

2023 Northeastern Iowa Synod Assembly RESOLUTIONS

2024 & 2025 MINIMUM SALARY GUIDELINES

Resolution No. 2-23, Adopted with amendments

RESOLVED, That the Northeastern Iowa Synod of the Evangelical Lutheran Church in America adopt the Proposed Minimum Compensation Guidelines for 2024.

RESOLVED, That the Northeastern Iowa Synod of the Evangelical Lutheran Church in America authorize the Synod Council to adopt the Proposed Minimum Compensation Guidelines for 2025 to include adjusting the salary scale by the current step increase plus the Social Security Cost-of-Living Adjustment for 2024.

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

Addendum C- Checklist for Parsonage Use

3. The following services/utilities are being paid directly by the congregation.

Electricity, Gas/LP, Soft Water Service, Telephone (excluding personal calls), Garbage (and other city-billed services), Internet, Cable / streaming services (optional)

Addendum F- Compensation Worksheet

Compensation Worksheet 2b. Option 2: Parsonage Provided for Pastor

- i. Basic utilities to be paid by the ministry site (gas, electricity, sewer, garbage, internet). The pastor and congregation may negotiate whether ~~internet or~~ cable/satellite or streaming services are paid by the congregation.

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.

AMENDMENTS TO THE NORTHEASTERN IOWA SYNOD CONSTITUTION

Resolution No. 4-23, Adopted

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

To amend the Northeastern Iowa Synod Constitution to be consistent with the 2022 Model Constitution of the Evangelical Lutheran Church in America.

Amendments that are not required (i.e., those not marked by a dagger) may be adopted by the Synod Assembly on a majority vote at one assembly under *S18.12.

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

Chapter 7: SYNOD ASSEMBLY

- S7.14.** ~~One-half~~ One-third of the members of the Synod Assembly shall constitute a quorum.
- S7.22.** This synod may establish processes that permit retired rostered ministers, or those granted disability status, or on leave from call, on the roster of the synod to serve as voting members of the Synod Assembly, provided that such processes not result in fewer than 60% of the voting member of the Synod Assembly being layperson in contravention of ~~consistent with~~ †S7.2 l.e. If the synod does not establish processes to permit the rostered ministers specified above to serve as voting members, they shall have voice but not vote in the meetings of the Synod Assembly.
- S7.24.** Ministers under call on the rosters of this synod shall remain as members of the Synod Assembly so long as they remain under call and so long as their names appear on the rosters of this synod. Lay members of the Synod Assembly representing congregations shall continue as such until the opening of the next regular synod assembly, or unless replaced by the election of new members for a special synod assembly, or until they have been disqualified by termination of congregation membership. ~~Normally, congregations will hold elections prior to each regular meeting of the Synod Assembly.~~
- S7.26.** This synod may establish processes through the Synod Council that permit lay representatives of authorized worshipping communities of the synod, which have been authorized under ELCA bylaw 10.01.04., to serve as voting members of the Synod Assembly, consistent with †S7.21.
- S7.27.** 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.

Chapter 8: OFFICERS

- SS.42.** The treasurer shall provide and be accountable for:
[...]
- c. Receipt and acknowledgment of offerings, contributions, and bequests made to this synod, collecting interest and income from its invested funds, and paying regular appropriations and orders on the several accounts as approved and directed by the Synod Council. The treasurer shall transmit each month to the treasurer of the Evangelical Lutheran Church in America the funds received by this synod for the general work of this church as well as any funds to support restricted programs of this church.
- [...]
- f. ~~Obtaining a fidelity bond in the amount determined by the Synod Council for persons handling synod funds, which bond shall be in the custody of the secretary. The premium for the bond shall be paid by this synod. Fidelity coverage provided by the Evangelical Lutheran Church in America shall be deemed a fulfillment of this requirement.~~

Chapter 11: COMMITTEES (names of other organizational units)

~~SI.1.1.0. — General Provisions~~

Chapter 14: ROSTERED MINISTERS

- SI4.13.** 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.
- SI4.15.** Each minister of Word and Sacrament on the roster of this synod shall submit a report of ~~his or her~~ ministry to the bishop of the synod at least 90 days prior to each regular meeting of the Synod Assembly.
- SI4.34.** Each minister of Word and Service on the roster of this synod shall submit a report of ~~his or her~~ ministry to the bishop of the synod at least 90 days prior to each regular meeting of the Synod Assembly.

A RESOLUTION FROM THE JUBILEE CONFERENCE

Resolution No. 5-23, Adopted

RESOLVED, That the Northeastern Iowa Synod make a deliberate effort to include candidates of color in their call processes, especially if the call would be available to a recent seminary graduate.

RESOLVED, That the Northeastern Iowa Synod create a taskforce to identify and address barriers within the call process that limit candidates of minoritized groups.

A RESOLUTION ON SYNOD-WIDE GREENHOUSE GAS EMISSIONS GOALS

Resolution No. 6-23, Adopted

RESOLVED, The Northeastern Iowa Synod will support the Synod's Care for Creation Network, who will together commit to assisting at least 15 congregations, educational facilities, administrative offices, and outdoor ministry facilities every two years in reaching the goals set by churchwide for greenhouse gas reductions; and be it further

RESOLVED, The Northeastern Iowa Synod office will continue to partner with the Care for Creation Network to implement best management practices (e.g., energy efficient HVAC and lighting systems installed in 2021 and 2022) to serve as an example for its member organizations and work to further conserve energy with an updated energy audit in order to accurately measure and reduce greenhouse gas emissions; to investigate the use of renewable energy sources (e.g., solar panels and wind turbines) and utilize them where feasible; and to manage property grounds for sequestering carbon (e.g., by planting native vegetation); and be it further

RESOLVED, That the congregations, educational institutions, administrative offices, and outdoor ministry facilities of this synod be invited to share with the Care for Creation Network and the Synod office the energy-saving steps taken and the measurable energy savings realized.