

SIERRA PACIFIC SYNOD
EVANGELICAL LUTHERAN CHURCH IN AMERICA

Synod Council Meeting

January 25-26, 2013

Present: Bp. Mark Holmerud, Doug Miller, Linda Lownes, Dennis Jones, Gisela Daetz, Steve Herzfeldt, Pr. Sarah Meckler-Tate, Pr. Jeff Johnson, Pr. Susan Birkelo, Joseph A. Husary, Mark Nelson, Elaine Whitney, Larry Struve, Pr. Carl Wilfrid, Kay Valler, Pr. Newt Kerney, Kristina Garabedian, Rosie Ellis-Falik, Sheela Boddu, Sue Hertless, Perry Gray-Reneberg

Staff: Bishop's Associate Pr. Nancy Feniuk-Nelson, Assistant to the Bishop Pr. Jose Luis la Torre Cuadros, Karen Idler, AIM, Exectutive Assistant, Administrative Assistant Laurie Gaumer, Director for Evangelical Mission Pr. Terrance Jacob.

Absent: James Anderberg, Pr. Adisa Armand Miller

Guests: Pr. Walter May, Assistant to the Presiding Bishop, Joel Wudel Regional Manager Mission Investment Fund, Victor Berg-Haglund Chair Leadership Discipling Team, Adriene Iverson-Vice President of Operations, Elder Care Alliance, Jesse Jantven, Chief Executive Officer, Elder Care Alliance, Aron Bohling, member, Finance Committee

The meeting was called to order at 2:12 PM by Vice President Doug Miller. He introduced Pr. Walter May, Assistant to the Presiding Bishop and Joel Wadel, Regional Manager, Mission Investment Fund

Pr. Carl Wilfrid offered the opening devotions.

SC13.01.01MSC (Hertzfeldt/Daetz) to adopt the agenda with the addition of the following items:

- Add approval of Gift of Grace, Fernley, Nevada as a Synodically Authorized Worshipping Community to the consent agenda
- Add the allocation of the Synod Assembly offering

SC13.01.02MSC (Hertless/Johnson) approve the draft minutes of the September 28-29, 2013 and December 8, 2013 with the following corrections:

- September 28 minutes eliminate action 12.09.53 at the top of page 6 and renumber the remaining actions
- Change Krista Garabedian to Kristina Garabedian each time it appears

The meeting moved into Executive Session for approximately 30 minutes to discuss a personnel action.

Office of the Bishop Report

Bishop Mark attended the Bishop's Academy in Puerto Rico where he learned about the Caribbean Synod and the special challenges presented by the Latino culture. He reported progress made on the new vision and strategic plan through work with the Discipling Teams, the deans and the committee. He distributed copies of the completed plan. He reported that there will be 25 bishop elections in

synods in 2013-with at least ten synods electing new bishops. He reported that the purpose of the Executive Session was to deal with a personnel issue. Pastor Jim Goldsmith will no longer be serving on the synod staff.

Pr. Nancy had all council members read the new vision statement aloud. She reported that at both the deans' meeting and the disciplining team meeting there were extensive conversations about the statements and she expressed the hope that the new statement will generate a lot of conversation and drive a lot of action.

Treasurer's Report

Linda reported that we are in the last month of the fiscal year and she and Debbie are working on finishing up the year-end report for distribution to the Council. She reported that all bills have been paid, we have no debt and incredible assets including an unbudgeted \$650,000 in the operating account!

She assured the Council that she and Debbie will be able to keep things running smoothly in Jim Goldsmith's absence-with the help of our powerful accounting system.

Discipling Team Report

Pr. Victor Berg-Haglund reported that the Leadership Discipling Team is responsible for the oversight and support of the rostered leaders. They are concerned about congregations not continuing to be vigilant in using the compensation guidelines to update compensation yearly. They will be training congregational leaders in how to understand and use the guidelines. They continue to encourage pastoral terms of long duration and the creation and use of mutual ministry teams. They also encourage rostered leaders to attend conferences and the use of "intentional interim" pastors when there is a vacancy. They are very supportive of sabbaticals at year 7 of a rostered leader's time in a parish.

Update on Congregational Outreach Efforts

Steve Hertzfeldt apologized for not being able to spend more time on this program since the September meeting. He feels strongly that this program is very important and he will send out information and suggestions on how to continue to move it forward.

Church-wide Mission Support

Bishop Mark introduced Pr. Walter May, Assistant to the Presiding Bishop. Bishop Mark reported that the "listening session", portion of our non-financial synod review had been postponed due to the unavailability of many of our deans. In spite of that change, we look forward to Pr. May's participation in our budget discussions-especially as they relate to our contributions to the ELCA.

Pr. May expressed mixed feelings about the cancelling of the listening session. While he regretted not being able to conduct them, he expressed great confidence in the survey instrument that will replace the listening session. He encouraged us to provide him feedback on the instrument after we use it as part of this process. He indicated that a lot of bishops are using the synodical review process as part of their personal discernment process regarding whether or not to seek a second term. The use of the survey is especially important to his office as they have had significant staff reductions in the last few years.

He reported on the new tool kit that he and Secretary David Swartling worked on to assist synods in bishop elections. He will attend our Synod Assembly in May and talk about this in more depth.

He reported that the church-wide conference this year will look at the draft criminal justice statement as well as hear from international and ecumenical guests. He encouraged all to visit the conference website. He commented that this will be the last biennial church-wide conference as future conferences will occur triennially. He showed a brief video highlighting how church-wide donations are used to support churches and organizations around the country. He described the interdependency of congregations, synods, church-wide and mission partners and how actions by one impacted all. He highlighted the need for cooperation and understanding of the role of each partners.

Mission Investment Fund (MIF)

Joel Wudel reported he was happy to be back in California. He provided an overview of the Mission Investment Fund. It was started 100 years ago when congregations wanted to borrow money to build churches and banks did not meet the need. Today, MIF has 800 loans to congregations worth \$453 million and 15,000 investors. He encouraged us as a synod, as congregations, and as individuals to invest with MIF. They have no stockholders, pay no dividends and have a much higher rate of return than banks or savings and loans. They have more than \$15 million in loans to congregations in our synod.

Elder Care Alliance (ECA) update

V.P. of Operations Adriene Iverson requested that ECA be given authority to list the Salem Lutheran Home campus for sale to a senior living provider. We previously authorized the sale of the Salem Campus for re-purposing as affordable housing. This use was found not to be financially viable. ECA conducted an analysis which concluded the Salem campus would be financially viable for this purpose. This new use would also be less disruptive to the current residents who could choose to remain at Salem under a new owner.

SC13.01.03MSC (Kerney/Daetz) motion to authorize Elder Care Alliance to list Salem Lutheran Home for sale with a Senior Living Brokerage firm for sale to another senior living provider.

Synod Member Orientation Process

Dennis Jones provided an outline of a new synod member orientation process and asked for six volunteers to prepare a first draft of one of the six sections.

Co-sponsor Jewish/Christian Summit

Bp. Mark discussed a request from the Jewish Community Relations Council (JCRC) to contribute \$100 and be listed as one of the co-sponsors of a one day conference of interfaith leaders on February 27, 2013 in Burlingame. After discussion:

SC13.01.04MSC (Kerney/Garabedian) moved that we choose not to participate as a sponsor.

Warner Trust Grants

Kristina Garabedian reported on the recommendation from the Warner Trust Grant Committee on grants to be awarded this year-totaling \$7,801. There was discussion about the amount of money available for distribution and whether it would cover all of the grants being recommended.

SC13.01.05MSC (Johnson/Kerney) moved that the committee be given the authority to distribute available grant funds up to a maximum of \$7,801 to some or all the applicants listed below up to a maximum of the amounts specified. The committee may reduce the individual grant amounts at their discretion if there is less than \$7,801 to distribute:

Christ Good Shepard	San Jose	Android Tablets and Headsets	\$1,000.
Cross and Crown	Rohnert Park	Curriculum	901.
Faith	Murphys	Ministry Space	1,000.
Good Shepard	Gilroy	50 Spark Story Bibles	500.
Grace Lao	Richmond	Violins, music stands, lunch, music	700.
Hope	Fresno	VBS supplies, Sewing machine	1,000.
Our Redeemer	Sacramento	Youth Leadership Team	500.
St. Stephen's	El Dorado Hills	Wood bases, glass tiles, grout, sealer	500.
St. Stephen's	Santa Cruz	Materials for art and science	500.
Zion	Stockton	Art supplies and honoraria	1,000.

Consent Calendar

SC13.01.06MSC (Hertzfeldt/Daetz) moved to approve all of the items on the consent calendar listed below with the exception of the appointment of new Mt. Cross Board members and the appointment of the Discipling Team Chairs:

- Changes in constitution of St. James Lutheran, Hanford, CA
- Changes in constitution of Calvary Lutheran, Millbrae
- On-Leave- from- Call Roster Status
 - Pr. Beate Chun (effective September 10, 2012)
 - Pr. JoAnn Neal (effective December 24, 2012)
 - Pr. Stephanie Lord (effective January 1, 2013)
- Call to Specialized Ministry to Steven Churchill as Chaplain at Salem Lutheran Home effective August 2012
- Extension of On-Leave from Call Roster Status
 - Pr. Andreas Pielhoop
 - Pr. Daniel D. Powell
- Three Year Call to Specialized Ministry
 - Pr. Roger Bauer, Seafarer's Ministry of the Golden Gate
- Approve appointment of new Mt. Cross Board of Directors members
 - ELCA clergy-Rev. Richard T. (Tim) Carnahan
 - ELCA lay-Luke Patterson, Advent Lutheran, Citrus Heights
 - ELCA lay-Wally Reiher, Grace Lutheran, Palo Alto
 - ELCA lay-Harvey Johnson, Christ the King, Tahoe City
- ELCA Malaria Campaign-Exemplary Program of One Congregation
- Gift of Grace, Fernley made a Synodically Authorized Worshipping Community effective January 1, 2013

- Adopt voting formula for member representation at Synod Assembly

Baptized members	Voting members
175 and below	1
176-300	2
301- 500	3
501- 700	4
701- 900	5
901- 1200	6
1201 and above	7

- Appoint Discipling Team Chairs
 - Leadership-Pr. Victor Berg-Haglund
 - REMSDT-Ms. Jennifer Terr
 - WBL-Ms. Cheryl Heuer
 - Congregational Life-Ms. Kathy Hamm
 - Stewardship-Pr. Barbara Foltin

Update-Video for Synod Assembly

Kay Valler reported that she and Pr. Wilfrid were tasked at the last meeting with gathering additional information on the possibility of developing an informational video for use at the Synod Assembly. She talked with Tom Merino who provided her with the information that he would need before he could quote a price or develop a schedule for the making of such a video. Bp. Mark has also had conversations with Tom on this subject. Kay’s report was accepted.

Justice and Advocacy Resolution

Larry Struve reported that the Justice and Advocacy Discipling Team voted to approve a resolution for the Synod Assembly asking the Synod Council to set aside one Sunday each year as “Justice and Advocacy Sunday”.

After discussion about the benefits of having the Synod Council wait to support the resolution until after it had been vetted by the Resolutions Committee and the language finalized the following action was taken:

SC13.01.07MSC (Struve/Daetz) moved to table voting to support this resolution until it has been vetted by the Resolutions Committee

Staff Compensation Increases

SC13.01.08MSC (Lownes/Johnson) moved to approve the following:

Salary increases of \$1,920 for Pr. Nancy, Pr. Jose Luis, Pr. Katy, and Karen Idler based on the compensation guidelines.

Salary increases as follows for other staff:

- Laurie Gaumer 9% increase
- Cindy Eckert 7% increase
- Debbie Cook 5% increase and an increase in hours from 20 hours per week to 25 hours per week.

Set the following housing allowances as part of already established total compensation:

Bp. Mark Holmerud-\$38,000 Pr. Cynthia Beck-\$32,000 Pr. Katy Grindbeg-\$26,000

Pr. Nancy Nelson-\$55,000 Pr. Jose Luis La Torre IV - \$30,000

Update on Synod Property

Pr. Jeff Johnson outlined several policy suggestions on how Synod Property should be managed. He ask for feedback from the Synod Council on the ideas so that he could make adjustments before presenting the policies for adoption by the Council. He outlined the following ideas central to the new policy:

1. Unless there are specific findings to the contrary, all property deeded to the synod should be sold and the proceeds become an asset of the Synod in the New and Renewing Congregation Fund.
2. There is a 3 month period beginning when property is received during which evaluation should be made to determine if a piece of property should be retained by the Synod because it serves an important purpose for the synod. There will be a process developed to conduct the evaluation and make the decision to keep the property
3. Property that is not sold is placed into the property management portfolio managed by a specified team through the use of funds in the New and Renewing Congregations account. Each property in the portfolio should be reviewed annually to determine if it should continue to be retained.

All of the feedback expressed on the policy suggestions made by Pr. Jeff was positive.

There was wide ranging discussion about the existing rules concerning the New and Renewing Congregation Fund, investment policies, gift acceptance policies, and existing rules 2011.001 and 2011.002. Concern was expressed that the wording in many of these policies was not concise and subject to multiple interpretations. There was a desire expressed to clarifying these things to the extent possible.

SC13.01.09MSC (Daetz/Struve) moved to put the discussion of these issues on the agenda for the June, 2013 Synod Council meeting.

Mt. Cross Board

SC13.01.09MSC (Wilfrid/Johnson) moved to approve appointment of new Mt. Cross Board of Directors members submitted by the Mt. Cross Board:

- ELCA clergy-Rev. Richard T. (Tim) Carnahan
- ELCA lay-Luke Patterson, Advent Lutheran, Citrus Heights
- ELCA lay-Wally Reiher, Grace Lutheran, Palo Alto
- ELCA lay-Harvey Johnson, Christ the King, Tahoe City

A hope was expressed that slates of future new Board members would reflect more gender and ethnic diversity.

Discipling Team Chair Appointments

There was discussion of possible improvements to the process for identifying and vetting possible discipling team chairs. There was a desire expressed for more collaboration in the process. Bishop Mark discussed the input and provided a written response to a written concerns that had been expressed.

- Appointment of Discipling Team Chairs
 - Leadership-Pr. Victor Berg-Haglund
 - REMSDT-Ms. Jennifer Teer
 - WBL-Ms. Cheryl Heuer
 - Congregational Life-Ms. Kathye Hamm
 - Stewardship-Pr. Barbara Foltin

SC13.01.09MSC (Johnson/Daetz) moved to appoint the Bishop's recommendations listed above chairs of the indicated Discipling Teams for 2013.

Budget/spending plan for FY 2014

Treasurer Linda Lownes distributed budget materials and explained the budget being presented.

She highlighted several things in the budget:

- As a result, suggestions made at last year's budget discussions and suggestions made at the November 27, 2012 Budget Input meeting, Linda prepared three budgets:
 - a recommended "continuation" budget
 - an "income based" budget based solely on projected income from congregations
 - a "reduction" budget that falls in between the other two budgets.
- All three budgets reflect a projected \$2 million in Mission Support from congregations. This is the aspirational figure recommended by Bp. Mark and the Synod Executive Committee.
- The "continuation" budget requires using \$269,240 from the New and Renewing Congregations Fund, the "reduction" budget requires using \$147,622 from the New and Renewing Congregations Fund and the "income" based budget does not require any funds from the New and Renewing Congregations Fund.

Linda Lownes moved and Gisela Daetz seconded the recommended budget.

After a great deal of discussion, Pr. Jeff moved we extend the meeting until 4:00 PM. Motion died for lack of a second

SC13.01.10MSC (Johnson/Hertzfeldt) moved that we table consideration of the budget until a specially called meeting at 10:00 AM on February 23, 2013 in the Synod Office in Sacramento to approve a FY 2014 proposed budget for submission at the Synod Assembly

Baseline Salaries

Pr. Victor Berg-Haglund discussed a request by the Leadership Discipling Team for the Synod Council to support their resolution increasing the recommended base salary for rostered leaders to increase by 2.2% beginning July 1, 2013.

Synod Assembly Offering

Kristina Garabedian

SC13.01.11MSC (Garabedian/Wilfrid) moved on behalf of the Synod Assembly Planning Team that the Synod Assembly offering be equally divided between the Rawandan Lutheran Church, the Lutheran campus ministry in Fresno, and the El Salavador Lutheran Pastor's endowment fund.

Video Report

SC13.01.12MSC (Garabedian/Ellis Falik) moved that the Synod Council establish a committee including Rosie Ellis Falik, Pr. Jeff Johnson and Kristina Garabedian, to develop a video contest for the Sierra Pacific Synod and provide \$2,000 for the committee to pursue grant requests not to exceed an additional \$5,000.

The goal of the contest is to generate submissions that could be used to develop a brief video to bring the new vision statement to life by describing Synod activities and Synod supported activities that give the vision reality.

Meeting was adjourned by Vice President Miller at 11:45 AM