



RESOLUTION # 1 2023 Compensation and Policy Guidelines for Rostered Ministers & Lay Paid Staff

- WHEREAS,** congregations of the Eastern North Dakota Synod request and appreciate the aid and counsel of their companion congregations in this synod and synod leadership in ascertaining fair, equitable, and adequate compensation and benefits for Rostered Ministers and professional staff; and
- WHEREAS,** the Eastern North Dakota Synod Council has discussed and approved these guidelines and commends them to the 2022 Eastern North Dakota Synod Assembly and to the congregations of this synod for deliberation and use; therefore be it
- RESOLVED,** that the 2022 Eastern North Dakota Synod Assembly adopt, approve, and commend to the congregations of this synod these guidelines; and be it further
- RESOLVED,** that this assembly approve the publication and distribution of these guidelines to congregations of this synod through the usual and appropriate means employed by the synod office.

Submitted by the Eastern North Dakota Synod Council

ADDENDUM:

Proposed 2023 Compensation and Policy Guidelines for Rostered Ministers and Lay Paid Staff

RESOLUTION # 2 Called to Welcome All People

- WHEREAS,** the Eastern North Dakota Synod adopted a resolution at the 1989 Synod Assembly affirming full participation for gay and lesbian members in our congregations and affirmed its commitment to lesbian, gay, bisexual, transgender, queer, intersex, and asexual (LGBTQIA+) individuals at the 2013 Synod Assembly; and
- WHEREAS,** Reconciling In Christ is a designation for ELCA congregations and ministries that have voted to be welcoming to LGBTQIA+ individuals of all ages and their families who desire full community in Christ; and
- WHEREAS,** the recent North Dakota LGBTQIA+ School Climate Report released in November 2021 (see * below) notes that over 60% of our LGBTQIA+ youth have seriously considered taking their own lives and one third of our LGBTQIA+ youth have actually attempted to take their lives; and
- WHEREAS,** when Jesus was invited to answer the question, "Teacher, which commandment in the law is the greatest?" Jesus answered, "'You shall love the Lord your God with all your heart, and with all your soul, and with all your mind.' This is the greatest commandment. And a second is like it, 'You shall love your neighbor as yourself.' On these two commandments hang all the law and the prophets" (Matthew 22:36–40); and
- WHEREAS,** in 2009, the ELCA Churchwide Assembly adopted a HUMAN SEXUALITY: GIFT AND TRUST (ELCA SOCIAL STATEMENT) which states in part that the ELCA supports all forms of legislation and policies to protect civil rights and to prohibit discrimination in housing, employment, and public services.(see** below); therefore be it
- RESOLVED,** that congregations are encouraged to seek out ways to become truly welcoming communities for all, especially those who have suffered alienation and harm because of their sexual orientation, gender identity, or gender expression, offering them hope and safe harbor in our world; and be it further
- RESOLVED,** that congregations are encouraged to engage in discussions within their churches about these issues and to consider exploring the Reconciling In Christ process; and be it further
- RESOLVED,** that members of the Eastern North Dakota Synod individually and through the work of their congregations, look for opportunities to show their support for the care and protection of LGBTQIA+ people through members' baptismal vocations, our church's institutional practices, and public policies in our communities and state.

Submitted by the Eastern North Dakota Synod Advocacy and Action Team, LGBTQ+ Focus Group

ADDENDUM:

* <https://www.communityupliftprogram.org/about>

** "While Lutherans hold various convictions regarding lifelong, monogamous, same-gender relationships, this church is united on many critical issues. It opposes all forms of verbal or physical harassment and assault based on sexual orientation. It supports legislation and policies to protect civil rights and to prohibit discrimination in housing, employment, and public services. It has called upon congregations and members to welcome, care for, and support same-gender couples and their families and to advocate for their legal protection. The ELCA recognizes that it has a pastoral responsibility to all children of God....It therefore follows that the ELCA reaffirms its interest in and responsibility for the care and protection of vulnerable children and youth. It understands itself as called to this mission through the vocations of its members, its own institutional practices, and its public policy positions. This work involves all adults, not only parents, since all contribute to the well-being of children and youth in untold creative ways. It understands that all children and youth, both inside and outside the church, are deserving of this church's concern."



RESOLUTION # 3 Love Your Neighbor as Yourself: Welcoming Refugees and Immigrants

- WHEREAS,** there are more than 26 million refugees in the world today and less than 1% have a chance for resettlement, and
- WHEREAS,** the 2019 ELCA Churchwide Assembly voted to approve a memorial that declares the ELCA a sanctuary church, committed to serving and supporting migrant children and families in communities across the country, and
- WHEREAS,** Lutheran Immigration and Refugee Service (LIRS) has welcomed more than 500,000 refugees and migrants over their 80-year history with a legacy of compassionate service that has helped people find safety and hope in America, and
- WHEREAS,** this history reflects the deep immigrant roots and passionate commitment of Lutherans in the United States to welcoming the newcomer to our country, and
- WHEREAS,** more refugees will be coming to our country as violence continues in our world and people flee their countries seeking shelter and safety, and
- WHEREAS,** Jesus was a refugee (Matthew 2:13-23) and commanded us to "love your neighbor as yourself." (Matthew 22:36-40); therefore be it
- RESOLVED,** that each congregation in our synod commit to having someone in their congregation monitor the LIRS website for current news affecting immigrants and refugees and advocate for refugees by sharing this information within your congregation; and be it further
- RESOLVED,** that each congregation in our synod commit to at least one financial donation to LIRS within the year and consider looking for other ways to partner or volunteer to assist with the work of LIRS; and be it further
- RESOLVED,** that each congregation in our synod commit to seeking out resources from LIRS and providing at least one educational opportunity to their congregation in the next year regarding immigration.

Submitted by the Eastern North Dakota Synod Advocacy and Action Team, Immigration/Refugee Focus Group

ADDENDUM:

- Learn more about who is a refugee, who is an asylum-seeker, and who is a migrant, or
- Provide the LIRS 6-session Bible study "Transformed Communications: Freed and Empowered for Radical Welcome," or
- Invite a resettled refugee to share their personal story with your congregation, or
- Host a prayer vigil in celebration of World Refugee Day through the LIRS Stand Up Speak Up program, or
- Write holiday cards for children and families impacted by immigration detention with the LIRS program Hope for the Holidays, or
- Discern a congregation's call to welcome through LIRS EMMAUS: Congregational Discernment, a 3-part bible study and discussion guide, or
- Consider sponsoring a refugee or family coming through LIRS, and help them financially and through volunteer activities with their resettlement, or
- Learn more about the countries where refugees are coming from through the LIRS Gather program; and be it further



RESOLUTION # 4 Files of Rostered Ministers

- WHEREAS,** all the baptized are members of the one body of Christ and partners in proclamation of the Gospel of Jesus Christ as individuals and through all the expressions of the Church, and
- WHEREAS,** the Synod Constitution allows for bylaws to be created and/or amended by the synod assembly, and
- WHEREAS,** files concerning individual rostered ministers exist that are maintained, held, and transferred between synods, and
- WHEREAS,** bishops and synod staff are known to review, consult, and share contents of an individual's file with other bishops and staff, and
- WHEREAS,** in ministry contexts other than a synod staff call, a rostered minister is not employed by the synod. However, bishops and synod staffs may have influence over current and future employment opportunities for rostered ministers, and
- WHEREAS,** it is common practice in situations of employment, and a legal right in most states, whenever a file exists with an individual's name on it, the named individual has the right to review,
- WHEREAS,** our governing bodies' (Eastern North Dakota Synod and ELCA) constitutions do not prohibit a rostered minister from reviewing a file kept in the name of the rostered minister; therefore be it
- RESOLVED,** that the Eastern North Dakota Synod of the ELCA shall adopt the following bylaw codified in two locations, S14.10.1 and S14.30.1:
All rostered ministers of the Eastern North Dakota Synod shall have the authority to review the contents of any files held, maintained, received, and/or transferred to or from the Synod with respect to the individual rostered minister. A request to review a file of a rostered minister shall be granted within 60 days of the written request to the Bishop of this Synod and shall not be requested more than one time annually. A rostered minister shall have the authority to submit a letter into any file concerning the rostered minister to provide explanation and/or objection to anything contained therein.

Submitted by the Rostered Ministers of the Fargo Conference

ADDENDUM:

Eastern North Dakota Synod Constitution