters of this synod;
 - b) the issuance of certificates of transfer for rostered ministers in good standing who have received and accepted a properly issued, duly attested, regular letter of call under the jurisdiction of another synod; and
 - c) the entrance of the names of such persons for whom proper certificates of transfer have been received;
 - 11) provide for preparation and maintenance of a roster of the congregations of this synod and the names of the laypersons who have been elected to represent them; and
 - 12) appoint a statistician of the synod, who shall secure the reports of the congregations and make the reports available to the secretary of this church for collation, analysis, and distribution of the statistical summaries to this synod and the other synods of this church.

†S8.13. The synod bishop may appoint an attorney, admitted to the bar within the territory of the synod or the state where the synod is located, to be Synod Attorney. The appointment must be approved by the Synod Council and reported to the Synod Assembly and to the secretary of this church. The appointment continues until resignation or until a successor is appointed. The Synod Attorney provides legal advice and counsel to the synod officers and the Synod Council. The Synod

Attorney is expected to be familiar with the governing documents and policies of the synod and, as necessary, to attend meetings of the Synod Council. The Synod Attorney serves without salary but may be retained and compensated for specific legal services requested by the synod.

S8.14. The synod bishop may have such assistants as this synod shall from time to time authorize.

†**S8.15.** The presiding bishop of this church, or the appointee of the presiding bishop, shall install into office, in accord with the policy and approved rite of this church, each newly elected synod bishop.

†**S8.16.** **Conflicts of Interest**

†**S8.16.01.** The following procedures shall govern matters of potential conflicts of interest for synod bishops:

- a. Whenever a synod bishop determines that a matter of the kind described in †S8.16.01.b. may require the bishop's determination or action with respect to a related individual as defined in †S8.16.01.c., the synod bishop shall withdraw from personal involvement in such matter and shall so notify the presiding bishop. The presiding bishop shall then appoint another synod bishop from the same region to handle the matter to conclusion. In dealing with such matter, the appointed bishop shall exercise all of the functions and authority to the same extent as if the appointed bishop were the elected bishop of the withdrawing bishop's synod.
- b. Matters include any proceedings under Chapter 20, proceedings under provisions 7.46. and 7.75. of the *Constitution, Bylaws, and Continuing Resolutions of the Evangelical Lutheran Church in America* (†S14.18. and †S14.43.), candidacy, reinstatement, and similar matters where determinations or actions by the synod bishop could change, limit, restrict, approve, authorize, or deny the related individual's ministry on one of the official rosters of this church.
- c. A related individual is one who, with respect to the synod bishop, is a spouse, parent, son, daughter, sibling, uncle, aunt, niece, nephew, grandparent, grandchild, including corresponding members of blended families and in-laws (parent, son, daughter, or sibling of a spouse, spouse of a sibling, or the parent or sibling of the spouse of a sibling).

S8.20. **Vice President**

†**S8.21.** The vice president shall be elected by the Synod Assembly. The vice president shall be a layperson. The vice president shall be a voting member of a congregation of this synod. The vice president shall not receive a salary for the performance of the duties of the office.

S8.22. The vice president shall chair the Synod Council.

S8.30. **Secretary**

†**S8.31.** The secretary shall be elected by the Synod Assembly. The secretary shall be a voting member of a congregation of this synod. The secretary may be either a layperson or a rostered minister.

†**S8.32.** The secretary shall:

- a. Keep the minutes of all meetings of the Synod Assembly and Synod Council, be responsible for distribution of such minutes, and perform such other duties as this synod may from time to time direct.
- b. Be authorized and empowered, in the name of this synod, to attest all instruments which require the same, and which are signed and sealed by the bishop.
- c. In consultation with the bishop, classify and arrange all important papers and documents and deposit them in the archives of this synod.
- d. Submit to the secretary of this church at least nine months before each regular Churchwide Assembly a certified list of the voting members elected by the Synod Assembly.

S8.40. **Treasurer**

†**S8.41.** The treasurer may be elected by the Synod Assembly or may be appointed by the Synod Council. The treasurer shall be a voting member of a congregation of this synod. The treasurer may be either a layperson or a rostered minister.

S8.42. The treasurer shall provide and be accountable for:

- a. Management of the monies and accounts of this synod, its deeds, mortgages, contracts, evidences of claims and revenues, and trust funds, holding the same at all times subject to the order of this synod.
- b. Investment of funds upon the authorization of the Synod Council.
- c. Receipt and acknowledgment of offerings, contributions, and bequests made to this synod, collecting interest and income from its invested funds, and paying regular appropriations and orders on the several accounts as approved and directed by the Synod Council. The treasurer shall transmit each month to the treasurer of the Evangelical Lutheran Church in America the funds received by this synod for the general work of this church as well as any funds to support restricted programs of this church.
- d. Maintenance of a regular account with each congregation of this synod and informing the congregation, at least quarterly, of the status of this account.
- e. Rendering at each regular meeting of the Synod Assembly a full, detailed, and duly audited report of receipts and disbursements in the several accounts of this synod for the preceding fiscal year, together with the tabulation, for record and publication in the minutes, of the contributions from the congregations.

S8.50. General Provisions

- †S8.51. The terms of office of the officers of this synod shall be as follows:
- a. The bishop of this synod shall be elected to a term of six years and may be re-elected.
 - b. The vice president and secretary of this synod shall be elected to a term of four years and may be re-elected. The officer shall serve until a successor takes office.
 - c. The treasurer of this synod shall be elected or appointed to a term of four years and may be re-elected or reappointed. The treasurer shall serve until a successor takes office.
- †S8.52. The terms of the officers shall begin on the first day of the third month following election or, in special circumstances, at a time designated by the Synod Council.
- †S8.53. Each officer shall be a voting member in a congregation of this synod, except that the bishop need not be a member of a congregation of this synod at the time of election.
- †S8.54. Should the bishop die, resign, or be unable to serve, the vice president, after consultation with the presiding bishop of the Evangelical Lutheran Church in America, shall convene the Synod Council to arrange for the appropriate care of the responsibilities of the bishop until an election of a new bishop can be held or, in the case of temporary disability, until the bishop is able to serve again. Such arrangements may include the appointment by the Synod Council of an interim bishop, who during the vacancy or period of disability shall possess all of the powers and authority of a regularly elected bishop. The term of the successor bishop, elected by the next Synod Assembly or a special meeting of the Synod Assembly called for the purpose of election, shall be six years with the subsequent election to take place at the Synod Assembly closest to the expiration of such a term and with the starting date of a successor term to be governed by constitutional provision S8.52.
- S8.55. Should the vice president, secretary, or treasurer die, resign, or be unable to serve, the bishop, with the approval of the Executive Committee of the Synod Council, shall arrange for the appropriate care of the responsibilities of the officer until an election of a new officer can be held or, in the case of temporary disability, until the officer is able to serve again. The term of the successor officer, elected by the next Synod Assembly, shall be four years. If the treasurer is appointed by the Synod Council, the Synod Council shall appoint a new treasurer to a four year term.
- †S8.56. The Executive Committee of the Synod Council shall determine whether an officer is unable to serve; the officer may appeal the decision of the Executive Committee by requesting a hearing before the Synod Council. A meeting to determine the ability of an officer to serve shall be called upon the request of at least three members of the Executive Committee and prior written notice of the meeting shall be given to the officer in question at least 10 calendar days prior to the meeting.
- †S8.57. The recall or dismissal of an officer and the vacating of office may be effected for willful disregard or violation of the constitutions, bylaws, and continuing resolutions of this church; for such physical or mental disability as renders the officer incapable of performing the duties of office; or for such conduct as would subject the officer to disciplinary action as a rostered minister or as a member of a congregation of this church.
- a. Proceedings for the recall or dismissal of a synod bishop shall be instituted by written petition by:
 - 1) the Synod Council on an affirmative vote of at least two-thirds of its elected members present and voting;
 - 2) the Synod Assembly on an affirmative vote of at least two-thirds of its members present and voting;
 - 3) at least 10 synod bishops; or
 - 4) the presiding bishop of this church.
 - b. Proceedings for the recall or dismissal of an officer of a synod, other than the synod bishop, shall be instituted by written petition by:
 - 1) the Synod Council on an affirmative vote of at least two-thirds of its elected members present and voting;
 - 2) the Synod Assembly on an affirmative vote of at least two-thirds of its members present and voting; or
 - 3) the synod bishop.
 - c. The petition shall be filed with the chair of the Committee on Appeals (in care of the secretary of the Evangelical Lutheran Church in America, 8765 West Higgins Road, Chicago, Illinois 60631) and shall set forth the specific charge or charges.
 - d. Upon the filing of a written petition, the Executive Committee of the Synod Council may temporarily suspend the officer from service in the synod without prejudice, but with continuation of compensation, including benefits, if the officer is a salaried employee of the synod.
 - e. In the case of alleged physical or mental incapacity of an officer of the synod, the procedures outlined in †S8.56. shall be followed, and such officer shall comply with the decision of the Synod Council. If such officer fails or refuses to comply, the Synod Council may proceed to petition for recall or dismissal as follows:
 - 1) the Synod Council will submit a written report of their findings and the basis of their decision to the Committee on Appeals.
 - 2) the Committee on Appeals, exclusive of any members who are disqualified, shall review the findings and decision of the Synod Council and by an affirmative vote of at least two-thirds of those present and voting may adopt the findings and grant the petition.

- f. If the synod officer is a minister of Word and Sacrament, grounds for recall or dismissal include those set forth in ELCA bylaw 20.22.01. and as defined under the process described in ELCA constitutional provisions 20.21. and 20.22. as grounds for discipline. If the officer is a minister of Word and Service, grounds for recall or dismissal include those set forth in ELCA bylaw 20.23.01. and as defined under the process described in ELCA constitutional provisions 20.21. and 20.22. as grounds for discipline.
- g. If the officer is a layperson, grounds for recall or dismissal include those set forth in ELCA bylaw 20.41.01. as grounds for discipline.
- h. If the case of alleged willful disregard or violation of the constitutions, bylaws, and continuing resolutions or of alleged conduct as would subject the officer to disciplinary action, the following procedures shall apply:
 - 1) the petition shall be referred to the Committee on Appeals, which shall function as the discipline hearing committee that shall conduct a hearing in accordance with the rules provided for in ELCA bylaw 20.22.14. except to the extent that those rules are in conflict with the provisions of this bylaw; and
 - 2) the members of the Committee on Appeals, other than those who are disqualified, may grant the petition by an affirmative vote of at least two-thirds of those present and voting.
- i. Written notice of a decision by the Committee on Appeals that the charges have been sustained shall be given to the affected officer and to the Synod Council, and the office shall be vacated.

†S8.58. If the bishop is to be temporarily absent from the synod for an extended period not to exceed 90 days, the bishop, after consultation with the presiding bishop and with the consent of the Synod Council, may appoint as acting bishop for such period a minister of Word and Sacrament of this church. Except as limited by action of the Synod Council, an acting bishop shall possess all of the powers and authority of a regularly elected bishop other than authority to ordain or to authorize the ordination of properly approved candidates for ordination.

Chapter 9.

NOMINATIONS AND ELECTIONS

- †S9.01. The Synod Assembly shall elect such officers of this synod and such other persons as the constitution and bylaws may require, according to procedures set forth in the bylaws. The Synod Assembly shall elect members of the Churchwide Assembly in accordance with bylaw 12.41.11. of the constitution and bylaws of the Evangelical Lutheran Church in America.
- †S9.02. In all elections by the Synod Assembly, other than for the bishop, a majority of the legal votes cast shall be necessary for election.
- S9.03. There shall be a Nominating Committee consisting of up to 12 members, reflecting the diversity of the synod, who shall be appointed by the Synod Council to serve for each regular meeting of the Business Synod Assembly.
- S9.03.A23 *Additional nominations may be made prior to the meeting of the Nominating Committee for all elections for which nominations are made by the Nominating Committee.*
- S9.03.01. In addition to the goals established in †S6.04, the Synod Council will give consideration to diversity when appointing the Nominating Committee.
- S9.03.02. Unless otherwise specified in the Constitution, Bylaws, and Continuing Resolutions, the Nominating Committee shall nominate at least two persons for each position to be elected.
- S9.03.03. No person other than the bishop or a designated representative of the bishop shall be eligible to serve concurrently on more than one elective board including Synod Council.
- S9.03.04. The Nominating Committee shall determine a process to manage the election of members of the Synod Council.
- S9.03.A14. *To facilitate the election of members of the Synod Council, a schedule shall be presented that indicates the number of places occupied by the present members of the council, as to ministers of Word and Sacrament and laypersons, male and female, youth and young adults, persons of color or whose primary language is other than English, and the conference cluster represented by each member.*
- S9.03.05. Voting members and alternate voting members of the Churchwide Assembly of the Evangelical Lutheran Church in America shall be elected at the Business Synod Assembly preceding the year in which the Churchwide Assembly occurs. The bishop and the vice president of the synod shall, by virtue of office, be voting members of the Churchwide Assembly of the Evangelical Lutheran Church in America.
- S9.03.06. The Nominating Committee shall determine a process to manage the election of voting members to the Churchwide Assembly with a commitment to reflect the fullness of the image of God
- S9.03.B14. *In nominating voting members to the Churchwide Assembly, the Committee shall divide its nominations into two sections. Section one shall list nominations for two-thirds of the ordained ministers and lay voting members. Section two shall list nominations for one-third of the ordained ministers and lay voting members and shall include only persons who have not been voting members to a previous Churchwide Assembly. Both sections one and two shall be divided into male nominees and female nominees. The ballot shall also indicate the number of persons that can be elected from each section. In making nominations to all sections, the committee shall consider S9.03.07.*

Nominations from the floor for section two must be for persons who have never served as voting members at a previous Assembly. The assembly shall elect two-thirds of the voting members from section one and one-third from section two. The Nominating Committee shall have available a list of voting members to all previous assemblies of the Evangelical Lutheran Church in America.

- S9.03.08.** Alternate voting members shall be selected from those persons nominated but not elected as voting members, with consideration of the designated category beginning with the person last eliminated and continuing along the order of persons eliminated to complete the specified number of voting members.
- S9.03.09.** All nominations, , shall be available at least 10 days prior to Assembly.
- S9.03.C14.** *Biographical information not exceeding one-hundred words in length stating as a minimum the congregation membership, conference, position of service in the church, experience, incumbent status, and occupation, if lay person, shall be provided for each nominee. Biographical information for nominations from the floor shall be gathered for each floor nominee and distributed by the Nominating Committee to the Committee on Conduct of Elections and the Synod Assembly prior to the vote.*
- S9.03.10.** The Nominating Committee shall determine a process for receiving additional nominations **S9.03.11.** No person shall nominate more than one person to become a nominee for an elected position.
- S9.03.D14.** *Voting members shall make nominations as provided in the constitution and bylaws by the use of the nominating forms, which shall be furnished by the Nominating Committee. All additional nominations must be signed by the voting member making the nomination, and must be submitted prior to the designated time.*
- S9.04.** The bishop shall be elected by the Synod Assembly by ecclesiastical ballot. Three-fourths of the legal votes cast shall be necessary for election on the first ballot. If no one is elected, the first ballot shall be considered the nominating ballot. Three-fourths of the legal votes cast on the second ballot shall be necessary for election. The third ballot shall be limited to the seven persons (plus ties) who received the greatest number of legal votes on the second ballot, and two-thirds of the legal votes cast shall be necessary for election. The fourth ballot shall be limited to the three persons (plus ties) who receive the greatest number of legal votes on the third ballot, and 60 percent of the legal votes cast shall be necessary for election. On subsequent ballots a majority of the legal votes cast shall be necessary for election. These ballots shall be limited to the two persons (plus ties) who receive the greatest number of legal votes on the previous ballot.
- S9.05.** The Nominating Committee shall nominate at least one person for vice president; additional nominations may be made from the floor.
- S9.06.** The Synod Council shall nominate at least one person for secretary; additional nominations may be made from the floor.
- S9.07.** If the treasurer is elected, the Synod Council shall nominate at least one person for treasurer; additional nominations may be made from the floor.
- S9.08.** In all elections, except for the bishop, the names of the persons receiving the highest number of legal votes, but not elected by a majority of the legal votes cast on a preceding ballot, shall be entered on the next ballot to the number of two for each vacancy unfilled. On any ballot when only two names appear, a majority of the legal votes cast shall be necessary for election.
- S9.09.** The result of each ballot in every election shall be announced in detail to the assembly.
- †S9.10.** When notified by the secretary of this church, on behalf of the Nominating Committee of the Churchwide Assembly, the Synod Assembly shall nominate two persons in the specified categories for possible election by the Churchwide Assembly to the Church Council.
- S9.11.** The Synod Council shall elect or appoint representatives to the steering committee of its region.
- †S9.12.** Background checks and screening shall be required and completed for persons nominated as synod officers prior to their election, if possible, or as soon as practical after their election. The specific procedures and timing of background checks and screening shall be determined by the Synod Council.

Chapter 10.

SYNOD COUNCIL

- †S10.01.** The Synod Council, consisting of the four officers of the synod, 10 to 24 other members, and at least one youth and at least one young adult, shall be elected by the Synod Assembly.
- a. Each person elected to the Synod Council shall be a voting member of a congregation of this synod, with the exception of ministers on a roster of this synod who reside outside the territory of this synod. The process for election and the term of office when not otherwise provided shall be specified in the bylaws. A member of the Church Council of the Evangelical Lutheran Church in America, unless otherwise elected as a voting member of the Synod Council, may serve as an advisory member of the Synod Council with voice but not vote.

- b. The term of office of members of the Synod Council, with the exception of the officers and the youth member, shall be four years.
- †S10.02. The Synod Council shall be the board of directors of this synod and shall serve as its interim legislative authority between meetings of the Synod Assembly. It may make decisions that are not in conflict with actions taken by the Synod Assembly or that are not precluded by provisions of this constitution or the constitution and bylaws of the Evangelical Lutheran Church in America.
- S10.03. The functions of the Synod Council shall be to:
- a. Exercise trusteeship responsibilities on behalf of this synod.
 - b. Recommend program goals and budgets to the regular meetings of the Synod Assembly.
 - c. Carry out the resolutions of the Synod Assembly.
 - d. Provide for an annual review of the roster of Ministers of Word and Sacrament and the roster of Ministers of Word and Service, receive and act upon appropriate recommendations regarding those persons whose status is subject to reconsideration and action under the constitution and bylaws of the Evangelical Lutheran Church in America, and make a report to the Synod Assembly of the Synod Council's actions in this regard.
 - e. Issue letters of call to rostered ministers as authorized by Chapter 7 of the constitution and bylaws of the Evangelical Lutheran Church in America.
 - f. Fill vacancies until the next regular meeting of the Synod Assembly, except as may otherwise be provided in the constitution or bylaws of this synod, and determine the fact of the incapacity of an officer of this synod.
 - g. Report its actions to the regular meeting of the Synod Assembly.
 - h. Perform such other functions as are set forth in the bylaws of this synod, or as may be delegated to it by the Synod Assembly.
- S10.03.01. The Synod Council shall establish the Executive Committee of the Synod Council.
- a. The Executive Committee of the Synod Council shall consist of the officers of the synod and the chairs of the Finance and Property Committee, Legal Committee and Mission and Ministry Committee.
 - b. The Executive Committee shall:
 - 1) Consider issues which arise between meetings of the Synod Council.
 - 2) Provide advice and counsel for the bishop and other officers of the synod should such be necessary.
 - 3) Establish a Mutual Ministry Committee.
 - 4) Perform such other duties and responsibilities as may be assigned to it by the documents of the church and the synod or as may be assigned to it by the Synod Council and/or Synod Assembly.
- S10.03.02. The Synod Council shall establish standing committees.
- S10.03.A23. *Standing committees of the Synod are:*
- a. *Finance and Property*
 - b. *Legal*
 - c. *Mission and Ministry*
 - d. *Boards, Committees, Ministry Teams and Organizations*
 - e. *Peeler/Casey*
 - f. *Assembly*
 - g. *Personnel*
- S10.03.03. Ministry Teams and Committees may be established by the Synod for mission and vision.
- S10.04. Any proposal to appropriate funds, whether by amendment to the budget or otherwise, which is presented to a meeting of the Synod Assembly without the approval of the Synod Council, shall require a two-thirds vote for adoption.
- S10.05. No elected member of the Synod Council shall receive compensation for such service.
- S10.06. If a member of the Synod Council ceases to meet the requirements of the position to which she or he was elected, the office filled by such member shall at once become vacant.
- S10.07. The composition of the Synod Council, the number of its members, and the manner of their selection, as well as the organization of the Synod Council, its additional duties and responsibilities, and the number of meetings to be held each year shall be as set forth in the bylaws.
- S10.07.01. To the extent permitted by state law, meetings of the Synod Council and its committees may be held electronically or by telephone conference, and notice of all meetings may be provided electronically.
- S10.07.02. The Synod Council shall hold at least three meetings each year.
- S10.07.03. The Synod Assembly shall elect fifteen members to the Synod Council. Six members of Synod Council shall be Ministers of Word and Sacrament and nine members shall be lay persons. There shall be, at all times, at least three members from each of the conference clusters. There shall be an equal balance between male and female members of Synod Council, and at least three members of the Synod Council shall be persons of color and/or persons whose primary language is other than English. At least one member shall be between the ages

of 18 and 30 at the time of election. There shall be a youth member (confirmed to 17), appointed to Synod Council for a term of two years. To reflect the diversity goals of our Synod, the council may appoint up to 4 additional members.

- S10.07.04.** Up to eight members shall be elected for a four year term at every Business Synod Assembly., and nominations for these vacancies shall come from the Nominating Committee of the synod, and said committee shall take into account in formulating the recommended slate of candidates those persons recommended by the various conferences. The Nominating Committee shall recommend two candidates for each open seat on Synod Council, and additional nominations may be made from voting members of the Synod Assembly.
- S10.07.05.** A member's place on Synod Council shall be declared vacant if the member is absent without cause for two meetings of the Synod Council within twelve consecutive months.
- S10.07.06.** A member elected to Synod Council may be re-elected for one additional four-year term, for a total of eight consecutive years of service on Synod Council. An elected member who has been appointed to fill a vacancy of less than one-half of a term shall be eligible for election to two additional full terms.
- S10.07.07.** If a member of the Synod Council nominated by a conference moves from the territory of the conference cluster he or she represents to another conference cluster, thus creating a situation where there are less than three other members of Synod Council from the conference cluster from which said member moved, the said member may serve until a replacement is elected at the next Business Synod Assembly.
- S10.08.** *Robert's Rules of Order*, latest edition, shall govern parliamentary procedure of all meetings of the Synod Council.
- S10.08.01.** To the extent permitted by state law, meetings of the Synod Council and its committees may be held electronically or by telephone conference, and notice of all meetings may be provided electronically.

Chapter 11.

COMMITTEES

(names of other organizational units)

- †**S11.01.** There shall be an Executive Committee, a Consultation Committee, a Committee on Discipline, a Mutual Ministry Committee, an Audit Committee, and such other committees as this synod may from time to time determine. The duties and functions of such committees, or any other organizational units created by this synod, and the composition and organizational structure of such units, shall be as set forth in this constitution or in the bylaws or continuing resolutions, and shall be subject to any applicable provisions or requirements of the constitution and bylaws of the Evangelical Lutheran Church in America.
- †**S11.02.** The Consultation Committee of this synod shall consist of at least six persons and not more than 12 persons, of whom half shall be rostered ministers and half shall be laypersons, who shall each be elected by the Synod Assembly for a term of six years without consecutive re-election. The functions of the Consultation Committee are set forth in Chapter 20 of the *Constitution, Bylaws, and Continuing Resolutions of the Evangelical Lutheran Church in America* and in Chapter 17 of this constitution. The size of the Consultation Committee, in accord with this provision, shall be defined in this synod's bylaws.
- S11.02.A14.** *The Nominating Committee shall nominate at least one person for each position to be elected.*
- S11.02.02.** The bishop shall be a member of the Consultation Committee *ex officio*, except in instances when the bishop brings charges against an ordained minister.
- S11.02.03.** The Consultation Committee shall perform such duties and shall have such authority as is set out in the constitution and bylaws of the Evangelical Lutheran Church in America and of this synod.
- †**S11.03.** The Committee on Discipline of this synod shall consist of 12 persons, of whom six shall be rostered ministers and six shall be laypersons, who shall each be elected by the Synod Assembly for a term of six years without consecutive re-election.
- a. The functions of the Committee on Discipline of this synod are set forth in Chapter 20 of the *Constitution, Bylaws, and Continuing Resolutions of the Evangelical Lutheran Church in America*.
- b. The Synod Council shall fill vacancies on the Committee on Discipline for any unexpired term.
- S11.03.A14.** *The Nominating Committee shall nominate at least one person for each position to be elected.*
- S11.03.01.** The Committee on Discipline shall perform such duties and shall have such authority as is set out in the constitution and bylaws of the Evangelical Lutheran Church in America and of this synod.
- †**S11.04.** The Mutual Ministry Committee shall be appointed by the Executive Committee of the Synod Council to provide support and counsel to the bishop.
- †**S11.05.** The Audit Committee of this synod shall consist of three to six persons, none of whom is a member of the synod staff. Up to half of the committee members may be Synod Council members. The Audit Committee members shall be elected by the Synod Council for a term of three years and be eligible for re-election to a second consecutive three-year term. The terms of the Audit Committee members shall be staggered. The Audit Committee shall be

responsible for assisting the Synod Council in fulfilling its general oversight of the synod's accounting, financial reporting, internal control systems, and external audit processes as provided in †S15.31.

- †S11.11. This synod shall in its bylaws or by continuing resolution establish a process to ensure that the members of its committees and other organizational units will be persons possessing the necessary knowledge and competence to be effective members of such units, and to meet the requirements of †S6.04. With the exception of ministers on the rosters of this synod who reside outside the territory of this synod, each member of a committee of this synod, or any other organizational unit created by this synod, shall be a voting member of a congregation of this synod.
- S11.11.01. Each committee and ministry team, unless otherwise specified, shall be appointed by the bishop and approved by the Synod Council. Members shall be appointed for three-year terms. In the appointment of committees and ministry teams, the bishop shall adhere to the principles of representation and of inclusiveness as closely as possible.
- S11.11.02. The bishop or the bishop's appointee may serve *ex officio* on all committees and ministry teams.
- S11.11.03. Each committee and ministry team shall submit a comprehensive report of its activities to each regular Synod Assembly with such recommendations as it may desire.
- S11.11.04. A synod committee or ministry team shall have its chair appointed by the bishop with the approval of the Synod Council. A secretary may be chosen from the committee by its members.
- S11.11.05. No person shall be a member of more than one synod committee or ministry team without approval of Synod Council. No member of such a committee or ministry team shall receive compensation.
- S11.11.06. Synod committees and ministry teams will be established as needed to support the mission and vision of the Synod.
- S11.11.07. The standing committees of the Synod are:
- a. Outreach
 - b. Stewardship
 - c. Multi-cultural Ministry
 - d. African Descent Strategy Team
 - e. Congregational Vitality
 - f. Social Justice and Advocacy
 - g. Campus Ministry
 - h. Specialized Pastoral Care
 - i. Ecumenical Affairs
 - j. Candidacy for Rostered Ministry
- S11.11.08. The Candidacy for Rostered Ministry Committee shall work with those persons interested in church vocations.
- a. This committee shall consist of the bishop of this synod or the bishop's representative and at least twelve and up to fifteen additional members, ordained ministers and laypersons. These shall be appointed by the bishop of this synod with the approval of the Synod Council to five-year terms. This committee shall also consist of such other persons as may be appointed in accordance with the constitution, bylaws and continuing resolutions of the Evangelical Lutheran Church in America. No appointee shall serve more than two terms so that no appointee shall serve more than ten years consecutively.
 - b. The duties and responsibilities of this committee shall be as follows:
 - 1) To recruit persons for positions of rostered leadership in the church for both ordained and lay rosters.
 - 2) To make entrance, endorsement and approval decisions for persons seeking to prepare for rostered ministry.
 - 3) To offer guidance to candidates for church vocations throughout their preparation for entry into active service as rostered ministers.
 - 4) To provide such financial assistance as is needed and available for persons preparing for rostered leadership.
 - 5) To examine and make appropriate decisions concerning persons seeking to be restored to rosters of the church through this synod in accordance with ELCA guidelines.
 - c. This committee shall function in accordance with the candidacy guidelines of the ELCA.
- S11.11.09. The Campus Ministry Committee shall assist and support the church's ministry in institutions of higher education on the synodical territory.
- a. This committee shall consist of the bishop of this synod or the bishop's representative and at least six additional members, ordained ministers and laypersons. Committee members shall be appointed by the bishop of this synod with the approval of the Synod Council to three-year terms, such that the terms of one-third of the committee members expire each year. No appointee shall serve more than two terms so that no appointee shall serve more than six years consecutively.

- b. This committee shall represent the synod, in partnership with the appropriate Churchwide unit, in assisting and furthering the church's ministry in institutions of higher education.
- c. Specific duties of this committee shall be:
 - 1) To inform the constituency about the needs and extent of campus ministry.
 - 2) To consider the financial aspects of its responsibility and to make budgetary recommendations to the Synod Council for consideration by the synod in assembly.
 - 3) To secure from the congregations of the synod the names and addresses and other helpful data of Lutheran students and faculty in colleges, universities, hospital schools for nurses, professional or technical schools, normal or preparatory schools, and forwarding such information to the appropriate persons and/or agencies designated for contact and spiritual nurture.
 - 4) To cooperate with similar committees throughout the region.

S11.11.10.

The Specialized Pastoral Care Committee will support ministries in chaplaincy, pastoral counseling and clinical education (MPCCE).

- a. This committee shall consist of the bishop of this synod or the bishop's representative and up to six additional members, ordained ministers and laypersons. Committee members shall be appointed by the bishop of this synod with the approval of the Synod Council to three-year terms, such that the terms of one-third of the committee members expire each year. No appointee shall serve more than two terms so that no appointee shall serve more than six years consecutively.
- b. The purpose of this committee shall be to assist the bishop and the synod, in cooperation with other Evangelical Lutheran Church in America synods, Churchwide units, synod committees, and ecumenical and accrediting organizations in matters regarding calls, expectations, support, program resourcing, advocacy, standards and relationships to rostered ministers who minister in specialized pastoral care.
- c. This committee shall function in accordance with policies adopted by the Synod Council for rostered ministers in specialized pastoral care.

Chapter 12.

**CONFERENCES, CLUSTERS, COALITIONS,
AREA SUBDIVISIONS, AND NETWORKS**

†S12.01. This synod may establish conferences, clusters, coalitions, area subdivisions, and networks as appropriate within its territory and in collaboration with other synods and entities, as specified in the bylaws and continuing resolutions. The purpose of such groupings shall be to foster interdependent relationships for missional purposes among congregations, synods, the churchwide organization, and other affiliates.

S12.01.01. There shall be conferences for the purpose of recommending members for election to the Synod Council, enriching pastoral care, and enhancing relations and fellowship within small groups. The conferences will be named and designated as set forth in a Continuing Resolution.

S12.01.02. For the purpose of electing members to the Synod Council, certain conferences shall be grouped together as clusters. The clusters will be named and designated as set forth in a Continuing Resolution.

S12.01.A23 A congregation shall belong to only one conference. Congregations may change from one conference to another upon approval from synod council.

a. The name of cluster and conferences are as follows:

<i>Western</i>	<i>Blue Ridge</i>	<i>Friendship Lutheran Church</i>	<i>Taylorsville</i>
<i>Western</i>	<i>Blue Ridge</i>	<i>Reformation Evangelical Lutheran Church</i>	<i>Taylorsville</i>
<i>Western</i>	<i>Blue Ridge</i>	<i>St. John's Lutheran Church</i>	<i>Taylorsville</i>
<i>Western</i>	<i>Blue Ridge</i>	<i>St. Luke Lutheran Church</i>	<i>Taylorsville</i>
		<i>Holy Communion Evangelical Lutheran</i>	
<i>Western</i>	<i>Blue Ridge</i>	<i>Church</i>	<i>Banner Elk</i>

<i>Western</i>	<i>Blue Ridge</i>	<i>Bethany Evangelical Lutheran Church</i>	<i>Boone</i>
<i>Western</i>	<i>Blue Ridge</i>	<i>Grace Evangelical Lutheran Church</i>	<i>Boone</i>
<i>Western</i>	<i>Blue Ridge</i>	<i>Philadelphia Evangelical Lutheran Church</i>	<i>Granite Falls</i>
<i>Western</i>	<i>Blue Ridge</i>	<i>St. John's Evangelical Lutheran Church</i>	<i>Hudson</i>
<i>Western</i>	<i>Blue Ridge</i>	<i>St. John's Lutheran Church</i>	<i>Lenoir</i>
<i>Western</i>	<i>Blue Ridge</i>	<i>St. Mark's Evangelical Lutheran Church</i>	<i>Lenoir</i>
<i>Western</i>	<i>Blue Ridge</i>	<i>St. Stephen's Evangelical Lutheran Church</i>	<i>Lenoir</i>
<i>Western</i>	<i>Blue Ridge</i>	<i>Calvary Lutheran Church</i>	<i>Morganton</i>
<i>Western</i>	<i>Blue Ridge</i>	<i>Church Of The Savior L-Ep</i>	<i>Newland</i>
<i>Western</i>	<i>Blue Ridge</i>	<i>Mt Hebron Lutheran Church</i>	<i>Hildebran</i>
<i>Western</i>	<i>Catawba</i>	<i>Ebenezer Lutheran Church</i>	<i>Catawba</i>
<i>Western</i>	<i>Catawba</i>	<i>St. Mark's Evangelical Lutheran Church</i>	<i>Claremont</i>
<i>Western</i>	<i>Catawba</i>	<i>Faith Evangelical Lutheran Church</i>	<i>Conover</i>
<i>Western</i>	<i>Catawba</i>	<i>Mt Zion Evangelical Lutheran Church</i>	<i>Conover</i>
<i>Western</i>	<i>Catawba</i>	<i>St. Luke's Lutheran Church</i>	<i>Conover</i>
<i>Western</i>	<i>Catawba</i>	<i>St. Timothy Lutheran Church</i>	<i>Conover</i>
<i>Western</i>	<i>Catawba</i>	<i>Bethany Evangelical Lutheran Church</i>	<i>Hickory</i>
<i>Western</i>	<i>Catawba</i>	<i>Bethlehem Evangelical Lutheran Church</i>	<i>Hickory</i>
<i>Western</i>	<i>Catawba</i>	<i>Holy Trinity Evangelical Lutheran Church</i>	<i>Hickory</i>
<i>Western</i>	<i>Catawba</i>	<i>Messiah Lutheran Church</i>	<i>Hickory</i>
<i>Western</i>	<i>Catawba</i>	<i>Mt Olive Evangelical Lutheran Church</i>	<i>Hickory</i>
<i>Western</i>	<i>Catawba</i>	<i>Mt Pisgah Lutheran Church</i>	<i>Hickory</i>
<i>Western</i>	<i>Catawba</i>	<i>Sardis Evangelical Lutheran Church</i>	<i>Hickory</i>
<i>Western</i>	<i>Catawba</i>	<i>St. Andrew's Evangelical Lutheran Church</i>	<i>Hickory</i>
<i>Western</i>	<i>Catawba</i>	<i>St. Stephens Lutheran Church</i>	<i>Hickory</i>
<i>Western</i>	<i>Catawba</i>	<i>Unity Evangelical Lutheran Church</i>	<i>Hickory</i>
<i>Western</i>	<i>Catawba</i>	<i>Zion Evangelical Lutheran Church</i>	<i>Hickory</i>
<i>Western</i>	<i>Catawba</i>	<i>Beth Eden Evangelical Lutheran Church</i>	<i>Newton</i>
<i>Western</i>	<i>Catawba</i>	<i>Old St Paul Evangelical Lutheran Church</i>	<i>Newton</i>
<i>Western</i>	<i>Catawba</i>	<i>St. Paul Church/Startown</i>	<i>Newton</i>
		<i>Amazing Grace Evangelical Lutheran</i>	
<i>Western</i>	<i>Catawba</i>	<i>Church</i>	<i>Granite Falls</i>
<i>Western</i>	<i>Smoky Mtn</i>	<i>St. Andrew Lutheran Church</i>	<i>Andrews</i>
<i>Western</i>	<i>Smoky Mtn</i>	<i>Lutheran Church of the Nativity</i>	<i>Arden</i>
<i>Western</i>	<i>Smoky Mtn</i>	<i>St. Mark's Evangelical Lutheran Church</i>	<i>Asheville</i>
		<i>The Lutheran Church of The Good</i>	
<i>Western</i>	<i>Smoky Mtn</i>	<i>Shepherd</i>	<i>Brevard</i>
		<i>Messiah Of The Mountains Lutheran</i>	
<i>Western</i>	<i>Smoky Mtn</i>	<i>Church</i>	<i>Burnsville</i>
<i>Western</i>	<i>Smoky Mtn</i>	<i>Living Waters Lutheran Mission – SAWC</i>	<i>Cherokee</i>
<i>Western</i>	<i>Smoky Mtn</i>	<i>Abiding Savior Lutheran Church</i>	<i>Fairview</i>
<i>Western</i>	<i>Smoky Mtn</i>	<i>Grace Evangelical Lutheran Church</i>	<i>Hendersonville</i>
<i>Western</i>	<i>Smoky Mtn</i>	<i>Church Of The Holy Family</i>	<i>Highlands</i>
		<i>Grace Mountainside Lutheran/Episcopal</i>	
<i>Western</i>	<i>Smoky Mtn</i>	<i>Fellowship</i>	<i>Robbinsville</i>

Western	Smoky Mtn	Shepherd Of The Hills Lutheran Church	Sylva
Western	Southwestern	St. John's Evangelical Lutheran Church	Cherryville
Western	Southwestern	St. Mark's Evangelical Lutheran Church	Cherryville
Western	Southwestern	St. Paul's Evangelical Lutheran Church	Crouse
Western	Southwestern	Bethphage Lutheran Church	Lincolnton
Western	Southwestern	Daniels Evangelical Lutheran Church	Lincolnton
Western	Southwestern	Emmanuel Evangelical Lutheran Church	Lincolnton
Western	Southwestern	Holy Cross Lutheran Church	Lincolnton
Western	Southwestern	Salem Lutheran Church	Lincolnton
Western	Southwestern	Advent Lutheran Church	Spindale
Western	Southwestern	Cedar Grove Evangelical Lutheran Church	Vale
Western	Southwestern	Trinity Lutheran Church	Vale
Western	Southwestern	Resurrection Evangelical Lutheran Church	Kings Mountain
Western	Southwestern	St. Matthew's Evangelical Lutheran Church	Kings Mountain
Western	Southwestern	The Evangelical Lutheran Church of the Ascension	Shelby
Western	Southwestern	Holy Communion Lutheran Church	Dallas
Western	Southwestern	Philadelphia Evangelical Lutheran Church	Dallas
Western	Southwestern	St. Paul's Evangelical Lutheran Church	Dallas
Western	Southwestern	Lutheran Chapel Evangelical Church	Gastonia
Western	Southwestern	Lutheran Church of The Redeemer	Gastonia
Central	Cabarrus/Stanley	First Lutheran Church	Albemarle
Central	Cabarrus/Stanley	Calvary Lutheran Church	Concord
Central	Cabarrus/Stanley	Christ Concord	Concord
Central	Cabarrus/Stanley	Cold Water Lutheran Church	Concord
Central	Cabarrus/Stanley	Mt Hermon Evangelical Lutheran Church	Concord
Central	Cabarrus/Stanley	St. James Evangelical Lutheran Church	Concord
Central	Cabarrus/Stanley	St. John's Lutheran Church	Concord
Central	Cabarrus/Stanley	St. Martin Lutheran Church	Concord
Central	Cabarrus/Stanley	St. Stephen's Evangelical Lutheran Church	Gold Hill
Central	Cabarrus/Stanley	Kimball Memorial Evangelical Lutheran Church	Kannapolis
Central	Cabarrus/Stanley	Lutheran Church of the Holy Trinity	Mount Pleasant
Central	Cabarrus/Stanley	Mount Gilead Evangelical Lutheran Church	Mount Pleasant
Central	Cabarrus/Stanley	Mount Olive Evangelical Lutheran Church	Mount Pleasant
Central	Cabarrus/Stanley	St. Martin's Lutheran Church	Oakboro
Central	Cabarrus/Stanley	St. Enoch Evangelical Lutheran Church	Kannapolis
Central	Cabarrus/Stanley	Mt Zion Evangelical Lutheran Church	Richfield
Central	Mecklenburg/Union	A Mighty Fortress Lutheran Church	Charlotte
Central	Mecklenburg/Union	Advent Lutheran Church	Charlotte

Central	Mecklenburg/Union	Christ Evangelical Lutheran Church	Charlotte
Central	Mecklenburg/Union	Christ, South (AWS)	Charlotte
Central	Mecklenburg/Union	Emmaus – SAWC	Charlotte
Central	Mecklenburg/Union	Holy Trinity Evangelical Lutheran Church	Charlotte
Central	Mecklenburg/Union	Living Saviour Lutheran Church	Charlotte
Central	Mecklenburg/Union	St. Luke's Evangelical Lutheran Church	Charlotte
Central	Mecklenburg/Union	St. Mark's Evangelical Lutheran Church	Charlotte
Central	Mecklenburg/Union	St. Thomas Evangelical Lutheran Church	Charlotte
Central	Mecklenburg/Union	Community In Christ Lutheran Church	Cornelius
Central	Mecklenburg/Union	Cross & Crown Lutheran Church	Matthews
Central	Mecklenburg/Union	Morning Star Evangelical Lutheran Church	Matthews
Central	Mecklenburg/Union	Amazing Grace Evangelical Lutheran Church	Waxhaw
Central	Mecklenburg/Union	Evangelical Lutheran Church of The Good Shepherd	Mount Holly
Central	Mecklenburg/Union	St. Mark's Evangelical Lutheran Church	Mooresville
Central	Mecklenburg/Union	Lutheran Church of The Holy Comforter	Belmont
Central	Northern Piedmont	Alamance Lutheran Church	Alamance
Central	Northern Piedmont	Macedonia Evangelical Lutheran Church	Burlington
Central	Northern Piedmont	St. Paul's Evangelical Lutheran Church	Burlington
Central	Northern Piedmont	Friedens Evangelical Lutheran Church	Gibsonville
Central	Northern Piedmont	Christ Lutheran Church	Greensboro
Central	Northern Piedmont	First Evangelical Lutheran Church	Greensboro
Central	Northern Piedmont	Prince of Peace Lutheran Church	Greensboro
Central	Northern Piedmont	The Lutheran Church of Our Father	Greensboro
Central	Northern Piedmont	Coble's Evangelical Lutheran Church	Julian
Central	Northern Piedmont	Grace Evangelical Lutheran Church	Liberty
Central	Northern Piedmont	Low's Evangelical Lutheran Church	Liberty
Central	Northern Piedmont	Holy Trinity Evangelical Lutheran Church	Reidsville
Central	Rowan	Ebenezer Evangelical Lutheran Church	China Grove
Central	Rowan	Lutheran Chapel Church	China Grove
Central	Rowan	Mt Moriah Evangelical Lutheran Church	China Grove

<i>Central</i>	<i>Rowan</i>	<i>St. Mark's Evangelical Lutheran Church</i>	<i>China Grove</i>
<i>Central</i>	<i>Rowan</i>	<i>Lebanon Evangelical Lutheran Church</i>	<i>Cleveland</i>
<i>Central</i>	<i>Rowan</i>	<i>Wittenberg Evangelical Lutheran Church</i>	<i>Granite Quarry</i>
<i>Central</i>	<i>Rowan</i>	<i>St. Luke's Lutheran Church</i>	<i>Mount Ulla</i>
<i>Central</i>	<i>Rowan</i>	<i>Luther's Evangelical Lutheran Church</i>	<i>Richfield</i>
<i>Central</i>	<i>Rowan</i>	<i>New Bethel Lutheran Church</i>	<i>Richfield</i>
<i>Central</i>	<i>Rowan</i>	<i>St. James Evangelical Lutheran Church</i>	<i>Rockwell</i>
<i>Central</i>	<i>Rowan</i>	<i>Bethel Evangelical Lutheran Church</i>	<i>Salisbury</i>
<i>Central</i>	<i>Rowan</i>	<i>Gloria Dei Evangelical Lutheran Church</i>	<i>Salisbury</i>
<i>Central</i>	<i>Rowan</i>	<i>Grace Evangelical Lutheran Church</i>	<i>Salisbury</i>
<i>Central</i>	<i>Rowan</i>	<i>Haven Evangelical Lutheran Church</i>	<i>Salisbury</i>
<i>Central</i>	<i>Rowan</i>	<i>Messiah Evangelical Lutheran Church</i>	<i>Salisbury</i>
<i>Central</i>	<i>Rowan</i>	<i>Prince of Peace Lutheran Church</i>	<i>Salisbury</i>
<i>Central</i>	<i>Rowan</i>	<i>St. John's Evangelical Lutheran Church</i>	<i>Salisbury</i>
<i>Central</i>	<i>Rowan</i>	<i>St. Peter's Lutheran Church</i>	<i>Salisbury</i>
<i>Central</i>	<i>Rowan</i>	<i>Calvary Evangelical Lutheran Church</i>	<i>Spencer</i>
<i>Central</i>	<i>Rowan</i>	<i>Amity Lutheran Church</i>	<i>Cleveland</i>
<i>Central</i>	<i>Rowan</i>	<i>Sharon Evangelical Lutheran Church</i>	<i>Statesville</i>
<i>Central</i>	<i>Rowan</i>	<i>St. Paul Evangelical Lutheran Church</i>	<i>Statesville</i>
<i>Central</i>	<i>Yadkin</i>	<i>Emmanuel Evangelical Lutheran Church</i>	<i>High Point</i>
<i>Central</i>	<i>Yadkin</i>	<i>St. Michael Lutheran Church</i>	<i>High Point</i>
<i>Central</i>	<i>Yadkin</i>	<i>Shiloh Evangelical Lutheran Church</i>	<i>Lewisville</i>
<i>Central</i>	<i>Yadkin</i>	<i>Augsburg Evangelical Lutheran Church</i>	<i>Winston Salem</i>
<i>Central</i>	<i>Yadkin</i>	<i>Christ Evangelical Lutheran Church</i>	<i>Winston Salem</i>
<i>Central</i>	<i>Yadkin</i>	<i>Christ's Beloved Community - SAWC</i>	<i>Winston Salem</i>
<i>Central</i>	<i>Yadkin</i>	<i>The Dwelling - SAWC</i>	<i>Winston-Salem</i>
<i>Central</i>	<i>Yadkin</i>	<i>The Evangelical Lutheran Church of the Epiphany</i>	<i>Winston Salem</i>
<i>Central</i>	<i>Yadkin</i>	<i>St. Andrew Lutheran Church</i>	<i>Mount Airy</i>
<i>Central</i>	<i>Yadkin</i>	<i>Christ Evangelical Lutheran Church</i>	<i>Jonesville</i>
<i>Central</i>	<i>Yadkin</i>	<i>Holy Cross Lutheran Church</i>	<i>Mocksville</i>
<i>Central</i>	<i>Yadkin</i>	<i>Becks Evangelical Lutheran Church</i>	<i>Lexington</i>
<i>Central</i>	<i>Yadkin</i>	<i>First Evangelical Lutheran Church</i>	<i>Lexington</i>
<i>Central</i>	<i>Yadkin</i>	<i>Holly Grove Evangelical Lutheran Church</i>	<i>Lexington</i>
<i>Central</i>	<i>Yadkin</i>	<i>Pilgrim Evangelical Lutheran Church</i>	<i>Lexington</i>
<i>Central</i>	<i>Yadkin</i>	<i>St. Luke Evangelical Lutheran Church</i>	<i>Lexington</i>
<i>Central</i>	<i>Yadkin</i>	<i>The Arbor</i>	<i>Lexington</i>
<i>Central</i>	<i>Yadkin</i>	<i>Grace Lutheran Church</i>	<i>Thomasville</i>
<i>Central</i>	<i>Yadkin</i>	<i>Our Saviour's Lutheran Church</i>	<i>Welcome</i>
<i>Eastern</i>	<i>Coastal Plains</i>	<i>Shepherd Of The Sea Lutheran Church</i>	<i>Atlantic Beach</i>
<i>Eastern</i>	<i>Coastal Plains</i>	<i>Good Shepherd Lutheran Church</i>	<i>Elizabeth City</i>
<i>Eastern</i>	<i>Coastal Plains</i>	<i>Good Shepherd Evangelical Lutheran Church</i>	<i>Goldsboro</i>

		<i>Our Redeemer Evangelical Lutheran Church</i>	<i>Greenville</i>
<i>Eastern</i>	<i>Coastal Plains</i>	<i>St. Timothy Evangelical Lutheran Church</i>	<i>Havelock</i>
<i>Eastern</i>	<i>Coastal Plains</i>	<i>Prince of Peace Evangelical Lutheran Church</i>	<i>Kinston</i>
<i>Eastern</i>	<i>Coastal Plains</i>	<i>St. Andrew Lutheran Church</i>	<i>New Bern</i>
<i>Eastern</i>	<i>Coastal Plains</i>	<i>Trinity Lutheran Church</i>	<i>Rocky Mount</i>
			<i>Southern</i>
<i>Eastern</i>	<i>Coastal Plains</i>	<i>Emmanuel Evangelical Lutheran Church</i>	<i>Shores</i>
<i>Eastern</i>	<i>Coastal Plains</i>	<i>Ascension Lutheran Church</i>	<i>Wilson</i>
<i>Eastern</i>	<i>South Coastal</i>	<i>The Lutheran Church of Our Savior</i>	<i>Jacksonville</i>
		<i>Kure Memorial Evangelical Lutheran Church</i>	<i>Kure Beach</i>
<i>Eastern</i>	<i>South Coastal</i>	<i>St. Luke Evangelical Lutheran Church</i>	<i>Ocean Isle Beach</i>
<i>Eastern</i>	<i>South Coastal</i>	<i>Saint Peter Evangelical Lutheran Church</i>	<i>Southport</i>
		<i>Christ The King Lutheran Church / Grace Episcopal</i>	<i>Whiteville</i>
<i>Eastern</i>	<i>South Coastal</i>	<i>Lutheran Church of Reconciliation</i>	<i>Wilmington</i>
		<i>St. Matthew's Evangelical Lutheran Church</i>	<i>Wilmington</i>
<i>Eastern</i>	<i>South Coastal</i>	<i>St. Paul's Evangelical Lutheran Church</i>	<i>Wilmington</i>
<i>Eastern</i>	<i>South Coastal</i>	<i>Water of Life Lutheran Church</i>	<i>Wilmington</i>
<i>Eastern</i>	<i>South Coastal</i>	<i>St. Paul Evangelical Lutheran Church</i>	<i>Hamlet</i>
<i>Eastern</i>	<i>South Coastal</i>	<i>The Lutheran Church of the Living Word</i>	<i>Laurinburg</i>
<i>Eastern</i>	<i>South Coastal</i>	<i>St. Mark's Lutheran Church</i>	<i>Lumberton</i>
<i>Eastern</i>	<i>Triangle</i>	<i>Christ The King Lutheran Church</i>	<i>Cary</i>
<i>Eastern</i>	<i>Triangle</i>	<i>Holy Trinity Evangelical Lutheran Church</i>	<i>Chapel Hill</i>
<i>Eastern</i>	<i>Triangle</i>	<i>Arbol de Vida Lutheran Church – SAWC</i>	<i>Durham</i>
<i>Eastern</i>	<i>Triangle</i>	<i>Christus Victor Lutheran Church</i>	<i>Durham</i>
<i>Eastern</i>	<i>Triangle</i>	<i>Church of The Abiding Savior</i>	<i>Durham</i>
<i>Eastern</i>	<i>Triangle</i>	<i>South Durham Connections – SAWC</i>	<i>Durham</i>
<i>Eastern</i>	<i>Triangle</i>	<i>Our Savior Lutheran Church</i>	<i>Durham</i>
<i>Eastern</i>	<i>Triangle</i>	<i>St. Paul's Evangelical Lutheran Church</i>	<i>Durham</i>
		<i>Abiding Presence Evangelical Lutheran Church</i>	<i>Fuquay Varina</i>
<i>Eastern</i>	<i>Triangle</i>	<i>Lord of Life Lutheran Church</i>	<i>Garner</i>
<i>Eastern</i>	<i>Triangle</i>	<i>Good Shepherd Lutheran Church</i>	<i>Raleigh</i>
<i>Eastern</i>	<i>Triangle</i>	<i>Grace Lutheran Church</i>	<i>Raleigh</i>
<i>Eastern</i>	<i>Triangle</i>	<i>Holy Trinity Evangelical Lutheran Church</i>	<i>Raleigh</i>
<i>Eastern</i>	<i>Triangle</i>	<i>St. Philip Evangelical Lutheran Church</i>	<i>Raleigh</i>
<i>Eastern</i>	<i>Triangle</i>	<i>St. James Evangelical Lutheran Church</i>	<i>Fayetteville</i>
<i>Eastern</i>	<i>Triangle</i>	<i>Trinity Evangelical Lutheran Church</i>	<i>Sanford</i>
<i>Eastern</i>	<i>Triangle</i>	<i>Our Saviour Lutheran Church</i>	<i>Southern Pines</i>

- S12.01.03.** Every rostered minister on the official rosters of this synod shall be a member of the same Conference as the congregation in which he or she holds membership. Rostered ministers of the synod residing outside the territorial bounds of the synod may be assigned a conference connection by the bishop of the synod.
- S12.01.04.** The Bishop may appoint a dean for each conference to serve a two year term. Deans shall be rostered ministers. Persons appointed as dean will be eligible for re-appointment.
- S12.01.05.** In the event of a vacancy in the office of dean, the bishop shall appoint a Minister of Word and Sacrament to fill the unexpired term.
- S12.01.06.** The dean shall assist the bishop of this synod in giving pastoral care to the rostered ministers and support to congregations in the conference. The dean shall provide communications to the bishop, Synod Council and Synod Assembly as requested. The dean shall provide such other assistance to the bishop as may from time to time be required.
- S12.01.07.** Each conference cluster shall hold a biennial meeting of its rostered ministers and lay voting members of its congregations, for fellowship, worship, nominations, review of upcoming assembly business, and conversation related to shared ministries.
- S12.01.08.** Special meetings of the conference may be called by the bishop of this synod, or by the dean of the conference following consultation with the bishop of this synod, or shall be called by the dean of the conference upon request of one-fifth of the congregation councils' of the conference. The bishop of this synod or the bishop's appointee may attend the conference meetings and may be an advisory member.
- S12.01.09.** A conference may adopt for itself any rules and regulations not in conflict with the constitution and bylaws of this synod.

Chapter 13.

CONGREGATIONS

- †**S13.01.** Each congregation, except those certified as congregations of the Evangelical Lutheran Church in America by the uniting churches, prior to being listed in the roster of congregations of this synod, shall adopt the *Model Constitution for Congregations* or one acceptable to this synod that is not in contradiction to the constitution and bylaws of the Evangelical Lutheran Church in America.
- a. **New congregations.** A congregation newly formed by this church and any congregation seeking recognition and reception by this church shall:
 - 1) Accept the criteria for recognition and reception as a congregation of this church, fulfill the functions of the congregation, and accept the governance provisions as provided in Chapter 9 of the constitution and bylaws of this church.
 - 2) Adopt governing documents that include fully and without alterations the Preamble, Chapter 1, where applicable, and all required provisions of Chapters 2, 3, 4, 5, 6, 7, 8, 9, 15, 16, 17, 18, and 19 in the *Model Constitution for Congregations* consistent with requirements of the constitutions, bylaws, and continuing resolutions of this church. Bylaws and continuing resolutions, appropriate for inclusion in these chapters and not in conflict with these required provisions in the *Model Constitution for Congregations*, the constitution of this synod, or the *Constitution, Bylaws, and Continuing Resolutions of the Evangelical Lutheran Church in America*, may be adopted as described in Chapters 17 and 18 of the *Model Constitution for Congregations*.
 - 3) Accept the commitments expected of all congregations of this church as stated in *C6.01., *C6.02., and *C6.03. of the *Model Constitution for Congregations*.
 - b. **Congregations from another church body.** If a congregation is a member of another church body, the leadership of the congregation first should consult with the appropriate authorities of that church body before taking action to leave its current church body. After such consultation, leaders of the congregation should contact the ELCA synod bishop or staff where the congregation is located. The synod bishop or synod staff where the transferring or independent congregation is located shall confer with the congregation to assure its understanding and acceptance of commitment to and affiliation with this church.
 - c. **Recognition and reception.** Recognition and reception into this church of transferring or independent congregations by the Evangelical Lutheran Church in America is based on the judgment of the synod and action by the synod through the Synod Council and Synod Assembly. The synod bishop shall provide for prompt reporting of such additions to the secretary of this church for addition to the roster of congregations.
- S13.01.01.** All proposed changes in the constitution of a congregation shall be submitted to the Synod Council for approval. Following the adoption of an amendment to the constitution of a congregation, the secretary of the

congregation shall forward a copy of the constitution with the amendments, including the bylaws and continuing resolutions, to the Synod Council. Such copy shall be signed and dated by the congregation officers. The submitted document shall be in compliance with the most recent “Model Constitution for Congregations of the Evangelical Lutheran Church in America.” The amendment shall go into effect only upon receipt of official notice from the Synod Council that such amendment is not in conflict with the constitution and bylaws of the Evangelical Lutheran Church in America or of the synod.

S13.01.02. A congregation shall be incorporated.

†**S13.02.** It shall be the responsibility of each congregation of this synod to elect from among its voting members laypersons to serve as members of the Synod Assembly as well as persons to represent it at meetings of any conference, cluster, coalition, or other area subdivision of which it is a member. Normatively, congregations should hold elections prior to each regular meeting of the Synod Assembly. The number of persons to be elected by each congregation and other qualifications shall be as prescribed in guidelines established by this synod.

S13.11. When a rostered minister resigns, the Congregation Council shall receive the letter of resignation, report it to the congregation, and at once notify the bishop of this synod.

S13.11.01 The congregation shall seek the advice and counsel of the bishop of the synod during the call process and until the vacancy is filled

S13.12. A congregation under financial obligation to its former rostered minister shall make satisfactory settlement of the obligation before calling a successor.

†**S13.20.** A congregation considering a relocation shall confer with the bishop of the synod in which it is territorially located and the appropriate unit of the churchwide organization before any steps are taken leading to such action. The approval of the Synod Council shall be received before any such action is effected.

†**S13.21.** A congregation considering development of an additional site to be used regularly for worship shall confer with the bishop of the synod in which it is territorially located and the appropriate unit of the churchwide organization before any steps are taken leading to such action.

†**S13.22.** Each congregation of the Evangelical Lutheran Church in America within the territory of this synod, except those which are in partnership with the Slovak Zion Synod, shall establish and maintain a relationship with this synod.

†**S13.23.** Provision 9.71. of the constitution of this church shall govern the relationship of this synod and a congregation of this synod regarding the property of the congregation. This synod may transfer or convey property to a congregation of the synod, subject to restrictions accepted by the congregation, including provision that if the Synod Council, in its sole and exclusive discretion, determines (1) that the property is not being used to serve the mission and ministry needs of this church, or (2) that the congregation has transferred, encumbered, mortgaged, or in any way burdened or impaired any right, title, or interest in the property without the prior approval of the Synod Council, then title to the property shall revert to the synod, and the congregation, upon written demand, shall re-convey the property to the synod.

†**S13.24.** The Synod Council, itself or through trustees appointed by it, may take charge and control of the property of a congregation of this synod to hold, manage, and convey the same on behalf of this synod, if any of the following apply:

- a. The congregation has disbanded, ceased to worship, or otherwise ceased to exist as a congregation.
- b. The congregation has abandoned its property.
- c. The remaining members of the congregation decide that it is no longer possible to function as a congregation or that they are unable to provide required governance.
- d. The Synod Council determines that the membership of a congregation has become so scattered or so diminished in numbers that it cannot provide required governance or that it has become impractical for the congregation to fulfill the purposes for which it was organized.
- e. The Synod Council determines that it is necessary for this synod to protect and preserve the congregation’s property from waste and deterioration.

The congregation shall have the right to appeal any such decision to the next Synod Assembly.

S13.25. This synod may temporarily assume administration of a congregation upon its request or with its concurrence. Such synod administration shall continue only so long as necessary to complete the purposes for which it was requested by the congregation or until the congregation withdraws consent to continued administration.

S13.30. Discipline

†**S13.31.** Congregations and members of congregations are subject to discipline in accordance with the provisions of Chapter 20 of the *Constitution, Bylaws, and Continuing Resolutions of the Evangelical Lutheran Church in America*. The synod’s involvement in and responsibility for such disciplinary processes shall be as set forth in that chapter.

S13.40. Synod-authorized Worshiping Communities

S13.41. Authorized worshipping communities, acknowledged under criteria, policies, and procedures approved by the Church Council of the Evangelical Lutheran Church in America, shall accept and adhere to the Confession of Faith and Statement of Purpose of this church, shall be served by leadership under the criteria of this church, and shall be subject to the discipline of this church.

S13.41.01 The status of a SAWC shall be reviewed every three years with approval by synod council for continuing as a SAWC.

Chapter 14.

ROSTERED MINISTERS

S14.10. Ministers of Word and Sacrament

†**S14.11.** The time and place of the ordination of those persons properly called to ministry in this synod shall be authorized by the bishop of this synod.

†**S14.12.** Consistent with the faith and practice of the Evangelical Lutheran Church in America,

a. Every minister of Word and Sacrament shall:

- 1) preach the Word;
- 2) administer the sacraments;
- 3) conduct public worship;
- 4) provide pastoral care;
- 5) seek out and encourage qualified persons to prepare for the ministry of the Gospel;
- 6) impart knowledge of this church and its wider ministry through available channels of effective communication;
- 7) witness to the Kingdom of God in the community, in the nation and abroad; and
- 8) speak publicly to the world in solidarity with the poor and oppressed, advocating dignity, justice, and equity for all people, working for peace and reconciliation among the nations, caring for the marginalized, and embracing and welcoming racially and ethnically diverse populations.

b. Each pastor with a congregational call shall, within the congregation:

- 1) offer instruction, confirm, marry, visit the sick and distressed, and bury the dead;
- 2) relate to all schools and organizations of the congregation;
- 3) install regularly elected members of the Congregation Council;
- 4) with the council, administer discipline;
- 5) endeavor to increase the support given by the congregation to the work of the churchwide organization and of this synod; and
- 6) encourage adherence to covenantal relationship with this church as expressed in the *Constitutions, Bylaws, and Continuing Resolutions of the Evangelical Lutheran Church in America*.

S14.13. The pastor (a) shall keep accurate records of all baptisms, confirmations, marriages, burials, communicants, members received, members dismissed, or members excluded from the congregation, (b) shall submit a summary of such statistics annually to this synod, and (c) shall become a member of the congregation upon receipt and acceptance of the letter of call. In a parish of multiple congregations, the pastor shall hold membership in one of the congregations.

S14.14. Whenever members of a congregation move to such a distance that regular attendance at its services becomes impractical, it shall be the duty of the pastor to commend them, upon their consent, to the pastoral care of a congregation nearer to their place of residence.

S14.15. Each minister of Word and Sacrament on the roster of this synod shall submit a report of ministry to the bishop of the synod at least 90 days prior to each regular meeting of the Synod Assembly.

†**S14.16.** When a congregation of this church desires to call a pastor or a candidate for the ministry of Word and Sacrament of this church:

- a. Each congregation of this synod shall consult the bishop of this synod before taking any steps leading to the extending of a call to a prospective pastor.
- b. For issuance of a letter of call to a pastor or candidate by a congregation of this synod in accord with ELCA constitutional provision 7.41., a two-thirds vote shall be required of voting members of the congregation present and voting at a meeting regularly called for the purpose of issuing such a call.
- c. When the congregation has voted to issue a call to a prospective pastor, the letter of call shall be submitted to the bishop of this synod for the bishop's signature.

S14.17. No minister of Word and Sacrament shall accept a call without first conferring with the bishop of this synod. A minister of Word and Sacrament shall respond with an answer of acceptance or declination to a letter of call within 30 days of receipt of such call. In exceptional circumstances with the approval of the bishop of this synod and the president of the Congregation Council of the congregation issuing the call, an additional 15 days may be granted to respond to a letter of call.

†S14.18. The provisions for termination of the mutual relationship between a minister of Word and Sacrament and a congregation shall be as follows:

- a. The call of a congregation, when accepted by a pastor, shall constitute a continuing mutual relationship and commitment which shall be terminated only by the pastor's death or, following consultation with the synod bishop, for any of the following reasons:
 - 1) mutual agreement to terminate the call or the completion of a call for a specific term;
 - 2) resignation of the pastor, which shall become effective, unless otherwise agreed, no later than 30 days after the date on which it was submitted;
 - 3) inability to conduct the pastoral office effectively in that congregation in view of local conditions;
 - 4) inability to conduct the pastoral office effectively in view of disability or incapacity of the pastor;
 - 5) suspension of the pastor through discipline for more than three months;
 - 6) resignation or removal of the pastor from the roster of Ministers of Word and Sacrament of this church;
 - 7) termination of the relationship between this church and the congregation;
 - 8) dissolution of the congregation or the termination of a parish arrangement; or
 - 9) suspension of the congregation through discipline for more than six months.
- b. When allegations of disability or incapacity of the pastor under paragraph a.4) above, or ineffective conduct of the pastoral office under paragraph a.3) above, have come to the attention of the bishop of this synod,
 - 1) the bishop, who has sole discretion, may investigate such conditions personally together with a committee of two rostered ministers and one layperson, or
 - 2) when such allegations have been brought to the synod's attention by an official recital of allegations by the Congregation Council or by a petition signed by at least one-third of the voting members of the congregation, the bishop personally shall investigate such conditions together with a committee of two rostered ministers and one layperson.
- c. In case of alleged disability or incapacity under paragraph a.4) above, the bishop's committee shall obtain and document competent medical opinion concerning the pastor's condition. When a disability or incapacity is evident to the committee, the bishop of this synod may declare the pastorate vacant. When the pastorate is declared vacant, the Synod Council shall list the pastor on the roster of Ministers of Word and Sacrament with disability status. Upon resumption of the ability to conduct the office effectively, the bishop shall take steps to enable the pastor to resume the ministry, either in the congregation last served or in another appropriate call.
- d. In the case of alleged local difficulties that imperil the effective functioning of the congregation under paragraph a.3) above, the bishop's committee shall endeavor to hear from all concerned persons, after which the bishop together with the committee shall present their recommendations first to the pastor and then to the congregation. The recommendations of the bishop's committee must address whether the pastor's call should come to an end and, if so, may suggest appropriate severance arrangements. The committee may also propose other actions that should be undertaken by the congregation and by the pastor, if appropriate. If the pastor and congregation agree to carry out such recommendations, no further action need be taken by the synod.
- e. If either party fails to assent to the recommendations of the bishop's committee concerning the pastor's call, the congregation may dismiss the pastor only at a legally called meeting after consultation with the bishop, either (a) by a two-thirds vote of the voting members present and voting where the bishop and the committee did not recommend termination of the call, or (b) by a majority vote of the voting members present and voting where the bishop and the committee recommended termination of the call.
- f. If, in the course of proceedings described in paragraph c. or paragraph d. above, the bishop's committee concludes that there may be grounds for disciplinary action, the committee shall make recommendations concerning disciplinary action in accordance with the provisions of this church's constitution, bylaws, and continuing resolutions.

S14.18.01. The procedure to be followed when a pastor resigns shall be:

- a. An ordained minister desiring to resign shall consult with the bishop of synod and send a letter of resignation to the congregation council with copies to the bishop of synod and the dean of the conference.

†S14.19. Ministers of Word and Sacrament shall respect the integrity of the ministry of congregations which they do not serve and shall not exercise ministerial functions therein unless invited to do so by the pastor, or if there is no duly called pastor, then by the interim pastor in consultation with the Congregation Council.

†S14.21. The records of all baptisms, confirmations, marriages, burials, communicants, members received, members transferred or dismissed, members who have become inactive, or members excluded from the congregation shall be kept accurately and permanently. They shall remain the property of each congregation. At the time of the closure of a congregation, such records shall be sent to the regional archives. The secretary of the congregation shall attest to the bishop of this synod that such records have been placed in the secretary's hands in good order by a departing pastor before:

- a. installation in another call, or
 - b. approval of a request for change in roster status.
- †S14.22. The pastor shall make satisfactory settlement of all financial obligations to a former congregation before:
- a. installation in another call, or
 - b. approval of a request for change in roster status.
- †S14.23. During service to a congregation, an interim pastor shall have the rights and duties in the congregation of a regularly called pastor. The interim pastor may delegate the same in part to an interim supply pastor with the consent of the bishop of this synod. The interim pastor and any rostered minister who may assist shall refrain from exerting influence in the selection of a pastor. Upon completion of service, the interim pastor shall certify to the bishop of this synod that the congregation records, for the period for which the interim pastor was responsible, are in order.
- †S14.24. With the approval of the synod bishop expressed in writing, which sets forth a clear statement of the purpose to be served by such a departure from the normal rule of permanency of the call as expressed in †S14.18., a congregation may call a pastor for a specific term. Details of such calls shall be in writing setting forth the purpose and conditions involved. Prior to the completion of a term, the bishop of this synod or a representative of the bishop shall meet with the pastor and representatives of the congregation for a review of the call. Such call may also be terminated before its expiration in accordance with the provisions of †S14.18.
- S14.25. All ministers of Word and Sacrament under a call shall attend meetings of the Synod Assembly, and the pastors of congregations shall also attend the meetings of the conference, cluster, coalition, or other area subdivision to which the congregation belongs.
- S14.30. Ministers of Word and Service**
- †S14.31. The time and place of the ordination of those persons properly called to ministry in this synod shall be authorized by the bishop of this synod.
- S14.31.02. The procedure to be followed when a deacon resigns shall be:
- a. A deacon desiring to resign shall consult with the bishop of synod and send a letter of resignation to the congregation council with copies to the bishop of synod and the dean of the conference.
- †S14.32. Consistent with the faith and practice of the Evangelical Lutheran Church in America, every minister of Word and Service shall:
- a. Be rooted in the Word of God, for proclamation and service;
 - b. Advocate a prophetic diakonia that commits itself to risk-taking and innovative service on the frontiers of the Church's outreach, giving particular attention to the suffering places in God's world;
 - c. Speak publicly to the world in solidarity with the poor and oppressed, advocating dignity, justice, and equity for all people, working for peace and reconciliation among the nations, caring for the marginalized, and embracing and welcoming racially and ethnically diverse populations;
 - d. Equip the baptized for ministry in God's world that affirms the gifts of all people;
 - e. Encourage mutual relationships that invite participation and accompaniment of others in God's mission;
 - f. Practice stewardship that respects God's gift of time, talents, and resources;
 - g. Be grounded in a gathered community for ongoing diaconal formation;
 - h. Share knowledge of this church and its wider ministry of the gospel, and advocate for the work of all expressions of this church; and
 - i. Identify and encourage qualified persons to prepare for ministry of the gospel.
- S14.33. The minister of Word and Service shall become a member of the congregation upon receipt and acceptance of the letter of call. In a parish of multiple congregations, the minister of Word and Service shall hold membership in one of the congregations.
- S14.34. Each minister of Word and Service on the roster of this synod shall submit a report of ministry to the bishop of the synod at least 90 days prior to each regular meeting of the Synod Assembly.
- †S14.41. When a congregation of this church desires to call a minister of Word and Service or a candidate for the ministry of Word and Service of this church:
- a. Each congregation of this synod shall consult the bishop of this synod before taking any steps leading to the extending of a call to a prospective minister of Word and Service.
 - b. For issuance of a letter of call to a minister of Word and Service or candidate by a congregation of this synod in accord with ELCA constitutional provision 7.71., a two-thirds vote shall be required of members of the congregation present and voting at a meeting regularly called for the purpose of issuing such a call.
 - c. When the congregation has voted to issue a call to a prospective minister of Word and Service, the letter of call shall be submitted to the bishop of this synod for the bishop's signature.
- S14.42. No minister of Word and Service shall accept a call without first conferring with the bishop of this synod. A minister of Word and Service shall respond with an answer of acceptance or declination to a letter of call within 30 days of receipt of such call. In exceptional circumstances with the approval of the bishop of this synod and the president of

the Congregation Council of the congregation issuing the call, an additional 15 days may be granted to respond to a letter of call.

- †S14.43. The provisions for termination of the mutual relationship between a minister of Word and Service and a congregation shall be as follows:
- a. The call of a congregation, when accepted by a minister of Word and Service, shall constitute a continuing mutual relationship and commitment which shall be terminated only by the deacon's death or, following consultation with the synod bishop, for any of the following reasons:
 - 1) mutual agreement to terminate the call or the completion of a call for a specific term;
 - 2) resignation of the minister of Word and Service, which shall become effective, unless otherwise agreed, no later than 30 days after the date on which it was submitted;
 - 3) inability to conduct the office effectively in that congregation in view of local conditions;
 - 4) inability to conduct the office effectively in view of disability or incapacity of the minister of Word and Service;
 - 5) suspension of the minister of Word and Service through discipline for more than three months;
 - 6) resignation or removal of the minister of Word and Service from the roster of Ministers of Word and Service of this church;
 - 7) termination of the relationship between this church and the congregation;
 - 8) dissolution of the congregation or the termination of a parish arrangement; or
 - 9) suspension of the congregation through discipline for more than six months.
 - b. When allegations of disability or incapacity of the minister of Word and Service under paragraph a.4) above, or ineffective conduct of the ministry of Word and Service under paragraph a.3) above, have come to the attention of the bishop of this synod,
 - 1) the bishop, who has sole discretion, may investigate such conditions personally together with a committee of two rostered ministers and one layperson, or
 - 2) when such allegations have been brought to the synod's attention by an official recital of allegations by the Congregation Council or by a petition signed by at least one-third of the voting members of the congregation, the bishop personally shall investigate such conditions together with a committee of two rostered ministers and one layperson.
 - c. In case of alleged disability or incapacity under paragraph a.4) above, the bishop's committee shall obtain and document competent medical opinion concerning the minister of Word and Service's condition. When a disability or incapacity is evident to the committee, the bishop of this synod may declare the position vacant. When the position is declared vacant, the Synod Council shall list the deacon on the roster of Ministers of Word and Service with disability status. Upon resumption of the ability to conduct the office effectively, the bishop shall take steps to enable the minister of Word and Service to resume the ministry, either in the congregation last served or in another appropriate call.
 - d. In the case of alleged local difficulties that imperil the effective functioning of the congregation under paragraph a.3) above, the bishop's committee shall endeavor to hear from all concerned persons, after which the bishop together with the committee shall present their recommendations first to the minister of Word and Service and then to the congregation. The recommendations of the bishop's committee address whether the minister of Word and Service's call should come to an end and, if so, may suggest appropriate severance arrangements. The committee may also propose other actions that should be undertaken by the congregation and by the minister of Word and Service, if appropriate. If the minister of Word and Service and congregation agree to carry out such recommendations, no further action need be taken by the synod.
 - e. If either party fails to assent to the recommendations of the bishop's committee concerning the minister of Word and Service's call, the congregation may dismiss the minister of Word and Service only at a legally called meeting after consultation with the bishop, either (a) by a two-thirds vote of the voting members present and voting where the bishop and the committee did not recommend termination of the call, or (b) by a majority vote of the voting members present and voting where the bishop and the committee recommended termination of the call.
 - f. If, in the course of proceedings described in paragraph c. or paragraph d. above, the bishop's committee concludes that there may be grounds for disciplinary action, the committee shall make recommendations concerning disciplinary action in accordance with the provisions of this church's constitution, bylaws, and continuing resolutions.
- †S14.44. Ministers of Word and Service shall respect the integrity of the ministry of congregations which they do not serve and shall not exercise ministerial functions therein unless invited to do so by the Congregation Council.
- †S14.45. The minister of Word and Service shall make satisfactory settlement of all financial obligations to a former congregation before:
- a. installation in another call, or
 - b. approval of a request for change in roster status.

- †S14.46. With the approval of the synod bishop expressed in writing, which sets forth a clear statement of the purpose to be served by such a departure from the normal rule of permanency of the call as expressed in †S14.43., a congregation may call a minister of Word and Service for a specific term. Details of such calls shall be in writing setting forth the purpose and conditions involved. Prior to the completion of a term, the bishop of this synod or a representative of the bishop shall meet with the minister of Word and Service and representatives of the congregation for a review of the call. Such call may also be terminated before its expiration in accordance with the provisions of †S14.43.
- S14.47. All ministers of Word and Service under a call shall attend meetings of the Synod Assembly, and the ministers of Word and Service of congregations shall also attend the meetings of the conference, cluster, coalition, or other area subdivision to which the congregation belongs.
- S14.48.01. The bishop of this synod may appoint various task groups related to the following areas for the support of active and retired rostered ministers:
- a. Support of new leaders.
 - b. Promotion of continuing education.
 - c. Coordination of opportunities for mutual support.
 - d. Preparation of compensation guidelines.

Chapter 15.

FINANCIAL MATTERS

- †S15.01. The fiscal year of this synod shall be February 1 through January 31.
- †S15.11. Since the congregations, synods, and churchwide organization are interdependent expressions that share in God's mission, all share in the responsibility to develop, implement, and strengthen the financial support of the whole church. The gifts and offerings of the members of the Evangelical Lutheran Church in America are given to support all parts of this church; thus the unity of this church should be evidenced in determining each part's share of the gifts and offerings. Therefore:
- a. The mission of this church beyond the congregation is to be supported by such a proportionate share of each congregation's annual budget as each congregation determines. This synod shall develop guidelines for determining "proportionate share," and shall consult with congregational leaders to assist each congregation in making its determination.
 - b. This synod shall receive the proportionate share of the mission support from its congregations, and shall transmit that percentage or amount of each congregation's mission support as determined in consultation with the churchwide organization and approved by the Synod Assembly as part of its budget consideration.
 - c. Should the Synod Assembly not approve the proportionate share of mission support determined in consultation with the churchwide organization, a new consultation with the churchwide organization shall take place. The Synod Council is authorized to amend the budget adopted by the Synod Assembly to reflect the results of this consultation.
- †S15.12. The annual budget of this synod shall reflect the entire range of its own activities and its commitment to supportive funding with other synods and the churchwide organization.
- S15.13. On the basis of estimated income, the Synod Council shall authorize expenditures within the budget for the fiscal year. Expenditure authorizations shall be subject to revision, in light of changing conditions, by the Synod Council.
- S15.14. Except when such procedure would jeopardize current operations, a reserve amounting to no more than 16 percent of the sum of the amounts scheduled in the next year's budget for regular distribution to synod causes shall be carried forward annually for disbursement in the following year in the interest of making possible a more even flow of income to such causes. The exact number of dollars to be held in reserve shall be determined by the Synod Council.
- S15.21. No appeal to congregations of this or any other synod of the Evangelical Lutheran Church in America for the raising of funds shall be conducted by congregations or organizations related to or affiliated with this synod without the consent of the Synod Assembly or the Synod Council.
- †S15.31. This synod shall arrange to have an annual audit of its financial records conducted by a certified public accountant firm recommended by the synod Audit Committee and approved by the Synod Council. The audited annual financial report shall be submitted by this synod to the churchwide Office of the Treasurer and to the congregations of this synod.
- †S15.32. This synod shall maintain adequate, continuous insurance coverage in accordance with standards recommended by the churchwide organization. Insurance programs offered or endorsed by the churchwide organization shall be deemed to fulfill this obligation.

S15.40.01. Properties

S15.40.02. The synod shall have the authority to delegate the right to hold title to real or personal property to a corporation established by the synod for a specific purpose or purposes; to trustees as may be required under a will or trust agreement, to institutions wholly or partially owned by the synod; and to such other persons or organizations as may be for the best interest of the synod. All such delegated authority shall be approved by the Synod Council and be reported to and become a part of the minutes of synod.

Chapter 16.

INDEMNIFICATION

- †S16.01. Subject to the limitations and duties imposed by law, each person who is or was made or threatened to be made a party to any proceeding by reason of the present or former capacity of that person as a Synod Council member, officer, employee, or committee member of this synod shall be indemnified against all costs and expenses incurred by that person in connection with the proceeding. Indemnification of any person by reason of that person's capacity as a director, officer, employee, or committee member of any other organization, regardless of its form or relationship to this synod, is subject to the provisions of †S16.02.
- a. The term "proceeding" means a threatened, pending, or completed lawsuit, whether civil or criminal, an administrative or investigative matter, arbitration, mediation, alternative dispute resolution, or any other similar legal or governmental action. Except as otherwise required by law, the term "proceeding" does not include (a) any action by this synod against the individual seeking indemnification, or (b) subject to †S16.04., a disciplinary hearing or related process described in Chapter 20 of the *Constitution, Bylaws, and Continuing Resolutions of the Evangelical Lutheran Church in America*.
- b. The term "indemnification" includes reimbursement and advances of costs and expenses for judgments, penalties, fines, settlements, excise taxes, reasonable attorneys' fees, disbursements, and similar required expenditures.
- †S16.02. Whenever a person who, while a Synod Council member, officer, committee member, or employee of this synod, is or was serving at the request of this synod as (or whose duties in that position involve or involved service in the capacity of) a director, officer, partner, trustee, employee, or agent of another organization, is or was made or threatened to be made a party to a proceeding by reason of such capacity, then such person shall be entitled to indemnification only if (a) the Synod Council has established a process for determining whether a person serving in the capacity described in this section shall be entitled to indemnification in any specific case, and (b) that process has been applied in making a specific determination that such person is entitled to indemnification.
- †S16.03. This synod may purchase and maintain insurance on behalf of itself or any person entitled to indemnification pursuant to this chapter against any liability asserted against and incurred by this synod or by such other person in or arising from a capacity described in †S16.01. or †S16.02.
- †S16.04. When written charges against a rostered minister of this church are made in disciplinary proceedings under Chapter 20 of the *Constitution, Bylaws, and Continuing Resolutions of the Evangelical Lutheran Church in America* by the synod bishop or when written charges against a congregation are made in disciplinary proceedings by the Synod Council or the synod bishop, and the discipline hearing committee determines that no discipline shall be imposed, then if such determination is not reversed or set aside on appeal, indemnification shall be made by the synod to the accused for reasonable attorney's fees and other reasonable expenses related to the defense of the charges. The determination of the reasonableness of such fees and expenses shall be made by the Synod Council.

Chapter 17.

CONSULTATION AND ADJUDICATION

- †S17.01. The synod bishop and the Executive Committee of the Synod Council shall be available to give counsel when disputes arise within this synod.
- †S17.02. The synod bishop and the Executive Committee of the Synod Council shall receive expressions of concern from rostered ministers of this church, congregations, and organizations within this synod; provide a forum in which the parties concerned can seek to work out matters causing distress or conflict; and make appropriate recommendations for their resolution. When a concern relates directly to the synod bishop, the synod vice president will lead the Executive Committee's efforts at resolving the matter. When the matter at issue cannot be resolved in this manner, applicable procedures for investigation, decision, appeal, and adjudication shall be followed. Allegations or charges that could lead to the discipline of a rostered minister of this church shall not be addressed by the Executive Committee but shall be resolved through the disciplinary process set forth in the *Constitution, Bylaws, and Continuing Resolutions of the Evangelical Lutheran Church in America*.
- †S17.03. When there is disagreement between or among congregations of this synod on a substantive issue that cannot be resolved by the parties, the council of an affected congregation may petition the synod bishop for a consultation after informing the

other affected congregation(s) of its intent to do so. If this consultation fails to resolve the issue, the bishop shall refer the matter to the Consultation Committee of the synod, which shall undertake efforts to find an appropriate solution. If the Consultation Committee's efforts fail to resolve the issue(s), the entire matter shall be referred to the Synod Council for adjudication by whatever process the council deems necessary. The decision of the Synod Council shall be final.

†S17.04. When conferences, clusters, coalitions, or area subdivisions of this synod have a disagreement on a substantive issue that they cannot resolve, the aggrieved party or parties may petition the synod bishop and the Executive Committee of the Synod Council requesting a consultation after informing the other affected parties of their intent to do so. In this case the decision of the Executive Committee shall prevail, except that, upon the motion of a member of the Synod Council, the decision shall be referred to the Synod Council for final action.

†S17.10. **Adjudication in a Congregation**

†S17.11. When there is disagreement between or among factions within a congregation on a substantive issue which cannot be resolved by the parties, members of the congregation may petition the synod bishop for consultation after informing the president of the Congregation Council of their intent to do so. The synod bishop shall seek a timely resolution of the dispute. If the issue relates directly to the pastor, the bishop may begin the process in †S14.18.d. In all other matters, if the bishop's consultation fails to resolve the issue, the bishop shall refer the matter to the Consultation Committee of the synod, which shall undertake efforts to find an appropriate solution. If the Consultation Committee's efforts fail to resolve the dispute, the entire matter shall be referred to the Synod Council for adjudication by whatever process the council deems necessary. The Synod Council's decision shall be final.

Chapter 18.

AMENDMENTS, BYLAWS, AND CONTINUING RESOLUTIONS

†S18.10. **Amendments to Constitution**

†S18.11. Certain sections of this constitution incorporate and record therein required provisions of the constitution and bylaws of this church. If such provisions are amended by the Churchwide Assembly, corresponding amendments shall be introduced at once into this constitution by the secretary of this synod upon receipt of formal certification thereof from the secretary of the Evangelical Lutheran Church in America.

†S18.12. Whenever the secretary of the Evangelical Lutheran Church in America officially informs this synod that the Churchwide Assembly has amended the *Constitution for Synods*, this constitution may be amended to reflect any such amendment by a majority vote at any subsequent meeting of the Synod Assembly without presentation at a prior Synod Assembly. An amendment that is identical to a provision of the *Constitution for Synods* shall be deemed to have been ratified upon its adoption by this synod. The Church Council, through the secretary of this church, shall be given prompt notification of its adoption.

†S18.13. Other amendments to this constitution may be adopted by this synod through either of the following procedures:

- Introduced with the support of at least 6 voting members and having been approved by a two-thirds vote of the voting members present and voting at a regular meeting of the Synod Assembly, an amendment may be adopted unchanged by a two-thirds vote at the next regular meeting of the Synod Assembly.
- The Synod Council may propose an amendment, with notice to be sent to the congregations of this synod at least six months prior to the next regular meeting of the Synod Assembly. Such an amendment shall require for adoption a two-thirds vote of the voting members present and voting at such a regular meeting of the Synod Assembly.

All such amendments shall become effective upon ratification by the Churchwide Assembly or by the Church Council.

†S18.20. **Amendments to Bylaws**

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

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

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

2024 and 2025 Synod Ministry Budget Profile—Proposed

I. Revenue

- Mission Support Monies received from congregations and individuals specified as mission support.
- Investment Income These are funds that distributed to the synod from the NC Synod Foundation for monies we have invested.
- Interest Income Bank interest received on certain synod accounts.
- Grant Income Each year we anticipate receiving a certain amount of grant income. These grants may come from the synod foundation or other sources.
- Appropriated Reserves These funds allow the synod to offset the budget by up to \$100,000 if the synod's expenses run behind at year's end when looking at revenue and expenses. These funds are not used in a year where the synod office spends less than it brings in.
- 2019 Surplus These are funds from the 2019 revenue over expenses that had not been used so they are being moved into the 2024-25 budgets.
- Lefler Trust Transfer This is a trust in which the synod receives funds annually to be distributed based on the terms of the trust.
- Heilig Fund Transfer This money comes from the Synod Foundation and is used to purchase relevant resources for the resource center.
- PPP Loan Transfer Though we expended our PPP loan, we moved some funds to a time that we would need them. We are not putting those funds into the 2024-25 budget.
- Building Sales We have received some property from the closure of congregations. The sale of those properties is where these funds come from
- Participant Fees These are fees for things like Advanced Lay Ministry retreats and Fall Convocation.

II. General Expenses Found in Each Category

The following line items are found in each category of the budget. They are shared among the priorities of our vision and are represented below as 75% to Vital Congregations & Healthy Leaders, 15% to Collaboration, and 10% to Prophetic Voice.

- Compensation and Benefits Provides salary, housing, retirement contributions, and insurance for the bishop, the bishop's staff, program, and support staff.
- Travel Provides funds to pay the travel costs of the bishop and staff in the conduct of their responsibilities incurred in providing pastoral care, services to vacant congregations, program assistance to congregations and other services.
- Auto Provides funds to maintain safe, reliable vehicles for bishop and staff travel. Covers maintenance and insurance for four synod-owned vehicles.
- Communications The communications team offers communication technology and current topical information to synod congregations and their leaders.
- Computer Expenses Provides computer systems, network maintenance, hardware, and software upgrades.
- Synod Council Provides for travel, meals, and lodging for the members of Synod Council and NC Synod staff to attend three meetings during the year.
- Capital Replacement These funds are set aside and accumulate over time to cover large expenses due to aging, wear, and obsolescence.

- Building Maintenance/Expenses Provides for maintenance of the synod office (utilities, cleaning, yard work, supplies, furnishings, repairs and service, insurance).
- Office Expense Provides telephone service, office supplies, service contracts on machines, purchase of new equipment, mailings, and for the audit of the treasurer's books.
- Miscellaneous Provides for unforeseen events and expenses.

III. Vital Congregations and Whole & Healthy Leaders

- Coaching New to the budget in 2020, these funds will provide a leadership coach for rostered ministers in the synod in transition to a new call. This will all for 10 sessions of coaching in the first year of the new call. Additionally, funds will cover training for current and new coaches.
- Call Process Provides for the training of congregational call committees, materials, and training call process trainers.
- Campus Ministry Supports the work of 14 campus ministries throughout North Carolina including leadership and program costs.
- Candidacy (Rostered and Advanced Lay Ministries) Provides for shepherding candidates aspiring to professional ministry by funding career testing/evaluation, annual candidates' retreat, endorsement panel visits, and financial aid to N.C. students for support of their theological education. Students get \$4000 per academic year. Advanced lay ministries currently include the lay preaching program and Synod Authorized Ministry program. Those programs are centered around retreats and gatherings to train lay persons to serve congregations across the synod.
- Conference Deans Provides for expenses of the conference deans when they gather at the synod office and expenses associated with their annual retreat.
- Heilig Resource Center (HRC) Expenses include library supplies, audio/visual equipment, postage for shipping, and periodical subscriptions, along with new resource purchases.
- Fall Convocation Provides for the annual gathering at Lutheridge for both rostered and lay leadership in the NC Synod including costs of presenters, educators, synod staff, and facilities.
- Racial Justice Network These funds are used to support the Racial Justice Network. They will be used to help members of the network learn and grow through events, posts, and articles.
- All Races One Church Our vision of vital congregations led us to an understanding that some congregations don't have the same opportunities to be as vital as others. Due to this, the synod commits these monies annually to go directly to communities of color in the synod in order for us to live into our vision of all of our congregations having the opportunity to be vital.
- Holy Innovations In a fast-changing landscape, these funds allow for new ideas fostering creativity and innovation.
- Children, Youth, and Family These funds will allow us to have support for youth and children programs like LYO, YouthQuake, Lent Kits, and help us have funds to support our children and youth ministers. This does not pay for the people who are serving in those roles as that is part of the compensation line above.
- Leadership and Discipleship These funds provide resources for rostered ministers, including trainings, retreats, and continuing education events. Additionally, this line-item provides continuing education scholarships for rostered ministers.
- Boundary Training Provides boundary training for rostered and lay leaders serving in congregations. All rostered ministers are required to receive boundary training once every three years. This also provides for counseling in cases of misconduct where counseling is deemed helpful.

- Specialized Pastoral Care Provides funds to assist pastors in ministries of specialized pastoral care so they may grow a network of mutual support and learning.
- Engage the Bible Funds the work of this team including summer reading programs and the Tell It! Video contest with the Lutheran Youth Organization.
- Stewardship Covers funds for the synod to participate in Stewardship for All Seasons and provides scholarships for congregations to participate.
- Continuing Education and Spiritual Guidance and Renewal Provides funds for continuing education for synod office employees.

IV. Collaboration

- ELCA Mission Support Gifts shared with the ELCA churchwide expression make possible growth in evangelical outreach especially as we partner in mission starts. A public church that witnesses boldly to God's love for all that God has created; this support deepens and extends our global, ecumenical, and interfaith relationships for the sake of God's mission and it assists this church in bringing forth and supporting faithful, wise, and courageous leaders whose vocations serve God's mission. Our current giving to the ELCA is 35 % of Mission Support.
- ELCA Region 9 Half of 1% of Mission Support goes towards the work we do together as Region 9 particularly in leadership development and formation. The synods of Region 9 are: Caribbean, Florida-Bahamas, Southeastern, South Carolina, Virginia, and North Carolina.
- Agape+Kure Beach Ministries serves congregations and individuals as a powerful partner in faith formation in two unique places apart for rest, renewal and spiritual growth through summer, retreat, and environmental education programs.
- Crumley Archives Enables membership in the Crumley (Region 9) Archives where many of the synod's historical records are stored and professionally restored.
- Lenoir-Rhyne University Located in Hickory, LRU is a dynamic community of learning providing programs of undergraduate, graduate, and continuing study.
- Lutheran Family Services Every year, LFS works to bring healing and wholeness to thousands of children, adults, families, and communities through accredited human service programs. LFS is part of Lutheran Services Carolinas but is separately incorporated and funds are given to both distinct parts of the LSC mission.
- Lutheran Services for the Aging LSA serves from Arden to Wilmington through its health care, residential, and home and community-based services, which include nursing homes, assisted living residences, retirement communities, low-income housing, adult day care, and geriatric care management, as well as information and referral services. Again, LFS is part of Lutheran Services Carolinas, but is separately incorporated and funds are given to both distinct parts of the LSC mission.
- Lutheran Theological Southern Seminary The seminary is a professional school of theology which prepares leaders in ministry for service in this church.
- North Carolina Council of Churches Provides support for the council, enabling its twenty-five member judicatories and eight member congregations to work together on issues of Christian unity, social justice, compassion, and peace.
- Novus Way It is the mission of Novus Way Ministries to provide programs, opportunities, and places apart where all people can experience a Christ-centered community, be transformed through relationships with God and God's creation, and be equipped for ministry at their four sites.

- Twin Lakes This retirement community, located in Burlington, provides services including skilled and intermediate nursing home care, independent living apartments and villas, day care for elderly, and in-home homemaker services. Twin Lakes asks for no budgeted funds, but to remain a stated partner of the NC Synod.

V. Prophetic Voice

- Ecumenical Provides for the committee to meet, engage in dialogue, programming, and leadership as we pursue deeper relationships with ecumenical and interfaith partners.
- Global Mission Promotes the Companion Synod Program of the ELCA, specifically the collaboration between the North Carolina Synod and the Lutheran Church of Papua New Guinea-Yabim District and La Iglesia Luterana Costarricense (The Costa Rican Lutheran Church).
- Multicultural and African Descent Strategy Provides for program development, workshops, and outside resources to promote inclusiveness and diversity throughout the synod.
- New Starts and Redevelopments Provides for the continued planting of new Lutheran communities in North Carolina. Additionally, funds support redevelopment congregations and vitality efforts throughout the state.
- Social Justice and Advocacy Provides programmatic funds and support for events like advocacy days.

PROPOSED MISSION SUPPORT REQUEST FORMULA
2024-2025 Fiscal Year

10% of regular giving

It is Synod Council's goal to help congregations move toward proportionate giving based on resources. Realizing that for many congregations this growth process will take years, we propose the 2024-2025 formula. If your giving is below the current formula, we encourage you to take intermediate steps of increasing annually by 1% until you reach the 10% goal.

The official 2024-2025 request, based on the approved formula, will be calculated by the synod office, and mailed to congregations in October each year.

We give thanks for everyone's generosity that allows the body of Christ to do more together than we could individually.

2024 Recommended Compensation Guidelines Narrative—Proposed

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Summary of 2024 Guidelines

The 2024 Recommended Compensation Guidelines has taken on some changes from past years. The salary charts did change in these guidelines—keep in mind that the rostered minister should receive an increase for years of service and the cost of insurance goes up annually and those costs are covered by the organization. The compensation task force looked at previous guidelines and other synods' guidelines in the preparation of these guidelines. It was decided that our guidelines should set a standard for what is expected. When considering increases, the determination was made that the guidelines should be increased based on current inflation statistics and trends. We are moving back to a percentage increase since all the other Region 9 synods use a percentage. Our percentage increase is 1.75% per year.

Preface

The development of the compensation guidelines continues to be a challenge as we are working to set guidelines for the entire synod. These guidelines are recommended and should be followed to the best of your ability. These guidelines will help support your rostered minister and help them to be cared for while in ministry in your context. Always keep in mind that compensation guidelines are designed to be a minimum compensation for the rostered minister.

Rostered Minister Roles and Considerations

Rostered Ministers

This document refers to *rostered ministers*. The term refers to the ministers of the ELCA serving in the public ministries of this church. The two categories are Ministers of Word and Sacrament and Ministers of Word and Service. Ministers of Word and Sacrament are also referred to as pastors or chaplains. The Ministers of Word and Service roster are referred to as deacons.

Senior Pastor

A senior pastor leads and supervises a staff with multiple rostered ministers and/or pastors. This person is generally supervising other rostered ministers. With that in mind, consideration should be given to giving the pastor more compensation for increased duties not seen in other calls. Most senior pastors have larger congregations and additional challenges with supervising multiple full-time positions.

Solo Pastor

A solo pastor is a pastor who does not have another pastor with them on staff. They may or may not be the only full time staff member of the congregation. This can be a challenging and lonely experience as they are responsible for nearly everything that happens within the congregation. Special consideration should be given to these pastors.

Associate Pastor

Associate Pastors are generally under the supervision of the senior pastor of the congregation. This person should be afforded all the compensation outlined in the compensation guidelines. Just because someone is an associate pastor does not mean they should not be paid at the guideline or have the same vacation and benefits as other pastors on staff.

Shared Call Pastor

Pastors in a shared call are pastors who are serving more than one congregation at one time. This presents unique challenges and opportunities. Pastors in these situations will have to balance time at and with more than one congregation and hold multiple services weekly due to being at multiple congregations. A shared call pastor still receives all benefits as outlined in the compensation guidelines.

Part Time Pastor

Part time pastors are pastors serving a congregation who cannot afford a full time pastor. These pastors are generally working some approximate amount of time with that congregation. It could be as little as 25% time or up to 75% time generally. With that in mind, the congregation must understand that the part time pastor may have other job(s) to supplement their income. It is recommended that the congregation and rostered minister work together to figure out how the hours and time will be split. It is

important for the congregation to understand and live into the fact that their pastor is only part time. One way to do that, is to consider having a supply pastor from time to time to give your part time pastor a break.

Specialized Call Pastor

There are several specialized calls pastors. Those calls include campus ministry, military chaplaincy, hospital/nursing home chaplaincy and the like. Keep in mind those rostered ministers should still be afforded all the same compensation and benefits as outlined in these guidelines. Just because someone is working with a particular set of people does not change the fact that ministry will continue to have challenges moving forward and the rostered minister should be compensated as such.

Rostered Couple

Rostered couples are a unique and important gift to the church. As a general rule, each should be treated by the congregation as separate individuals for all compensation related issues. However, every effort should be made to allow and encourage rostered couples to coordinate their schedules so that they are able, if they desire, to take days off and vacations together.

Deacon

Deacons are those who are serving on the word and service roster of the church. Deacons work in a varied capacity based on the congregation or agency & institution. Many times, you will see a deacon working in youth ministry, music, or another part of the congregation. Keep in mind, all the above outlined information holds true for them as well. Deacons are to be compensated based on the guidelines and have the same benefits as other rostered staff members. Deacons are eligible for housing allowance based on North Carolina state law. All provisions outlined above would apply.

First Call Pastor

First Call pastors are those pastors directly out of seminary. They have completed all the coursework and internship requirements to be a pastor. These pastors are new to being a pastor. Keep in mind there are certain education requirements for first call pastors that are outlined below. If your congregation cannot afford a first call pastor, considering other options is a must. To find out more about your options please contact Pastor CeCee Mills, Assistant to the Bishop, at the synod office.

First Call Theological Education (FCTE)

First Call Theological Education is a program which requires that each seminary graduate participate in structured theological education throughout the first three years of rostered ministry. This structured education is intended to enhance the quality of the transition from seminary to parish and to ensure that the newly rostered minister makes this transition firmly grounded in Word and Sacrament.

In order to accomplish this task, programs shall give special attention to three areas:

- i. Ministerial Identity: the personal development of spiritual discipline, rostered minister identity, and leadership style.
- ii. Discernment of the Context: the life of the particular congregation in its local and regional settings.
- iii. Ministerial Skills and Practice: the overall enhancement of ministerial skills and integration of various facets of ministry.

Time spent in FCTE shall count as time devoted to continuing education, and the funds in the continuing education fund may be used for FCTE.

Defined Compensation

Defined Compensation is made up of only a few items: the salary, housing, and social security allowance. That is what the salary guidelines are based on. It does not include other benefits such as health insurance through Portico Benefit Services, retirement, disability, group life, professional expenses, continuing education, etc. It is important to note all those things should be provided for the minister on top of the salary. Keep in mind that all benefits through Portico are derived from using the Defined Compensation.

Salary

This is the amount each minister receives not counting the housing allowance or social security allowance. These funds are taxable and should be noted as such on year end W-2.

Housing

Each minister is to be paid a housing allowance or provided with a parsonage. The housing allowance shall be an amount agreed upon by the minister and the congregation. It may be up to 100% of the salary but keep in mind that the recommended amount for a full-time call would not exceed 50%. The allowance should reflect the cost of taxes, rent or mortgage payments, repairs, utilities, furniture, fixtures, appliances, and maintenance. The cost of housing should be calculated based on typical housing costs in the church community where the minister serves. Fair rental value including utilities and taxes is a guide toward determining this. In order for a housing allowance to be excluded for income tax purposes the minister must justify that the allowance is being spent for specific housing related items and does not exceed fair rental value. The minister is encouraged to consult with a tax professional to ensure compliance with the Internal Revenue Code. The council must annually approve and note in their official minutes housing allowances for each rostered minister in order that they be legally excluded from income for IRS reporting purposes.

Social Security

Ministers of Word and Sacrament and Ministers of Word and Service are considered self-employed for self-employment SECA tax. An amount that approximates the congregation's (employer's) share of the FICA tax paid for other staff is included in the charts for minister compensation. To calculate the SECA tax multiply the Defined Compensation by 0.9235 and then multiply by 0.765.

Housing Equity Allowance Fund (For pastors in a parsonage only)

When a congregation provides a parsonage, the minister having to live in a church-owned home has no opportunity to own a home and therefore, to build equity for retirement housing or when a new call is accepted, and it becomes necessary to purchase a home. The synod strongly encourages congregations to provide an equity allowance of at least 5% of the guideline salary for the applicable years of service. Portico of the ELCA provides a housing equity account that can be included in your benefits plan.

Minimum Cash Compensation

The compensation guidelines task force recommends a *Minimum Cash Compensation* instead of a minimum *salary* for ministers in order to overcome the wide disparities in the synod in total compensation. These guidelines for Ministers of Word and Sacrament rostered ministers include salary, housing allowance, and social security compensation.

We are aware that these guidelines may seem beyond the means of some congregations. If that is the case for your congregation, you will need to consider options such as not having a full time pastor, sharing a pastor, or other creative solutions. Congregations who cannot afford at least a first call pastor should reach out to Pastor CeCee Mills, Assistant to the Bishop, to discuss potential options as they enter into the call process.

The cash compensation figure should be seen as a “pie” which may be divided in whatever way seems fair and beneficial to the minister. Ministers may wish to maximize the housing allowance portion for tax purposes within the limits set by the Internal Revenue Service.

Tax Considerations

The tax laws regarding compensation, benefits, allowances, and expenses are increasingly complex, especially those regarding the Ministers of Word and Sacrament. These guidelines are not intended to provide tax or financial planning advice. Each congregation is encouraged to obtain expert and up-to-date guidance on specific issues they face on tax reporting issues, since the tax laws are constantly being revised. You are urged to seek advice from qualified tax professionals with clergy tax experience, since the guidelines are more unique for clergy related matters.

Benefit Recommendations

The North Carolina Synod guidelines for health coverage continues to be Gold+. Each congregation may work with their rostered minister in order to choose the health plan that helps both the ministers and the congregation/agency the most. The minimum guideline for retirement contributions is 12% of defined compensation. The guideline is to provide coverage for the minister and for spouse and children if other coverage is not available for them. Disability coverage is automatically a part of Portico’s plan. The coverage provides for 2/3 of the minister’s regular salary in the event of disability and becomes effective two months after the disability occurs. Life insurance coverage is automatically a part of Portico’s plan.

Retirement, Health & Disability Benefits

It is the expectation of the North Carolina Synod that all congregations and agencies provide retirement, health and disability benefits to its eligible rostered ministers. The current definition of an eligible rostered minister is one serving under call and working at least 15 hours per week for six or more months per year. If this definition is changed by Portico, then the definition specified by them will govern. It is encouraged, but not mandatory, that congregations and agencies and institutions fulfill this expectation by enrolling rostered ministers in the ELCA Benefits Program which includes retirement, medical, dental, disability and life insurance. Currently 95% of ELCA Ministers of Word and Sacrament are enrolled. If you choose to use other plans be sure that the coverage including retirement, disability, and group life are included and tax aspects of them are appropriate. Portico also offers flexible savings accounts (FSA), health reimbursement arrangements (HSA), dependent care flexible savings accounts, and optional life insurance, depending on the health plan chosen.

Other Benefit Expectations

1. **WORKWEEK** Church work requires a great deal of evening and weekend involvement. In order to set reasonable expectations for the rostered minister, it may be useful to think in terms of blocks of time. Each day may be divided into three blocks: morning, afternoon, and evening. A seven-day week consists of 21 time blocks. Working 14 or 15 of those segments, equaling approximately 45 hours, is suggested as the norm with the understanding that occasionally there may need to be additional time spent working, depending on the season of the church. Clearly defined expectations of time off are important for both the rostered minister and the congregation.
2. **VACATION** The need for annual vacation is self-evident. The congregation should provide a minimum of four weeks per year (encompassing four Sundays) of vacation with full pay. This does not include continuing education.
3. **SICK LEAVE** The NC Synod Sick Leave Policy calls for providing up to two (2) months of sick leave at full salary and social security/Medicare for rostered ministers. For ministers receiving a housing allowance, it should be continued. Those ministers living in a parsonage should continue at full salary, social security allowance, be allowed to remain in the parsonage, and if there is an equity allowance plan in effect all payments due to it during this period should be made.
 - a. The sick leave policy would cover only the first two months since the Portico disability plan begins coverage on the first day of the third month.
4. **PARENTAL/FAMILY LEAVE**
 - a. Parental leave following the birth of a child - 12 weeks of paid parental leave should be available to the parent primarily responsible for childcare. 8 weeks of paid parental leave is recommended for the second parent. The needs of each rostered minister and congregation may vary. It is recommended that the congregation pay full salary and benefits during this time.
 - b. Parental leave following adoption - The above guidelines apply to parents who are adopting children, with parental leave being available to a rostered minister who will be the primary or secondary caretaker.
 - c. Family leave at other times - Family leave may be granted by the congregation at other times, for example, during times of severe illness, trauma, or death of a child, spouse, or parent. The length of the leave and the salary and benefits which the congregation will provide the rostered minister should be negotiated by the rostered minister and the congregation.
5. **CONTINUING EDUCATION** It is expected that all rostered ministers complete at least 40 hours of continuing education programs that will enhance their skills and their ministry, which will then enrich the lives of those in their congregations annually. Each congregation or agency should provide at least 2 weeks (including Sundays) of paid educational leave each year. This leave is NOT to be counted as vacation time. In addition, each congregation or agency is expected to set aside in an educational fund a minimum of \$ 700 per year, which will be accumulated for a maximum of three (3) years to be used by the rostered minister for continuing education purposes. The rostered minister will contribute \$ 300 each year to this fund. Continuing Education days should not be paid out upon leaving a call. Unspent monies should be carried over until a maximum of \$2,100 is accumulated through the congregation.

6. SPIRITUAL GUIDANCE It is recommended that all rostered ministers be encouraged to have a spiritual guide during their time of call, with the cost of such a spiritual guide to be divided 2/3-1/3 between the congregation and the rostered minister.
7. SABBATICAL LEAVE From time to time a rostered minister may desire, and the congregation/agency may realize the need for, an extended period of time away from the parish or job for study, personal growth and reflection. Recognizing the importance of this extended time period, the NC Synod recommends that congregations and agencies consider sabbatical leaves as a privilege to be granted. Sabbaticals should only occur once someone has been in the same call for a minimum of 5 years and have at least 7 years of ministry.

Reimbursed Professional Expenses

1. AUTOMOBILE EXPENSES The costs associated with the rostered minister operating his/her personal vehicle while performing the functions of his/her office is a direct operating expense of the congregation or agency and is NOT salary. It must be a budgeted congregational operating expense. The rostered minister bears the burden of record keeping in each method.
 - a. Reimbursement of miles driven Reimbursement for actual business miles driven at the IRS established rate. The IRS rate changes periodically and at least annually. Please check the www.IRS.gov website to find the current rate.
 - b. Payment of a lump sum The congregation may choose to pay the rostered minister a lump sum per year, prorated to a monthly basis. The rostered minister must maintain accurate records of actual business mileage and provide that documentation to the IRS. Under this method, the entire lump sum is taxable. The rostered minister gets a deduction for actual expenses incurred. This method might be least preferred due to tax requirements.
2. BOOKS/PERIODICALS/RESOURCE MATERIALS The congregation or agency is encouraged to provide in its budget for the purchase of books and periodicals for the use of the minister and others. To eliminate the possibility of any or all of this expense item being taxed as income to the minister or others it is suggested that all purchases and subscriptions be entered in the name of the church or agency, The recommendation is for a minimum of \$300 annually.
3. CONFERENCE EXPENSES All rostered ministers are required to attend the Synod Assembly. Therefore, all expenses (travel, lodging, registration) should be paid by the congregation. Other meetings that should be covered might include the Fall Convocation, retreats and meetings for church business.

2024 Recommended Compensation Guidelines Charts—Proposed

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SUMMARY OF 2024 GUIDELINES

The 2024 Recommended Compensation Guidelines has taken on some changes from past years. The salary charts did change in these guidelines—keep in mind that the rostered minister should receive an increase for years of service and the cost of insurance goes up annually and those costs are covered by the organization. The compensation task force looked at previous guidelines and other synods' guidelines in the preparation of these guidelines. It was decided that our guidelines should set a standard for what is expected. When considering increases, the determination was made that the guidelines should be increased based on current inflation statistics and trends. We are moving back to a percentage increase since all the other Region 9 synods use a percentage. Our percentage increase is 1.75% per year.

PREFACE TO COMPENSATION CHARTS

The charts outlined below show what is recommended for compensation of your rostered minister. Keep in mind that these charts only show the defined compensation. Defined compensation is the total of housing, social security allowance (SECA), and salary. These are considered minimum standards and should not be viewed as maximum standards.

EXPLANATION OF THE COMPENSATION CHARTS

The endeavor to arrive at an amount of compensation which is both fair and appropriate for the rostered minister of a congregation involves the consideration of many factors, not the least of which is the rostered minister's years of service to the Church. Salary compensation amounts for the rostered minister vary as widely as the personalities of congregations. The needs and expectations could differ based upon the setting and type of ministry.

Some items to consider:

- 1) years of service in the ministry
- 2) relevant non-parish experience or degrees which can enhance a person's skills
- 3) the size of the congregation/average attendance
- 4) the effectiveness in meeting the challenges of ministry and achieving goals set by the mutual ministry or staff support committee
- 5) supervisory responsibilities for other program staff
- 6) the responsibilities of a senior minister
- 7) the challenges of a solo minister/working alone in a parish
- 8) advanced degrees that enhance a rostered minister's skills
- 9) additional certifications that can strengthen a ministry
- 10) completion of a residential year of clinical pastoral education
- 11) the cost of living in the local community that exceeds the average in the synod.
- 12) lack of support staff/increased workload
- 13) the challenges of a minister serving a multi-point parish

Lump Sum Guidance: In some cases, congregations choose to pay their minister with a set amount of monies and require the rostered minister to split out those funds accordingly. If that is the case, you will want to refer to the calculator on the Portico Benefits website to calculate how to split the compensation among salary, housing, and social security allowance portions.

Congregation Location Adjustment: In some cases, congregations are in parts of the state that have a higher cost of living than other parts of the state. It is recommended that congregations consider an increase of \$1,000 to \$2,000 annually if your congregation is in Asheville, Cary, Chapel Hill, Charlotte, Durham, Greenville, Jacksonville, Raleigh, Rocky Mount, Wilmington, Winston-Salem, Southport, Ocean Isle, and Kure Beach.

Worksheets: Worksheets to help determine costs for your rostered minister are now in Excel format and on the website: www.nclutheran.org. Use those worksheets to determine the total costs for employing your rostered minister.

NORTH CAROLINA SYNOD ELCA

2024 Ministers of Word and Sacrament Compensation Guidelines

Note: The guidelines offered here are based upon DEFINED COMPENSATION which consists of base salary, housing, and Self-Employment Tax compensation.

In addition to the numbers below, retirement, medical, dental, disability, and administration must be added to salary to reach total compensation. These items will normally range from 24% to 58% of base salary. The Portico website has easy to use calculator tools for this computation.

2024 PROPOSED		
Yrs. Of Service	Minister with Housing Allowance	Minister with Parsonage
Entry	60000	46700
1	61050	47750
2	62118	48818
3	63205	49905
4	64312	51012
5	65437	52137
6	66582	53282
7	67747	54447
8	68933	55633
9	70139	56839
10	71367	58067
11	72616	59316
12	73886	60586
13	75179	61879
14	76495	63195
15	77834	64534
16	79196	95896
17	80582	67282
18	81992	68692
19	83427	70127
20	84887	71587

For Word and Sacrament ministers beyond 20 years. Organizations should consider a 1.75% increase on each year of service beyond 20 years.

2024 Ministers of Word and Service Compensation Guidelines

Note: The guidelines offered here are based upon DEFINED COMPENSATION which consists of base salary, housing, and Self-Employment Tax compensation.

In addition to the numbers below, retirement, medical, dental, disability, and administration must be added to salary to reach total compensation. These items will normally range from 24% to 58% of base salary. The Portico website has easy to use calculator tools for this computation.

2024 PROPOSED

Years of Service	Minister with a masters	Minister without a masters
Entry	\$50,000	\$45,000
1	\$50,875	\$45,788
2	\$51,765	\$46,589
3	\$52,671	\$47,404
4	\$53,593	\$48,234
5	\$54,531	\$49,078
6	\$55,485	\$49,937
7	\$56,456	\$50,810
8	\$57,444	\$51,700
9	\$58,449	\$52,604
10	\$59,472	\$53,525
11	\$60,513	\$54,462
12	\$61,572	\$55,415
13	\$62,649	\$56,385
14	\$63,746	\$57,371
15	\$64,861	\$58,375
16	\$65,996	\$59,397
17	\$67,151	\$60,436
18	\$68,327	\$61,494
19	\$69,522	\$62,570
20	\$70,739	\$63,665

For Word and Service ministers beyond 20 years. Organizations should consider a 1.75% increase on each year of service beyond 20 years.

EXAMPLE OF WORD & SACRAMENT MINISTER WITH A HOUSING ALLOWANCE

1) Minimum Cash Compensation for a minister with 12 years' experience:	\$ 73,886
2) \$73,886 x .9235. This is taxable wages	68,234
3) \$73,886 x .0765. This is the SECA	5,220
4) Determine Housing Allowance which is between 30% and 50% of Line 1	22,166
5) Whatever is left is the base salary	46,500

The totals of lines 3, 4, and 5 should be equal to that of line 1.

Remember that these figures should be shaped to your situation so that the housing component, the base salary, or the self-employment tax allowance may be larger or smaller than the figures we have used.

EXAMPLE OF WORD & SACRAMENT MINISTER WITH A PARSONAGE PROVIDED

Begin with the same Minimum Cash Compensation figure as a Minister with Housing Allowance (as above) and follow steps 1 through 4.

1) Minimum Cash Compensation for a minister with 12 years' experience:	\$ 73,886
2) \$73,886 x .9235. This is taxable wages	68,234
3) \$73,866 x .0765. This is the SECA	<u>5,220</u>
4) Determine Housing Allowance which is between 30% and 50% of Line 1	
\$73,866 X .30	22,166

Now go back to the table above and use the Minister with Parsonage value and subtract Lines 3 and 4 to determine the base salary.

5) Minimum Cash Compensation for a minister with 12 years' experience:	\$ 60,586
SECA	5,220
6) Whatever is left is the base salary	55,366

The minister's income tax is figured on the base salary plus the cash allowance for self-employment tax. The minister's self-employment tax (SECA) is figured on the base salary, plus the housing allowance or the fair rental value of the parsonage, plus the cash allowance for the self-employment tax.

Housing Equity Allowance Fund should be calculated using the appropriate experience level and using the Minister with Housing Allowance guideline times a rate of 5%.

e.g., Minimum Cash Compensation for a minister with 12 years of experience is \$73,886

$$\$73,886 \times .05 = \text{Housing Equity Allowance Fund of } \$3,694$$

1 **RESOLUTION REGARDING ROTH TAX OPTION FOR ELCA ROSTERED LEADERS**

2 WHEREAS, the ELCA desires to provide exceptional pension opportunities for its
3 leaders through Portico Benefit Services and

4
5 WHEREAS, the tax code of the United States permits the use and
6 implementation of both traditional and Roth tax considerations for individual
7 retirement contributions through 403b (Pension) programs, such as the
8 403b/Pension offered to ELCA leaders by Portico Benefit Services and

9
10 WHEREAS, ELCA leaders are currently only permitted traditional tax
11 consideration for their individual 403b/Pension retirement contributions and

12
13 WHEREAS, the Roth designated individual retirement contribution option may
14 provide preferred and favorable tax considerations to ELCA leaders who may
15 desire, by their own election, to utilize this option for some or all of their individual
16 403b/Pension retirement contributions within Portico Benefit Services and

17
18 WHEREAS, implementing a Roth option for ELCA leaders for their personal
19 elected retirement contributions could be provided at virtually no cost to Portico
20 Benefit Services, as this would involve Portico Benefit Services simply adding
21 this new Roth designation option as is already permitted and available
22 under the current US tax code and

23
24 WHEREAS, implementing the option for ELCA leaders will avail church leaders
25 of the opportunity to determine their preferred designation and most beneficial
26 tax treatment for their individual 403b/Pension contributions, whether traditional
27 or Roth,

28
29 THEREFORE BE IT RESOLVED that The North Carolina Synod, at its 2023 assembly
30 request that the addition of a Roth tax option for ELCA Leaders to consider for their
31 individually-elected retirement contributions within the 403/Pension be offered
32 by Portico Benefit Services; and

33
34 BE IT FURTHER RESOLVED that the assembly direct the Synod Council to

35 forward this resolution to the Church Council of the ELCA requesting that it recommend
36 that Portico Benefit Services implement the availability of this option for ELCA Leaders.

37

38 Signature: The Rev. Andrew Miller

39 Date: April 11, 2023 (and revised with his permission in a telephone conversation on May
40 19, 2023)

RESOLUTION REGARDING ACCESS TO ABORTION IN NORTH CAROLINA

In faithful witness to our communal discernment in the ELCA Social Statement on Abortion, <https://elca.org/Faith/Faith-and-Society/Social-Statements/Abortion>, adopted in 1991 and summarized in Bishop Eaton's June 24, 2022 message, https://www.elca.org/News-and-Events/8158?_ga=2.30027452.224583663.1675437363-1733743249.1659450466, we urge the North Carolina Synod of the ELCA to adopt the following resolution

WHEREAS, the decision of the US Supreme Court in *Dobbs v/ Jackson Women's Health Organization* (2022) assigns the regulation of access to abortion to state law; and

WHEREAS, recent action by the NC General Assembly repealed N.C. Gen. Stat. § 14-45.1 defining unlawful abortions in North Carolina and enacted N.C Gen. Stat. Ch. 90, Art. II making it unlawful to advise, procure, or cause a miscarriage or abortion after the 12th week of a woman's pregnancy, except in certain exceptional circumstances defined in the statute; and

WHEREAS, about one in four (24%) women will have an abortion by age 45 (Am J Public Health. 2017;107:1904-1909); and

WHEREAS, the ELCA Social Statement on Abortion provides the moral framework for its synods' and churches' communal discernment and ministry and

WHEREAS, the ELCA Social Statement on Abortion holds in tension both the strong Christian presumption to preserve and protect all life, as well as the complex moral situations in which pregnancy sometimes occurs, (p.2- page numbers refer to Social Statement);" and

WHEREAS, the ELCA Social Statement on Abortion teaches that "the number of induced abortions is a source of deep concern" but that the access to abortion should be legal (pp. 3, 9-10); and

WHEREAS, the ELCA Social Statement on Abortion recognizes that pregnant persons have moral agency; and that the pregnant person is the one to make decisions about their pregnancy (pp. 5-6); and

WHEREAS, the ELCA Social Statement on Abortion does not support abortion as a normative form of birth control but rather understands it as necessary in some morally responsible circumstances; and

WHEREAS, the ELCA Social Statement on Abortion does not condone late-term abortions except in extreme circumstances, which must be determined by the individual with their medical caregivers (p. 7); and

WHEREAS, the ELCA Social Statement on Abortion acknowledges that individuals and religious traditions hold divergent viewpoints over when life begins based on the state of scientific knowledge, biblical teachings, religious dogma, and cultural norms, and acknowledges these ethical ambiguities in stating that "the closer the life in the womb comes to full term the more serious such [moral] issues become." (p. 7).

WHEREAS, ELCA members can respond to and minister in the current situation by:

- ministering to individuals who seek abortions,
- advocating for laws that provide free or affordable health care, childcare and education,
- providing and promoting sex education,
- continuing to be a community of discernment where thoughtful and diverse perspectives can be shared and heard, and
- advocating for state laws that provide legal, safe and affordable abortions, and against legislation that would outlaw abortion in all circumstances (p. 9).

THEREFORE BE IT RESOLVED that by written statement the North Carolina Synod of the ELCA communicate (with a copy to the Synod web site) with Governor Roy Cooper and The North Carolina General Assembly

- informing them that recent changes in NC law limiting access to abortion is inconsistent with the teachings of the ELCA and
- urging them to enact social programs that support those who choose to carry pregnancies to term, ensuring that new parents and children of all socioeconomic backgrounds have the resources necessary to lead prosperous lives.

BE IT FURTHER RESOLVED that the North Carolina Synod of the ELCA strongly encourages rostered leaders, congregations, campus ministries, and synodically authorized worshipping communities

- to study the ELCA Social Statement on Abortion and Bishop Easton's June 24, 2022 message on the decision of the U.S. Supreme Court in *Dobbs v. Jackson Women's Health Organization* (2022),
- to engage in dialog around this topic, and

to pray and advocate for just and compassionate treatment of those facing unintended pregnancies and pregnancies that pose a serious risk to the pregnant person's health or result in severe fetal abnormalities.

Submitted by: Christ the King Lutheran Church, Cary, NC

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Date: March 27, 2023