

Resolution # 1
Resolution on Fair, and Sustainable Clergy Compensation

Whereas the Core Values of the New Jersey Synod are Faithfulness, Respect, Diversity, Generosity, Change, and Interdependence;

Whereas every congregation has different amount of financial resources;

Whereas the financial resources of a congregation are often directly tied to the economic factors of the community;

Whereas some congregations in impoverished areas are unable to adequately compensate their pastor, and fair clergy compensation often makes up a disproportionate amount of a congregation's budget;

Whereas some congregations are in more affluent areas and are able to compensate their pastor above and beyond adequate levels;

Whereas congregations in impoverished areas have significant needs for pastors, but lack the resources for fair compensation;

Whereas congregations under our current system largely are responsible to support themselves regardless of external factors or the tithing ability of the community; leading to a system that grants benefits and privilege to congregations in affluent areas and while creating disadvantages for congregations those that serve in less affluent areas creating divisions that are too often felt along lines of race and class;

Whereas bi-vocational ministry frequently creates situations where the bi-vocational pastor is limited in his or her ability to be present at synod events and meetings as well as limited availability for pastoral care;

Whereas the New Jersey Synod has established salary guidelines for pastors that some congregations cannot meet;

Whereas the New Jersey Synod has shown a commitment to justice for all;

Whereas pastors being financially sustainable is a justice issue;

Whereas fair compensation for the work of a pastor is a justice issue;

Therefore Be It Resolved that the New Jersey Synod of the Evangelical Lutheran Church in America in assembly calls upon all members of the New Jersey Synod Council:

- to strive to identify paths toward a system of clergy compensation that is fair, just, and provides financial sustainability for all active clergy;
- to commission an extensive study of the compensation of pastors in the New Jersey Synod to clearly identify how many pastors are below the Synod's salary guidelines and by what percentage of the guidelines; as well as how many pastors are above salary guidelines and by what percentage of the guidelines; as well as the number of pastors who do not receive other recommended benefits such as study leave, and professional expenses;
- to survey all pastors of the New Jersey Synod regarding their concerns about compensation;
- to explore different models of clergy compensation—including models used by our full communion partners as well as other faith traditions—with the goal of seeking a model that would ensure all pastors in active ministry are able to be financially sustainable based solely on their call regardless of whether the call is with an affluent or impoverished community;
- to present the results of this study by the 2019 New Jersey Synod Assembly, as well as a progress report with findings so far at the 2018 New Jersey Synod Assembly.

Submitted by: The Rev. Ryan Paetzold, Katie Paetzold, and Delia Shepherd
Holy Trinity, Audubon

Resolution # 2

Concerning Political Activism and Calls for Protest

WHEREAS For nearly 500 years, the *Small Catechism* has served as the basic instruction book for the church bearing Luther's name. According to the ELCA's own website, 'the Small Catechism is used in basic Christian instruction.' They state that it is 'the basis for our teaching.'

WHEREAS the Small Catechism states under the Fourth Commandment: Honor your father and your mother. Luther's explanation: We are to fear and love God, so that we neither despise nor anger our parents and others in authority, but instead honor, serve, obey, love, and respect them. ELCA congregations recently incorporated this into their liturgy, having members pray, 'Lord, have mercy on us, forgive us, and help us to honor, serve, obey, love and respect our elders and others in authority.' Honoring them does not entail calling on members to protest against them (U.S. President, Courts, Laws, etc). It is hypocritical to have members pray to God to help us respect and obey those in authority when our very own Synod calls on us to protest and march against that very same authority.

WHEREAS President Trump was freely elected by a wide 304 electoral win (versus 227). Half of the country voted for him, which means, theoretically, half of the members of the ELCA voted for him. Each member of the synod, and ELCA as a whole, should feel welcome and safe in our congregations, welcome no matter our political affiliation. However, when the synod calls on its members to participate in or organize protests against our freely elected representatives, the synod is telling a large portion of these members that their views are not welcome here and not being inclusive of all its members.

WHEREAS when the synod, or the ELCA as a whole, calls on its members to march against jury decisions, it is undermining the entire United States judicial system. Unless you served on the specific jury of the case, you do not have the facts presented. Making assumptions about a case and asking our members to protest the outcome without hearing all the facts presented at trial is irresponsible and un-Christian. The church should in fact support our judicial process at all times in prayer. What if one of those informed jurors in these cases were members of the ELCA?

WHEREAS according to the IRS Reg. 1.501(c)(3)-1(c)(3)(iii), Reg. 53.4945-3(a), and IRC 4955(a), calling on our members to participate in or organize protests and vigils against the white house, any sitting representative or any candidate or potential future candidate is a clear violation of law. The ELCA is not a political action group.

WHEREAS according to the IRS, this law relates to politicians or parties currently in office because they can potentially run again in the future or it may appear favoring one party over another. And in fact, President Trump has indicated his intention to run again in 2020 by registering his slogan, "Keep America Great Again." So this is a clear violation of law and leaves us in jeopardy of permanently losing our exempt status in addition to being fined. The church should not have a political identity.

WHEREAS an IRC 501(c)(3) organization may attempt to support or oppose a particular candidate without specifically naming the candidate by using code words to substitute for the candidate's name in its messages, such as "conservative," "liberal," "pro-life," "pro-choice," "anti-choice," "Republican," "Democrat," "White House," etc.. When this occurs, it is quite evident what is

happening -- an intervention is taking place. Again, this is not inclusive of all members' beliefs.

WHEREAS in the February 15, 2017 issue of Jersey Jottings, the NJ SYNOD emailed its members, "Here are some action steps that can be taken in response to the recent White House action: Organize vigils and events opposing this announcement. Resources to work with local Mosques and Muslim community organizations to organize solidarity vigils can be found [here](#) and [here](#); Sign this petition & spread the word; Tweet @realDonaldTrump & @WhiteHouse that you support refugee resettlement: #RefugeesWelcome; Send a message at whitehouse.gov/contact and comment on a post on the White House Facebook page." The ELCA must avoid political activism.

WHEREAS in the December 10, 2014 issue of Jersey Jottings, the NJ SYNOD emailed its members, "To march to the Federal Courthouse in downtown Camden to stand in solidarity with Ferguson and Staten Island. It will be a call to look more closely into these cases (and their decisions) and to help to keep the public eye on those who President Obama has designated to review these issues." The church's call should be to pray for juries, not comment on or protest decisions. Therefore, be it

RESOLED that the Synod, all departments and ministries of the Synod, and its agents shall refrain from calling on its members or congregations to organize or participate in protests, vigils (when a veiled reference to protest), and marches against the government, courthouses or court/ jury decisions.

Also RESOLVED that the Synod, all departments and ministries of the Synod, and its agents shall refrain from speaking out against or undermining specific government representatives or calling on its members to speak out against or undermine specific government representatives, whether named specifically or a veiled reference, as in #whitehouse, which is a clear violation of IRS Reg. 1.501(c)(3)-1(c)(3)(iii) and Reg. 53.4945-3(a). We should only call on members to pray for all elected officials.

Submitted by: Gail Zinone, Grace, Bayonne

MEMORIAL #1
A Memorial Concerning Overturning the 2016 Churchwide Assembly
Memorials Related to Israel and Palestine

WHEREAS the 2016 ELCA Churchwide Assembly approved the memorials CA16.05.15 Related to Israel and Palestine and CA16.06.31 Justice for the Holy Land through Responsible Investment, To encourage ELCA members, congregations, synods, agencies and institutions to increase positive investment in Palestine; and To encourage ELCA members, congregations, synods, agencies and institutions to engage in shareholder advocacy in support of human rights exercising the right of a shareholder to submit resolutions at a corporation's annual meeting; to Promote the economic empowerment of Palestinians, including investment in Palestinian projects and businesses; To urge this church's members, congregations, synods, agencies and presiding bishop to call on their U.S. Representatives, Senators and the Administration to take action requiring that, to continue receiving U.S. financial and military aid, Israel must comply with internationally recognized human rights standards.

WHEREAS the spirit behind the memorial is evident in the original wording passed and submitted by the Northwest Washington, Sierra Pacific, Southwest California, Rocky Mountain, Minneapolis Area, Southwestern Texas, Southeastern Iowa, South-Central Wisconsin, Southeast Michigan, Indiana-Kentucky, Metropolitan New York, Northeastern Pennsylvania, Upper Susquehanna and West Virginia-Western Maryland synods which called for the ELCA to take whatever steps necessary to divest any and all funds the ELCA has invested in Caterpillar Corporation, Hewlett-Packard Company, Motorola Solutions and G4S and other companies and banks that profit from the Israeli occupation; to encourage its members, congregations, rostered leaders, agencies and institutions to divest of direct or substantive indirect holdings in companies profiting from, or complicit in, the Israeli occupation, such as Caterpillar, HP Inc., Hewlett Packard Enterprise, Motorola Solutions and G4S; and to divest pension funds from Caterpillar Corporation, Hewlett-Packard Company, Motorola Solutions and G4S.

WHEREAS Israel is the United States' greatest ally in the Middle East.

WHEREAS while the memorial urged the U.S. to hold Israel to human rights standards or risk an end to U.S. financial aid, it failed to call on its members to also hold Palestine to those same internationally recognized human rights standards or risk losing its U.S. financial aid.

WHEREAS Palestine recently honored someone for engaging in terror against Israel. The "Brothers of Dalal" youth camp was recently named after a local heroine (terrorist to anyone else), Dalal Mughrabi, who led a 1978 hijacking of an Israeli bus which killed 37 people, 12 of them children. The PLO district governor praised the initiative for remembering "pure-hearted martyrs."

WHEREAS this isn't the first time a Palestinian summer camp was named in honor of a terrorist. In 2016, a camp was named after Baha Alyan, who murdered three people. The Palestinian Authority also recently named a main road and a table tennis tournament after the terrorist Muhannad Halabi, who stabbed and murdered two Israelis, Rabbi Nehemiah Lavi and Aharon Benita, and injured Bennett's wife, Adele, and their 2-year-old son in the Old City of Jerusalem. "This is the least we can do for Martyr Halabi," Mayor Muhammad Hussein stated about the glorification of the terrorist. Also, the municipality of Surda-Abu Qash suggested that the mourning "take place in a municipality building, as Halabi is a pride and badge of honor for the whole village."

THEREFORE, BE IT MEMORIALIZED that the 2019 ELCA Churchwide Assembly overturn CA16.06.31 Justice for the Holy Land through Responsible Investment and CA16.05.15 Related to Israel and Palestine and remain neutral.

Submitted by: Gail Zinone, Grace, Bayonne



Proposed 2018 Financial Plan

January 1 through December 31, 2018

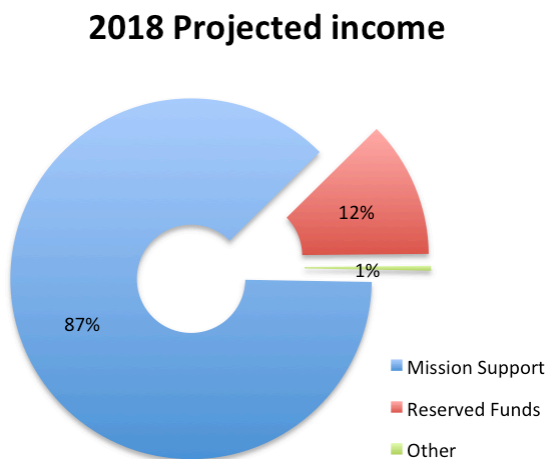
The proposed New Jersey Synod financial plan supports the continuation of the synod's missions and projects. This plan was developed in collaboration with the Fiscal Management, Administration and Property Committee. The Synod Council recommends the approval of this plan by the Synod Assembly.

Income Supporting the Spending Plan

	2016 Actual		2017 Approved Spending Plan		2018 Proposed Spending Plan	
Mission Support current year	1,961,431	92%	2,050,000	89%	1,960,400	87%
Mission Support prior year	39,273		50,000		40,000	
Unrestricted reserved funds and EMU	51,149	8%	70,795	11%	68,852	12%
Designated support from funds and ELCA	119,648		191,400		211,400	
Bank interest and other	9,111	1%	10,000	1%	10,000	1%
Total Expected Income	2,180,612	100%	2,372,195	100%	2,290,652	100%

Income includes Mission Support from synod congregations, distributions from endowed funds, support from the national church and income from other sources such as bank interest. The columns are labeled for the budget years **2016** through **2018**. The 2017 plan was approved at the 2016 Synod Assembly and the Synod Council approved amendments in November 2016.

Mission Support describes the gifts provided by congregations to support the synod and the national church. Mission Support was 92% of synod income in 2016 and is forecast to be 87% of income in 2018. Mission Support is a declining portion of the synod's income.



Unrestricted Reserved Funds were set aside for future use, now proposed to support 2018 programs. The EMU program provides income to compensate for synod resources used to support the project.

Designated Support describes funds restricted for a particular purpose that are accomplished through synod programs. One example is money reserved for outdoor ministry is distributed from the reserved fund, recognized as income in this section of the spending plan and then expended for outdoor ministry in the spending plan portion of the fund. These designated funds also include support for Mission Development, Candidacy, and Stewardship programs.

Spending Plan

Section 1: ELCA Churchwide and Ministry Partners

	2016 Actual	2017 Approved Spending Plan	2018 Proposed Spending Plan
ELCA Share of Mission Support	980,715	1,025,000	980,200
ELCA Share of Prior Year Mission Support	18,137	25,000	20,000
United Lutheran Seminary	90,000	90,000	90,000
Cross Roads Outdoor Ministries	20,000	20,000	20,000
Protestant Campus Ministry	3,000	3,000	1,500
Lutheran Archives Center	2,500	2,500	2,500
New Jersey Council of Churches	3,500	1,000	1,000
New Jersey Interfaith Coalition	-	2,500	2,500
Region 7 Center for Mission	7,000	13,000	5,000
Upsala at Wagner Program	4,000	4,000	4,000
Seafarers and International House	2,000	2,000	2,000
Diakonia	1,500	1,500	1,500
LEAM NJ	20,000	20,000	20,000
	1,152,352	1,209,500	1,150,200
Percentage of spending plan	53%	51%	50%

The New Jersey Synod supports our partners in ministry within New Jersey, throughout our region and across the churchwide organization. 50% of the Mission Support gifts from the New Jersey Synod congregations go automatically to the ELCA churchwide organization; this is shown in the first two lines of this section.

Other partners in ministry include the United Lutheran Seminary (which will be the new name of the Lutheran Theological Seminary in Philadelphia), Cross Roads Camp and Retreat Center, and the Lutheran Episcopal Advocacy Ministry of New Jersey (LEAMNJ). Overall, 50% of the New Jersey Synod spending plan supports our partners in ministry.

Section 2. Strengthening Congregations

	2016 Actual	2017 Approved Spending Plan	2018 Proposed Spending Plan
Assistants to the Bishop, Youth Minister, Staff	349,869	370,567	372,357
Continuing Education: programs, events	4,006	6,000	6,000
Discipling and Witness	362	1,000	1,000
Justice and Peace Mission Teams	432	1,000	1,000
Summer Programs	4,000	4,000	4,000
Need-based Participant Grants/Scholarships	2,500	2,500	2,500
Youth and Young Adult Ministries programs	8,706	9,000	9,000
Electronic: Web-site, on-line communications	-	2,000	2,000
Communications Expenses	6,587	7,000	7,000
Stewardship Resource Development	728	1,000	1,000
	377,189	404,067	405,857
Percentage of spending plan	17%	17%	18%

Strengthening Congregations within the New Jersey Synod includes:

- Synod staff supporting overall congregational needs
- Youth program staff and programs
- The Discipleship and Witness Mission Team
- The Justice and Peace Mission Team
- Stewardship resources
- Synod-wide communications, other programs, events and grants

The “Assistants to the Bishop” line shows an increase from 2016 to 2017 because the Rev. Kimberly Vaughn did not join us until February 2016; we had one month in which we did not pay her salary or benefits. Increases in staff health insurance also impacted this line.

A 5% increase in health insurance costs is included in the 2018 plan which is consistent with previous years. This added \$5,400 to the overall budget. No staff salary increase is included for 2018: a 1% staff salary increase would add \$7,000 to the plan. Resources devoted to strengthening our Synod congregations makes up 18% of our 2018 plan.

Section 3: Outreach Supporting Congregations

	2016 Actual	2017 Approved Spending Plan	2018 Proposed Spending Plan
Latino Outreach Ministry	5,000	5,000	5,000
Transformational Ministry	1,014	1,000	1,000
Strategic Ministry Support	30,000	85,000	85,000
New Ministry Planting	14,000	39,000	39,000
Ministry Redevelopment	38,000	40,000	40,000
	88,014	170,000	170,000
Percentage of spending plan	4%	7%	7%

Outreach Supporting Congregations supports development in New Jersey mission areas, enables new expressions of ministry in the Synod, assists the start-up of new churches and revitalizes existing ministries. During 2016, this section supported St. Stephan Grace in Newark, Santa Isabel in Elizabeth, Bridge of Peace in Camden; Elect Saints in Hamilton, Christus in Camden, St. Bartholomew in Trenton and St. Thomas in Brick.

Section 4: Office of the Bishop

	2016 Actual	2017 Approved Spending Plan	2018 Proposed Spending Plan
Bishop	218,563	225,938	227,463
Candidacy Support	18,643	10,400	10,400
Retired Clergy Events	382	500	500
Seminarians: Entrance/Endorsement/Approval	2,710	5,000	5,000
Ecumenical and Inter-faith programs, events	775	1,300	1,300
Synod Worship: ordinations, special services	4,305	5,000	5,000
Synod Assembly	2,882	3,000	3,000
Mission District Dean	6,000	6,000	6,000
	254,258	257,138	258,663
Percentage of spending plan	12%	11%	11%

The Office of the Bishop supports and guides synod congregations, and coordinates synod church and legal processes. The bishop's office enables:

- Congregational vacancy and call processes
- Seminarian and the Synod candidacy processes
- Coordination of activities across the synod
- Interaction and dialogue with other church and ministry partner organizations
- Synod gatherings such as the Synod Assembly
- The work of the synod Deans who coordinate our mission districts and support our pastors
- Strategic planning

11% of the New Jersey Synod budget supports the Office of the Bishop.

Section 5: Oversight and Planning for the Sake of the Mission

	2016 Actual	2017 Approved Spending Plan	2018 Proposed Spending Plan
Synod Office Staff	130,643	133,590	109,532
Synod Reports, Directories	-	1,000	1,000
Synod Council Meeting & Travel	2,006	5,000	5,000
Volunteers - Meetings & Travel	3,041	3,000	3,000
Staff Travel Expenses	24,778	30,000	30,000
Audit Services	22,500	23,500	24,500
Legal Services	178	1,000	1,000
Insurance	12,443	16,000	15,000
Accounting System	4,335	4,500	4,500
Property: Equipment, Repairs and Services	7,153	12,000	12,000
Property: custodial services and extra help	20,162	21,400	21,400
Property: supplies	471	1,300	1,300
Property: utilities	8,179	10,000	10,000
Property manager	20,702	21,000	21,000
Automobile maintenance & replacement	15,000	15,000	15,000
Office Supplies	16,266	12,000	12,000
Postage	5,998	7,000	7,000
Telephone	8,061	11,000	8,000
Payroll Service	2,855	2,800	2,800
Bank Fees	191	-	-
Merchant services bank fees	1,226	-	1,500
Subscriptions	40	400	400
	306,228	331,490	305,932
Percentage of spending plan	14%	14%	13%

Section 5 supports the administrative, financial and legal aspects of running the synod organization including managing our resources and properties; governing synod processes; fulfilling ELCA, legal and regulatory requirements; and planning for our future.

Merchant services Bank Fees was a new cost in 2016 and was not reflected in budget planning for 2017. These fees are the synod cost of accepting credit cards for event registrations.

13% of the New Jersey Synod budget supports oversight and planning.

Can we summarize all that detail?

We looked at how the spending plan supports the mission of the New Jersey Synod. Another way to look at our financial plan is to examine where the money goes.

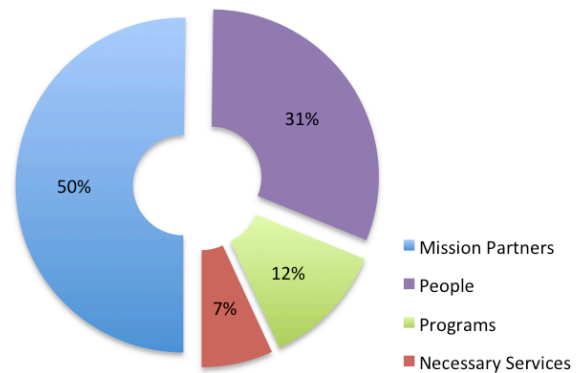
50% goes to our Mission Partners.

31% goes for synod staff salary and benefits.

12% pays for synod programs.

7% pays for administrative things like electricity, phone service, the photocopier, cleaning, and insurance.

2018 Projected expenses



Plan Summary

	2016 Actual	2017 Approved Spending Plan	2018 Proposed Spending Plan
TOTAL EXPENSES	2,178,041	2,372,195	2,290,652
TOTAL INCOME	2,180,612	2,372,195	2,290,652
SURPLUS (DEFICIT)	2,571	-	-

The proposed 2018 Financial Plan supports a continuation of the Synod mission and programs. The proposed plan balances expenses with expected revenues.

The Synod Council recommends approval of this proposed 2018 financial plan.