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## **Resolutions Process and Background Information**

The resolutions process enables individuals or groups within the synod to bring a request for action to the Synod Assembly, which is the Synod's highest legislative authority.

The Synod Council has established a 90-day deadline, prior to the beginning of the annual Synod Assembly, for resolutions to be submitted to the synod office. The Synod Council appoints a Resolutions Committee which meets prior to the Assembly in order to review the resolutions received.

It is the responsibility of the Resolutions Committee to:

- ensure that resolutions and memorials comply with synod and churchwide constitutions
- ensure that resolutions and memorials are submitted in proper form
- review the appropriateness of the subject and desired action
- make sure there is a plan for implementation

The Resolutions Committee works with individuals or groups who are submitting resolutions to assist them in presenting their resolutions in the best form possible.

The Resolutions Committee reports its work to the Synod Council and to those who have submitted resolutions. If the Resolutions Committee rules that a resolution is unconstitutional or inappropriate, the individual or group submitting the resolution may appeal that decision to the Synod Council.

It is not the job of the Resolutions Committee to offer its opinions on a particular resolution. The work of the committee is to ensure that resolutions conform to the requirements set for them and then to place those resolutions before the assembly in a clear manner, so that the Synod Assembly as a whole may debate and decide the issues that are before them.

If the Secretary of the Synod receives any resolutions after the 90-day deadline, they will also be reviewed by the Resolutions Committee. These resolutions will be brought before the Synod Assembly, but will be placed on the agenda only with the consent of the Assembly.

Any resolutions which are not considered by the Synod Assembly due to lack of time, are referred to the Synod Council for action.

**Pacifica Synod Compensation Guidelines for Word and Service**

**Whereas,** Pacifica Synod does not currently provide compensation guidelines for Word and Service ministers; and

**Whereas,** congregations often look to the Synod for help determining appropriate and fair compensation when calling a rostered leader; therefore be it

**Resolved,** that the Pacifica Synod recommends the following salary ranges for Word and Service ministers:

Years of Experience (With Bachelor's Degree)	
0-5 Years	\$45,000 - \$54,100
6-10 Years	\$45,000 - \$61,700
11-15 Years	\$55,000 - \$65,600
16-20 Years	\$55,000 - \$72,200
21-25 Years	\$59,200 - \$83,600
26-30 Years	\$64,600 - \$95,200
31+ Years	\$68,400 - \$109,400+

Years of Experience (With Master's Degree)	
1-5 Years	\$59,000 – \$64,300
6-10 Years	\$61,000 – \$73,200
11-15 Years	\$65,300 – \$79,600
16-20 Years	\$73,000 – \$87,500
21-25 Years	\$77,200 – \$98,900
26-30 Years	\$83,300 – \$111,900
31-35 Years	\$93,400 – \$127,300 +

and be it further

**Resolved,** that congregations are reminded to include and outline in their compensation package for Word and Service ministers the following benefits:

- ELCA Pension and Medical/Dental Plan
- Social Security
- Mileage reimbursement
- Continuing Educational Allowance and number of weeks
- Professional Ministry Expenses
- Vacation time (number of weeks)

**Respectfully submitted by:**

Pacifica Synod Council

**Ongoing Support and Memorial Follow-through for ELCA Federal Chaplaincy, Military Personnel, Veterans, and Their Families**

- Whereas,** the Pacifica Synod crafted a memorial supporting military personnel, veterans and their families for its 2015 Synod Assembly and adopted that resolution as a memorial to be sent to the 2016 ELCA Churchwide Assembly, and
- Whereas,** in 2016 ten other ELCA Synods modeled memorials after the 2015 Pacifica Synod memorial and sent those on to the 2016 ELCA Churchwide Assembly, and
- Whereas,** the 2016 ELCA Churchwide Assembly unanimously adopted the memorial “Category B10: Supporting Military Personnel, Veterans and their Families” on August 13, 2016 (copy attached), and
- Whereas,** the Evangelical Lutheran Church in America called together a team to carry out its commitment to raise contributions for the ELCA Federal Chaplaincy Ministries Fund for Leaders Scholarship, and three of the members of that team live within the territory of the Pacifica Synod, and
- Whereas,** these synodical and churchwide actions have motivated many individuals, congregations and other synods to respond in a variety of supportive ways, and
- Whereas,** a growing number of individuals, congregations, agencies, and synods have committed \$1,000 or more as a one-time or an annual gift and have been designated as Medallion Donors; therefore be it
- Resolved,** that the Pacifica Synod, in its 2019 Synod Assembly, revisit this adopted memorial and take appropriate actions to continue to fulfill the resolutions within it, and be it further
- Resolved,** that the congregations of and individuals within the Pacifica Synod explore ways to especially lift up the encouragement to make known the need for ordained pastors to serve as chaplains, and for members and congregations to contribute to the ELCA Federal Chaplaincy Ministries Fund for Leaders Scholarship, and be it further
- Resolved,** that individual members, congregations, conferences of the Pacifica Synod, as well as the synod itself prayerfully explore the possibilities of becoming Medallion Donors by contributing \$1,000 or more to the ELCA Federal Chaplaincy Ministries Fund for Leaders Scholarship, and be it finally
- Resolved,** that the Pacifica Synod, in its 2019 Assembly, expresses its gratitude to the congregations and individuals who have been honoring the spirit of the memorial since its adoption in 2015.

**Respectfully Submitted by:**

The Rev. Scottie Lloyd and The Rev. Murray D. Finck,  
Members of the ELCA Federal Chaplaincy Ministries’ Fund for Leaders Scholarship Team

**2016 Churchwide Assembly: Legislative Update Saturday, August 13, 2016**  
**Category B10: Supporting Military Personnel, Veterans and their Families**

- To receive with gratitude, the memorials of Eastern Washington-Idaho, Pacifica, Southeastern Minnesota, Southwestern Texas, East-Central Wisconsin, Southern Ohio, Northwestern Pennsylvania, Allegheny, Metropolitan Washington, D.C., West Virginia-Western Maryland and Southeastern synods regarding their interest and vision for ministry affirming those called to military service, veterans, their families and this church's support for chaplaincy ministries;
- To recognize with gratitude ELCA members, congregations, agencies and institutions which have initiated creative ministry and mission engaging members of the military, veterans, ELCA chaplains and their families;
- To encourage congregations, agencies, families and individuals to assist those considering military service and those continuing in service through moral discernment and vocational guidance concerning the life-changing decisions they must make involving justice, service and the ethical application of force;
- To direct the Office of the Presiding Bishop to establish a Sunday of prayer and action near Veterans Day each year to unite this church in prayer and encourage assistance for military members, veterans, ELCA chaplains and families;
- To encourage ELCA members, congregations and synods to offer care and support for returning veterans;
- To encourage congregations to seek out incarcerated veterans to thank them for their service and to help them access veterans' benefits so that they might have a more successful transition upon release;
- To affirm the publication of the Prayer Book for the Armed Services and to encourage congregations to present gift copies to veterans, military personnel and chaplains;
- To encourage synod bishops, candidacy committees, congregations and seminaries to make known the need for ordained pastors to serve as chaplains in the military, Veterans Affairs hospitals, federal corrections and other chaplaincies;
- To urge ELCA members and congregations to contribute to the ELCA Federal Chaplaincy Ministries Fund for Leaders Scholarship to attract the next generation of chaplains; and
- To encourage ELCA seminaries, colleges and universities to integrate practicing chaplains to teach about specialized ministries, preach in chapel, and foster awareness and consideration of a call to chaplaincy ministry.

## Full Participation of All Rostered Leaders in Equity, Diversity, and Anti-Racism Training Events

- Whereas,** the 2016 Pacifica Synod Assembly overwhelmingly approved a Resolution to Confront Racism and White Privilege, leading to the creation of the Pacifica Synod Diversity and Equity Workgroup “to identify and share high quality educational tools and events to raise awareness of racism, white privilege, and Christ-centered paths to liberation of oneself, church and society;” and,
- Whereas,** the ELCA overwhelmingly approved the Social Statement, *Freed in Christ: Race, Ethnicity, and Culture*, stating that we expect our leadership to name the sin of racism, lead us in our repentance of it, and challenge us to be in mission and ministry in a multicultural society; and,
- Whereas,** “There is no longer Jew or Greek, there is no longer slave or free, there is no longer male and female; for all of you are one in Christ Jesus;” and “If anyone is in Christ, there is a new creation: everything old has passed away; see, everything has become new! All this is from God, who reconciled us to himself through Christ, and has given us the ministry of reconciliation;” and,
- Whereas,** racism is not merely a problem of individual prejudice but structural sin that depends on pervasive, conscious, and unconscious complicity to perpetuate the misuse of prejudice, power and privilege, including by white racial dominance in the ELCA, which undermines the church’s ministry of reconciliation; therefore, be it
- Resolved,** that the Pacifica Synod of the ELCA strongly encourage every rostered minister of this synod to have completed sometime between October 1, 2019 and December 31, 2022 an Equity, Diversity, and Anti-racism training, provided by or approved by the Pacifica Synod Office; and, be it further
- Resolved,** that the Pacifica Synod ask each rostered leader to renew their Equity, Diversity, and Anti-racism training every three years; and, be it finally
- Resolved,** that the Pacifica Synod staff continue to keep accurate record of each rostered minister’s participation as part of each rostered minister’s professional file.

### Respectfully Submitted by:

The Rev. Nathan Allen  
 The Rev. Brenda Bos  
 The Rev. Dr. Daren Erisman  
 Dr. Melissa James  
 The Rev. Darin Johnson  
 The Rev. Lara Martin  
 The Rev. David Nagler  
 The Rev. Manuel Retamoza  
 Mr. James P. Tyler  
 The Rev. Dr. Richard W. Vevia, Jr.