

Approved Memorials and Resolutions

The following Memorials and Resolutions were approved by the 2022 Northwestern Ohio Synod Assembly:

1. A Memorial Regarding Non-Disclosure and Non-Disparagement Agreements
2. Memorial: Changing the On Leave From Call Removal Process in the ELCA
3. A Memorial Response to Recent Gun Violence
4. Resolution: Changing the On Leave From Call Removal Process in the Northwestern Ohio Synod, ELCA
5. A Resolution on Gun Violence

A **memorial** is a type of action 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.

A **resolution** is a type of action from a synod assembly to request action within the synod.

The approved Memorials have been sent to the Churchwide Organization of the ELCA, and passed along to the Memorials Committee.

The complete text is listed on the following pages.

A Memorial Regarding Non-Disclosure and Non-Disparagement 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 that include a financial settlement contingent on an NDA 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.

APPROVED: 199 (92%)

Opposed: 18 (8%)

Total Votes: 217

Memorial: Changing the On Leave From Call Removal Process in the ELCA

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 the current policies and Constitution of the ELCA churchwide organization limit the duration of On Leave From Call Status and renewal of this status,

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 (They may only apply for reinstatement, according to the ELCA Constitution, 7.31.06 and 7.61.07),

BE IT 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 by not approving or not renewing their On Leave From Call Status.

APPROVED: 124 (58%)

Opposed: 89 (42%)

Total Votes: 213

A Memorial Response to Recent Gun Violence

WHEREAS since the beginning of 2022 there has been 18 and now 19 violent mass shootings,

WHEREAS these actions of violence have not discriminated in their creation of trauma, impacting schools, workplaces, health facilities, faith communities and all manner of places,

WHEREAS just yesterday, the State of New York voted to tighten New York's gun ownership restrictions including raising the age from 18 to 21 for the purchase of semi-automatic rifles,

WHEREAS these acts of violence have not discriminated in geography and pose a threat to children of God throughout our country,

THEREFORE, be it resolved that the Northwestern Ohio Synod memorialize the ELCA Churchwide Assembly to oppose the sale of semi-automatic rifles through the creation of a policy statement to be forwarded to ELCA Advocacy Office.

APPROVED: 154 (68%)

Opposed: 71 (32%)

Total Votes: 225

Resolution: Changing the On Leave From Call Removal Process in the Northwestern Ohio Synod, ELCA

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 the current policies and Constitutions of the Northwestern Ohio Synod and the ELCA churchwide organization limit the duration of On Leave From Call Status and renewal of this status,

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 (They may only apply for reinstatement, according to the ELCA Constitution, 7.31.06 and 7.61.07),

BE IT RESOLVED that the Northwestern Ohio Synod Assembly calls upon the Northwestern Ohio Synod Council and Bishop to routinely grant On Leave From Call status to those rostered ministers who request it, providing that they have satisfied all of the requirements in the Roster Manual.

AND BE IT FURTHER RESOLVED that, until such time when the governing documents of this church are revised, the policy of the Northwestern Ohio Synod will be to exercise the discretion permitted in our governing documents with the intention of keeping ministers in good standing on the roster, and to steward the rosters of the church with compassion and grace.

APPROVED: 163 (71%)

Opposed: 65 (29%)

Total Votes: 228

A Resolution on Gun Violence

WHEREAS since the beginning of 2022 there has been 18 and now 19 violent mass shootings,

WHEREAS these actions of violence have not discriminated in their creation of trauma, impacting schools, workplaces, health facilities, faith communities and all manner of places,

WHEREAS just yesterday, the State of New York voted to tighten New York's gun ownership restrictions including raising the age from 18 to 21 for the purchase of semi-automatic rifles,

WHEREAS these acts of violence have not discriminated in geography and pose a threat to children of God throughout our country,

THEREFORE, be it resolved that we as the Northwestern Ohio Synod Assembly oppose the sale of AR military assault style weapons, semi automatic shotguns and pistols in the State of Ohio and

THEREFORE, be it resolved that the Northwestern Ohio Synod Assembly direct the Synod Council to communicate this to Governor DeWine, and

THEREFORE, be it resolved that the Northwestern Ohio Synod Council appoint two individuals to attend the 2023 Ecumenical Advocacy Days in Washington, DC, as hosted by the office of ELCA Advocacy, to advocate for gun reform.

APPROVED: 141 (65%)

Opposed: 77 (35%)

Total Votes: 218