

ON THE WAY



Assembly Business Materials

Table of Contents

Welcome Information	3
Check-In Info	3
Hospitality Info	3
Public Health Info	3
Supplementary Reports	3
Assembly Related Committees and Taskforces	4
Synod Council and Staff	5
Churchwide Representative	6
Story Walk Information	7
Bishop Election Information	8-9
Proposed Action Items	
Proposed Order of Business	10-11
Proposed Rules of Procedure	12
Proposed Constitutional Updates	13-14
Slate of Nominees	15-17
Nominee Bios	18
Vice-President Nominee Bios	18
Synod Council Nominee Bios	19-27
Consultation Committee Nominee Bios	28-31
Discipline Committee Nominee Bios	32-35
Nominating Committee Nominee Bios	36-37
Churchwide Council Lay Male Nominee Bio	38
Proposed Mission Spending Plan	39
Proposed Resolutions and Memorials	40-46
Proposed Compensation Guidelines for Rostered Ministers	47-72
Roster Report	73-75

Welcome to the 2022 Northwestern Ohio Synod Assembly

We thank you for joining us as we explore what it means to be a synod “On the Way” and prayerfully consider Assembly business. This booklet includes all the information you need about the business items for the this Assembly including the Order of Business, Slate of Nominees/bios, Constitutional Updates, and more.

We have also prepared a story-based narrative of our synod life together over this past year. **On the Way: Stories from our Journey Together** is available separately on our Assembly webpage [www.nwosassembly.org] – please check it out and see what God has been up to among us!

Check-In Information

Check-in tables will be arranged alphabetically by last name. Simply find the appropriate table, tell the volunteer your name, congregation, and city, and they'll record that you have arrived and provide you with a name tag and voting device (for voting members). Copies of this Assembly Business Materials are not available onsite, so you might want to bring your own printed copy or electronic device.

**Please note that check-in opens at 7:30am both days, however, check-in closes at 9am on Friday and reopens after the first ballot for Bishop. If you do not check-in by 9am on Friday you will not be able to vote in the first ballot for bishop.

Hospitality Information

Please note that for some, the temperature in the Student Union Ballroom may be a bit on the chilly side – please dress accordingly and bring layers.

There will be an assortment of light snacks offered both mornings, in addition to coffee, tea, and water. A boxed lunch is provided at noon both days. If you have indicated dietary specifications, this will be noted on your name tag and instructions will be given during the Assembly on where to pick up your vegetarian meal. An Information Table is located near the check-in area if you have any questions.

Public Health Information

All registered voting members and guests will be notified via email on May 20, 2022, regarding any public health precautions or recommendations for this Assembly.

Supplementary Reports

Some affiliated agencies and organizations have provided updates and reports which are available individually on our Assembly webpage [www.nwosassembly.org].

Please note that our 2021/22 audited Financial Statements will be made available separately on our Assembly webpage once they are finalized by our auditors, Apple Growth Partners. All registered voting members will be informed when these statements are available.

Assembly Related Committees/Taskforces

2022 Northwestern Ohio Synod Assembly

The following committees have been appointed by the Synod Council to provide for an effective Assembly

Bishop's Election Committee

To coordinate all aspects of the election of a bishop.

Pastor Tim Philabaum (co-chair)
Ardy Gonyer (co-chair)
Becky Seibert
Amanda Hoyles
Casey Cox
Vicar Dawn David

Nominating Committee

To secure nominees for election.

Pastor Chris Young
Pastor Doris Mars
Diane Ninke
Tom Ritter
Pastor Doug Pretorius
Karen Genzman
Pastor Matt Wheeler
Jari Knowlton Simard

Reference and Counsel

to ensure that all resolutions and memorials are in order and do not conflict with the governing documents of this Church. The committee makes no recommendations to the Assembly otherwise.

Melissa Peper Firestone
Vicar Rebecca West-Estell
Jacob Henry

Compensation Guidelines Taskforce

To prepare draft guidelines for Assembly consideration.

Pastor Katie Suggitt
Mary Boals
Pastor Jeff Gramza
Sherry Krieger
Jacob Henry

Assembly Parliamentarian

To assist the Assembly and Chair with parliamentary procedure.

Alan Fuhrhop

Credentials Committee

To report the credentials of the voting membership.

Tracey Wright
Michelle Schaffer

Synod Council and Staff

2022 Northwestern Ohio Synod Assembly

Members of the 2022 Synod Council

Bishop Daniel G. Beaudoin, President	Pastor Mindy Elliott
Melissa Peper Firestone, Vice-President	Brent Gardner
Tracey Wright, Secretary	Pastor Melanie Haack
Shea McGrew, Treasurer	Cindy Harris
Tom Ritter (Exec. Comm.)	Deb Noll
Pastor Chris Hanley (Exec. Comm.)	Pastor Robin Owen
Wendy Bauer	Pastor Steve Ramsey
Mary Boals	Pastor Jarrod Schaaf
Casey Cox	Michelle Schaffer
Clark Price	Rodney West-Estelle

Conference Deans

Pastor Janine Schearer
Pastor Mindy Elliott
Pastor Adam Sornchai
Pastor Steve Bauerle
Pastor Will Haggis
Pastor Will Stenke
Pastor Stacy Lauer-Scovanner
Pastor Shawn O'Brien

Conference Call Facilitators

Mary Boals
Mary Satterfield
Jean Emery
Pastor Henry Seibert
Pastor Christian Dittmar
Vicar Ryan Cordle
Pastor Ed Hunker
Pastor Alvera Brandt

Members of Synod Staff

Pastor Daniel G. Beaudoin, Bishop
Deacon Sherry Krieger, Director for Congregational Care
Pastor Sarah Schaaf, Director for Community Engagement
Calla Gilson, Coordinator of the Discipleship Institute
Jennifer Pruefer, Executive Administrative Assistant to the Bishop
Diane Stultz, Administrative Assistant
Cheryl Sondergeld, Coordinator of Candidacy and Programs
Caroline Guy, Coordinator of Communications and Technology
Jacob Henry, Synod Administrator
Brent Gnagey, Technology Specialist

Churchwide Representative

2022 Northwestern Ohio Synod Assembly



Lori Fedyk, a member of Holy Cross Lutheran Church in Libertyville, Ill., was elected to a six-year term as treasurer of the Evangelical Lutheran Church in America (ELCA) by the ELCA Church Council at its November meeting. Her term will begin Feb. 1.

Fedyk has been employed by Lutheran Life Communities in Arlington Heights, Ill., since 2014 where she served as vice president of corporate finance and chief financial officer. In 2017 she was promoted to executive vice president and chief financial officer. Lutheran Life Communities owns and operates six continuing-care retirement communities in Illinois, Indiana and Florida.

"Lori Fedyk not only brings professional skill and experience, but she is also deeply committed to the mission and ministry of the ELCA," said the Rev. Elizabeth A. Eaton, ELCA presiding bishop. "I am happy to welcome her to team ELCA."

Fedyk's responsibilities at Lutheran Life Communities included oversight of financial reporting, budgeting, treasury management, information technology, investments, regulatory compliance and risk management. She brings more than 25 years of business and financial leadership in both private industry and nonprofits, including eight years of accounting experience with Arthur Andersen.

Fedyk has served on a variety of boards, most recently for the Mission Investment Fund, a separately incorporated ministry of the ELCA.

She received a Bachelor of Science in accounting from Illinois State University, Normal and became a certified public accountant in 1987.

Story Walk Information

2022 Northwestern Ohio Synod Assembly

As we join Jesus “On the Way”, we find ourselves walking alongside two disciples, people who are weighed down and disheartened by the events they have just witnessed. Together we experience their journey; Longing for what was, experiencing the grace and presence of the Crucified and Risen Jesus, and running towards what could be, hope-filled and renewed.

Through a series of four Story Walks, we join the disciples on the walk to Emmaus to uncover where God is present and where the Spirit is guiding us. Join us as we hear stories, discern God's call, and join Jesus on the way, for the renewal of northwest Ohio and the world.

Story Walk 1: “Jesus himself came near and went with them”

After witnessing the crucifixion of Jesus, the disciples are confused, disheartened, and longing for hope. As two of these disciples are walking to Emmaus, a stranger joins them, asking about the events that had just taken place. In this first Story Walk, we join the journey of these disciples, learning that through telling our story, we help each other realize that Jesus walks with us on the way.

Story Walk 2: “But we had hoped...”

Continuing our walk with the disciples, we try to make sense of the story. Explaining recent events to this stranger who is walking with them, the disciples lament all that they had hoped for and all that they were promised. This Jesus of Nazareth who they believed would redeem them was instead crucified, and now his tomb is empty. Why is spending time with our grief an important part of the journey? How is God present in this part of our story? In this second Story Walk we take time to sit at the foot of the cross and dwell in the lament.

Story Walk 3: “So he went in to stay with them”

As the disciples conclude their story, the stranger walking with them invites them to consider the larger story. The stranger begins telling them the story of Moses, the prophets, and what the scriptures say about Jesus of Nazareth. The disciples, enthralled in what this man is saying, invite him to stay with them. In this third Story Walk we join the disciples in experiencing the Word of God through Jesus' presence, and we invite Jesus to be with us on our journey.

Story Walk 4: “They got up and returned to Jerusalem”

Accepting the disciples' invitation to stay, the stranger joins them at the table, breaking bread and blessing it. A sudden realization overcomes the disciples: This man is the Crucified and Risen Jesus of Nazareth, the one they've been grieving and the Messiah they've been seeking. As Jesus exits, they are filled with hope and wonder, the disciples run back towards the place they were coming from, all thoughts of their previous journey gone. They could not wait to tell the story. As we conclude our walk through the story of the Road to Emmaus, we explore how we have been renewed by the Holy Spirit, and how this renewal might change our lives, our communities, and the world.

Bishop Election Information

2022 Northwestern Ohio Synod Assembly

From the Bishop Election Committee:

In the name of Christ, greetings to the congregations and members of the Northwestern Ohio Synod, ELCA!

We will be gathering in Bowling Green, OH for our Synod Assembly on June 3-4, 2022. During this Assembly we will be involved in business, worship, and discussion (for more information go to the Synod Website.) We also will be electing a Bishop for the next 6 years.

Our Task Force will be leading the process in this election. There are a few things we would like you to know at this point:

- The first ballot will be a blank one in which the Voting Members write in their selection of a member of the Word and Sacrament Roster of the ELCA to serve as Bishop. All members on this Roster are eligible to run on this ballot.
- There are members on this Roster who might be discerning the call to serve in the Office of the Bishop, and others who are being encouraged to such discernment. This Task Force has decided to not develop a pre-election process this year, since that process works well when the Synod has a Bishop who is retiring, and a new Bishop is to be called. At this Assembly members of the Roster may either be nominated by Voting Members or nominate themselves on the first Ballot. As you may know, Bishop Daniel is open to being called again as Bishop.
- Only Voting Members at this Assembly will be able to participate in the Nomination and Election process.

If you have any questions, please contact one of us on the Task Force.

We also ask that you keep this Assembly, this process, and our Bishop in your prayers as we trust in the Holy Spirit's work.

Blessings, as together we journey to the cross and empty tomb!

The Bishop Election Task Force:

Ardy Gonyer, Chair (St. Mark's, Bowling Green), gonyerh@gmail.com

Pastor Tim Philabaum, Co-Chair (Interim Bethlehem, Pemberville),
tphilabaum@hotmail.com

Casey Cox (Synod Council and First, Findlay), caseycox72@gmail.com

Vicar Dawn David (SAM Sonfire by the River, Pemberville and Salem Grace, Luckey),
dawn.e.david19@gmail.com

Amanda Hoyles (Zoar, Perrysburg), ahoyles@zoarlutheran.com

Becky Seibert (Grace, Fremont), beckyseibert0@gmail.com

From the NWOS Constitution:

The following constitutional provision outlines the process for electing a bishop in the Northwestern Ohio Synod:

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.

******Please note that Check-In will close promptly at 9am Friday June 3, 2022 and will reopen after the conclusion of the first ballot for bishop. ******

Proposed Order of Business

2022 Northwestern Ohio Synod Assembly

Friday June 3, 2022

7:30am Check-In (closes at 9am and reopens after the 1st ballot for bishop)

9:00am Business Session #1

Gathering Worship

Welcome

Testing of Voting Devices and Credentials Report

Adoption of Rules of Procedure and Order of Business

Bishop Election: Ecclesiastical Ballot for Bishop

Report and Close of Nominations

Presentation of Constitutional Updates

Presentation of Mission Spending Plan

Presentation of Compensation Guidelines

Churchwide Report

Bishop Election: Results of Ecclesiastical Ballot

noon Lunch (provided)

1:00pm Story Walk #1 "Jesus came near and went with them" Luke 24:13-17

2:00pm Story Walk #2 "But we had hoped " Luke 24: 18-24

3:00pm Business Session #2

Bishop Election: Second Ballot

Synod Leadership Reports

Voting on Nominations

Voting on Constitutional Updates

Voting on Financial Reports and Mission Spending Plan

Voting on Compensation Guidelines

Bishop Election: Top 7 Candidate Speeches and Third Ballot

Presentation and Debate of Resolutions and Memorials

Sending Worship

(goal is to conclude by 5pm)

Saturday June 4, 2022

9:00am Business Session #3

Gathering Worship

Bishop Election: Top 3 Q&A and Fourth Ballot

Continued Debate and Voting as Needed

Resolutions and Memorials as Needed

Bishop Election: Fifth Ballot

noon Lunch (provided)

1:00pm Story Walk #3 "So he went in to stay with them" Luke 24: 25-29

2:00pm Business Session #4

Resolutions and Memorials as Needed

Sending Eucharist/ Story Walk #4 "They got up and returned" Luke 24: 30-35

(goal is to conclude by 5pm)

Proposed Assembly Rules of Procedure

2022 Northwestern Ohio Synod Assembly

The following standing non-parliamentary rules of the assembly may be adopted by a majority vote:

- Rule 1.** (a) To obtain recognition, a member must go to the nearest microphone and be recognized by the chair; (b) The member will identify themselves by giving their name, and the name of their congregation, agency, or institution, including town/city; (c) the member will speak clearly and concisely.
- Rule 2.** During voting, non-voting guests must be seated in designated guest areas to the sides of the Assembly floor.
- Rule 3.** Any/all amendments shall be submitted to the Synod Council Secretary Tracey Wright via email to assembly@nwos-elca.org, or in writing to the Secretary's Table on the Assembly floor no later than 12pm (noon) Friday June 3, 2022. It is the responsibility of the amendment's author to confirm with the Secretary, prior to the deadline, that the Secretary has received the amendment.
- Rule 4.** No materials may be distributed within the bounds of the Assembly floor except as authorized by the Bishop's Election Committee, the Reference and Counsel Committee, or the Executive Committee, or unless authorized by the Assembly.
- Rule 5.** The Consent of all nominees for election must be secured prior to being nominated and nominees will be listed in alphabetical order by last name on the ballot. All nominees are requested to submit a bio form to be made available to the Assembly.

The following standing parliamentary rules of the Assembly may be adopted by a two-thirds vote of the assembly:

- Rule 6.** (a) Unless otherwise determined by a majority vote of the Assembly, all speeches during discussion shall be limited to two (2) minutes; (b) Speakers may speak a second time on the same issue, but only after all others desiring to speak have been given an opportunity to do so; (c) If a speaker agrees with the points made by a previous speaker, the speaker should state their agreement and not repeat the same points.
- Rule 7.** The chair shall have the authority to adjust the Order of Business and to call items of business in the order the chair considers to be most expedient to the conduct of the Assembly's business.
- Rule 8.** Except for items introduced by the Synod Council, items of business which are not on the Order of Business, may be introduced by a two-thirds vote of the Assembly.

Proposed Constitutional Updates 2022 Northwestern Ohio Synod Assembly

The below additions/updates to the NWOS Constitution are proposed to add or update our constitution into alignment with the model constitution for synods set forth by the Churchwide Assembly.

Per §18.12, the below proposed language may be adopted and enacted by a majority vote of the Synod Assembly without presentation at a prior Synod Assembly provided the amendment is identical to language in the model constitution for synods. Once approved, such language takes immediate effect.

Update #1 – §7.27: To add a constitutional provision recommended by the Model Constitution for Synods. This provision allows ministers of Word and Sacrament from full communion partners who are serving NWOS congregations both voice and vote privileges in a NWOS Assembly. NWOS currently has several congregations that are being served by non-ELCA ministers.

NWOS Constitution Current Language:
[does not currently have it]

Proposed Language (from model constitution) to be Added:
§7.27. 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 of the Evangelical Lutheran Church in America 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.

Update #2 – §13.25: To update a constitutional provision recommended by the Model Constitution for Synods. This provision updates language to provide greater detail and clarification to circumstances when a synod may assume administration of a congregation upon the congregations' request.

Current NWOS Constitution Language to be Replaced:
§13.25. This synod may temporarily assume administration of a congregation upon its request or with its concurrence.

Proposed Language (from model constitution) to be Added:
§13.25. 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.

Update #3 – S8.11.01: To add a constitutional bylaw recommended by the Model Constitution for Synods. This provision allows a synod bishop to simultaneously provide service to a synod and another expression of the Church (such as a congregation, agency, another synod, or the Churchwide organization). Such arrangement is subject to the approval of the Northwestern Ohio Synod Council and allows for greater resource sharing (sharing personnel/leadership) within the ELCA.

NWOS Constitution Current Language:
[does not currently have it]

Proposed Language (from model constitution) to be Added:

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.

Update #4 – S14.13: To update a constitution provision recommended in the Model Constitution for Synods. This provision adds letter b (in the proposed update) to a list of several reporting elements required of a pastor.

Current NWOS Constitution Language to be Replaced:

S14.13. a. The pastor shall keep accurate parochial records of all baptisms, confirmations, marriages, burials, communicants, members received, members dismissed, or members excluded from the congregation, and shall submit a summary of such statistics annually to this synod. b. The pastor shall be a member of the congregation that has extended the letter of call. In a parish of multiple congregations, the pastor shall hold membership in one of the congregations.

Proposed Language (from model constitution) to be Added:

S14.13. The pastor (a) shall keep accurate parochial 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.

Slate of Nominees

2022 Northwestern Ohio Synod Assembly

The Nominating Committee is pleased to present the slate of nominees for consideration by the 2022 Northwestern Ohio Synod Assembly. Nominees were asked to complete a brief biography which can be found in the Assembly Business Materials.

The committee endeavored to secure at least two nominees for each position. Several nominees withdrew prior to publication of this slate and the committee was unable to secure a nominee in time for publication. These have been noted below.

In the listing below, "RM" is short for "Rostered Minister". Several Rostered Minister nominees for terms beginning in 2023 are currently Synodically Authorized Ministers with an expected ordination in 2022. Should any of these individuals be elected to a position beginning in 2023 and should they not be ordained by the start of their term, the position would be declared vacant, and Synod Council would seek to appoint the second nominee to that position.

A note on ELCA Church Council Lay Male Nominee – it was requested of our synod to find individuals willing to be a nominee for election by the 2022 Churchwide Assembly to the ELCA Church Council. Due to a misunderstanding with the Office of the Secretary last year, we only elected one nominee when we should have elected two. We have added a second nominee for election this year. If elected, Alan Fuhrhop will join Hans Giller (elected last year) and they will be on the ballot for election by the Churchwide Assembly.

Nominees will appear in alphabetical order by last name on the ballot.

Respectfully submitted by the Nominating Committee: Diane Ninke, Pastor Doris Mars, Tom Ritter, Pastor Doug Pretorius, Pastor Matt Wheeler, Karen Genzman, and Pastor Chris Young.

For Terms Beginning in 2022:

<u>2022: Synod Council</u>	<u>Term</u>	<u>Nominee 1</u>	<u>Nominee 2</u>
Toledo RM	2022-25	Brenda Peconge (pg19)	Nate Tuff (pg20)
Maumee Valley Lay	2022-25	Mary Boals (pg23)	Kelly Weber (pg22)
Youth/Young Adult	2022-25	Jillian Russell (pg27)	<i>(none secured)</i>
At Large Lay	2022-25	Cindy Harris (pg21)	<i>(none secured)</i>
Southwestern Lay	2022-25	Wendy Bauer (pg26)	Chuck Curry (pg26)
Eastern Lay	2022-25	Michelle Schaffer (pg27)	<i>(none secured)</i>
Vice-President (lay)	2022-26	Noel Cordle (pg18)	Nancy Yunker (pg18)

<u>2022: Consultation</u>	<u>Term</u>	<u>Nominee 1</u>	<u>Nominee 2</u>
At Large Lay	2022-28	David Myerholtz (pg28)	Glenn Richter (pg29)
At Large Lay	2022-28	Mark Hill (pg28)	<i>(none secured)</i>

<u>2022: Discipline</u>	<u>Term</u>	<u>Nominee 1</u>	<u>Nominee 2</u>
At Large Lay	2022-28	Brenda Shibler (pg33)	Amy Schroeder (pg33)
At Large RM	2022-28	Jeff Gramza (pg32)	Doris Mars (pg32)

ELCA Church Council Lay Male Nominee

Alan Fuhrhop (pg38)

For Terms Beginning in 2023:

<u>2023: Synod Council</u>	<u>Term</u>	<u>Nominee 1</u>	<u>Nominee 2</u>
Central Lay	2023-26	Caitlin Brink (pg23)	Christine Reasoner (pg22)
Maumee Valley RM	2023-26	Ashley Rosa-Ruggieri (pg19)	<i>(none secured)</i>
Eastern RM	2023-26	Carolyn Steinfeldt (pg20)	<i>(none secured)</i>
Southeast Lay	2023-26	Steve Ackerman (pg25)	Jerusha Walker (pg25)
Toledo Lay	2023-26	Kevin Swagler (pg24)	<i>(withdrew)</i>
At Large Lay	2023-26	Kathy Jurrus (pg24)	<i>(withdrew)</i>

<u>2023: Consultation</u>	<u>Term</u>	<u>Nominee 1</u>	<u>Nominee 2</u>
At Large RM	2023-29	Carol Pretorius (pg29)	Robin Small (pg30)
At Large Lay	2023-29	Amy Hoffman (pg30)	Tenesha Ulrich (pg31)

<u>2023: Discipline</u>	<u>Term</u>	<u>Nominee 1</u>	<u>Nominee 2</u>
At Large Lay	2023-29	Paul Beineke (pg35)	Milt Pommeranz (pg35)
At Large RM	2023-29	Melodi Hagen (pg34)	Rebecca West-Estelle (pg34)

Nominees for Nominating Committee:

Per S9.03 and S9.03.01 of the synod constitution, the Synod Council has identified the following nominees for Nominating Committee:

2022: Nominating Committee

<u>Term</u>	<u>Nominee</u>
Toledo	2022-25 Tom Ritter (pg36)
Central	2022-25 Doris Mars (pg32)
At Large	2022-25 [none secured]

2023: Nominating Committee

<u>Term</u>	<u>Nominee</u>
Maumee Valley	2023-26 [none secured]
Eastern	2023-26 Matt Wheeler (pg37)
At Large	2023-26 Diane Ninke (pg36)

Vice-President Nominee Bios

Nominee: Noel Cordle, Zion Lafayette
For: Synod Council Vice-President (2022/26)

What information would you like to share with the Assembly?

"My family and I have been blessed to be at Zion Lutheran Church - Lafayette since 2020, where my husband currently serves as the vicar. I enjoy supporting my husband in his ministry while also serving as a children's Sunday School teacher and a member of the altar guild. Additionally, I lead women's Bible studies and organize events for our congregation. I previously worked as an English teacher in private Christian schools for 13 years, including Lima Central Catholic where I served as the English department chair. In spring of 2021 I followed a call to stay home and homeschool our three children. This has given me more time to serve within my church and community, and I am excited about new opportunities the Lord is giving me. I have been part of a local mom's group/ministry for three years, serving on the leadership team for two of those years. God has given me a heart for mothers and women's ministry. I am excited about this possible new opportunity for using my gifts within the synod."

What makes you hopeful for the future of the church?

"What makes me hopeful for the future of the church is the hope that we find in Christ! He has shown throughout history that He has a plan and will bring it to fruition, and I believe that is still true for the modern church. While we live in a time of much change and turmoil, our God is also moving and working. He has given me a hope that He will provide the leadership needed in order to adapt to change while still holding to the truth of the Gospel and keeping His church alive."

Nominee: Nancy Yunker, Providence Holland
For: Synod Council Vice-President (2022/26)

What information would you like to share with the Assembly?

"I served as a social worker and manager at Lutheran Social Services of North Western Ohio for 41 years. I retired as President/CEO but continued working as a mental health therapist for several years. LISW-S, MBA. I taught part time at The University of Toledo and Lourdes University in the college of social work. I have served on stewardship/finance, choir, women's ministries and food pantries at my home congregation. I currently serving on the Synod Walking Together committee. I am a Trustee on the Anthony Wayne Alumni Committee. I traveled for the Council of Accreditation certifying agencies for service. I hope to continue utilizing my knowledge and experience serving God's people."

What makes you hopeful for the future of the Church?

"I believe the church and its services are Jesus's hands and feet on earth. We will continue to do his work until he returns. It requires growth and change as it has over time. He will support our faithful service."

Synod Council Nominee Bios

Nominee: Rev. Ashley Rosa-Ruggieri, Trinity Wauseon
For: Synod Council (2023/26), Maumee Valley Rostered Minister

What information would you like to share with the Assembly?

"I am a first call pastor who is hopeful about the places that our church can go when we listen to one another, care for each other, and are not afraid to try something new and different. Throughout my time in seminary, I was a representative of our Masters' Student Organization. These experiences taught me what can happen when a group of people who want the best for the church and its future get together, plan, and make decisions. Being a representative on synod council offers a similar space of potential where I feel my gifts of communication, joy, and hospitality can be utilized. I also have varied experiences in ministry for youth, multi-cultural/bilingual communities, global contexts, and outdoor/camping ministries. My familiarity with all these different types of ministry allows for fresh ideas, new strategies, a broad perspective, and innovative thinking for the questions that the church is facing today."

What makes you hopeful?

"I am hopeful for the future of the church when I see the diversity of the whole Church body reflected in our words and actions. We work best when we take the journey together and make it possible for all to join on the way."

Nominee: Pastor Brenda Peconge, St Luke's Hospital Chaplain Maumee
For: Synod Council (2022/25) Toledo Conference Rostered Minister

What information would you like to share with the Assembly?

"I have served in parish ministry for 25 years (most currently until December 2021). I have also served as a Board Certified Hospital Chaplain for the past 10 years. I have served on Synod Council (SE Iowa), as well as synod worship, constitution, and anti-racism committees. I have had the privilege of serving as a voting member to a Churchwide Assembly, and as an intern supervisor. I have taught several courses for the Synod's Diakonia program, in addition to teaching Spirituality and Healthcare for Mercy College. I serve on an advisory committee for Mercy St. Vincent Medical Center's Clinical Education program. All of these experiences have afforded me the blessing of engaging with people with many different backgrounds and experiences."

What makes you hopeful?

"The Gospel has the power to surprise, comfort, challenge, and inspire! In these uncertain times, it is a source of great hope for me to be engaged in ministry with people who want to make this Good News known in as many ways as possible in congregations, in the synod, in the ELCA, and in our homes and communities."

Synod Council Nominee Bios

Nominee: Pastor Nate Tuff, Olivet Toledo

For: Synod Council (2022/25) Toledo Conference Rostered Minister

What information would you like to share with the Assembly?

“Ordained in 1988, served faith communities in Minnesota, Iowa, Wisconsin and Ohio
Fluent in Spanish and taught, under synodical call, in the Green Bay Wisconsin Public schools as a bilingual educator for nine years

Grew up in Papua New Guinea as the son of missionaries

Have traveled to over 30 countries and have a passion for global ministry and interfaith connections

Share life with Kim and two adult children and three cats

Lead Pastor at Olivet Lutheran, reshaping ministry through a clear vision and mission

Live in downtown Toledo, Ohio”

What makes you hopeful for the future of the Church?

“Christendom in the United States is at a blessed crossroads for which we as Lutherans are well equipped. The heart of our Lutheran faith speaks a powerful message of centeredness in Christ and love of neighbor.”

Nominee: Deacon Carolyn Steinfeldt, Zion Sandusky

For: Synod Council (2023/26), Eastern Conference Rostered Minister

What information would you like to share with the Assembly?

“I am the director of Faith Formation at Zion Lutheran Church in Sandusky. In addition to assisting with worship, I am liaison to Zion’s Faith Formation, Outreach and Mission, and Parish Life ministry teams. I have served on the Synod Education Committee in NW Ohio, as well as in the I-K and Central States Synods and was the Book of Faith synod rep for the ELCA. I have also served on the NW Ohio Women of the ELCA board with one term as president. I am currently completing two terms on the Northern Ohio Candidacy Committee where I served as vice-chair. In my earlier years I was a Family and Consumer Science (Home Economics) teacher, working with middle school youth and their families. I sing in the Zion choir and I am part of a local community chorus.”

What makes you hopeful for the future of the Church?

“As we return to in-person worship, I have observed a sense of gratitude among the people and a desire to be a part of the church community. I find hope in the joy that is being shared and the openness to the possibilities of discipleship – both in those who are leading and in those who are looking for ways to follow.”

Synod Council Nominee Bios

Nominee: Cindy Harris, St John's Cardington
For: Synod Council (2022/25) At Large Lay

What information would you like to share with the Assembly?

"I have prayerfully considered running for another three years in this at-large lay position in order to provide my gifts in service. My spiritual gifts are hospitality, administration, faith, and mercy., My fivefold ministry result was evangelist. For the year 2022, my service gifts are being used on the OLFC review Committee, continuation of Zoom and in person meeting, and whatever other capacity is needed to promote better relations between our Synod and congregations. Congregational service is a priority in my dental assisting life. I am currently in various leadership positions: Lead Elder and Vice-President of our council, Property Chairperson, and one of the many assistant worship leaders., At present my community service has been tied to the outreach of our congregation. In past years some positions held are: congregation's Christian Education president, WELCA president, Equipping Ministry team chair, VBS Director, and Christmas program chair. Past community service includes: Relay for Life committee chair, board leader and participant for CSP-2 (cancer research), and A Special Wish Foundation (granting wishes to life-threatened children) as president, vice, and treasurer – served many years. As a Diakonia graduate I am blessed to be a part of exciting discipleship mentoring plans and opportunities in my congregation. I have recently been commissioned from our congregation's first Stephen Ministry class! This is an important time in our church history where many are seeking the one true God and are hungry to worship and feel His presence in their lives."

What makes you hopeful for the future of the Church?

"The Church as people will always be present as long as we share the love of Jesus with others we know. We are called to love everyone, which means looking past what we see and hear to the heart of the individual. We can share the Good News of Jesus by listening and communicating His love through real actions of prayer, feeding the hungry (food and emotionally), education of life skills, walking along the side of those who are hurting, and so many more ways! The Church as a building will always be needed as the supply hub where its participants can refill their buckets through the intimate love of the worship service, get and keep needed supplies for various outreach ministries, receive ongoing education (Bible, doctrine, home practicalities of sharing Jesus and faith practices), teaching about the why-when-what-how of worship, and so much more!" Psalm 25:5

Synod Council Nominee Bios

Nominee: Christine Reasoner

For: Synod Council (2023/26) Central Conference Lay

What information would you like to share with the Assembly?

"Since moving and joining Trinity Findlay in 2020, I have engaged in volunteerism with food distributions, collecting hygiene and other items for the City Mission, Hope House, Christian Clearing House, and serving/distributing Thanksgiving meals. In addition, I volunteer at Challenged Champions Equestrian Center as a horse leader and a side walker for their adaptive riding groups. My involvement at the church includes singing in the choir, playing flute, assisting as a lector, usher, greeter, communion assistant, and attending Bible studies. I am involved in an ADAMHS day camp planning committee for youth who have been impacted by addiction and overdose. Furthermore, I am participating in a second ILA cohort. My employment experiences include occupational therapy, on horseback, to individuals with various disabilities to improve function and quality of life and being the Director of Communications at Trinity Lutheran Church. As the Director of Communications, I have coordinated outreach opportunities of Christmas caroling and providing a worship service for a local assisted living facility and assisted new and existing members with engaging in opportunities to grow in faith, fellowship, and church/community volunteerism."

What makes you hopeful for the future of the Church?

"I am hopeful for the Church because we are willing to adapt to the needs of our congregations and community through innovation. The Church is moving outside their walls and connecting with people where they are, listening to their needs and struggles, offering compassion, tangible help, and the promises of God."

Nominee: Kelly Weber, St. Peter, Ridgeville Corners

For: Synod Council (2022/25) Maumee Valley Conference Lay

What information would you like to share with the Assembly?

"I am a lifetime member of St. Peter Lutheran Church and have attended various Lutheran churches through college and my early professional career. I believe that so much of church happens outside of Sunday morning, and as the body of Christ, we're called to live our faith every day in every context. With this mindset, I was honored to participate in the first cohort of the NW Ohio Synod's Innovative Academy and look for new ways to "do church" that reach people in normal everyday life. My own everyday context includes work in marketing/communications, being an aunt, baking a few treats, and traveling at every opportunity, I am also newly married to my very best friend, Dave."

What makes you hopeful for the future of the Church?

"There are several things that make me hopeful for the future Church. But the one that catches my heart the most is my 12-year-old niece. She asks so many incredibly insightful questions about faith and Jesus. Her heart is on fire for the Lord!"

Synod Council Nominee Bios

Nominee: Mary A. Boals, Zion's Defiance

For: Synod Council (2022/25) Maumee Valley Conference Lay

What information would you like to share with the Assembly?

"I feel I am qualified for the position on Synod Council. I am currently serving on Synod council (2021-2022), and previously served from 2008-2019. I served on the synod staff as bookkeeper/accountant from 2014-2019. I have served since 2013, and I am currently serving as a call facilitator for the Maumee Valley Conference. I communicate with church call committees in the call process, communicate and interview pastor candidates looking for a new call, and assist in preparing compensation packages synod wide for churches and pastors to negotiate. In my home church I have served on church council for 12 years as Finance chair. I have served on endowment for six years as treasurer, and I am currently on the Personnel and Finance committees. I also serve as lector and assist with communion."

Nominee: Caitlin Brink, St John's Findlay

For: Synod Council (2023/26) Central Conference Lay

What information would you like to share with the Assembly?

"I have been a lifelong member with my congregation. Being one of the youngest members (24 years old) can be a struggle when it comes to having a voice in the congregation. However, I have found that my thoughts and ideas are very welcome and provide a fresh perspective. I have served on church council as a general member and also as the secretary. Previous to my involvement on council, I was very involved with the LOMO church camps, even doing a three-week training camp as a high school student. I was also selected to be part of Trinity's Summer Seminary Sampler. I was lucky enough to attend two youth gatherings (New Orleans and Detroit). I have also been involved with Habitat for Humanity as well as the Backyard Mission Trip for the Hancock County area. I have been blessed to carry out a new community outreach project for my congregation by planning and coordinating a fall festival that was a huge success for a first-time project in 2021."

What makes you hopeful for the future of the Church?

"The continued outreach of the Church has provided and continued to provide even with Covid restrictions. The Church is an amazing and devoted family that provides support to everyone."

Synod Council Nominee Bios

Nominee: Kathy Jurrus, Epiphany Toledo
For: Synod Council (2023/26) At Large Lay

What information would you like to share with the Assembly?

“Currently at Epiphany, I serve as a communion assistant, lector, sing in the choir, and attend Bible Study. I have also been a part of Camp Create (VBS), helped with funeral dinners, and have been part of Epiphany’s theater ministry. In my previous congregations I have served on church council, as chairman of the support committee for one of the interns, was a synod delegate for many years and served on the evangelism committee. I have a four-year college degree and recently graduated from the NWOS Diakonia program. I am active in the local Via de Cristo secretariat where I am currently treasurer and registrar. I am a retired registered nurse and have served on my state and national specialty nursing and certification boards.”

What makes you hopeful for the future of the Church?

“I am hopeful because “God is in control.” I know it is all part of His plan. As the Church, each person needs to step up and allow their prayer life and study of the Word to direct their actions as they serve to spread the Good News.”

Nominee: Kevin Swagler, Community of Christ, Whitehouse
For: Synod Council (2023/26) Toledo Conference Lay

What information would you like to share with the Assembly?

“I have been a member of Community of Christ for 18 years. I have enjoyed serving on our property committee for the last 15 years, as well as several years on our council. I am in my second year serving as council president. I feel honored to be asked to fill this position, especially in these times of challenge and change. I am also grateful to be involved in our current call process. Working with other members of our congregation toward this goal has been rewarding, as well as a great source of learning and personal growth. My career as a small business owner in the home improvement field has allowed me to interact with many of my church family in their own homes. I enjoy these interactions immensely and feel blessed that I get to grow relationships through worship and career at the same time.”

What makes you hopeful for the future of the Church?

“I believe the church is the basic foundation for community and guidance. I am energized by the efforts of the Church to continue to reach out to all people, especially those that are in need.”

Synod Council Nominee Bios

Nominee: Steven Ackerman, St. John (Windfall), Cardington
For: Synod Council (2023/26) Southeastern Conference Lay

What information would you like to share with the Assembly?

“Lay representative to Synod Council for Southeastern Conference 2015-2016
Diakonia graduate – 2020
Member of church council and/or Sunday school board at Windfall for over 30 years
Have taught Sunday school on multiple occasions
Member of the Covid safety team at Windfall
Have been a registered pharmacist for 42 years
Member of the Health and Wellness team for Drum Corps International”

What makes you hopeful for the future of the Church?

“That the Church is grounded in Word and Sacrament, and that Jesus is its head.
There are so many wonderfully gifted people committed to its mission.”

Nominee: Jerusha Walker, Peace, Galion
For: Synod Council (2023/26) Southeastern Conference Lay

What information would you like to share with the Assembly?

“I have been a part of church leadership for over 25 years, serving as Congregational Church Council President for multiple terms and in the areas of Christian Education and Worship and Music. I have enjoyed many years of serving as a Sunday school teacher, youth choir director, adult choir and bell choir member, assisting minister, cantor, Bible study leader, and VBS study leader. I love participating in worship, book club, Lutheran Partnership Bible studies, and the community meal ministry. In 2017 I completed the NWOS Diakonia program in which I had the opportunity to deepen my faith and understanding with inspiring pastors and fellow students.”

What makes you hopeful for the future of the Church?

“The Church shines bright with the light that overcomes the darkness of this world.
The Church walks in light and love. The Church is grounded in truth and grace.”

Synod Council Nominee Bios

Nominee: Wendy Bauer, Trinity, Moulton

For: Synod Council (2022/25) Southwestern Conference Lay

What information would you like to share with the Assembly?

“At my congregation I sing in the choir and attend adult Sunday school and weekly prayer group. As grandparents raising two grandchildren, my husband and I have been helping them grow in their faith by their participation in First Communion, Confirmation, and leading Wednesday Lenten worship. I currently volunteer one day a week at Wapakoneta Elementary and am a volunteer for the American Red Cross leading mental health groups. I have worked in psychiatric mental health nursing for over 40 years, serving in agencies in Sandusky, Toledo, and Lima. I have been involved in congregations in three conferences of the NWOS which allows me to see ways in which we are the Church throughout the Synod.”

What makes you hopeful for the future of the Church?

“I know that God continues to work through the Church and is in the world around us, even though His presence may not be readily visible. It is important to take time to see where God is active around us. Look for God moments.”

Nominee: Chuck Curry, First English, Wapakoneta

For: Synod Council (2022/25) Southwestern Conference Lay

What information would you like to share with the Assembly?

“My name is Chuck. I am a lay leader at First English Lutheran in Wapakoneta. I have done my best to lead our church through a change in pastoral leadership and this pandemic I fully embrace the synod's role of equipping our churches, pastors, and lay leaders, and I have several ideas of how we might better equip the faithful. Can I share a few with you? Well, I greatly appreciate the work the synod did helping us to put together our Parish Plan of Return. Seeing what other churches were doing enabled our congregation to benchmark our policy and identify best practices. Could we do this for other policies and procedures? Also, I have really enjoyed the last two years of Diakonia classes. These classes have been extremely beneficial to me and my church, but I find it difficult to encourage others to participate. I think it would help if candidates would experience it first, “taste and see...” Perhaps we could equip our Diakonia graduates to provide short promotional classes from the curriculum. Lastly, I would like us to be more deliberate about the program goals and outcomes, e.g., we could build a SAM track into the Diakonia curriculum.”

What makes you hopeful for the future of the Church?

“I have hope for the future of the Church because I believe that we are being called to embrace the discipleship, lay leadership, and spirituality of the early Church, and I trust that God has already provided us with all we need to face the future; the gospels of Jesus, the Book of Acts, and His Holy Spirit.”

Synod Council Nominee Bios

Nominee: Michelle Schaffer, St Peter Norwalk

For: Synod Council (2022/25) Eastern Conference Lay

What information would you like to share with the Assembly?

"I am presently the director of Christian Day Nursery School which is owned by St Peter. I am enrolled with the Women of St. Peter, quilt for LWR, on the Music and Worship Committee, Evangelism, part of the Liturgical Arts team, assisting minister, sing in the choir, make prayer shawls, and organize funeral luncheons. I have taught Sunday school and served on church council, past president of the NW Ohio Women of the ELCA, and I just finished the Innovator Academy. I am also a member of the Huron County Chapter of the Ohio Genealogy Society Daughter of the American Revolution."

What makes you hopeful for the future of the Church?

"We as a Church are looking at worship in a new light. It is time to pivot and explore the new world. We are venturing out of our walls and taking the Word of God into our communities."

Nominee: Jillian Russell, St Paul's Waldo

For: Synod Council (2022/25) Youth/Young Adult

What information would you like to share with the Assembly?

"I will be graduating from Capital University in Columbus, Ohio with my Bachelor's in Youth and Family Ministry along with my Bachelor's in Psychology and a Pre-Seminary focus. My hope is to attend seminary in the fall of 2023, but I will currently be taking a gap year where I will be working at Rainbow Trail Lutheran Camp in Colorado for the summer as a travel director and will be returning to Ohio in the fall to work at a camp in Northwest Ohio. I have been a member of St. Paul for over ten years and have held numerous positions on the church council, as well as being a voting member to synod assembly twice and as a voting member for the synod in 2019. I have also worked as the office manager for the Center of Faith and Learning at Capital University for the last four years."

What makes you hopeful for the future of the Church?

"I am hopeful for the church because I have been able to see firsthand the young adults and youth who dedicated to the new and unique work within the church. I am hopeful that the church will be able to take these new ideas and really change the world and make an impact."

Consultation Committee Nominee Bios

Nominee: Mark Hill, Glenwood, Toledo

For: Consultation Committee (2022/28) At Large Lay

What information would you like to share with the Assembly?

"I am originally from Elyria, Ohio, which is near Cleveland. I graduated from the University of Toledo, majoring in Business Management and minoring in International Business. I'm currently serving my second year as the council president at Glenwood and my first as a board member of the Better Business Bureau of Northwest Ohio. In my role as a small business owner, we are required to complete an ethics course yearly as a prerequisite to license renewal. One of my favorite volunteer situations was a summer camp for individuals with disabilities. I am highly active within my church and work well in team atmospheres. I am honest and a good listener. I am also willing and able to have difficult discussions, such as those our council had while passing a statement on racial equity."

What makes you hopeful for the future of the Church?

"My church is made up of people who are all different. I have witnessed people putting personal opinions and egos aside for the greater good. Conversations and efforts equate to change and they should start in the Church."

Nominee: David Myerholtz, Zion, Gibsonburg

For: Consultation Committee (2022/28) At Large Lay

What information would you like to share with the Assembly?

"I am a full time farmer and have been a member of Zion, Gibsonburg, for my entire life. I have served in numerous positions within the congregation from Budget Committee to council president. Currently I am a member of the Executive Committee and sharing the responsibility of staff management. As a member of the Synod Consultation Committee I will be able to share my experience and talents to assist with sister congregations."

What makes you hopeful for the future of the Church?

"The continuation of my Christian brothers and sisters being advocates for Christ as we all adapt to the changes in our lifestyles and opinions of others." Do nothing out of selfish ambition or vanity, but humbly regard others as better than yourselves. Be concerned not only with your own interests but also with those of others."
(Philippians 2:3-4)"

Consultation Committee Nominee Bios

Nominee: Glenn Richter, Zoar, Perrysburg

For: Consultation Committee (2022/28) At Large Lay

What information would you like to share with the Assembly?

“Various congregational committees: Endowment, Worship and Music, Stewardship, capital fund raising

Recent community involvement: Toledo School for the Arts

Employment: 30+ years as a United Way professional in three communities (17 years as president of the United Way of Greater Toledo) family commercial real estate business

Education: Bachelor of Arts, Master of Divinity, Master of Social Work”

What makes you hopeful for the future of the Church?

“Depends on what is meant by “the Church.” Churches as human institutions come and go. But the promises of God (redemption, forgiveness, peace, good news for the poor, salvation, love) are dependable and permanent. Churches that live God’s rule and promises will be here in the future.”

Nominee: Vicar Carol Pretorius, St. Peter, Delphos (expected ordination 2022)

For: Consultation Committee (2023/29) Rostered Minister

What information would you like to share with the Assembly?

“I have served as a synodically authorized minister for St. Peter Lutheran Church since September 12, 2019. I am finishing the TEEM program and expect to be approved for ordination this summer. I have been a pastor's wife for 38 years and have used my gifts to support the ministry of the church. I retired from education in 2013 to pursue a second master's degree, this time in clinical mental health counseling. Prior to entering the TEEM program I worked with clients in the area of addiction and trauma. I hold separate certification in healing prayer practices, and have many opportunities to work with staff, parents, and students to resolve conflicts. I have many experiences coming alongside people to listen and encourage them on their journeys, Serving on the Consultation Committee would tap into the strengths of my ability to listen, connect with people, and encourage positive outcomes.”

What makes you hopeful for the future of the Church?

“First and foremost, I believe that God is faithful. Even though the church is going through a period of change, I have faith that God is still at work to open the hearts of people to gather as they worship and seek mercy, justice, and love.”

Consultation Committee Nominee Bios

Nominee: Vicar Robin Small, St. Mark's, Bowling Green (expected ordination 2022)
For: Consultation Committee (2023/29) Rostered Minister

What information would you like to share with the Assembly?

"I am currently a Synodically Authorized Minister (SAM) serving as the Vicar and Director of Christian Education at St. Mark's Lutheran Church in Bowling Green. I am a May 2022 graduate from Pacific Lutheran Theological Seminary and will be ordained in September 2022. Prior to joining the staff at St. Mark's in 2016, I spent many years in leadership positions in education, senior citizen's services, and senior living communities. I served as a part-time lay Call Process Facilitator for the NWOS in the mid 2000's. I am active in the community, serving on several social services boards in Wood County: Wood County Ministries ((WAM), Continuum of Care, Project Connect and Bowling Green Ministerial Association. IN 2017 I completed Stephen Ministry Leadership Training."

What makes you hopeful for the future of the Church?

"I am hopeful because, looking back, church history tells of the ways the light of Christ shined brightly even in the darkest days. The Church must be the beacon of hope for humankind for the future."

Nominee: Amy Hoffman, Memorial, Toledo
For: Consultation Committee (2023/29) Lay

What information would you like to share with the Assembly?

"I have been a member most of my life. Baptized, confirmed, and married. I have served on council for many years – Education, Youth, Financial Secretary and Vice President. I was the transition chair as well as the call committee chair. I sit on the Executive Board of the YWCA of Northwest Ohio and currently their Milestones chair. I have gone on five international mission trips with Habitat/Thrivent builds. I worked 16 years at the Toledo Regional Chamber of Commerce as Member Relations manager and now have worked ten years as an Energy Consultant to large energy users in the public sector as well as government sector."

What makes you hopeful for the future of the Church?

"What makes me hopeful is what we are doing as a Church outside of the churches walls – out in the community giving ourselves to others."

Consultation Committee Nominee Bios

Nominee: Tenesha Ulrich, St. John's Findlay

For: Consultation Committee (2023/29) Lay

What information would you like to share with the Assembly?

"I volunteer at my church by singing in the choir, serve as an assisting minister, help with the Facebook page, edited all of our videos during Covid, assist the choir director, sing solos sometimes, and help to take care of the plants."

What makes you hopeful for the future of the Church?

"I am hopeful for the future of the Church because I know it's in Jesus' hands and I have faith in Him."

Discipline Committee Nominee Bios

Nominee: Pastor Jeffery Gramza, St. John, Celina

For: Discipline Committee (2022-28) At Large Rostered Minister of Word and Sacrament

What information would you like to share with the Assembly?

"I earned my MDiv at Trinity Lutheran Seminary in Columbus, my Doctor of Ministry at United Seminary in Dayton. The focus of my doctoral work was clergy and congregational health. I am a Facilitator Trainer in the Healthy Congregations program and a trainer in the Bridgebuilder conflict management program. I serve on the executive board of the local addiction program and volunteer as chaplain at our local hospital."

What makes you hopeful for the future of the Church?

"God is on the move and doing something new. It's exciting to watch the Holy Spirit at work!"

Nominee: Pastor Doris Mars, St. John, Findlay

For: Discipline Committee (2022-28) At Large Rostered Minister of Word and Sacrament and Nominating Committee (2022/25) Central

What information would you like to share with the Assembly?

"Ordained pastor of Word and Sacrament since 2003. I have served with St. John's, Findlay, for five years as Intentional Interim and now as called pastor. Transitional/redevelopment/intentional interim ministry is my mission call. I engage traditional Lutheran theology and liturgy with cross-cultural (African American) worship/music and preaching. I am passionate about constitutional guidance, guidelines and disciplines, and ELCA social messages and statements that raise awareness, give direction, and challenge the Church on issues of inclusion, equality and justice. Social, cultural, and community consciousness has served me well as pastor, teacher, and supervisor. Also, my skills for listening, collaborating and consulting as leader and team player are transferable for the work of the Discipline Committee"

What makes you hopeful for the future of the Church?

"I'm hopeful when I witness small or large communities of faith living a uniquely discerned mission of Christ in their context, and they boldly seek partnerships with congregations and community organizations to address the needs of the community."

Discipline Committee Nominee Bios

Nominee: Amy L. Schroeder, St. Mark's, Bowling Green

For: Discipline Committee (2022/28) At Large Lay

What information would you like to share with the Assembly?

"I have been blessed to serve St. Mark's in many different ways: call committee chair, past Sunday school teacher, past women's Bible study facilitator, and altar guild just to name a few. I was the coordinator for a women's weekend Bible retreat at St. Mark's. I have served my community by volunteering for Project Connect, team mom for my daughter's volleyball teams, and donated blood through the Red Cross. I have a paralegal degree from the University of Toledo and have worked at the U.S. District Court for two district judges for the past 27 years. I believe that between my faith foundation and the numerous years of experience in the courtroom, I have a great sense of importance of this committee and will ensure that steadfast prayer and committee guidelines are followed."

What makes you hopeful for the future of the Church?

"I have great hope in the Church and Jesus Christ our Savior. Each day the Lord provides us with seen and unseen blessings, accompanied by His grace and love. God's Word challenges us all to go out, be His disciples, and to love one another. What an honor and blessing it is to fulfill His mission!"

Nominee: Brenda Shibler, St. Martin's, Archbold

For: Discipline Committee (2022/28) At Large Lay

What information would you like to share with the Assembly?

"I graduated from Trinity Seminary, Columbus in 1995 with a Master of Arts in Lay Ministry. I have served as office manager at my home congregation since 1995. I have served on the Women of Northwestern Ohio Synodical Board and Sonlight editor. I have served as delegate from our congregation to several Synod assemblies. I worked at Sauder Village, Archbold, for many years as a guide and area supervisor."

What makes you hopeful for the future of the Church?

"God has blessed the ELCA as they carry our His work in the churches, conferences, synods, and the world. The ELCA has been on the front lines bringing the Gospel to all."

Discipline Committee Nominee Bios

Nominee: Pastor Melodi Hagen, Trinity, Wapakoneta

For: Discipline Committee (2023/29) Rostered Minister of Word and Sacrament

What information would you like to share with the Assembly?

"I have been an ordained Pastor for over 13 years and I have been a mother for 13 years as well. Discipline, having good healthy boundaries, having empathy and compassion when we cross those boundaries is not easy. Being a faithful parent and a healthy leader in the church at the same time is not easy, but that's my purpose to be a role model to my family and to my church. I don't have all the answers, but I have healthy role models in my life and they support me in deep listening for God's wisdom and guidance in my day to day life."

What makes you hopeful for the future of the Church?

"My hope is always in God's redemptive power in our day to day lives. The Church will look different, but God's grace and love in the Church always remains."

Nominee: Vicar Rebecca West-Estell, Glenwood, Toledo (expected ordination 2022)

For: Discipline Committee (2023/29) Rostered Minister of Word and Sacrament

What information would you like to share with the Assembly?

"I am a Child Protective Services Attorney Monday through Friday from 8:30-4:40. All other times I am a student pastor for the Monroe Corridor which includes Glenwood, Memorial, and St. Paul Lutheran churches in Toledo, Ohio. I am a consecrated minister of Word and Service through the Lutheran Diaconal Association in Valparaiso, Indiana. My consecration date was 12/5/2009. I am in my third year in the TEEM program through PLTS. I have one semester left and am completing my two-year internship in August, 2022. I am eligible for graduation this May despite having one more semester left. I am a US Army and US Air Force veteran with honorable discharges from both branches. I have served on many non-profit boards. I am married to Rodney West-Estell, an elementary school teacher who is finishing up his formation as a Minister of Word and Service."

What makes you hopeful for the future of the Church?

"The Church is moving outside of its walls into the community sharing the Gospel in all venues. The Church is truly in the community ministering as Jesus ministered, with the people. The Church is loving and serving."

Discipline Committee Nominee Bios

Nominee: Milt Pommeranz, Memorial, Toledo

For: Discipline Committee (2023/29) Lay

What information would you like to share with the Assembly?

"I have been employed as an attorney in Toledo for nearly 20 years. I have previously served as Vice President and President of Memorial church council, as well as on the Board of Trustees for Leadership Toledo. I currently serve on the Bar Admissions Committee of the Toledo Bar Association where I conduct character and fitness interviews of Ohio Bar applicants. My legal experience makes me especially suited for this position."

What makes you hopeful for the future of the Church?

"Having younger people in leadership roles shows that the Church is future-focused and just as relevant now as it ever has been."

Nominee: Paul Beineke, St. Paul's, Waldo

For: Discipline Committee (2023/29) Lay

What information would you like to share with the Assembly?

"Retired Air Force Officer, currently River Valley HS Aviation Tech instructor, Electric Cooperative trustee, church council president, congregation audio visual team leader, choir member. I served a tour as the Inspector General for the North American Aerospace Defense Command (NORAD)."

What makes you hopeful for the future of the Church?

"We serve a living God. He is active in our world and communities each day."

Nominating Committee Nominee Bios

Nominee: Tom Ritter, St. Mark, Toledo

For: Nominating Committee (2022/25) Central

What information would you like to share with the Assembly?

"I have been a member of Synod Council for many years. I serve the synod as a member of the Synod Executive Committee. I am also the congregation's council president, member of the traditional choir and member of our praise band. I have served on the synod's nominating committee this year (2022)."

What makes you hopeful for the future of the Church?

"By looking at new ways to reach people; building relationships with the communities in which we serve, taking the Gospel to where the people are in addition to be the place where people come."

Nominee: Diane Ninke, Zoar, Perrysburg

For: Nominating Committee (2023/26) At Large

What information would you like to share with the Assembly?

"I have been a Lutheran all my life and have served the local church, synod, and church-wide in several ways. From teaching to serving on committees locally to serving on Synod Council, to twice being a voting member for Churchwide assemblies, I have worked to spread the Gospel in ways that fit my talents and interests. My current focus is on small group studies as another expression of Church."

What makes you hopeful for the future of the Church?

"The pandemic has highlighted the needs of the world through Church, and it also highlighted our failures to address those needs in meaningful ways to those currently NON-members. The potential for revival and renewal in the Church is amazing, but also a bit scary. God has opened the door to fresh ideas and new ways to spread His Word. It is time to go through that door."

Nominating Committee Nominee Bios

Nominee: Pastor Matt Wheeler, St John's Fremont

For: Nominating Committee (2023/26) Eastern Conference

What information would you like to share with the Assembly?

"I've been greatly enriched by the relationships cultivated throughout God's Northwestern Ohio Synod throughout this journey in life and faith. Serving with synod council from 2008 through 2014 served as a time of great learning for me in terms of personal discipleship, as well as seeing the gifts of God ad work though the wider connectedness of Northwest Ohio. I hope to pass something of this belling on to others by continuing to serve with the Nominating Committee.

What makes you hopeful for the future of the Church?

"The crucified and risen Christ promises to make all things new! I see this newness in the creativity and holy imagination of our synod's leadership. There is joy and enthusiasm here!

Nominee: Pastor Doris Mars, St John's Findlay

For: Nominating Committee (2022/25)

[see Pastor Doris's bio under Discipline Committee nominees on pg32]

ELCA Church Council Lay Male Nominee Bio

Nominee: Alan Fuhrhop, St. Stephens Hamler
For: ELCA Church Council Lay Male Nominee

What information would you like to share with the Assembly?

I have been a life-long Lutheran: The past four years have found my wife and I back in the congregation in which I was born, baptized, raised and confirmed. We were also married in St Stephen 48 years ago. During the years my professional career has taken my family and me through several states and multiple congregations. I have held several offices of leadership and service in the various congregations, including council positions, and along with my wife, youth leaders, Sunday School teachers and choir members. Since covid, my wife and I have led the implementation of social media to our church building for our congregation, live streaming God's word to social media platforms and starting fm radio transmission to our local community. Most recently I have served as vice-president of our congregation. I am an active SAM for my home church, St Stephen, and am currently completing my first year of Diakonia training. I appreciate being considered for this opportunity to expand my service to God's church beyond the local community and church. After a career in sales and service, with the guidance of the Holy Spirit, I believe I can help market God's word and Jesus' gift of salvation for us to the larger community and Church.

What makes you hopeful for the future of the church?

Faith in God, the story of Jesus' death and resurrection, (Easter), and the guidance of the Holy Spirit keep me hopeful. Also, after our recent Diakonia study of the first 400 years of Christianity, I have strong faith and hope in the perseverance of the Power of the Cross.

Note – Due to a mis-communication with the Office of Secretary last year, we elected one nominee (Hans Giller of St Mark Toledo) at the 2021 NWOS Assembly when we should have elected two. If elected, Alan Fuhrhop and Hans Giller will appear on the ballot for consideration by the 2022 Churchwide Assembly.

Proposed 2023-2025 Mission Spending Plan 2022 Northwestern Ohio Synod Assembly

	2021/22	2022/23	2023/24	2024/25	Notes
	Actuals	Approved	Proposed	Proposed	
Operating Revenues					
Mission Support	1,473,340	1,500,000	1,500,000	1,475,000	estimated decrease
Investment Income	111,813	50,000	50,000	50,000	
Synod Use Only	31,116	31,500	34,000	39,000	estimated increases
Churchwide POS for DEM	105,906	106,116	108,238	110,403	estimated increases
Annual Fund	39,832	24,000	27,000	30,000	estimated increases
Total Revenues	1,762,007	1,711,616	1,719,238	1,704,403	
Operating Expenses					
Transforming the World					
ELCA Proportionate Share	751,403	765,000	765,000	752,250	51% of Mission Support
Ohio Council of Churches	2,500	2,500	2,500	2,500	
Subtotal Transforming the World	753,903	767,500	767,500	754,750	
Developing Disciples					
Trinity Lutheran Seminary	20,000	20,000	20,000	20,000	
Lutheran Outdoor Ministries	20,000	20,000	20,000	20,000	
Candidacy	13,192	10,000	10,000	10,000	
TEEM Program Scholarships	-	10,000	10,000	10,000	
Ohio Luth. Campus Ministries	7,500	6,400	6,400	6,400	
ELCA Ohio Universities	5,000	5,000	5,000	5,000	
Special Events	4,223	3,000	3,000	3,000	
Subtotal Developing Disciples	69,915	74,400	74,400	74,400	
Strengthening Parishes					
Grant: Redeemer, Toledo	10,000	10,000	10,000	10,000	
Grant: Salem, Toledo	10,000	10,000	10,000	10,000	
Grant: Camino de Vida	10,000	10,000	10,000	10,000	
Grant: St. John's at Bay	2,000	2,000	2,000	2,000	
Deans, Call Facilitators, Teams	18,500	21,000	21,000	21,000	
Subtotal Strengthening Parishes	50,500	53,000	53,000	53,000	
Administration and Operations					
Staff Salaries	440,857	437,000	445,740	454,655	estimated increases
Benefits	141,300	149,000	153,470	158,074	estimated increases
Accounting, Auditing, & Fees	61,382	58,000	59,000	59,000	estimated increases
Technology & Support	31,572	33,000	33,000	33,000	
Payroll Taxes & Expenses	23,903	25,000	25,000	25,000	
Professional Exp. & Cont. Edu.	15,923	17,500	17,500	16,000	estimated decrease
Building & Grounds	19,741	21,850	18,000	12,000	estimated decrease
Insurance	9,592	11,000	11,000	11,000	
Auto Expenses	18,347	14,000	12,000	10,000	estimated decrease
Supplies & Resources	14,242	12,766	12,628	9,024	estimated decrease
Region 6 Archives	3,176	9,600	9,500	9,500	estimated decrease
Auto Depreciation	3,799	8,500	8,500	7,000	estimated decrease
Equipment Depreciation	4,427	4,000	3,500	2,500	estimated decrease
Legal Fees & Consulting	2,770	3,500	3,500	3,500	
Subtotal Admin. & Operations	791,031	804,716	812,338	810,253	
Total Operating Expenses	1,665,349	1,699,616	1,707,238	1,692,403	
Non-Cash Items					
Building Depreciation	10,015	12,000	12,000	12,000	
Total Expenses & Non-Cash Items	1,675,364	1,711,616	1,719,238	1,704,403	
Net Operating Total*	86,643	-	-	-	

*net change from this Spending Plan is recorded to "Unrestricted Reserves" on the financial statements
Please note that 2021/22 actuals are from unaudited financials and investment income includes unrealized gain from investments and does not represent actual cash received from investments.

Resolutions and Memorials

2022 Northwestern Ohio Synod Assembly

Individuals, congregations, and councils may submit requested action items for consideration by the Assembly. These actions are classified as a **Resolution** or a **Memorial**.

A **resolution** is a formal action from a synod assembly to request action within the synod. Alternatively, a resolution can be formal action from a synod council directed to the Churchwide Council requesting action.

A **memorial** is a type of resolution in which a synod assembly formally requests the Churchwide Assembly (the highest body in the national ELCA) to consider certain action. Due to the inter-dependent nature of our church structure, a Memorial from a synod cannot direct or demand action from the Churchwide Assembly or organization (the national ELCA body). A memorial can only request or suggest action.

The 2022 Northwestern Ohio Synod Assembly has received two Memorials for consideration. These memorials request that the 2022 Churchwide Assembly consider acting on specific items. The Reference and Counsel Committee has reviewed the memorials to ensure they are in order – that is, the committee has reviewed the memorials to ensure they do not conflict with the governing documents of this Church. The committee makes no recommendation nor does it express any opinion to the Assembly regarding memorials.

The first memorial received is titled “A Memorial Regarding Non-Disclosure and Non-Disparagement Agreements”. The committee reviewed this memorial and found it in order and received on time. The committee suggested that the authors consider some edits for clarification and this final version is included on page 41 and is included in the Order of Business for Assembly debate. The original version as submitted by the authors is included on page 42 for reference.

The second memorial received is titled “Changing the On Leave from Call Removal Process”. The committee found the version submitted by the authors to be out of order but received by the deadline. One resolved clause was out of order because it directed the synod and bishop to take action that was in conflict with the governing documents of this Church – specifically the original clause conflicted with 7.31.07 and 7.61.08 of the ELCA constitution. The committee suggested this clause be removed.

Additionally, the original version combined a resolution and memorial into one action. This was also out of order as a resolution and memorial are directed to two different audiences (as explained above) and therefore need to be separate. The committee suggested the authors reclassify this as a memorial given that the resolution portion was out of order yet the memorial portion was in order. The committee also recommended revisions for clarity and accuracy and the final revised version will be posted to the Assembly webpage once it has been received and reviewed. The original version as submitted by the authors is included on page 45 for reference.

Submitted by the Reference and Counsel Committee: Melissa Peper Firestone, Vicar Rebecca West-Estell, and Jacob Henry

REVISED MEMORIAL FOR ASSEMBLY DEBATE:

A Memorial Regarding Non-Disclosure and Non-Disparagement Agreements

1
2
3 WHEREAS being called to embody God's beloved community, all expressions
4 (congregations, synods, and churchwide organization) of the ELCA should utilize human
5 resource practices that reflect ELCA core beliefs and current mission; and
6

7 WHEREAS some current practices that include a financial settlement contingent on an
8 NDA prevent even fair critique of the employer; and
9

10 WHEREAS any concern that information received through pastoral care could be
11 shared is protected in the document Definitions and Guidelines for Discipline, "Ministers
12 of Word and Sacrament must comply with 7.45.7 of this church's constitution and not
13 disclose information protected by that provision unless expressly permitted by that
14 provision. All rostered ministers must respect and protect other confidential information
15 and not disclose it absent good cause. Good cause includes, but is not limited to,
16 permission of those who shared the confidence, disclosure required by law, or
17 disclosure necessary to prevent great harm" (p.7);
18

19 THEREFORE, BE IT RESOLVED that the Northwestern Ohio Synod of the ELCA memorialize
20 the 2022 churchwide assembly to include in all constitutions (Constitutions, Bylaws, and
21 Continuing Resolutions of the ELCA, Constitution for Synods, and Model Constitution for
22 Congregations) that the satisfaction of severance arrangements is to be separate from
23 considerations outlined in an NDA (non-disparagement agreements, non-disclosure
24 agreements) or any agreements that would prevent someone to speak freely about
25 their previous employment situation. And be it further...
26

27 RESOLVED that mutual consideration must be reflected in separation agreements
28 through fair mediation.

ORIGINAL AS SUBMITTED BY AUTHOROS [included strictly for reference]:
A Memorial Regarding NDA Agreements

WHEREAS being called to embody God's beloved community, all expressions (congregations, synods, and churchwide organization) of the ELCA should utilize human resource practices that reflect ELCA core beliefs and current mission; and

WHEREAS some current practices include a financial settlement that is contingent on an NDA (non-disparagement, non-disclosure agreements) prevent even fair critique of the employer; and

WHEREAS any concern that information received through pastoral care could be shared is protected in the document Definitions and Guidelines for Discipline, "Ministers of Word and Sacrament must comply with 7.45.7 of this church's constitution and not disclose information protected by that provision unless expressly permitted by that provision. All rostered ministers must respect and protect other confidential information and not disclose it absent good cause. Good cause includes, but is not limited to, permission of those who shared the confidence, disclosure required by law, or disclosure necessary to prevent great harm" (p.7);

THEREFORE, BE IT RESOLVED that the Northwestern Ohio Synod of the ELCA memorialize the 2022 churchwide assembly to include in all constitutions (Constitutions, Bylaws, and Continuing Resolutions of the ELCA, Constitution for Synods, and Model Constitution for Congregations) that the satisfaction of severance arrangements is to be separate from considerations outlined in an NDA (non-disparagement agreements, non-disclosure agreements) or any agreements that would prevent someone to speak freely about their previous employment situation. And be it further...

RESOLVED that mutual consideration must be reflected in separation agreements through fair mediation.

Memorial Submission Details [included with original submission]:

Submitted by:

Rev. Adam Sornchai, St. John (Windfall), Cardington
Rev. Janine Shearer, Emanuel, Napoleon
Rev. Kristin Hunsinger, Hope, Toledo
Rev. Kevin Maxey, Hope, Toledo
Rev. Matt Musteric, St. Peter Lutheran, Martin and St. Luke's Lutheran, Curtice
Deacon Amanda Carpenter, Bethlehem/St. Mark's Lutheran, Defiance
Rev. Mary Beth Smith-Gunn, Williams County ELCA Parish - Trinity, Bryan, First,
Bryan, and St. Peter's, Edon
Rev. Cindy Getzinger, Retired
Rev. William Stenke, Trinity, Findlay
Rev. Brenda Peconge, McLaren St Luke's Hospital, Maumee

Answer briefly, the three questions below that describe implications of the Resolution if adopted.

How does the memorial enhance and move forward the mission of the church at large and of this synod?

In all expressions of the ELCA this memorial encourages transparency and for separation agreements to not be used in abusive ways.

What are the financial implications of this resolution if adopted? If expenditures are required, what sources of income are anticipated to accomplish the purpose of the resolution?

Unknown

Who do you foresee as being responsible for the implementation of this resolution within this synod, or Churchwide organization?

Churchwide Assembly

**REVISED MEMORIAL FOR ASSEMBLY DEBATE:
A Memorial: Changing the On Leave from Call Removal Process**

[The authors are currently working on revisions needed to bring this memorial into order. The revised memorial will be posted separately to the Assembly webpage www.nwosassembly.org once it has been received and reviewed by Reference and Counsel]

AS SUBMITTED BY THE AUTHORS [included strictly for reference]:
Changing the On Leave From Call Removal Process

WHEREAS individuals, congregations, synods and the ELCA churchwide organization invest a great time of energy, time, and money into training rostered ministers,

WHEREAS the ELCA churchwide organization and many ELCA synods have been expressing concerns about a clergy shortage for at least 20 years,

WHEREAS the synods of the ELCA handle interim, transitional, term, specialized ministry calls, and On Leave From Call status differently,

WHEREAS some rostered ministers experience toxic and/or abusive calls that are often terminated quickly,

WHEREAS some rostered ministers disproportionately experience extended time in On Leave From Call status,

WHEREAS those removed from the ELCA roster through their On Leave From Call Status not being approved or renewed, have no way to effectively challenge their removal,

BE IT RESOLVED that the Northwestern Ohio Synod Assembly direct the Northwestern Ohio Synod Council and Bishop to suspend removing any rostered minister in the Synod from the ELCA roster due to anything other than formal disciplinary reasons as set forth in the ELCA and Synod Constitution.

AND BE IT FURTHER RESOLVED that the Northwestern Ohio Synod Assembly memorialize the 2022 ELCA Churchwide Assembly to make the necessary Constitutional changes (ELCA Constitution, 7.31.07, 7.61.08) as expediently as possible, prohibiting removal from the ELCA roster due to anything other than formal disciplinary reasons as set forth in the ELCA and Synod Constitutions.

Memorial Submission Details [included with original submission]:

Submitted by:

Rev. Matt Musteric, St. Peter Lutheran Church, Martin and St. Luke's Lutheran Church, Curtice
Rev. Adam Sornchai, St. John Lutheran (Windfall), Cardington
Rev. Kevin Maxey, Hope Lutheran Church, Toledo
Deacon Amanda Carpenter, Bethlehem / St. Mark's Lutheran Church, Defiance
Rev. Mary Beth Smith-Gunn, Williams County ELCA Parish
Rev. Kristin Hunsinger, Hope Lutheran Church, Toledo

Answer briefly, the three questions below that describe implications of the Resolution if adopted.

How does the resolution enhance and move forward the mission of the church at large and of this synod?

Rostered ministers that are cared for are better able to serve Christ's church. "On leave from call status" is a safeguard that allows clergy to remain on the clergy roster when they are between active calls. It should be routinely granted to ministers who request it. And it should never be used to remove clergy from the roster. There are already policies and procedures in place to remove clergy for disciplinary reasons.

What are the financial implications of this resolution if adopted? If expenditures are required, what sources of income are anticipated to accomplish the purpose of the resolution?

The only financial implications of this resolution will be administrative time and expenses related to changing the ELCA Constitution and communicating this decision to the Synod Council.

Who do you foresee as being responsible for the implementation of this resolution within this synod, or Churchwide organization?

In our synod it would be the responsibility of the Synod Council. In the ELCA churchwide organization it would be the responsibility of the ELCA Church Council.

Proposed 2023/24 Compensation Guidelines

2022 Northwestern Ohio Synod Assembly

The Compensation Guidelines Team has prepared updated guidelines for consideration by the Assembly, in addition to several areas for consideration for additional study. The primary updates include:

1. **Base salary charts reflect 3% increases.** The committee considered several markers to arrive at these increases: salary comparison to masters-educated mid-level education administrators; projected increases in Region 6 synods; and inflation/ cost of living estimates such as available Social Security estimates. The committee considered a simplified format of calculating defined compensation calculations used by other synods (as opposed to base salary and housing allowance), however the committee feels this kind of format requires too many drastic changes that would not be helpful at this time. The committee offers this as an area for extended study and consideration.
2. **Additional merit compensation.** Examples of the applicability for additional merit compensation has been included. The committee has not recommended any valuation for this, as these areas are very diverse and best left for mutual negotiation.
3. **Housing Allowance calculations.** The committee added language to describe the applicability of the two housing allowance calculation methods. The median home value calculation method provides the most geographically responsive and accurate calculation and is suggested for use. The committee recognizes that under certain circumstances a percentage calculation may be useful, and some congregations/ministers currently use this. In recognition of this, the committee recommends this calculation method be phased out in future updates.
4. **Weekly time off.** Additional language has been included to clarify the expectation or suggested upper limits to hours worked by ministers.
5. **Vacation time.** Additional language has been added regarding the accrual (or lack of accrual) of unused vacation days, and explanation that this is a matter best addressed at the congregational level through personnel policies.
6. **Deferred Holiday.** The committee has included a new section on "deferred holidays" to bring additional clarity and flexibility.
7. **Family leave.** The committee recommends increasing family or parental leave from four to five weeks, bringing this into line with current policy trends.
8. **Interim Pastor Compensation.** Additional language has been added to reflect current practices of calculating interim pastor compensation.
9. **Separation Guidelines.** The committee recommends separation guidelines be removed from the compensation guidelines and be formed as a stand-alone policy updated by the Synod Council. This is in line with recent changes in neighboring synods and will ensure that the separation guidelines will be able to be updated more quickly to align with any changes made by Portico that effect benefit calculation and payments in situations of separation.

Submitted by the Compensation Guidelines Taskforce: Pastor Katie Suggitt, Pastor Jeff Gramza, Mary Boals, Deacon Sherry Krieger, and Jacob Henry



2023/24

Compensation Guidelines for Rostered Ministers of the Northwestern Ohio Synod

"The gifts he gave were that some would be apostles, some prophets, some evangelists, some pastors and teachers, to equip the saints for the work of ministry, for building up the body of Christ" (Ephesians 4:11-12)

Approved by Synod Assembly through action _____

Contents

Introduction.....	4
Annual Review of Compensation for Rostered Minister	5
2023/24 Recommended Minimum Base Salary for Rostered Ministers (Pastors).....	7
2023/24 Recommended Minimum Base Salary for Rostered Ministers (Deacons)	8
Step 1: Determining Salary Compensation	9
Line A: Base Salary	9
Line B: Additional / Merit Compensation	9
Line C: Total Salary	9
Honoraria and Other Fees.....	9
Step 2: Determining Housing Allowance	10
Line D: Method 1 for Calculating Housing Allowance Without a Parsonage	10
Line E: Method 2 for Calculating Housing Allowance Without a Parsonage.....	10
Parsonage Utilities and Maintenance	11
Line F: Furnishings Allowance for a Parsonage	11
Line G: Total Housing Allowance	11
Step 3: Determining Defined Compensation	12
Line H: Social Security Allowance	12
Line I: Total Defined Compensation	13
Step 4: Determining Portico Benefits	14
Lines J – N: Pension and Health Benefits.....	14
Line O: Housing Equity Allowance for a Parsonage.....	14
Line P: Waiving Coverage and Health Waiver Bonus	14
Line Q: Total Benefits	14
Sick Leave, Disability, and Workers' Compensation	15
Disability Insurance.....	15
Workers' Compensation	15
Step 5: Determining Additional Congregational Expenses.....	16
Line R: Mileage Reimbursement and Automobile Expenses	16
Line S: Continuing Education	16
Line T: Professional Expenses	18
Line U: Additional Covered Expenses.....	18
Line V: Estimating Employer FICA Taxes for Deacon.....	19

Line W: Total Additional Expenses.....	19
Step 6: Determining Total Financial Cost to Congregation	19
Line X: Total Compensation Package	19
Step 7: Determining Intangible Benefits.....	20
Weekly Time Off.....	20
Vacation	20
Deferred Paid Holidays	21
Family Leave (Maternity/Parental)	21
Sabbatical	22
Churchwide and/or Synodical Commitment	22
Pastoral Vacancy	22
Supply Pastor	22
Interim Pastor	23
Separation Guidelines.....	24

Introduction

Doing God's work in the world calls for leaders who bring a variety of training, skills, interests and life experiences to the work they do in congregations, communities and partner organizations. Many of these leaders are called to serve as ministers on one of the rosters of the ELCA: Ministers of Word and Sacrament and Ministers of Word and Service.

- **Rostered Ministers of Word and Sacrament.** Ordained Pastors serve with active, courageous faith to proclaim the good news of Jesus Christ and offer the hope of the sacraments in congregations and other ministry settings. Some pastors are called to specialized ministries such as chaplaincy and campus ministry.
- **Rostered Ministers of Word and Service.** Deacons serve in congregations and other ministries of the ELCA, including family ministries, youth, administration, volunteer ministry, social services, music, or parish nursing. Deacons connect the church with the needs of the world and work to equip others to lead a living, active and caring Christian life.

Every rostered minister goes through theological training and a candidacy process. The candidacy process raises up, prepares, certifies, and approves public leaders in the ELCA. Family, friends, congregations, ministry organizations, synods, seminaries, and staff from the churchwide organization all play important roles in this process

These compensation guidelines will apply to both types of rostered ministers, however, there are some areas where they will differ, and every attempt has been made to clearly mark these areas. Please contact the synod office should you have questions about which sections apply to which roster.

The Compensation Guidelines for 2022 propose a **3% increase for both 2023 and 2024**. It is recommended that congregations follow the suggested salary guidelines for rostered ministers which reflects years of experience and education as indicated in the **2023-24 Recommended Minimum Base Salaries**.

However, these are guidelines and not requirements. Congregations and ministers are encouraged to negotiate compensation packages that are mutually beneficial while addressing the unique circumstances of congregation and minister. Compensation contains more than mere cash compensation – it also entails health benefits, pension contributions, vacation, professional expenses, continuing education, housing and parsonage, or even student debt assistance. Congregations and ministers are encouraged to explore the breadth of compensation, being creative and flexible in creating compensation packages that work for both parties and address specific contexts. You may also want to visit the ELCA website (www.elca.org) for further compensatory information; and the Portico Benefit services website (www.porticobenefits.org) for health benefits rate information.

These compensation guidelines serve to guide conversations in budgeting for the rostered minister's compensation and to give insight into what is a fair and reasonable compensation package for trained, approved, and called leaders of our church. We often think of ministry in terms of a rostered minister's efforts on behalf of the members of a congregation. In the same way, the ministry of the laity includes the care of the rostered minister and their family. This mutual concern for one another is a witness to what we believe and practice in the life of the church.

Annual Review of Compensation for Rostered Minister

The compensation package of each rostered minister (ordained pastor or deacon) under call should be reviewed annually by the congregation's Executive Committee, Congregational Council, or other Finance team. The Congregational Council can then make recommendations to the congregation. **Updated compensation agreements should be written out and recorded in the congregation's personnel files on an annual basis.**

The key task of the Executive Committee (or other team) is to discuss annually with the rostered minister a fair, honorable, and equitable compensation package. Since the rostered minister depends on the church council and the congregation to make adequate provision for her or his financial needs, the rostered minister needs an opportunity to discuss those needs in an open and supportive forum. The team can receive data from the rostered minister about her or his financial needs and subsequently make recommendations to the Congregational Council for a compensation package.

At the same time, the minister should recognize the financial realities of the congregation and should make reasonable and realistic requests. If desired compensation is beyond the current means of the congregation, the minister and congregational leaders should formulate a plan to address giving and financial resources.

Both congregation and minister should evaluate their expectations of each other and seek to communicate these clearly so that the compensation package reflects the expectations reasonably. At all times, both congregation and minister should be prepared to and seek to compromise. ~~For example, additional paid time off may be granted in lieu of increased cash salary etc.~~

Included in the yearly, compensation adjustments (may be different for ordained pastor vs deacon):

1. Base Salary based on years of experience
2. Social Security Allowance (ordained pastors)
3. Housing Allowance for ordained pastors without a parsonage

4. Health and Medical Benefit adjustments consistent with *Portico Benefit Services. Each congregation will need to use the Calculators found at www.PorticoBenefits.org to determine the amount of the rostered minister's benefits. You will need to have your rostered minister's birth date to calculate Portico Benefits.

2023/24 Recommended Minimum Base Salary for Rostered Ministers (Pastors)

**2023 Recommended Minimum
Base Salary for Rostered
Ministers of Word and
Sacrament (Pastors)**
(for full-time ministry)

Years Ordained	Year of Ordination	Base Salary for 2023
0	2022	38,325
1	2021	38,881
2	2020	39,480
3	2019	40,057
4	2018	40,677
5	2017	41,253
6	2016	41,842
7	2015	42,421
8	2014	43,068
9	2013	43,652
10	2012	44,223
11	2011	44,774
12	2010	45,431
13	2009	46,019
14	2008	46,640
15	2007	47,213
16	2006	47,806
17	2005	48,429
18	2004	49,018
19	2003	49,584
20	2002	50,181
21	2001	50,793
22	2000	51,355
23	1999	52,012
24	1998	52,552
25	1997	53,166
26	1996	53,748
27	1995	54,316
28	1994	54,954
29	1993	55,530
30	1992	56,115

*Add \$350 for each year of
service beyond 30 yrs.

**2024 Recommended Minimum
Base Salary for Rostered
Ministers of Word and
Sacrament (Pastors)**
(for full-time ministry)

Years Ordained	Year of Ordination	Base Salary for 2024
0	2023	39,475
1	2022	40,047
2	2021	40,665
3	2020	41,259
4	2019	41,897
5	2018	42,490
6	2017	43,097
7	2016	43,694
8	2015	44,360
9	2014	44,961
10	2013	45,549
11	2012	46,117
12	2011	46,794
13	2010	47,399
14	2009	48,039
15	2008	48,629
16	2007	49,240
17	2006	49,881
18	2005	50,488
19	2004	51,072
20	2003	51,686
21	2002	52,317
22	2001	52,896
23	2000	53,573
24	1999	54,128
25	1998	54,760
26	1997	55,361
27	1996	55,945
28	1995	56,603
29	1994	57,196
30	1993	57,798

*Add \$350 for each year of
service beyond 30 yrs.

2023/24 Recommended Minimum Base Salary for Rostered Ministers (Deacons)

2023 Recommended Minimum Base Salary for Rostered Ministers of Word and Service (Deacons)
(for full-time ministry)

Years Ordained	Year of Ordination	Base Salary for 2023
0	2022	45,643
1	2021	46,212
2	2020	46,766
3	2019	47,451
4	2018	48,018
5	2017	48,589
6	2016	49,154
7	2015	49,812
8	2014	50,381
9	2013	50,949
10	2012	51,596
11	2011	52,173
12	2010	52,743
13	2009	53,310
14	2008	53,503
15	2007	54,564
16	2006	55,132
17	2005	55,701
18	2004	56,342
19	2003	56,635
20	2002	57,477
21	2001	58,121
22	2000	58,704
23	1999	59,271
24	1998	59,944
25	1997	60,527
26	1996	61,080
27	1995	61,691
28	1994	62,097
29	1993	62,871

*Add \$350 for each year of service beyond 29 yrs.

2024 Recommended Minimum Base Salary for Rostered Ministers of Word and Service (Deacons)
(for full-time ministry)

Years Ordained	Year of Ordination	Base Salary for 2024
0	2022	47,012
1	2021	47,598
2	2020	48,169
3	2019	48,874
4	2018	49,458
5	2017	50,046
6	2016	50,629
7	2015	51,307
8	2014	51,893
9	2013	52,478
10	2012	53,144
11	2011	53,738
12	2010	54,325
13	2009	54,909
14	2008	55,108
15	2007	56,201
16	2006	56,786
17	2005	57,372
18	2004	58,032
19	2003	58,334
20	2002	59,201
21	2001	59,865
22	2000	60,465
23	1999	61,049
24	1998	61,742
25	1997	62,343
26	1996	62,913
27	1995	63,542
28	1994	63,960
29	1993	64,757

*Add \$350 for each year of service beyond 29 yrs.

Step 1: Determining Salary Compensation

A rostered minister's (ordained pastor or deacon) salary compensation is made up of two components: base salary and additional / merit compensation.

Line A: Base Salary

Congregations are encouraged to utilize this synod's recommended base salary guidelines as a starting place in determining base salary. These guidelines can be found on pages 7 and 8 of these guidelines.

This figure will be entered on **Line A** of the Compensation Worksheet.

Line B: Additional / Merit Compensation

Other factors may be taken into consideration when determining additional / merit compensation for the rostered minister (ordained pastor or deacon). These factors may include:

1. Additional relevant education, certifications, or degrees
2. Relevant prior work experience (ie second career ministers)
3. Additional job expectations
4. Size of the congregation
5. Expected supervision of staff
6. Length of service to the parish
7. Merit and performance
8. Educational debt load
9. Other

This figure will be entered on **Line B** of the Compensation Worksheet.

Line C: Total Salary

To arrive at Total Salary Compensation (**Line C**), add together **Line A** and **Line B**

Honoraria and Other Fees

Honoraria or other fees received for weddings, funerals, outside speaking engagements, or from any other source should *not* be taken into account when setting the base salary or additional / merit compensation, nor should any income received by the spouse be a consideration.

Step 2: Determining Housing Allowance

Congregations should provide *Rostered Ministers of Word and Sacrament* (pastors) housing through a parsonage, and/or a housing allowance.

If a congregation does not provide a parsonage, the congregation should provide a housing allowance which can be calculated one of two ways:

Line D: Method 1 for Calculating Housing Allowance Without a Parsonage

Method 1, Median Home Value:

median home value of congregation's zip code
x 1.35% to 1.75%
x 12 months
= Housing Allowance (E)

Note – this method provides a more accurate housing allowance determination based on the particular geographic context of the congregation.

This figure will be entered on **Line D** of the Compensation Worksheet

Line E: Method 2 for Calculating Housing Allowance Without a Parsonage

Method 2, Percentage of Base Salary:

Base Salary
x 35% (suggested minimum)
= Housing Allowance (D)

Note – this method may be best suited for ministers who rent or who are otherwise in a housing transition. It is additionally recommended that this calculation method be phased out, as Method 1 offers a more geographically accurate approach.

This figure will be entered on **Line E** of the Compensation Worksheet

Once Housing Allowance is determined, the amount designated as Housing Allowance can be adjusted to the needs of the rostered minister (ordained pastor) so long as the *Total Defined Compensation remains the same*. In other words, the pay designated as salary on the W2 can decrease (or increase) and the part designated as Housing Allowance can increase (or decrease). This provides tax savings to the pastor at no additional cost to the congregation.

In IRS Publication 517, the IRS states that "The church or organization that employs you must officially designate the payment as a housing allowance before the payment is made. A definite amount must be designated. The amount of the housing allowance cannot be determined at a later date." (A sample resolution for designating housing

allowance is available through the synod's website). Designation of housing allowance can be made through a separate line item on the budget, or through action recorded in council minutes.

Parsonage Utilities and Maintenance

A congregation that provides a parsonage is responsible for the cost of utilities and maintenance, and it is strongly recommended that congregations directly pay utility companies.

Line F: Furnishings Allowance for a Parsonage

Ordained, rostered ministers (pastors) living in parsonages may be provided with a "furnishings allowance." Even in a parsonage, every pastor has some expense in maintaining his or her home.

When the furnishings allowance is designated in advance, and to the extent it is actually used for housing expenses, it is a non-taxable source of income for the pastor.

This figure will be entered on **Line F** of the Compensation Worksheet

Line G: Total Housing Allowance

The total housing compensation is determined by adding **lines D or E, or line F**.

Step 3: Determining Defined Compensation

In order to determine Defined Compensation – which is utilized in determining benefits – you must first determine the Social Security Allowance.

Line H: Social Security Allowance

Under most circumstances, an employer pays one half of the FICA tax (Social Security and Medicare combined), and the employee pays the other half. Clergy (ordained pastors) are in a unique situation because the Internal Revenue Code mandates that ordained pastors are classified not as 'employees', but as 'self-employed' for Social Security taxes, meaning ordained pastors pay the entire 15.3% FICA tax (employee portion plus the employer portion).

But according to the Internal Revenue Service clergy (ordained pastors) are NOT considered self-employed, but instead viewed as employees for income tax purposes and are thereby issued a W-2 like all other employees.

Throughout the ELCA, Synods strongly recommend that all congregations pay the additional 7.65%, as a congregation would for all other employees. This additional 7.65% is termed a "**Social Security Allowance**" and is calculated as follows:

Note: the calculation is different for parsonage and non-parsonage.

Social Security Allowance for an *ordained* rostered minister (pastor) receiving a **housing allowance** (non-parsonage):

$$\begin{aligned} & \text{Total Salary Compensation (C)} \\ & + \text{Housing Allowance (G)} \\ & = \text{Social Security Base} \\ & \times 7.65 \% \text{ (employer rate)} \\ & = \text{Social Security Allowance (H)} \end{aligned}$$

Social Security Allowance for *ordained* rostered minister (pastor) living in **parsonage**:

$$\begin{aligned} & \text{Total Salary Compensation (C)} \\ & \times 1.3 \text{ (Housing Equivalency Factor)} \\ & = \text{Subtotal} \\ & + \text{Furnishings Allowance (F)} \\ & = \text{Social Security Base} \\ & \times 7.65 \% \text{ (employer rate)} \\ & = \text{Social Security Allowance (H)} \end{aligned}$$

This figure will be entered on **Line H** of the Compensation Worksheet.

Under current law, congregations are prohibited from directly paying social security tax for clergy (**Rostered Ministers of Word and Sacrament – Pastor**). To remedy this, congregations should provide the allowance as an additional cash component that runs through the congregation's payroll system. The allowance must be considered as salary in reporting to the IRS, and is also considered income when computing pension plan contributions.

Line I: Total Defined Compensation

Defined compensation is not synonymous with cash compensation. Defined compensation is the base amount on which benefits are calculated and is different for parsonage and non-parsonage:

For an *ordained* rostered minister (pastor) receiving a **housing allowance** (non-parsonage):

Total Salary Compensation (C)
+ Total Housing Allowance (G)
+ Social Security Allowance (H)
= Total Defined Compensation (I)

For a Rostered Minister of Word and Sacrament (pastor) living in a **parsonage**:

Total Salary Compensation (C)
+ Social Security (H)
= Subtotal
x 1.3 (Housing Equivalency Factor)
= Subtotal
+ Total Housing Allowance (G)
= Total Defined Compensation (I)

For a Rostered Minister of Word and Service (**deacon**), defined compensation is equal to the deacon's total salary (Line C).

This figure will be entered on **Line I** of the Compensation Worksheet

Step 4: Determining Portico Benefits

ELCA associated employers and those recognized by the ELCA as eligible employers may sponsor their employees in the ELCA Pension and Other Benefits Program offered by the ELCA – Portico Benefit Services. The program is available to rostered ministers (pastor or deacon) scheduled to work **15** or more hours per week for 6 or more consecutive months per year.

For all Portico benefits related information and questions, please contact Portico for the most up-to-date information.

Lines J – N: Pension and Health Benefits

Because of the variety and complexity of factors involved in determining healthcare and benefit rates, please use the Portico Benefit Calculator to determine benefit figures: (<https://employerlink.porticobenefits.org/Home/Resources/Calculators.aspx>).

These figures will be entered into **lines J, K, L, M, and N** on the Compensation Worksheet.

Line O: Housing Equity Allowance for a Parsonage

It is recommended that congregations with a parsonage also provide for a housing equity allowance equal to 3% of defined compensation for their *ordained* rostered minister (pastor). Housing equity should not be paid directly to pastor, but rather invested in a Portico account for that purpose. The purpose of this allowance is to provide financial resources for a pastor to purchase housing upon retirement **and/or as described by Portico policy or applicable law.**

This figure will be entered on **Line O** of the Compensation Worksheet

Line P: Waiving Coverage and Health Waiver Bonus

Sometimes a rostered minister may elect to waive Portico coverage and receive coverage through their partner's health benefit plan. In these cases, the congregation is strongly encouraged to provide a Waiver Bonus to the rostered minister to help defray the cost of insurance. The rostered minister will also need to provide Portico with a signed waiver.

If applicable, this figure will be entered on **Line P** of the Compensation Worksheet

Line Q: Total Benefits

Add **lines J – P** to arrive at the total benefit cost, and enter this figure on **Line Q**.

Sick Leave, Disability, and Workers' Compensation

Sick leave of up to two months per year with full salary, housing, and benefits should be provided by the congregation when needed. This is not accumulated and should not be abused. Congregations may desire to have conversation with their rostered minister or establish their own policies outlining how this may be used.

Unused sick days are not paid out upon separation.

Disability Insurance

Portico Benefit Services Disability Benefits Plan does not pay a benefit during the first two months of disability. During the first two months the congregation/ organization provides full compensation including housing. Beginning with the third month the employee is entitled to receive from Portico Benefit Services a monthly benefit equal to: 2/3 of the employee's "Monthly Defined Compensation" minus any Social Security benefits to which employee and family members are deemed to be entitled based on employee's earning record (check limited Portico Benefit Services interpretation), and minus any other governmental disability program benefits payable to the employee and family members based on the employee's disability.

Workers' Compensation

NWOS strongly recommends that all congregations elect workers' compensation coverage for their *ordained* rostered ministers (pastors) by filing Form U-3S. Ohio requires coverage for deacons.

Step 5: Determining Additional Congregational Expenses

Congregations should cover additional expenses that are integral to the job functions of the rostered minister (ordained pastor or deacon).

Line R: Mileage Reimbursement and Automobile Expenses

The congregation should reimburse miles traveled in carrying out duties as a rostered minister (ordained pastor or deacon) at the rate allowed by the IRS (Check IRS guidelines at: <http://www.irs.gov/taxpros/article/0..id=156624.00.html>).

The rostered minister should submit a signed report monthly to the responsible financial officer of the congregation. Under the new tax law, it is important that automobile expenses be paid on a reimbursement basis as a flat sum automobile allowance will be fully taxable to the rostered minister.

This figure will be entered on **Line R** of the Compensation Worksheet.

Line S: Continuing Education

It is the expectation of the ELCA and the Northwestern Ohio Synod that every rostered minister (ordained pastor or deacon) will engage in at least **50 hours** of continuing education per year. This continuing education is intended to benefit both the rostered minister and the congregation through ongoing development of biblical/theological understanding and ministry skills. Continuing education time is not to be regarded as vacation, nor should it be used by the rostered minister for vacation.

To assist the rostered minister in meeting this expectation, it is suggested that congregations provide a continuing education reimbursement of at least **\$1,200** (with expenditures verified by receipts), and at least **two weeks** (a total of 14 days including two Sundays) **accruable for up to three years**. Rostered Ministers should annually report to their council, their used and unused continuing education days. This should be maintained in the congregation's personnel records.

Continuing education may range from a single day seminar to enrollment in a formal program at an educational institution. Scheduling of continuing education opportunities should be determined by the rostered leader in consultation with the congregation's staff support team (Mutual Ministry Committee) and the congregational council.

Unused continuing education days or allowances are not paid out upon separation.

This figure will be entered on **Line S** of the Compensation Worksheet.

Line T: Professional Expenses

Congregations may elect to provide the rostered minister (ordained pastor or deacon) with a professional expense reimbursement account to cover additional miscellaneous expenses such as:

- Dues to professional organizations
- Work related Books, periodicals, subscriptions
- Vestments
- Business meals

Congregations are strongly encouraged to develop written policies that outline acceptable use of a professional expense reimbursement account.

If applicable, this figure will be entered on **Line T** of the Compensation Worksheet

Unused professional expense allowances are not paid out upon separation.

Line U: Additional Covered Expenses

Congregations and rostered ministers may negotiate that additional specific events be covered. Two examples are listed below:

First Call Theological Education (FCTE) is an ELCA three-year structured program designed to support and strengthen the newly rostered minister (ordained pastor and deacon) in terms of:

- (1) ministry skills,
- (2) pastoral identity; and
- (3) discernment of context.

FCTE is experiential learning designed to meet participants at their point of need as they encounter the demands and expectations of ministry. This program will consist of a portion of the needed continuing education, contact hours.

Costs for this can come out of a rostered minister's continuing education reimbursement, professional expense reimbursement account, or congregations may choose to cover this in addition to these existing reimbursements.

If applicable, this figure will be entered on **Line U** of the Compensation Worksheet.

Spiritual Retreat

Congregations may provide paid time and expenses for each rostered minister (ordained pastor and deacon) to spend at least one week a year on intentional, disciplined **spiritual retreat**. This is an addition to the continuing education time already provided and may be covered out of a rostered minister's continuing

education reimbursement, professional expense reimbursement account, or congregations may choose to cover this in addition to these existing reimbursements.

If applicable, this figure will be entered on **Line U** of the Compensation Worksheet.

Line V: Estimating Employer FICA Taxes for Deacon

While Rostered Ministers of Word and Sacrament (pastors) pay self-employment tax (outlined in Step 2: Determining Defined Compensation), rostered ministers of Word and Service (**Deacon**) are treated as employees for tax purposes. This means that the congregation as the employer must pay the employer side of FICA tax which is 7.65%.

$$\begin{array}{r} \text{Total Salary (C)} \\ \times 7.65\% \\ \hline = \text{FICA cost to congregation} \end{array}$$

This figure will be entered on **Line V** of the Compensation Worksheet.

Line W: Total Additional Expenses

Add lines S thru V to arrive at total additional expenses.

This figure will be entered on **Line W** of the Compensation Worksheet.

Step 6: Determining Total Financial Cost to Congregation

Line X: Total Compensation Package

The total financial cost to the congregation can be determined as:

$$\begin{array}{r} \text{Total Salary Compensation (C)} \\ + \text{Housing Allowance (G)} \\ + \text{Social Security Allowance (H)} \\ + \text{Total Benefits (Q)} \\ + \text{Total Additional Expenses (W)} \\ \hline = \text{Total Financial Cost (X)} \end{array}$$

This figure will be entered on **Line X** of the Compensation Worksheet

Step 7: Determining Intangible Benefits

Similar to many other jobs, rostered ministers receive several intangible benefits.

Weekly Time Off

Rostered ministers (ordained pastors and deacons), like anyone else, need some time off from work to replenish and re-energize.

Congregations should ensure that each rostered minister has **two full days off per week**. The pastor's weekly schedule (days/hours) may be negotiated as necessary. For the well-being of the rostered minister and health of the congregation, such a schedule **should not exceed 50 hours in a work week**. This should be viewed as an upper limit for hours worked, and not an average. The work of a minister will oftentimes be variable and change in relation to the church calendar. For example, Lent and Advent may be busier times averaging 50 hours a week, while a summer schedule may average 30 hours a week.

In managing time at work and time off it might be helpful to consider each day as having three segments: morning, afternoon, and evening. Each week contains twenty-one such segments. Working fifteen or sixteen of those segments, equaling approximately 50 hours, is suggested as the norm. ~~During certain times of the year and especially during the Christmas and Easter season, more may be required. Correspondingly, some seasons of the church year may require less.~~

Vacation

It is important for rostered ministers (ordained pastor or deacon) to have a period of time away from the call-in order to refresh and recreate. Congregations ordinarily provide a minimum of **four weeks vacation** per year (28 days or 20 "work days"), including four Sundays for full-time ministers.

The accrual (or no accrual) of unused vacation time should be set by a congregation's own personnel policies which should outline how many vacation days can be accrued and the maximum vacation days allowed in a calendar year. If allowed by personnel policies, accrued vacation days should be carefully recorded and detailed in the annually updated compensation agreement.

Regardless of accrual, the minister should annually report to the council, their used and unused vacation days and a record of this should be maintained in the congregation's personnel files.

All costs and procurement of supply ministries during vacation times, including Sunday supply, are the responsibility of the congregation and the congregational council. A list

of available pulpit supply may be secured from the synod web site (www.nwos-elca.org).

Deferred Paid Holidays

Rostered ministers ordinarily work on holidays that many secular workers have off, such as Christmas Eve or Good Friday. Congregations should provide a "deferred paid holiday" that allows the minister additional time off without depleting vacation time. These deferred holidays should be listed in the annually-updated compensation agreement.

Family Leave (Maternity/Parental)

The church places a high value on family, and congregations should offer family leave when appropriate. These guidelines are offered to help congregations approach situations requiring maternal/parental/family leave in a caring manner and apply for all rostered ministers (ordained pastor and deacon):

Maternal/ paternal leave following the birth of a child – **Eight (8) weeks** of paid **maternity leave** should be available to mothers immediately following the birth of a child. **Five (5) weeks** of paid **paternal leave** is recommended for a father immediately after the birth of a child. The needs of each rostered minister and congregation may vary. It is recommended that the congregation pay full salary and benefits during this time. At a minimum, full benefits for the rostered minister should be maintained during a maternity or parental leave. Some factors that may be considered in determining salary and benefits during such a leave are the rostered minister's length of service with the congregation, vacation time available, housing costs, and the hardship to the rostered minister or the congregation.

Adoption leave should be offered to parents who are adopting children. A minimum of **five (5) weeks** should be offered. The number of weeks of leave before and after the adoption should be specified in advance, and with mutual discussion with the pastor.

Family leave at other times may be granted by the congregation. There are times in our lives when leave is needed for families. Examples would be 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. It is recommended that the congregation, at a minimum, provide full benefits for the rostered minister during any family leave granted.

In the event a sponsored member of the ELCA benefits program is unable to perform the material duties of her or his normal occupation for any employer as a direct result of injury or physical or mental disorder resulting in disability, the member is covered by disability benefits.

Sabbatical

Congregations may offer their rostered minister (ordained pastor or deacon) **sabbatical** leave for spiritual and professional renewal. Typically, rostered ministers are eligible for a sabbatical after serving a congregation for 6 years.

Usually lasting **12 weeks in length**, sabbaticals are intended to sharpen the rostered minister's skills and to refresh both spiritual life and a sense of calling. The request, specific description and purpose of the sabbatical leave is ordinarily submitted to and approved by the Congregational Council at least six months prior to the time it begins. Congregations might want to include in the budget and accrue funds each year toward the sabbatical (so costs might be spread over several years).

During sabbatical leave, the congregation continues to provide normal compensation, and pays for pulpit supply and related congregational ministerial expenses. The rostered minister is responsible for expenses related to the sabbatical such as additional living expenses, tuition, books, and supplies. Normal vacation time may be used to extend the sabbatical leave. A report of his/her sabbatical activities is to be submitted to the church council. A rostered minister taking a sabbatical is expected to continue to serve the congregation granting the sabbatical for at least one year following the leave.

Churchwide and/or Synodical Commitment

There are times when a rostered minister (ordained pastor or deacon) may be called upon to serve in ways that take her/him beyond the congregation. Examples may include church-related activities such as serving as a Bible study leader or chaplain at a church camp, on a syndical or ELCA committee or task force, or short-term teaching at a college or seminary. In any case, this "extended ministry" should be fully negotiated through the congregation's staff support team (Mutual Ministry Committee) and with the approval of the Congregation Council. Such outside ministry should not be considered as vacation time.

Rostered ministers are constitutionally required to attend the Northwestern Ohio Synod assembly when held, along with voting members from the congregation.

Pastoral Vacancy

Supply Pastor

A supply pastor is one who fills in one Sunday at a time (e.g., while the pastor is on vacation).

A supply pastor ordinarily receives:

1. Preaching:
 - One weekend service -- \$150 or higher
 - Each additional weekend service--\$50
 - Weekday service (i.e. Wednesdays in Lent)--\$150 or higher
2. Mileage is ordinarily reimbursed at the current IRS rate per mile (check the IRS website for current rates: <http://www.irs.gov/taxpros/article/0..id=156624.00.html>)
3. All reasonable hotel and meal costs may be reimbursed if needed and agreed upon.

Interim Pastor

The Northwestern Ohio Synod has the discretion to appoint an Interim Pastor whenever there is a pastoral vacancy and will often work with a Congregation's Council to determine who would best serve in that position. An Interim Pastor may serve ~~is usually~~ under an ~~agreement~~ ~~contract~~ which can range from just a few hours on Sunday morning to full-time ministry. In some cases, the Interim Pastor may be issued a term call, but this must be done in consultation with the Northwestern Ohio Synod Bishop and Synod Council.

A full-time Interim Pastor (five or more days per week) will ordinarily receive compensation according to their years of experience as indicated by the guidelines or comparable to the previous pastor. Either a parsonage or housing allowance is normally provided, as well as pension and medical benefits, if applicable, mileage reimbursement for performing congregational responsibilities at the current IRS rate and reimbursement for any other ministry related costs incurred (e.g. telephone, postage, meals, etc.).

Compensation for an interim pastor serving less than full-time may be determined as outlined above, and reduced in proportion of time worked:

1. For $\frac{3}{4}$ time – determine a full-time package and reduce by 25%
2. For $\frac{1}{2}$ time – determine a full-time package and reduce by 50%
3. For $\frac{1}{4}$ time – determine a full-time package and reduce by 75%

Alternatively, and more applicable for sporadic interim work, an Interim pastor may be compensated on an hourly basis:

1. A minimum of \$35 per hour for visitation and other related ministry,
2. Mileage reimbursement for performing congregational responsibilities at the current IRS rate (<http://www.irs.gov/taxpros/article/0..id=156624.00.html>),
3. Reimbursements for congregational expenses (e.g. telephone, postage, meals, hotel, etc.),
4. Preaching:
 - One weekend service -- \$150 or higher
 - Each additional weekend service--\$50

Weekday service (i.e. Wednesdays in Lent)--\$150 or higher

Separation Guidelines

There are varied circumstances in which a minister may resign their call with a congregation: local difficulties, conflict, vocational changes, continued education, or even changes in family or other unforeseen circumstances. If these or similar events occur, ministers and congregations are encouraged to be in conversation with each other about creating separation arrangements. Parties should consult with the synod regarding the Separation Guidelines approved by the Synod Council, and parties are encouraged to seek mediation if there are difficulties arriving at a separation agreement.

~~As most congregations do not participate in state unemployment insurance, ministers (or other congregational employees) are ineligible for unemployment insurance. As such, congregations should endeavor to express care for ministers and employees by offering some form of severance. Separation arrangements are negotiable between minister and congregation to meet the unique circumstances or reasons for separation.~~

~~Ordinarily, a separation package includes 3 months of salary (including housing allowance if applicable, and FICA offset), full health and benefit coverage (including pension). Other allowances such as auto allowance/mileage reimbursement, continuing education, professional expenses, etc are not included in separation arrangements.~~

~~For congregations that offer a parsonage, ordinarily the minister is allowed continued use of the parsonage for the duration of the separation arrangement. Congregations sometimes offer use or rent of the parsonage after the separation period ends, for a specified time frame. In these cases, the congregation and minister should enter into a specific written agreement that outlines the terms of such arrangement.~~

~~Additionally, any accrued but unused vacation time (pro-rated for the current calendar year) is paid out to the minister. A simple and straight forward method of calculating accrued/unused pro-rated vacation is to divide total defined compensation by the number of work days in a year. Benefits are not typically included in any calculation or payout of unused, accrued vacation. Additionally, congregations and ministers should consult their own personnel policies for more specific guidance on calculation and pro-rate of vacation days.~~

~~Separation arrangements should be written out clearly and plainly and signed by the pastor and council president. If there are difficulties in negotiating separation arrangements, the minister and congregation should seek out a third party mediator to assist in negotiations, and mediation should be used if there are difficulties~~

~~interpreting the terms of the agreement. It is recommended to include a mediation clause in the separation agreement.~~

~~In the event the minister is called to a different ministry prior to the conclusion of the separation period, the congregation is released from further separation responsibility as of the date of the new call's acceptance. This should also be included in the separation agreement.~~

Roster Report

APRIL 1, 2021 - APRIL 1, 2022

ORDINATIONS/CONSECRATIONS

Jake Nekoranec - Pastor - 5/8/2021

Ashley Rosa-Ruggieri - Pastor - 9/12/2021

Dalton Rosa-Ruggieri - Pastor - 9/12/2021

INSTALLATIONS

Rev. Jake Nekoranec, St. Mark & Bethlehem, Toledo - 5/8/2021

Rev. Paul Reichert, Zoar, Perrysburg - 5/29/2021

Rev. Jaci Tiell, Bethlehem, Toledo & Grace, Elmore - 7/22/2021

Rev. Kevin Mohr, St. John's, New Washington & Nazareth, Chatfield - 8/1/2021

Rev. Ashley Rosa-Ruggieri, Trinity, Wauseon - 9/22/2021

Rev. Dalton Rosa-Ruggieri, Faith, Swanton - 10/13/2021

Rev. Michael Poole, Emanuel, Marion - 2/20/2022

ON LEAVE FROM CALL APPROVED

Deacon Heather Smith

Rev. Beth Huener

Deacon Erin Bodenstab

Rev. Timothy Reynolds

Deacon Hannah Demaree

Rev. Meg Boger

Rev. Clyde Singh

Rev. Adam Taylor

Rev. Rob Johnson

CALLED/TRANSFERRED OUT OF NWOS

Rev. Ed Strietelmeier to Indiana/Kentucky Synod

Rev. Brian Krause to Western North Dakota Synod

Rev. James Lehman to Southern Ohio Synod

CALLED/TRANSFERRED INTO NWOS

Rev. Barb Gibson from Southeastern Synod

Rev. Robert Ohrstedt from Northwestern Pennsylvania Synod

Rev. Julie Hutson from Northwest Washington Synod

Rev. Lee Ann Pomrenke from St. Paul Area Synod

Rev. Michael Poole from New Jersey Synod

INVITATION TO EXTENDED SERVICE

Rev. Matthew Zuehlke, Zion, Gibsonburg - 6/30/2021



Roster Report

APRIL 1, 2021 - APRIL 1, 2022

SYNOD AUTHORIZED MINISTERS (SAM) INVITATION TO SERVICE

Tanyce Addison at Good Hope, Bucyrus
Deacon Steve Basselman at St. Martin, Archbold
Deacon Amanda Carpenter at Bethlehem and St. Mark's, Defiance
Ryan Cordle at Zion, Lafayette
Dawn David at Salem Grace, Luckey & Sonfire by the River, Pemberville
Bob Fett at English, Bluffton
Tom Fleming at St. Mark, Ada
Bob Frank at First St. Mark, Oregon
David Frye at West Toledo Parish
Alan Fuhrhop at St. Stephen, Hamler
Jeannine Grimm at Christ, Dowling
Alex Heffelfinger at St. John, Hicksville
Deacon Kevin Kehn at Emanuel, Marion
Shea McGrew at Hope, Bowling Green
Deb Monnin at First English, Wapakoneta & Trinity, Moulton
Carol Pretorius at St. Peter, Delphos
Maureen Pump at Grace, St. Mark, & Trinity, Fremont
Frank Raeske at Zion, Luckey
Shawn Schneider at First Lutheran, Galion
Greg Silliman at Bethlehem, Pemberville
Robin Small at St. Mark's, Bowling Green
Chris Staup at First, Stryker
Rebecca West-Estell at Glenwood, St. Paul's & Memorial, Toledo
Deacon Jean Wise at Williams County Parish

RESIGNED FROM THE ROSTER

Rev. Julie Parsell

RETIREMENT

Rev. Keith Hunsinger
Rev. Sharon Stonerock
Rev. Robert Blohm
Rev. Tim Philabaum
Rev. Mark Schuring
Rev. Dana Bjorlin
Rev. Cindy Getzinger

DEATHS

Rev. Harold Hasenauer
Rev. Paul DeMoss
Rev. James Avers
Rev. Jon Bell
Rev. John Berger
Rev. Raymond Serocka
Rev. Robert Young
Rev. Dennis Lauman
Rev. Roger Thompson
Rev. Richard Ferne



Roster Report

2022 ANNIVERSARIES OF ORDINATION

25 YEARS

Rev. Anita Marshall
Rev. Elizabeth Ferne Johnson
Rev. Kristine Schroeder
Rev. Lori Strang
Rev. Robert Cochran
Rev. Shawn O'Brien
Deacon Patricia Haase

35 YEARS

Rev. Bradley Binau
Rev. Martin Billmeier
Rev. Thomas Zulick
Rev. William Haggis II
Deacon Judith Atkins

45 YEARS

Rev. David Bliss
Rev. Jerald Rayl
Rev. Marcus Lohrmann
Rev. Richard Sauerlender

55 YEARS

Rev. David Proctor
Rev. Gerald Bauer
Rev. Ray Gottschling
Rev. Richard Buchsteiner
Rev. Roger Marlow
Rev. Thomas Lentz

30 YEARS

Rev. Alvera Brandt
Rev. Melanie Haack
Rev. Sharon Stonerock

40 YEARS

Rev. Blake Grangaard
Rev. Janine Dress
Rev. Mark Schuring
Rev. Kevin Mohr
Rev. Stephen Bauerle

50 YEARS

Rev. Robert Gibson
Rev. Christian Dittmar
Rev. Raymond Vance
Rev. Wilmer Hallman

60 YEARS

Rev. Frederick Shuman
Rev. Ralph Schibler

65 YEARS

Rev. James Barkenquast

