



# Southwestern Pennsylvania Synod Evangelical Lutheran Church in America

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## Actions of the Synod Council October 6, 2018

Appointed Ms. Jane Bittcher as Synod Treasurer with a term expiring in 2022.

Pastor Debra D. Thompson was granted approval to retire from the roster of Ministers of Word and Sacrament of the Evangelical Lutheran Church in America effective January 1, 2019, unless before that time she receives a call.

Approved the appointment of Pastor Jennifer McCurry as chair of the Ecumenical Affairs Committee to fill the unexpired term of Pastor Robert Gago, with a term expiring in 2020; and approved the appointment of Pastors Linda Theophilus, Torrey Johnson, Alina Kanaski and Karen Battle to the Ecumenical Affairs Committee with terms expiring in 2021.

Appointed Pastors Amy Michelson, Paul Gruesu and Michael Sourwine to the Synod Resource Center Advisory Board with terms expiring in 2021; and appointed Pastor Jeffrey Schock as a consultant to the Advisory Board.

Appointed Ms Lori Green to the Committee on Ministry with a term expiring in 2022.

Approved the recommendation of Synod Assembly Planning Committee that the 2019 Synod Assembly (June 13-15, 2019) be held at California University, California, PA.

Adopted the recommendation of the Committee on Constitutions and Bylaws to approve the constitutions and bylaws of the following congregations: Christ, Charleroi; Oak Grove, Zelienople; Nativity, Allison Park; Trinity, Latrobe; Trinity, Wexford; Ascension, Robinson Township.

Approved the recommendation of the Committee on Ministry to amend the 2019 Compensation Guidelines for Ministers of Word and Service [previously recommended by the Synod Council to the Synod Assembly (January 27, 2018) and returned by the Synod Assembly (June 15, 2018) to the Committee on Ministry for further evaluation] to amend Item 1. Cash Salary, as follows:

The Southwestern Pennsylvania Synod Minimum Compensation Guidelines for Ministers of Word and Service are based on full-time (defined as a 40-hour work week), ~~a bachelor's degree, and twenty semester hours of theological study. The minimum salary for persons with a master's degree should be 20% higher than the base amount listed below.~~ Ministers of Word and Service working less than 40 hours a week should be compensated proportionately.

The minimum base salary for a new Minister of Word and Service (0 years of experience as a consecrated Deacon) ~~\$31,396~~ **\$37,770**. For all Ministers of Word and Service with years of experience, **\$400 for each year of experience** should be added to the **current** minimum base cash salary to determine the appropriate cash salary. An additional amount may be added to reflect factors such as scope of responsibilities, exceptional proficiency, and/or attainment of additional education. Additional compensation should be considered for the experience and needs of second career Ministers of Word and Service.

Returned to the Ministry Committee without action (*see ELCA Constitution S7.43 and S7.73*), its recommendation that rostered ministers called by the Synod Council be compensated by the synod for Continuing Education Expenses, Professional Expenses and Publications and Media Resources Expenses, recommended in the synod's Compensation Guidelines for rostered ministers, when the employer of the rostered minister does not provide reimbursement for such expenses.

Approved amendments to the Constitution and Bylaws of the Council for Lutheran Campus Ministry in Greater Pittsburgh.

Directed that a Working Group of lay persons from amongst members of the Synod Council be appointed to prepare for the election of a bishop at the 2019 Synod Assembly. Tasks of the Working Group will include review of S8.12 which outlines the responsibilities of the bishop; review and utilization of pertinent sections of the ELCA Bishop's Election Tool Kit; preparation of a letter to Rostered Leaders and Congregations inviting prayer and discernment; delivery of presentations to each Conference meeting prior to Synod Assembly at which time prayer and discernment will again be invited and questions for use during the election process will be sought; and to review and select questions from those received for use during the election process.

Appointed the following lay members of Synod Council to a Working Group to prepare for the election of a bishop at the 2019 Synod Assembly: Vice President R. Brandon James, Secretary Jeannette Christensen, Mr. Andrew Sabol, Ms. Barbara Nugent and Ms. Betty Albright.