

**2022 Northeastern Iowa Synod Assembly  
RESOLUTIONS**

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**2023 MINIMUM SALARY GUIDELINES**

*Resolution No. 2-22, Adopted with amendments*

**RESOLVED**, that the Northeastern Iowa Synod of the Evangelical Lutheran Church in America adopt the Proposed Minimum Salary Guidelines for 2023.

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

4. Parenting Leave

The church places a high value on family, therefore a need for guidelines relating to maternity, adoptive and family leave are appropriate. These guidelines are offered to help congregations approach such situations in a caring manner. During any parenting leave period, supply ministers are to be paid by the congregation.

a. ~~Maternity leave~~ Parental Leave

A period of six (6) weeks leave is to be offered with full pay and benefits for each rostered parent (with the exception of car allowance). The decision regarding prenatal and postnatal time should be determined on an individual basis at the discretion of the rostered minister and the church council. ~~If both parents are in the employ of the congregation, the six weeks may be split between them. Two (2) weeks of paid adoptive or birth leave may be given to the secondary care giver.~~ Accrued vacation may also be used in conjunction with the leave. A rostered minister desiring additional leave, either prior to, or following birth or adoption, may negotiate for unpaid leave.

b. Adoptive leave

Six (6) weeks of paid adoptive leave is available to an ~~adoptive mother or an adoptive father (whoever is the primary care giver)~~ rostered parent(s), following the adoption of a child. ~~If both parents are in the employ of the congregation, the six weeks may be split between them. Two (2) weeks of paid adoptive or birth leave may be given to the secondary care giver.~~ Accrued vacation may also be used in conjunction with the leave. A rostered minister desiring additional leave, either prior to, or following birth or adoption, may negotiate for unpaid leave.

c. Family leave

- i. Congregations should be sensitive to family needs, such as ~~paternity~~ family leave or extraordinary illness of children or parents of the rostered minister and arrange proper leave time for these circumstances.
- ii. In the event of a death in his or her immediate family (to include spouse, children, parents, stepchildren, stepparents, brother, sister, grandparents, step grandparents, grandchildren, step grandchildren, mother-in-law, father-in-law, or legal guardian), a rostered minister will normally be allowed three (3) days, with pay, to attend the funeral and to deal with family affairs.
- iii. In cases where there is a special need related to circumstances, generally assumed to be the sudden death of an immediate family member, or cases requiring extensive travel, up to a total of five (5) working days may be granted in consultation with the church council. A rostered minister desiring additional leave may negotiate for unpaid leave or vacation.

**2023 NORTHEASTERN IOWA SYNOD MISSION GOALS**

*Resolution No. 3-22, Adopted*

**RESOLVED**, that the Northeastern Iowa Synod of the Evangelical Lutheran Church in America adopt the Proposed 2023 Mission Goals (synod budget).

## **A RESOLUTION ON SUBSTANCE ABUSE AND THE ADDICTION CRISIS**

*Resolution No. 4-22, Adopted*

**RESOLVED,** That the Northeastern Iowa Synod Assembly respond to the substance abuse crisis by creating a Network on Substance Abuse which will advise how our leaders and congregations can collaborate and form effective partnerships with state and local authorities and nongovernmental organizations like Alcoholics Anonymous, Narcotics Anonymous, Al-Anon, the Center of Addiction and Faith, and Fellowship of Recovering Lutheran Clergy; and be it further

**RESOLVED,** that the Network on Substance Abuse encourages and promotes ways that Synod staff, rostered leaders and congregations can bring hope and healing to those affected by substance abuse [see the “Center for Faith Based and Neighborhood Partnerships” with its Opioid Epidemic Practical Toolkit].

## **A MEMORIAL ON SUBSTANCE ABUSE AND THE ADDICTION CRISIS**

*Memorial No. 1-22, Adopted*

**RESOLVED,** that the Northeastern Iowa Synod in Assembly memorialize the 2022 Churchwide Assembly to explore the formation of a churchwide task force on substance abuse and addiction that will provide information, support, educational materials, and networking for ministries dedicated to combating this crisis.

## **A MEMORIAL CALLING THE ELCA TO REDUCE ITS GREENHOUSE GAS EMISSIONS 50% BY 2030**

*Memorial No. 2-22, Adopted*

**RESOLVED,** that the Northeastern Iowa Synod Assembly memorialize the 2022 Churchwide Assembly of the Evangelical Lutheran Church in America that the Evangelical Lutheran Church in America, across all three expressions, to “walk the talk” and set the goal of reducing its greenhouse gas emissions 50 percent by 2030 and 100 percent by 2050; and be it further

**RESOLVED,** that in partnership with ELCA colleges and universities that have carbon neutrality goals, the Churchwide Organization will create a tool to calculate the total greenhouse gas emissions from both ELCA Churchwide headquarters as well as the other expressions of the ELCA; and be it further

**RESOLVED,** that ELCA Churchwide Organization will reduce its greenhouse gasses 50 percent by 2030, or sooner, by making the necessary energy efficiency improvements to buildings, reducing travel, sourcing electricity from renewable sources, incentivizing remote participation and collaboration when possible, and working on partnerships to offset emissions generated from flights and vehicles through certified sources; and be it further

**RESOLVED,** that the Churchwide Organization will incentivize congregations and synods in reducing their greenhouse gas emissions by creating an Energy Stewardship Loan Fund that will provide very low-interest loans to congregations and synods to invest in energy efficiency improvements, electrifying gas-powered equipment, and installing solar panels; and be it further

**RESOLVED,** that the Churchwide Organization will support congregations in communities of color, communities impacted by poverty, and communities that have historically borne the brunt of pollution and climate change by creating an Energy Stewardship Grant Fund that will provide grants to these congregations so they can reduce their greenhouse gas emissions by making energy efficiency improvements, electrifying gas-powered equipment, and installing solar panels; and be it further

**RESOLVED,** that the ELCA Churchwide Organization will provide staffing and other resources to assist congregations and synods on how to reduce their greenhouse gas emissions; and be it further

**RESOLVED,** that the ELCA Churchwide Organization will provide a report to the 2025 Churchwide Assembly and subsequent assemblies, assessing the progress in reducing greenhouse gas emissions and evaluating if a more aggressive greenhouse gas reduction target should be set.