

2025 Northeastern Iowa Synod Assembly RESOLUTIONS

AMENDMENTS TO THE NORTHEASTERN IOWA SYNOD CONSTITUTION

Resolution No. 2-25, Adopted

RESOLVED. That the Northeastern Iowa Synod Assembly adopt the following amendments to the synod constitution.

Additions are underlined. Deletions are ~~struck through~~ in the text.

INTRODUCTION

The provisions of the Constitution, the Bylaws, and the Continuing Resolutions that pertain to the same matter have been placed together. Each is separately codified, but all are preceded by the letter, "S," denoting that they are part of the synodical constitution.

- a. Constitutional provisions are codified by two sets of numbers, the chapter number followed by a period, and a two-digit sequence number also followed by a period, as in S9.08. or S10.01. There are three types of constitutional provisions:
 1. **Required constitutional provisions** adopted by the Churchwide Assembly are preceded by [†]. These provisions are required of all synods and must be used without alteration or amendment of the text in any manner. No additions or deletions are permissible. In accordance with provision †S18.11, amendments to required provisions in the *Constitution for Synods* passed by the Churchwide Assembly are automatically incorporated into the constitutions of individual synods upon formal certification by the secretary of this church. For example, †S7.21. is a required constitutional provision in Chapter 7, the chapter on the Synod Assembly.
 2. **Recommended provisions**, as approved by the Churchwide Assembly, may be adopted by majority vote at one meeting of the Synod Assembly (†S18.12).
 3. **Other constitutional provisions**, including modified versions of the recommended provisions, may be proposed and adopted by individual synods. Such provisions may not conflict with the *Constitution, Bylaws, and Continuing Resolutions of the Evangelical Lutheran Church in America* and are adopted and become effective in accordance with †S18.13.
 - b. ~~A bylaw related to S9.08. would be codified as S9.08.01., and to S10.01. as S10.01.01. A bylaw under a required provision would not carry the dagger, "†", that designates a required constitutional provision. The *Constitution for Synods* contains some required bylaws and recommended bylaws. They are codified with three sets of numbers, each followed by a period; the chapter number (preceded by an "S"), the related constitutional provision number, and a two-digit bylaw number. For example, a required bylaw related to Synod Assembly would be codified as †S7.21.01. A recommended bylaw related to Synod Assembly would be codified as S7.11.01. Beyond the few required and recommended bylaws, synods may adopt additional bylaws related to each synod's organization, operation, and life. Bylaws are adopted and amended in accordance with Chapter 18 of the *Constitution for Synods*. Bylaws should be incorporated following the constitutional provisions to which they apply. They should not be organized in a separate section or document.~~
 - c. ~~Continuing resolutions also are codified by three sets of numbers, except that the~~

third set is preceded by a capital letter. Thus, a continuing resolution might be numbered S10. to designate the chapter; S10.07. to designate the subject matter within the chapter; and the third set might be numbered A95. in the codification S10.07.A95. to indicate by the "A" that is the first continuing resolution regarding that subject and by the "95" that it was adopted in 1995. The *Constitution for Synods* does not contain any suggested continuing resolutions. When or if synods adopt continuing resolutions, they also are codified with three set of numbers, except that the third set is preceded by a capital letter indicating sequence and a two-digit number indicating the year of its adoption. For example, the first continuing resolution adopted in 2022 related to the membership of the Synod Assembly would be numbered "S7.21.A22."

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

Types of constitutional provisions

Three types of constitutional provisions are found within the constitution.

- a. ——— Required provisions are designated by a dagger, "†". Such required provisions:-
 - (1) ——— may only be adopted or amended by the Churchwide Assembly;
 - (2) ——— may not be altered or amended by the Synod Assembly; and
 - (3) ——— are to be introduced "at once" into the synod's constitution upon notification of the amendment or adoption of the provision (†S18.11).
- b. ——— Recommended provisions, as approved by the Churchwide Assembly, may be adopted by majority vote at one meeting of the Synod Assembly (†S18.12).
- c. ——— Other provisions may be initiated in and adopted by the synod (†S18.13); but such provisions may not conflict with required constitutional provisions or with churchwide constitutional provisions and bylaws. Synodical constitutional amendments become effective upon ratification by the Church Council or Churchwide Assembly.

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

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

Chapter 10. SYNOD COUNCIL S10.07.08

S10.07.08. The Synod Council shall may make provisions for the publication of a synod periodical.

Chapter 11 COMMITTEES S11.01.01.

b. There shall be a Nominating Committee consisting of one representative from each Conference for Cooperative Ministry and one person elected at-large to represent the multicultural perspective. The Executive Committee of the Synod Council shall determine a rotation of members to comply with S6.04. ~~On~~ Every other year on December 1 ~~of each year prior to an Assembly year,~~ the secretary of this synod shall inform the correspondent of each Conference for Cooperative Ministry of the position on this Committee for which a nomination is expected from that Conference for Cooperative Ministry. The annual assembly of the Conference for Cooperative Ministry that follows shall put forward one or two nominee(s) for the position, and the correspondent shall forward the name(s) of the nominee(s) for the position to the secretary of this synod within ten days after the conference assembly. The Synod Assembly shall vote to elect the members of this Committee from the nominees provided by the Conferences for Cooperative Ministry, with further nominations from the floor of the Synod Assembly permitted. No individual shall serve on the Nominating Committee more than one ~~consecutive year term,~~ and an individual having served shall not be eligible to serve again for at least ~~two~~ three years from the Assembly in which they were originally elected to the committee.

c. There shall be a Candidacy Committee consisting of at least six persons and not more than twelve persons consistent with †S6.04. Committee members will serve staggered three-year terms renewable up to two ~~three~~ times for a total of nine years on the committee. The three-year terms shall begin and end at the close of the final stated Synod Council meeting of the calendar year. The committee shall also include a churchwide representative, and as voting members the bishop or his or her representative, and a seminary faculty representative. This committee shall provide for the examination and approval of candidates for rostered ministry. Persons serving on this committee shall be elected by the Synod Council. The Committee will elect a chairperson, a vice-chairperson, and a secretary to serve as its Executive Committee. This committee shall report to the Synod Council and ~~annually~~ provide a committee report for the Pre-Assembly book of each ~~the~~ Synod Assembly.

d. There shall be a First Call Theological Education Committee (FCTE) consisting of nine persons, six of whom are rostered ministers and three of whom are lay persons. These committee members will be nominated by the Synod Staff and appointed by the Synod Council. Committee members will serve staggered three-year terms renewable up to two ~~three~~ times for a total of nine years on the committee. The three-year terms shall begin and end at the close of the final stated Synod Council meeting of the calendar year. A synod staff person will be assigned to be the liaison between the FCTE committee and the Synod Office. The purpose of the Committee will be to provide for an effective First Call Theological Education program by ensuring the curriculum development for the 3-year FCTE program and continued supportive consultations with first call rostered ministers and their congregations, by monitoring the participation of rostered persons and parishes in the program, by promoting and supporting vital first call congregations, and by maintaining connections to the synod and churchwide resources for first call theological education. The Committee will elect a chairperson, a vice-chairperson, and a secretary to serve as its Executive Committee. This committee shall report to the Synod Council and ~~annually~~ provide a committee report for the Pre-Assembly book of ~~the~~ each Synod Assembly.

Chapter 12. CONFERENCES, CLUSTERS, COALITIONS, AREA SUBDIVISIONS, AND NETWORKS

S12.01.03. Each Conference for Cooperative Ministry shall hold an assembly at least once each fiscal year, prior to March 1st. The conference assembly shall have as its members all pastors serving under call in that Conference for Cooperative Ministry plus a number of lay

voting members from each congregation in the Conference for Cooperative Ministry equal to twice the number of voting members permitted that congregation at the Synod Assembly, consistent with this synod rules for representation (S6.04.). Each Conference for Cooperative Ministry may organize itself as it sees fit. However, each conference assembly shall designate one person from among its members to serve as its official correspondent for the year. The name and address of the correspondent shall be reported to the secretary of this synod each year, ~~not later than the first session of the meeting of the Synod Assembly~~ immediately following the conference assembly. The correspondent shall arrange for the annual assembly of the Conference for Cooperative Ministry, and may call special assemblies. The correspondent shall call a special assembly of the Conference for Cooperative Ministry at the request of the Synod Council, or at the request of at least three congregations within the Conference for Cooperative Ministry.

CONFERENCES FOR COOPERATIVE MINISTRY ALIGNMENT

S12.01.A18.01. The Conferences for Cooperative Ministry (conferences) shall be aligned in ~~nine~~ eight conferences. Transfers of congregations from one conference to another may take place upon request of the congregation and approval of the Synod Council.

a. *Water of Life Conference shall include the following congregations:*

Asbury, Lord of Life; Balltown, St. Paul; Dubuque, Holy Trinity; ~~(Dubuque, Luther Manor Nursing Home);~~ Dubuque, St. John; Dubuque, St. Matthew; Dubuque, St. Peter; (Dubuque, Wartburg Theological Seminary).

b. *Shepherd of the Hills Conference shall include the following congregations:*

Arlington, St. John; ~~Castalia, Zion;~~ Clermont, East Clermont; Clermont, West Clermont; Clayton, Evangelical Luth. Church of Peace; Dundee, St. John; Elgin, Elgin; Elkader, Bethany; Elkader, Highland; Elkader, Hope (Littleport); Elkader, Zion (Clayton Center); Farmersburg, St. John; Garnavillo, St. Paul Evangelical; Garnavillo, St. Peter; Guttenberg, St. John's Am.; Guttenberg, St. Paul; ~~Elkader, Hope (Littleport);~~ Luana, St. John; (Manchester, Good Neighbor Home); Maynard, St. Paul; McGregor, First Evangelical; ~~Maynard, St. Paul;~~ Monona, St. Paul; Oelwein, Zion; ~~(Postville, Good Samaritan Home);~~ Postville, St. Paul; Ryan, Peace; Strawberry Point, Emanuel; (Strawberry Point, EWALU); Strawberry Point, St. Sebald; (Strawberry Point Lutheran Home); ~~Ryan, Peace;~~ Volga, St. Paul.

c. *Jubilee Conference shall include the following congregations:*

Cedar Falls, Bethlehem; (Cedar Falls, Campus Ministry-UNI); ~~Cedar Falls, Nazareth;~~ Cedar Falls, St. John Am.; Cedar Falls, St. Paul; Dysart, Zion Evangelical; Hudson, St. Timothy; Independence, Immanuel; Jesup, American; LaPorte City, American; LaPorte City, Zion (Jubilee); Washburn, Redeemer; Waterloo, Luth. Church of the Good Shepherd; Waterloo, Our Savior's; Waterloo, St. Ansgar; Waterloo, Trinity Am.; Waterloo, Zion Evangelical.

d. *Upper Iowa River Conference shall include the following congregations:*

~~Decorah, Burr Oak;~~ Calmar, Calmar; Castalia, Zion; ~~Chester, United;~~ Cresco, First; Cresco, Immanuel; (Decorah, Aase Haugen Homes); Decorah, Big Canoe; Decorah, Burr Oak; Decorah, Canoe Ridge; Decorah, Decorah; Decorah, First; Decorah, Glenwood; Decorah, Good Shepherd; Decorah, Hauge; Decorah, Hesper; Decorah, Highland; Decorah, Luther College; Decorah, Springfield; Decorah, St. John's; Decorah, Washington Prairie; Eldorado, St. Peter; Elma, St. Paul (Maple Leaf); Hawkeye, Trinity; Lansing, Our Savior's; Lime Springs, St. Paul; Ossian, Ossian; Ossian, Stavanger; Ridgeway, Madison; Ridgeway, Orleans; Ridgeway, Peace; ~~Decorah, Highland;~~ (Waukon, Good Samaritan Home); (Waukon, Mosaic); Waukon, St. John; (West Union, Good Samaritan Center); West Union, Zion.

e. *Tree of Life Conference shall include the following congregations:*

~~Alta Vista, Zion;~~ Denver, St. John (Maxfield); Denver, St. Peter Evangelical; Frederika, St. John; Janesville, Messiah; Lawler, Immanuel (Crane Creek); New Hampton, Trinity; Oran, St. Peter; Shell Rock, Faith; Sumner, St. John (Buck Creek); Sumner, St. John; Sumner, St. Peter (Richfield); Tripoli, Grace; Tripoli, St. John (Crane Creek); Waterloo, St. John (Bennington); Waucoma, St. John (Stapleton); (Waverly, Bartels Lutheran Retirement); ~~(Waverly, LSI-Bremwood Campus);~~ Waverly, Redeemer; Waverly, St. Paul's; (Waverly, St. Paul's Lutheran School); (Waverly, Wartburg College).

f. *Riverside Conference shall include the following congregations:*

Belmond, St. Olaf; Belmond, Trinity; Clarion, First; ~~Coulter, Nazareth;~~ Dows, First; Hampton, St. John; Hampton, St. Paul; Iowa Falls, Bethany; Jewell, Bethesda; Roland, Bergen; Stanhope, Our Savior; (Story City, Bethany Life Communities); (Story City, Riverside Bible Camp); Story City, St. Petri.

g. *Living Waters Conference shall include the following congregations:*

Carpenter, Deer Creek; Charles City, St. John; Clear Lake, Galilean; Garner, Faith (Miller); Hanlontown, Grace; Joice, Bethany; Kensett, Bethany; Kensett, Elk Creek; Lake Mills, Salem; Lake Mills, Winnebago; Leland, Our Savior; Manly, Bethlehem; (Mason City, Good Shepherd Inc.); Mason City, Our Saviour's; Mason City, St. James; Mason City, St. Paul; Mason City, Trinity; Mitchell, ~~Faith;~~ Dwelling In Faith(SAWC); Nora Springs, St. Luke; Northwood, First; (Northwood, Lutheran Retirement Home); Northwood, Silver Lake; (Osage, Faith Lutheran Home); Osage, Our Savior; Osage, Rock Creek; Osage, St. John (Rock Township); ~~Searville, Immanuel;~~ (St. Ansgar, Good Samaritan Center); Toeterville, St. Peter.

h. *Three River Conference shall include the following congregations:*

Allison, St. James; Cedar Falls, Fredsville; Charles, City, Messiah; Clarksville, St. John; Greene, St. Peter; Grundy Center, American; Nashua, St. John; ~~Parkersburg, Peace Luth. Fellowship (SAWC); Marble Rock, St. Paul;~~ Rockford, Zion; Rockwell, St. Peter; Sheffield, Zion St. John; ~~Shell Rock, Faith;~~ Thornton, St. Paul; Wellsburg, St. Paul.

~~i. *Shechem Conference shall include the following congregations:*~~

~~Clermont, East Clermont; Clermont, West Clermont; Eldorado, St. Peter; Hawkeye, Trinity; Ossian, Stavanger; Sumner, St. Peter (Richfield); Waucoma, St. John (Stapleton); (West Union, Good Samaritan Center); West Union, Zion.~~

Chapter 14 ROSTERED MINISTERS

S14.15. Each rostered minister of ~~Word and Sacrament~~ on the roster of this synod shall submit a report of ministry to the bishop of the synod by March 1 of each year. ~~at least 90 days prior to each regular meeting of the Synod Assembly.~~

S14.15.01. The bishop shall request the annual report required by ~~S14.05-15.~~ from each rostered individual on the roster of this synod. The bishop shall provide report forms for this purpose which shall be distributed by each February 15. The annual report may include information regarding significant events and developments which occurred in ministry during the past year, personal faith and life issues being confronted, congregational ministry data, willingness to consider a new call, and compensation data.

S14.16.01. ~~A2000~~ **A2025** The calling of a pastor represents a valuable partnership between God, the congregation, the synod and the ELCA. Each member of the partnership is enriched when the call process results in a good match between pastor and congregation. The total mission of the church is furthered when each member of the partnership is honored, respected, and fulfills its appropriate role in the process.

We seek to follow a process which builds on trust and openness, relies on good communication, and results in a call which is pleasing to God. Throughout this process the congregation holds the authority to call a pastor on the roster of the ELCA or to request an Invitation to Extended Service for a Full Communion Partner pastor. The congregation, the pastors, and the office of the bishop must follow the constitutions of the congregation, synod and ELCA throughout this process. For the sake of an orderly process and good communication, the congregation is encouraged to follow the guidelines of the synod.

WHEN YOUR PASTOR RESIGNS:

1. The president of the congregation calls the synod office to arrange a special council meeting with an assistant to the bishop. This meeting will include a discussion about:
 - a. Plans for appropriate closure with the current pastor
 - b. Plans for an exit interview with the current pastor
 - c. Arrangements for pastoral ministry during the pastoral vacancy
 - d. Review of the call process
 - e. Guidelines for the selection of the call committee
 - f. Synod guidelines for compensation. The council will establish a salary and benefits range for the call committee.
 - g. Condition of the parsonage or provisions for housing allowance
 - h. Establishing a committee to complete the Ministry Site Profile (MSP)
2. Upon election/appointment of the call committee, an assistant to the bishop meets with ~~the council and~~ the call committee and interested council members.
3. Upon completion of the Ministry Site Profile, the MSP is submitted in the ELCA online system and copies of the MSP are provided to the congregational council for review and approval. ~~we encourage~~ The council or call committee is encouraged to present a summary of the ~~Profile~~ MSP to the congregation for its endorsement. The endorsed ~~Profile summary~~ summary is sent to the synod office and given to each member of the Call Committee.
4. Within approximately three weeks of ~~receiving the Profile~~ the submission of the MSP in the ELCA system, a representative of the bishop will meet with the call committee. This meeting will include:
 - a. A review of the Ministry Site Profile
 - b. A review of call process ethics
 - c. Planning for the interviews
 - d. An emphasis on good communication with the congregation and interviewing pastors
 - e. Presentation of names ~~for~~ of candidates for call, if available.
5. The call committee is encouraged to interview all candidates within a two-week time span. Upon completion of the interviews, all candidates and the synod office must be notified of the call committee's recommendation to the congregational council.
6. The call committee presents one name and ~~a recommended compensation package~~ the rostered minister's paperwork to the congregational council for action. The council decides who will negotiate the compensation package with the rostered minister.
7. In consultation with the synod office, the congregational council calls a congregational meeting for presentation of the recommended candidate and compensation package. A representative of the bishop is invited to the congregational meeting to serve as

the synod representative and a resource.

S14.34. Each minister of Word and Service on the roster of this synod shall submit a report of ministry to the bishop of the synod ~~at least 90 days prior to each regular meeting of the Synod Assembly~~ annually by March 1.

Chapter 15. FINANCIAL MATTERS

~~**S15.11.01.** The Synod Council shall devise a process by which its designated representatives shall annually meet with the Congregation Council of each congregation in this synod to mutually discuss their partnership in ministry for the coming year. This discussion shall include an exploration of the means by which this synod might recognize and strengthen the ministry and mission of that congregation, as well as means by which the congregation might recognize and strengthen the ministry and mission of this synod. Out of this mutual and cooperative discussion, the congregation shall determine its benevolence contribution for the coming year. This goal shall reflect the unique conditions and circumstances of each congregation, and shall be submitted to both the Synod Council and the congregation assembly for final ratification.~~

~~**S15.12.01.** The annual budget of this synod shall consist of two levels of income and expense:~~

~~a. ——— Level one shall be based upon current funding available.~~

~~b. ——— Additional level(s) shall be provided to challenge this synod to grow in mission.~~

~~The income listed in the budget shall include total anticipated support from all sources, including contributions from individuals for specific purposes within the approved program. The budgets of synodical organization, which are to receive subsidies from this synod within a specific year, shall be reported to the Synod Council.~~

~~**S15.12.02.** In preparing each budget of this synod, the Synod Council shall hold hearings at which the councils, boards and committees receiving support through the budget shall be invited to consult with the Synod Council or its appointees to present full statements of their operations, the financial needs of their current work, and the budgetary implications of advance programs which they have in view for the year under consideration.~~

~~**S15.12.03.** The Synod Council shall submit with each budget that it presents to the Synod Assembly appropriate summary statements which serve to interpret the recommended budget.~~

~~**S15.13.01.** The action of the Synod Assembly in adopting an annual budget of this synod constitutes an authorization to the councils, boards, committees, institutions, organizations and agencies to which this synod is related to incur financial obligations up to a specified amount. If it appears likely during the course of a year that the budgeted income will not be realized, the affected group shall review its current program in consultation with the Synod Council for the purpose of making necessary adjustments.~~

~~**S15.13.02.** No council or committee of this synod shall make any appropriation to any other council or committee except to defray expenses incurred in connection with joint activities without the approval of the Synod Assembly or Synod Council.~~

~~**S15.13.03.** All contributions by councils or committees to inter-church associations and councils to which this synod is a member shall be subject to prior approval of the Synod Council. The Synod Council in reviewing contributions shall consider the necessity of a wise balance in the total commitments of this synod to such inter-church associations and councils. All contributions shall be transmitted through the treasury of this synod.~~

~~**S15.41.01.** No council or committee of this synod shall incur capital indebtedness without the consent of the Synod Assembly or the Synod Council.~~

2023 NORTHEASTERN IOWA SYNOD MISSION GOALS

Resolution No. 3-23, Adopted

RESOLVED, That the Northeastern Iowa Synod of the Evangelical Lutheran Church in America adopt the Proposed 2024/25 Mission Goals (synod budget).

RESOLVED, That the Northeastern Iowa Synod of the Evangelical Lutheran Church in America authorize the Synod Council to adopt the Proposed 2025/26 Spending Plan (synod budget) and to make any adjustments to the budget, as necessary, based on the previous year's review.

2026 & 2027 MINIMUM SALARY GUIDELINES

Resolution No. 4-25, Adopted with amendments

RESOLVED, That the Northeastern Iowa Synod of the Evangelical Lutheran Church in America adopt the Proposed Minimum Compensation Guidelines for 2026 and 2027 and authorize the Synod Council to adopt any necessary changes to these guidelines prior to the 2027 Synod Assembly.

MEMORIAL TO CHURCHWIDE ASSEMBLY

TRUTH AND HEALING ACTION REGARDING

LUTHERAN LEGACY OF INDIAN BOARDING AND DAY SCHOOLS

RESOLVED, that the Northeastern Iowa Synod Assembly memorialize the 2025 Churchwide Assembly of the Evangelical Lutheran Church in America to direct the churchwide organization to address the legacies of our church's role in Indian Boarding Schools through the following actions:

1. Develop and distribute resources to all congregations, synods, and affiliate ministries to commemorate the National Day of Remembrance for Indian Boarding Schools annually on or near September 30th;
2. Create and publish by adult and children/youth educational materials about Christian and Lutheran roles in Indian boarding schools, and commit to publishing at least quarterly articles in Living Lutheran and other ELCA publications;
3. Allocate staff time and resources to support the ELCA Truth-Seeking & Truth-Telling Initiative on Indian Boarding Schools (www.elca.org/IndianBoardingSchools) in their work to document the ELCA's predecessor bodies' involvement with Indian boarding and day schools;
4. Establish a process to help ELCA congregations and affiliated ministries to assess their historical involvement with Indian boarding schools, in partnership with the ELCA Truth-Seeking & Truth-Telling Initiative, and develop paths to healing and repair;
5. Direct the ELCA Archives to establish a comprehensive preservation plan for all records and artifacts related to Indian boarding and day schools, recognizing that this information belongs to student survivors, their descendants, communities, and Tribal Nations, and ensure these records are accessible to them in a culturally appropriate manner;
6. Allocate specific funding in the churchwide budget to support the research, digitization, and proper labeling of all ELCA Indian boarding school archival records, with regular progress reports to the Church Council.