

**DRAFT MINUTES  
DELAWARE-MARYLAND SYNOD  
EVANGELICAL LUTHERAN CHURCH IN AMERICA  
2015 Synod Assembly  
“Walking Together in Christ, For the Sake of the World”  
Roland E. Powell Convention Center, Ocean City, MD  
May 28 – May 30, 2015**

The 2015 Synod Assembly of the Delaware-Maryland Synod of the Evangelical Lutheran Church in America was opened at 2:00 p.m. on May 28th in the Roland E. Powell Convention Center, Ocean City, MD.

**FIRST BUSINESS SESSION  
Thursday, May 28, 2015  
2:00 p.m. – 5:30 p.m.**

The assembly members participated in the “Opening of the Assembly,” led by Bishop Wolfgang Herz-Lane. Bible Study was led by Vice President, Yolanda Tanner, based on Luke 2:25-35.

**Introductions:**

Bp. Wolfgang Herz-Lane introduced the following:

Prayer Team: Pr. Eric Campbell, Pr. Don Burggraf, Pr. Terri Driver-Bishop, Pr. Melissa Lemons, Deacon Reggie Price, Josef Herz-Lane, Sharon Chaplin, Mydea Reeves-Karpeh. These individuals will be available during the assembly and at worship services for personal prayers.

The Global Team Musicians, The Rev. John Nunes, Keynote Speaker, The Rev. Daniel Rift, Program Director, ELCA Hunger and Disaster Appeals, Mission Advancement Unit, ELCA, Finnish and Estonia Delegations from our 25-year partnership led by their bishops, The Right Reverend Matti Repo, bishop of Tampere and Archbishop Urmus Viilma, Bishop Emeritus Jerry Knoche, Synod Council members (The Honorable Yolanda Tanner, Vice President of the Synod, Nancy Gordon, Synod Secretary, The Rev. Robert Harvey, Synod Treasurer, Jennifer Simms, Mission Through Congregations Team Leader, The Rev. Michael Louia, Mission Through Leadership Team Leader, Claudia Harrington, Mission Through Partnerships Team Leader, The Rev. Clarence Pettit, Kevin Garrity, The Rev. Fred Lehr, John Carter, The Rev. Dave Albertson, Paul Donnelly, The Rev. Matthew Fuhman, Deanna Bracken, Matthew Herzberg, Sallie Gartside), and Mark Moser, Financial Secretary.

Ann Iona Warner, St. Stephen’s, Wilmington, DE, served as the assembly parliamentarian. Ms. Warner is a certified professional parliamentarian, member of the American Institute of Parliamentarians and the National Association of Parliamentarians.

**RECOGNITION OF PASTORS AND LAY ROSTERED MINISTERS NEW TO SYNOD:**

The Rev. Linda Fernandez	Episcopal priest, serving Bethany Lutheran Church in Brunswick, Maryland, effective February 1, 2014.
The Rev. James Hamilton	Episcopal priest, Pastoral Missioner at Church on the Square in Baltimore, Maryland (joint Episcopal Diocese of Maryland/Delaware-Maryland Synod mission start), effective March 1, 2014.

The Rev. Kelly J. Pensinger	Seminarian called as Pastor of Grace of God Lutheran Church in Millsboro, Delaware, effective July 1, 2014.
The Rev. Lauren K. Muratore	Seminarian called as Director of Admission / Assistant Dean of Chapel / Coordinator for Spiritual Life at the Lutheran Theological Seminary at Gettysburg, effective June 1, 2014
The Rev. Melissa P. Lemons	Called through the Synod Council as Interim Pastor at Christus Victor Lutheran Church, Parkville, Maryland, effective August 15, 2014; transferred to the Delaware-Maryland Synod
The Rev. Daniel Adam Forbes	Seminarian called as Associate Pastor under a three-year term call of St. John Lutheran Church in Phoenix, Maryland, effective November 30, 2014.
The Rev. Marie L. Bunt	Called through the Synod Council as Chaplain at Gilchrist Hospice Care in Hunt Valley, Maryland, effective March 17, 2014; transferred to the Delaware-Maryland Synod.
The Rev. Chasity L. Wiener	Seminarian called as part-time Associate Pastor under a two-year term call of Holy Communion Lutheran Church in Fallston, Maryland, effective February 1, 2015.
The Rev. Dr. Richard H. Bliese	Retired pastor, transferred to the Delaware-Maryland Synod from the Southwestern Washington Synod.
The Rev. Patrick Gahagen	Called through the Synod Council as Mission Developer at Journey of Faith Lutheran Church in Baltimore, Maryland, effective May 1, 2015;

**Returning from Military Duty**

The Rev. Cristopher Frigm	Associate Pastor at Zion Lutheran Church in Middletown, MD; returned from serving in Djibouti as Chaplain with the United States Navy
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**REPORT OF THE COMMITTEE ON CREDENTIALS**

Beverly Harris, Chair of Committee on Credentials, presented the following:

Clergy:	160
Lay Rostered Ministers:	11
: Lay:	246
Total Voting Members Registered:	417
Visitors:	78
Total Assembly Attendance:	495
Voting Strength:	1,073
Number of voting members present:	417

Number needed for quorum: 358

Bishop Herz-Lane declared that a quorum was present.

VP Tanner also provided an orientation to the assembly members, sharing a video on Parliamentary Procedure, reviewing the "Rules of Procedure," and providing overview of the work of the assembly for the next three days.

**RULES OF PROCEDURE – *Reference Bulletin of Reports.***

Nancy Gordon, Synod Secretary, presented the Rules of Procedure for adoption.

**ASSEMBLY ACTION:**

**SA.15.05.01 To adopt the Rules of Procedure for the 2015 Synod Assembly as printed.**

**ADOPTION OF THE AGENDA – *Reference Bulletin of Reports.***

Nancy Gordon, Synod Secretary, presented the agenda with the inclusion on Saturday morning of proposed Synod Council amendments to the current SY2015 Faith Spending Plan along with the adoption of the SY 2016 Faith Spending Plan.

**ASSEMBLY ACTION:**

**SA.15.05.02 To adopt the agenda as presented.**

**REPORT OF THE NOMINATIONS COMMITTEE:**

Pr. Dave Albertson presented the report of the Nominations Committee  
Vice President of the Synod: John Auger, Alex McKeague

Synod Council: Mission Through Leadership Team: Michael Louia  
Cluster B, Clergy: Michael Guy, Breona Roberts  
Cluster B, Lay Female: Lauren Carroll, Andrea Fuller  
Youth Representative: Shannon Baker, Adam Fairchild  
Dean Representative: Matthew Fuhrman, Charles Zang

**2016 Churchwide Assembly:**

Allegheny Conference, Clergy: Marsha Garrett, Tormod Svensson  
Washington Conference, Lay Male: Duane Hine, Barry Warrenfeltz  
Frederick Conference, Clergy: Jeanne Befano, Mark Huffman  
Westminster Conference, Lay Female: Donna Kent, Linda Smith  
Baltimore City Conference, Clergy: Jason Chestnut, Breonna Roberts  
Anne Arundel Conference, Lay Male: Cliff Andersson, Dan Foss  
Baltimore West Conference, Lay Female: Cindy Ranker, Barbara Schwartz  
Baltimore East Conference, Clergy: Charlene Barnes, Kristi Kunkel  
Baltimore North Conference, Clergy: Lans Alexis, Naomi Hartman  
Delmarva Conference, Lay Female: Clara Swanson, Ann Warner  
Harford Conference, Lay Male: Bob Hood, Mark Stolte  
At Large #1, Youth/Young Adult: Lambert Aryee, Katharine Mulrey  
At Large #2, Lay Male: Lance Cooper, Welton McCready, Earl Todd  
At Large #3, Lay Female: Andrea Fuller, Maya Gaines, Mydea Reeves-Karpeh

Consultation Committee, Male: Chuck Erzkus, David Simpson, Tormod Svensson  
Consultation Committee, Lay Female: Naomi Hartman, Sari Kilheffer  
Discipline Committee, Lay #1: Sally Kopp, Nancy Saltzman  
Discipline Committee, Lay #2: Emried Cole, Bob Hahn  
Discipline Committee, Clergy #1: Timothy Feaser, Earl Janssen

Discipline Committee, Clergy #2: Jeanne Befano, Christine Parker

**PRESENTATION OF SY2016 FAITH SPENDING PLAN:**

Pr. Bob Harvey, Synod Treasurer, presented the amendments to the SY2015 Faith Spending Plan, to include a reduction to 50% for ELCA Mission Support, funds for the African Descent Strategy Coordinator (position approved at last year's assembly) and \$30,000 for the ELCA Campaign, "Always Being Made New."

Dave Robertson, Chair of the Budget Committee, thanked the Finance Committee, shared their timeline and presented the SY2016 Faith Spending Plan. Highlights include: ELCA Mission Support decreased to 50%, changes in salary guidelines, an anticipated draw from synod funds, and a focus on the three Mission Teams. Expenses are reflected in the three Mission Teams, Staffing and Operations. He reviewed the two Faith Spending Plan amendments and reminded the assembly of the budget hearing during the Friday afternoon workshop sessions. If amendments are presented to the plan, they must reflect a balanced budget.

**REPORT OF THE CONSTITUTION AND BY-LAWS COMMITTEE:**

Pr. Earl Janssen presented the by-law change introduced at last year's assembly for adoption:

S15.13.02: The Synod Council shall have the authority to enter into contracts or otherwise incur expenses up to 5% of the approved budget, exclusive of mission support funds anticipated to be distributed to the ELCA, for items not included in the budget but determined to be necessary for the effective operation of the Synod or to fund prior year commitments to ministries or mission initiatives where such activities were underfunded in the previous fiscal year.

**ASSEMBLY ACTION:**

**SA.15.05.03 To adopt the by-law amendment as presented.**

**KEYNOTE ADDRESS:**

The Rev. Dr. John Nunes, former President and CEO of Lutheran World Relief and now the Jochum Chair of Valparaiso University, shared ideas of our mission in the world through ideas that can be imagined and stories that can be shared. Humans are created in God's image with dignity, capacity and relationships of responsibility to oneself, family, and neighbor. He discussed poverty, caused by a lack of resources, harder to alleviate in the US than globally because in the US, poverty is in the midst of plenty and is tied to race.

Dr. Nunes suggested that the assembly use the image of the Tree of Life (Revelations 22:2) to visualize "the healing of the nations," that each of us is a "Child of God," with God-given dignity, and not a particular class, gender or race. We walk together and worship a God who gave us a miracle-working, justice-enacting, humble-walking, love-talking Jesus.

**REPORT OF THE COMMITTEE ON REFERENCE AND COUNSEL:**

Pr. Martha Clementson acknowledged the work of the committee and presented the Resolutions.

**Resolution #1  
Hunger**

WHEREAS, 868 million people in our world are hungry; 1.2 billion live in extreme poverty on less than \$1.25 a day; and 49 million people in the United States – one out of every six people - including 16 million children experience hunger or the risk of hunger (statistics from the ELCA World Hunger Appeal website); and

WHEREAS, each day in the our world, 18,000 children die from hunger or preventable diseases, 1 every 4 seconds (USA Today (Feb. 17, 2007);

WHEREAS, one in five children in Maryland and one in four in Delaware live in food insecure households;

WHEREAS, hunger experts estimate that for an annual cost of \$13 billion dollars per year the nutritional needs of the world's poorest people could be met (statistics from Bread for the World);

WHEREAS, ELCA World Hunger responds to hunger and poverty in the United States and around the world by addressing root causes through a comprehensive program of relief, education, advocacy, sustainable development, community organizing and networking by which people are connected to the resources they need to lift themselves out of poverty;

WHEREAS, ELCA World Hunger responds to Christ's call to find him in the "least of these" (Matthew 25) and "until all are fed" serving with compassion people who are most vulnerable, paying focused attention to the full participation of women and the needs of children;

WHEREAS, \$7000 was granted in 2015 through ELCA World Hunger Domestic Hunger Fund to hunger ministries in our synod including St. Andrew Lutheran Church Food Pantry (Parkville, Md.); St. Paul's Curtis Bay Food Pantry; Churches for Streets of Hope (Essex, Md.); and the Frederick Union Rescue Mission;

WHEREAS, the 1999 ELCA Churchwide Assembly set a goal of \$25 million in annual income for ELCA World Hunger – or about \$5 per baptized member of the ELCA - and 15 years later the Hunger Appeal received only 19.3 million in 2014;

WHEREAS, in 2014 the Delaware Maryland Synod gave an average of \$4.15 per baptized member which places us 4th in our region (Region 8) and 38th among the 65 synods of the ELCA;

WHEREAS, in 2016 the focus of the Campaign for the ELCA will be ELCA World Hunger; now therefore, be it

BE IT RESOLVED, that the congregations of the Delaware Maryland Synod be encouraged to make support for ELCA World Hunger a year round emphasis, distribute ELCA World Hunger envelopes for year round giving, and participate in synod programs that lift up the ministry of ELCA World Hunger; and

BE IT FURTHER RESOLVED, that between now and the 2016 Delaware Maryland Synod Assembly the congregations of the Delaware Maryland Synod will each challenge themselves to take at least one additional concrete measurable step to increase their support for and awareness of those in need and ELCA World Hunger; and

BE IT FURTHER RESOLVED, that by April 1, 2016, through the synod's Hunger Task Force, each congregation will provide a summary of what they have done that will be celebrated at the 2016 Synod Assembly; and

BE IT FURTHER RESOLVED, that the Campaign for the ELCA and its 2016 ELCA World Hunger theme will be a focus of 2016 Delaware Maryland Synod Assembly; and

BE IT FURTHER RESOLVED, that a portion of not less than 50% of the offering from the 2016 Delaware Maryland Synod Assembly will be designated for ELCA World Hunger.

Respectfully submitted:

The Rev. Mark Huffman (Chair - Delaware Maryland Synod Hunger Task Force)  
The Rev. Tormod Svensson  
Lauren Leese Carroll

(The Reference and Counsel Committee recommended adoption of this resolution.)

**ASSEMBLY ACTION:**

**SA.15.05.04 To adopt Resolution #1, "Hunger" as presented.**

**Resolution #2  
Seafarers & International House**

WHEREAS, Seafarers & International House is an agency of the Evangelical Lutheran Church in America, founded in 1873 by the Augustana Lutheran Church as a mission for Swedish seafarers in the Port of New York and now serves a multi-national, multi-faith community of seafarers in maritime ports on the North Atlantic seaboard;

WHEREAS, seafarers spend months at sea where they encounter dangerous seas, navigational hazards, boredom, fatigue, separation from home and family, and abuse and exploitation;

WHEREAS, Seafarers & International House endeavors to serve these seafarers by offering them pastoral care, hospitality, social assistance, advocacy and prayer, accomplished through ship visits by port chaplains providing communication equipment (by which to call home and family), newspapers and magazines (by which to re-connect with society), assorted clothing and supplies (not available aboard ship), a van (by which to transport them to places ashore during shore leave) and a pastoral and empathetic ear (by which to share the joys and burdens of the last voyage);

WHEREAS, for the last several years Seafarers International House has extended its port ministry to the Port of Baltimore in the person of Rev. Gerry F. Rickel, on the roster of the Delaware-Maryland Synod of the ELCA, and in that time has served thousands of seafarers whose ships have called on the Port of Baltimore with cargoes of food, clothing, automobiles, household goods and raw materials for the Middle Atlantic States;

WHEREAS, this ministry in the Port of Baltimore is regarded as an important outreach of the wider church and an effective witness to our Lutheran faith; now therefore, be it

RESOLVED, that Seafarers & International House and Seamen's Center in Wilmington, DE are hereby regarded as a ministry partner of the Delaware-Maryland Synod of the ELCA;

FURTHER RESOLVED, that the Delaware-Maryland Synod and its congregations lift up in prayer the physical, emotional and spiritual well-being of all seafarers, as well as the organizations and individuals in the Port of Baltimore who serve the seafarers and those being served by the Seamen's Center at the Port of Wilmington, DE;

FURTHER RESOLVED, that the Delaware-Maryland Synod hereby declares June 25, 2015 as the "Day of the Seafarer", and in that regard, invites all congregations and individuals to a seafarer mission reception at the Lutheran Center, 700 Light Street in Baltimore; and

FURTHER RESOLVED, that on the occasion of this “Day of the Seafarer” all congregations of the Delaware-Maryland Synod are encouraged to take up a special annual offering in support of Seafarers International House’s port ministry in Baltimore.

Respectfully Submitted by:

The Rev. Gerry Rickel  
Paul Erb  
Bishop Wolfgang Herz-Lane

(The Reference and Counsel Committee recommended adoption of this resolution.)

**ASSEMBLY ACTION:**

**SA.15.05.05 To amend the resolution by the addition of “Seamen’s Center in Wilmington, DE in two “Resolve” sections (RESOLVED, that Seafarers & International House and Seamen’s Center in Wilmington, DE are hereby regarded as a ministry partner of the Delaware-Maryland Synod of the ELCA; and FURTHER RESOLVED, that the Delaware-Maryland Synod hereby declares June 25, 2015 as the “Day of the Seafarer”, and in that regard, invites all congregations and individuals to a seafarer mission reception at the Lutheran Center, 700 Light Street in Baltimore;**

**ASSEMBLY ACTION:**

**SA.15.05.06 To adopt Resolution #2, “Seafarers,” as amended.**

The assembly recessed at 5:15 p.m.

**SECOND BUSINESS SESSION**

**Thursday, May 28, 2015**

**7:30 p.m. – 9:00 p.m.**

**REPORT OF THE COMMITTEE ON CREDENTIALS**

Beverly Harris, Chair of Committee on Credentials, presented the following:

Clergy:	192
Lay Rostered Ministers:	11
: Lay:	275
Total Voting Members Registered:	478
Visitors:	82
Total Assembly Attendance:	560
Voting Strength:	1,073
Number of voting members present:	478
Number needed for quorum:	358

**NECROLOGY**

These rostered persons have died since the 2014 Synod Assembly:

June 10, 2014	The Rev. George Wesley Evans, Jr. Born January 5, 1934 Ordained June 18, 1958
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July 10, 2014	The Rev. Albert B. Ely Born November 2, 1930 Ordained September 22, 1957
January 11, 2015	The Rev. Robert K. Shaull Born October 24, 1926 Ordained June 6, 1955
March 1, 2015	The Rev. John F. Steinbruck Born October 5, 1930 Ordained June 11, 1959

## RECOGNITION OF RETIREMENTS AND ANNIVERSARIES OF ORDINATIONS:

### Retirements

The Rev. Gregory R. Johnson	June 1, 2014
The Rev. Matthew S. Schenning	July 1, 2014
The Rev. Joseph E. Skillman	August 1, 2014
The Rev. Rodney L. Ronneberg	August 1, 2014
The Rev. James G. Cobb	December 1, 2014
The Rev. Judith A. Cobb	December 1, 2014
The Rev. Jarrett Hansen	May 1, 2015
The Rev. Laura Ingersol	May 1, 2015

### Anniversaries of Rostered Leaders

#### **Diaconal Minister:**

**10 years:** Harry E. Hiltner

#### **Ordained Ministers:**

**5 years:** Rev. Breonna E. T. Roberts, Rev. Carolyn E. Shank, Rev. Christie M. Parker, Rev. Eric R. Moser, Rev. Grace Jeanne Befano, Rev. Hambisa Belina, Rev. Jason P. Chestnut, Rev. Theresa A. Langdon, Rev. Virgil F. Cain

**10 years:** Rev. Barbara Melosh, Rev. Kati Kluckman-Ault, Rev. Laura E. Sinche, Rev. Lois M. Nehmer, Rev. Timothy A. Leitzke

**15 years:** Rev. Ann B. Schlossnagle, Rev. Kristin M. Dubsky, Rev. Linda M. Alessandri, Rev. Matthew C. Fuhrman, Rev. Michael A. Dubsky, Rev. William J. Gohl, Jr.

**20 years:** Rev. Melvina V. Stricklin

**25 years:** Rev. Anne Langerak, Rev. David G. Oravec, Rev. Earl L. Janssen, Jr., Rev. Michael R. McQuaid

**30 years:** Rev. Charles P. Marshall, Rev. Dale W. Dusman, Rev. K. R. Schmitt, Rev. Laura D. Ingersol, Rev. Roger L. Rinker

**35 years:** Rev. Albert K. Lane III, Rev. Jimmie L. Schwartz, Rev. Joseph A. Donnella II, Rev. Kenneth H. Homer, Jr., Rev. Paul F.W. Warnke, Jr., Rev. Richard D. Schoenly, Rev. Timothy P. Feaser

**40 years:** Rev. Donald L. Burggraf, Rev. Richard Goodlin, Rev. Rodney L. Ronneberg, Rev. Thomas R. Swears, Rev. Warren G. Martin

**45 years:** Rev. Bruce M. Kelley, Rev. Donald R. Beutel, Rev. John J. Duffus, Rev. John L. Mebust, Rev. Robert G. Kidd

**50 years:** Rev. Donald L. Turley, Rev. Maurice A. Arsenault, Rev. Roland C. Hobbs, Rev. Thomas L. Perry, Rev. Wesley L. Hamlin, Jr.

**55 years:** Rev. Gordon N. Narvesen, Rev. Norman O. Payne, Rev. Rodney A. Gatzke

**60 years:** Rev. Elmer J. Klein, Rev. Norman E. Minich, Rev. Robert K. Shaull

### **Church Anniversaries**

**125 Years:** St. Paul's Lutheran Church, Gettysburg, PA  
Calvary Lutheran Church, Mount Airy, MD  
St. Philip Lutheran Church, Baltimore, MD

**225 Years:** St. John Lutheran Church, Myersville, MD

**275 Years:** Evangelical Lutheran Church, Zion, Middletown, MD

### **REPORTS:**

**LWR (Lutheran World Relief):** The Rev. David Wangaard, Relationship Advisor and Ms. Vicki Whetstone, Engagement Associate shared the work of Lutheran World Relief completed through the support of synods and congregations and a video of how individuals have benefited from that support.

**LIRS(Lutheran Immigration and Refugee Services):** Staci Coomer, Vice President of Development, Outreach & Community updated the assembly on how immigrants are helped through health services, employment opportunities, advocates/guardians for children, legal support.

**ELCA:** The Rev. Dan Rift, Program Director, ELCA Hunger and Disaster Appeals, offered appreciation for support from congregations and the synod as a partner in mission for the ministry of the Gospel. He expanded on the 2015 ELCA theme: We are church... and shared a video from Bishop Elizabeth Eaton.

### **REPORT OF THE MALARIA CAMPAIGN:**

Pr. David Asendorf, co-chair of the Synod Malaria campaign, offered thanks to the 102 congregations who have made significant contributions to the campaign and to the members of the Task Force who spearheaded the plan. He announced that the synod surpassed its goal and raised \$312,000. Gifts will continue through the larger ELCA Campaign, "Always Being Made New." Pr. Fred Melton offered thanks to Salem Lutheran Church who contributed \$31,000 early in the campaign.

### **THIRD BUSINESS SESSION**

**Friday, May 29, 2015**

**9:00 a.m. – 11:00 a.m.**

Bp. Wolfgang Herz-Lane opened the session with an overview of the day's agenda, including synod business, worship, workshops, and a Mission Festival.

Vice President, Yolanda Tanner, continued sharing God's Word in Bible Study.

Bishop Wolfgang Herz-Lane introduced The Right Reverend Eugene Taylor Sutton, Bishop of the Episcopal Diocese of Maryland to the assembly who will be the preacher at the morning worship service.

### **REPORT OF THE COMMITTEE ON CREDENTIALS**

Beverly Harris, Chair of Committee on Credentials, presented the following:

Clergy:	202
Lay Rostered Ministers:	11
: Lay:	292
Total Voting Members Registered:	505
Visitors:	88
Total Assembly Attendance:	593
Voting Strength:	1,073
Number of voting members present:	505
Number needed for quorum:	358

Dave Albertson, Chair of the Nominations Committee, introduced the two candidates for the Vice President Position, John Auger and Alex McKeague, who then addressed the assembly.

**REPORT OF THE ELECTIONS:** Pr. Greg Fetzer, chair of the committee, reviewed the process for voting using the Scantron Sheet. Ballots were distributed to the voting members.

### **REPORT OF THE BISHOP**

"Jesus is always on the move." Bp. Wolfgang Herz-Lane, in his remarks to the assembly, offered that change is a constant in our work as a synod. "Walking Together with Christ, For the Sake of the World," completes the assembly theme series of Evangelism, Leadership, and Mission.

Bp. Herz-Lane cited examples of the work of the synod through starting new churches, redevelopment of others, camp and campus ministries, prison ministries and outreach to seafarers in Maryland and Delaware. Response to crises in Baltimore, the Malaria Campaign, and Hurricane Disaster relief in Crisfield are more examples of the synod's work as well as the many ministry partners.

His visits throughout the synod from Ocean City to Frostburg were signs of God's Work, through preaching, sharing of the sacraments, healing, and prayer. Knowing that Jesus is already there, and, probably, "running," not walking. He invited the assembly to keep up with Jesus, knowing He is hard at work in people's lives. "Jesus in on the move in the DE-MD Synod. Let's at least try to keep up with him!"

### **"VISION 2018: Discerning God's Plan"**

Vice President Tanner brought the assembly up-to-date on the development of the 3-year strategic plan and reviewed the components: "The Way of Discipleship," "The Way of Communication," "The Way of Connectedness," and "The Way of Leadership." The four "Ways" were approved at last year's assembly and with implementation plans to be considered at this assembly.

**WALKING TOGETHER, FULLY ALIVE IN CHRIST**  
***Vision 2018: Discerning God's Plan***  
***Delaware-Maryland Synod, ELCA***

God's Voice

*"We take our lead from Christ, who is the source of everything we do. He keeps us in step with each other."* Ephesians 4:16

Our Vision

Every member *a **missionary***;  
Every pastor and rostered leader *a **mission director***;  
Every congregation and ministry *a **vital center for God's mission, for the sake of the world.***

Our Journey to 2018

God calls us together to participate in God's work to serve our neighbor in the world. Our communities are in desperate need of God's love and grace, expressed and communicated through our active discipleship. Our connective tissue as congregations and communities is the gospel of Jesus Christ, and so in all that we do we strive to embody Christ through our media and message.

Our Destination

The earliest Christians were known as the "People of the Way" which identified them as people who were following something much more than their own ideas. They were following God's will as they witnessed it through Jesus Christ.

The Way of Discipleship: *Our people will be empowered to share the Good News of Jesus Christ in their communities.*

- **Goal:** Our congregations and ministries will develop a current mission plan by 12/31/2018
- **Objective:** Engage at least 30 congregations and ministries per year in mission planning
- **Responsibility:** Director for Evangelical Mission, Mission through Congregations Team, Assistants to the Bishop, interim pastors, outside consultants
- **Implementation Activities:**
  - Tools and training for mission planning will be made available through the synod website, conference meetings and the interim pastors network
  - Synod Assemblies and synod website will provide examples of mission plans from other synod congregations and ministries
  - Mission plans will be received and blessed annually at the Synod Assembly
  - Synod Council members will meet with each congregational ministry completing a mission plan to build a relationship and bless the congregation's efforts

The Way of Communication: *Our communications will be effective and a defining characteristic of our synod.*

- **Goal:** Every congregation and ministry will identify a Synod Communicator by 12/31/2018

- **Objective:** 75 congregations will have a Synod Communicator in place by December 2015, adding 25 additional congregations each year thereafter
- **Responsibility:** Mission through Partnerships Team, Director of Communication, Assistants to the Bishop
- **Implementation Activities:**
  - Efforts will be made to increase the number of recipients and open-rate for synod communications
  - A Synod Social Media Communications Team will be formed
  - The synod office will facilitate increased use of virtual meetings

*The Way of Connectedness: Our congregations and related ministries will thrive through deeper connectedness with other congregations and communities through mutual support and sharing of resources.*

- **Goal 1:** Every Conference will hold two Conference meetings per year that include clergy as well as lay leaders beginning in 2016
- **Goal 2:** Synod Council will study and evaluate the current conference structure by 1/1/2018
- **Objective:** Pre-Assembly Conference meetings will be held prior to the 2016 Synod Assembly
- **Responsibility:** Conference Deans, Assistants to the Bishop, Synod Council
- **Implementation Activities:**
  - Conference meetings will be scheduled to encourage strong lay and rostered participation
  - Congregations will be encouraged to welcome outside speakers such as campus pastors and social ministry staff
  - Each conference will offer 'role specific' training and support, for example, for treasurers and church council members

*The Way of Leadership: Our leaders, both lay and rostered, will be energized to serve with passion, health, and effectiveness in ministry.*

- **Goal 1:** Every rostered leader will be supported by a Mutual Ministry Committee by 12/31/2018
- **Goal 2:** Identify and equip 100 lay leaders for ministry each year beginning in 2016
- **Objective:** 75% of congregations will have functioning Mutual Ministry Committees by 12/31/2018
- **Responsibility:** Office of the Bishop, Assistants to the Bishop, Conference Deans, Mission through Leadership Team
- **Implementation Activities:**
  - Call Process will put greater emphasis on the need for Mutual Ministry Committees
  - Conferences will provide support and training for Mutual Ministry Committees.
  - "Healthy Congregations" pilot project will continue and expand
  - Coaching relationships through Healthy Congregations will be expanded
  - The Annual Bishop's Leadership Retreat will emphasize growth in personal faith practices
  - Youth, college and young adult related ministries will identify four participants per year who enter professional ministry.
  - Each conference will offer 'role specific' training and support, for example, for treasurers and church council members

- Current leadership programs and training opportunities offered through Lutheran Youth Organization, Women of the ELCA, Lutheran Men in Mission, CLAIM, Mar-Lu-Ridge and the Gettysburg Seminary will continue and expand.

**Measuring Effectiveness**

Our Synod Council is accountable to monitor the progress in achieving the journey of the Four Ways. The Council will receive quarterly reports on the progress of each of these four strategies. The Synod Vice President will report progress at the annual Synod Assembly.

**ASSEMBLY ACTION:**

**SA.15.05.07 To approve “VISION 2018: Discerning God’s Plan” as presented.**

**PRESENTATION OF COMPENSATION GUIDELINES FOR 2016**

Vice President Tanner introduced the Compensation Guidelines Task Force Members: John Carter and Pr. Fred Lehr, co-chairs, Nancy Saltzman, Ed Leister, Lillian Tomecek, Pr. Matthew Fuhrman, Linda Chinnia.

Nancy Saltzman reviewed the work of the committee: meeting monthly for 14 months, looking at the previous 2009 guidelines, how salaries were benchmarked, based on years of experience, and the “three-zone” delineation. Other resources reviewed included: pay setting practices of other institutions (federal government); comparability to other positions (social workers), documents from Lutherans and other denominations from synod and across the states, and anonymous salary information from pastors across the synod.

The need for a new set of guidelines recognize the gifts and talents of pastors and rostered leaders as well as the challenges faced in the various demographics of the congregations and geographic locations.

Highlights of the proposed guidelines: compensation calculations easily computed using an Excel worksheet, step-by-step instructions are given, information is also available on benefits, provision for a minimum base salary, greater variations in cost of living, credits for years of experience, recognition of challenging ministry context, credits for advanced education, longevity in current call, and related non-pastoral experience.

These guidelines are intended to facilitate (not dictate) discussion between rostered leaders and their congregations.

The assembly recessed at 10:45 a.m. for worship and lunch.

**FOURTH BUSINESS SESSION**

**Friday, May 29, 2015**

**2:00 p.m. – 3:30 p.m.**

Bp. Herz-Lane opened the Fourth Business session and Vice President Tanner continued with Bible Study.

**REPORT OF THE COMMITTEE ON CREDENTIALS**

Beverly Harris, Chair of Committee on Credentials, presented the following:

	Clergy:	209
	Lay Rostered Ministers:	12
	:	Lay:
		294
Total Voting Members Registered:		515

Visitors: 89  
Total Assembly Attendance: 604

Voting Strength: 1,073  
Number of voting members present: 515  
Number needed for quorum: 358

**REPORT OF THE ELECTION COMMITTEE:**

Pr. Greg Fetzer, Chair of the Election Committee, presented the report of the First Ballot:

Vice President of Synod:

John Auger 179  
Alex McKeague 169

*John Auger declared elected.*

Cluster B, Clergy:

Breonna Roberts 216  
Michael Guy 132

*Breonna Roberts declared elected.*

Youth Representative:

Shannon Baker 176  
Adam Fairchild 157

*Shannon Baker declared elected.*

2016 Churchwide Assembly Voting Members:

Allegheny Conference, Clergy:

Tormod Svensson 198  
Marsha Garrett 133

*Tormod Svensson declared elected.*

Frederick Conference, Clergy:

Mark Huffman 186  
Jeanne Befano 157

*Mark Huffman declared elected.*

Baltimore City Conference, Clergy:

Jason Chestnut 226  
Breonna Roberts 118

*Jason Chestnut declared elected.*

Baltimore East Conference, Clergy:

Charlene Barnes 186  
Kristi Kunkel 152

*Charlene Barnes declared elected.*

Delmarva Conference, Lay Female:

Clara Swanson 218  
Ann Warner 104

*Clara Swanson declared elected.*

At Large, Youth/Young Adult:

Lambert Aryee 177

Synod Council:

Mission Through Leadership Team  
Michael Louia 323

*Michael Louia declared elected.*

Cluster B, Lay Female:

Andrea Fuller 184  
Lauren Carroll 151

*Andrea Fuller declared elected.*

Dean Representative:

Matthew Fuhrman 218  
Charles Zang 129

*Matthew Fuhrman declared elected.*

Washington Conference, Lay Male:

Duane Hine 199  
Barry Warrenfeltz 107

*Duane Hine declared elected.*

Westminster Conference, Lay Female:

Linda Smith 203  
Donna Kent 132

*Linda Smith declared elected.*

Anne Arundel Conference, Lay Male:

Dan Foss 241  
Cliff Andersson 93

*Dan Foss declared elected.*

Baltimore North Conference, Clergy:

Naomi Hartman 181  
Lans Alexis 157

*Naomi Hartman declared elected.*

Harford Conference, Lay Male:

Bob Hood 217  
Mark Stolte 102

*Bob Hood declared elected.*

At Large, Lay Male:

Welton McCready 128

Katharine Mulrey 147  
Invalid Ballot 1  
*Lambert Aryee declared elected.*

Earl Todd 122  
Lance Cooper 81  
*Run-off election needed.*

At Large, Lay Female:  
Mydea Reeves-Karpeh 128  
Maya Gaines 104  
Andrea Fuller 101  
*Run-off election needed.*

Consultation Committee, Male:  
Tormod Svensson 118  
David Simpson 116  
Chuck Erzkus 84  
*Run-off election needed.*

Consultation Committee, Female:  
Naomi Hartman 179  
Sari Kilheffer 126  
*Naomi Hartman declared elected.*

Discipline Committee, Lay Female:  
Sally Kopp 166  
Nancy Saltzman 146  
*Sally Kopp declared elected.*

Discipline Committee, Male:  
Emried Cole 173  
Robert Hahn 150  
*Emried Cole declared elected.*

Discipline Committee, Clergy:  
Earl Janssen 178  
Timothy Feaser 146  
*Earl Janssen declared elected.*

Discipline Committee, Clergy:  
Christine Parker 210  
Jeanne Befano 125  
*Christine Parker declared elected.*

## **2016 COMPENSATION GUIDELINES**

The guidelines were presented for discussion. Questions and comments from members of the assembly included: using “Zillow” as a real estate resource (local realtors more accurate); sabbatical guidelines seem more stringent; sabbaticals for interim pastors?; When do guidelines go in effect?; remove comparison of Social Workers salaries (not an accurate comparison); longevity in call (mission developers often have limited time of call); use of non-clergy experience? Where is it calculated?; guidelines are better than previous model

### **ASSEMBLY ACTION:**

**SA.15.05.08 To combine Box 8 and Box 9 to give up to 10 points recognizing ministry**

### **ASSEMBLY ACTION:**

**SA.15.05.09 To amend Compensation Guidelines, page 58, Box to: Advanced Education by**

1. Striking “5 points” in the 3<sup>rd</sup> sentence
2. Adding at the end of the 3<sup>rd</sup> sentence following “Divinity” the following: “and/or to those who continue to engage in life-long learning through continuing education of 50 contact hours per year.”
3. Amend the last sentence to read, “If such is the case, enter up to 5 points in Box 10.

### **ASSEMBLY ACTION:**

**SA.15.05.10 To change the Lay Rostered categories to reflect the changes in Clergy categories.**

### **ASSEMBLY ACTION:**

**SA.15.05.11 To add “with the provision of accumulation of unused funds” in Continuing Education (page 8).**

(Amendments to add a provision for particular amount of accumulation of unused funds for continuing education were defeated.)

**ASSEMBLY ACTION:**

**SA.15.05.12 To approve the 2016 Compensation Guidelines as amended.**

**INTRODUCTION OF SYNOD STAFF**

Bp. Herz-Lane introduced the synod staff and acknowledged their work in ministry and mission for the synod.

**Assistants to the Bishop:** The Rev. Ed Kay, The Rev. Kati Kluckman-Ault, Ms. Linda Chinnia, and The Rev. Ron Schlak,

**Office Staff:** Ms. Jennifer Baxter, Administrative Assistant for Stewardship & Communications/IT Coordinator; Ms. Julie Stecker, Director of Communications and Administrative Assistant for Call Process & Roster Concerns; Ms. Cindy VanVliet, Administrative Assistant to the Bishop & Chief of Staff & Assembly Coordinator.

**REPORT OF SYNOD OFFICERS:**

Vice President, Yolanda Tanner, shared highlights of her time as vice president and reflected on the challenges of discipleship in our churches and the synod. She commended the assembly to “follow the lead of discipleship” and to put God first in their lives.

Appreciation to Yolanda’s service as Vice President was acknowledged by the assembly and gifts (a donation to the charity of her choice and a “SPA” Day) were presented to her.

**REPORT OF THE SECRETARY:**

Nancy Gordon, Synod Secretary, recommended that two copies of the minutes of the 2014 Delaware-Maryland Synod Assembly of the Evangelical Lutheran Church in America, as certified by the Synod Council, be approved as the official record of the 2014 Synod Assembly and deposited in the archives of the synod.

The minutes of the 2014 were approved by general consensus.

**REPORT OF THE TREASURER:**

Pr. Harvey referred to the audit of 2014 Fiscal Activity, February 1, 2014, through January 31, 2015. He presented the letter of certification from the auditors, Klosterman and Associates. The audit has been approved by both the Finance Committee and the Synod Council.

**ASSEMBLY ACTION:**

**SA.15.05.13 To adopt the statement of the auditor for the fiscal year February 1, 2014, to January 31, 2015.**

Pr. Harvey reported that in SY2014 income was in excess of expenses by \$19,471, thanks to legacies from two congregations. Mission support was down \$1,983,610 from \$2,047,136 in SY2013 and below projected income of \$2,020,000. Staff salaries have been frozen since 2010. Regarding pledges from congregations, there some not met, some less than prior years, and some congregations with no contributions to mission support.

Current Finances show investments of over \$2.3 million and a savings account of \$268,000. Deficits for the first few months of this budget cycle continue.

**REPORT OF THE SECOND BALLOT:**

Pr. Greg Fetzer, chair, gave directions for the second ballot for the three run-off positions.

The assembly recessed to allow members to attend a variety of workshops for the remainder of the afternoon.

**FIFTH BUSINESS SESSION**  
**Saturday, May 30, 2015**  
**9:00 a.m. – 11:00 a.m.**

Bp. Herz-Lane opened the Fifth Business session, reviewing the remaining business items and called on Vice President Tanner to lead the final Bible Study.

**REPORT OF THE COMMITTEE ON CREDENTIALS**

Beverly Harris, Chair of Committee on Credentials, presented the following:

Clergy:	209
Lay Rostered Ministers:	12
: Lay:	295
Total Voting Members Registered:	516
Visitors:	89
Total Assembly Attendance:	605
Voting Strength:	1,073
Number of voting members present:	516
Number needed for quorum:	358

**REPORT OF THE ELECTION COMMITTEE:**

Pr. Greg Fetzer, chair of the committee, gave the report of the second ballot.

2016 Churchwide Assembly Voting Members

At-Large, Lay Male:

Welton McCready 196

Earl Todd 128

*Welton McCready declared elected.*

At-Large, Lay Female:

Mydea Reeves-Karpeh 199

Maya Gaines 129

*Mydea Reeves-Karpeh declared elected.*

Consultation Committee – Male

Tormod Svensson 188

David Simpson 139

*Tormod Svensson declared elected.*

**CAMPAIGN FOR THE ELCA**

Bp. Herz-Lane introduced the Campaign for the ELCA, "Always Being Made New." The 2013 Churchwide Assembly approved the four-year campaign and, in the first year, \$48 million has been contributed. DE-MD Synod Assembly approved participation in the campaign at the 2014 Assembly and proposes a resolution that, if adopted, would set \$2.5 million as the synod goal. A Task Force has been formed and will begin meeting to outline plans for the plan. A number of congregations have already made pledges, 90% of the Synod Council and 100% of the Synod Staff have made pledges. \$865,000 has been pledged or contributed already to the campaign.

**Resolution #3: The Campaign of the ELCA**

WHEREAS, the Evangelical Lutheran Church in America launched its first-ever funding campaign, *Always Being Made New: The Campaign for the ELCA*, on February 1, 2013; and

WHEREAS, this campaign hopes to raise a total of \$198 million for the church's ministry in an effort to increase this church's capacity for mission and to create new funding streams; and WHEREAS, the 2014 Delaware-Maryland Synod Assembly voted to endorse this campaign, promised that this synod would participate in significant ways and instructed the Synod Council to bring a concrete proposal to the 2015 Synod Assembly for further action; now, therefore, be it RESOLVED, that the Delaware-Maryland Synod in Assembly renew its commitment to *Always Being Made New: The Campaign for the ELCA*, and set an overall campaign goal of \$2.5 million to be raised by the campaign's ending date of January 31, 2019; and RESOLVED, that of this total, \$2 million be designated for the ELCA Campaign and \$500,000 be designated for ministry within the synod in the same ministry categories that are offered through the ELCA Campaign; and RESOLVED, that congregations, church-related ministries and individual members in the Delaware-Maryland Synod be encouraged to prayerfully consider the ELCA Campaign and the synod campaign as further expressions of their stewardship of the many gifts God has bestowed; and RESOLVED, that the Synod Council be instructed to form a Campaign Action Team (CAT) of between seven and nine persons who will oversee implementation of this resolution; and RESOLVED, that the Synod's Faith Spending Plan for SY2015 be amended to include expenses estimated to be \$30,000 to cover campaign staffing this year and that remaining expenses during the four-year life of the campaign be included in future Faith Spending Plans.

This resolution was approved by the Synod Council of the Delaware-Maryland Synod on March 14, 2015.

**ASSEMBLY ACTION:**

**SA.15.05.14 To adopt Resolution #3: "The Campaign of the ELCA" as presented.**  
(The resolution was adopted unanimously.)

Pledge cards were distributed to the assembly and members were encouraged to share this information with their congregations.

**ADOPTION OF SY2016 FAITH SPENDING PLAN:**

**ASSEMBLY ACTION:**

**SA.15.05.15 To adopt the SY2016 Faith Spending Plan as presented.**

**ASSEMBLY ACTION:**

**SA.15.05.16 To approve the amendments to SY2015 as presented.**

Pr. Kati Kluckman-Ault introduced a video, "God Has Given Us So Much!," which can be used in congregations and were reminded that the Mission Table on Stewardship is available to assist congregations.

**INTRODUCTIONS:** Huck Usggard, Assistant to the President for Church Relations (Portico)N; Jeff Spann, Mission Investment Fund were introduced to the assembly.

Julie Stecker reviewed how to complete the assembly evaluation.

The assembly recessed for worship, including, "The Order for Closing of the Assembly."