



STRENGTH

for the Journey



2021 NC Synod Assembly

June 3-5, 2021

Voting Member Handbook

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May 20, 2021

Dear Assembly Voting Member

I hope this letter finds you well and you are as excited about our first online assembly as I am. This assembly will be unlike any we have had before. This *Voting Member Handbook* will have everything you need in one place so that you can be ready for our assembly. You may find it helpful to print this almost-60-page document so you can quickly access things as people are talking about different items or to review the biographical information for nominees as we elect members to serve on synod council and as voting members to the churchwide assembly.

As a reminder the synod has four areas of focus and they are vital congregations, whole and healthy leaders, collaboration, and prophetic voice all for the sake of the world. While we are gathered and are considering business consider our core value of Christ centered, generosity, relationship, and reconciliation. This will hopefully be a lens you can use as we conduct business and do celebrate collaboration and how we can help be strength for the journey for others.

Some helpful information is in the front of this handbook. Those items include: a blank voter information sheet, controls for our Zoom meeting to make things easier, and voting instructions. You might find it helpful to have those things at the ready as we proceed through the assembly.

After that information comes the nominations booklet. This book has biographical information on the candidates for ratifications, synod council, and churchwide assembly voting members. It is recommended that you review these items ahead of each election. The biographical information for the candidates for bishop will be uploaded to the synod website as that election progresses: www.nclutheran.org.

Following the nominations booklet is all the financial information. Please review. You will find the budget with an explanation of each line, the Mission Support Formula, and the Compensation Guidelines. This information will be helpful as we plan to fund synod ministries over the next two years.

If you have any questions prior to the assembly, [please email me](#). During assembly, please send me a private chat message through the Zoom chat. I hope you will enjoy our time together and learn more about how we collaborate and provide strength for the journey for each other.

Sincerely

A handwritten signature in black ink that reads "Michael DeNise". The signature is written in a cursive, flowing style.

Michael DeNise
Assembly Manager
NC Synod, ELCA



“STRENGTH FOR THE JOURNEY”

24X24 ACRYLIC ON CANVAS

ARTIST: SISTER MICHELLE WALKA

INSPIRED BY 4 FRIENDS AND A HOLE IN THE ROOF (MARK 2:1-12)

CREATED FOR THE 2021 NORTH CAROLINA SYNOD ASSEMBLY

APRIL 24, 2021

Artist Statement:

As I pondered the theme of strength for the journey, I was inspired by the faithfulness and audacity of four friends on behalf of another. Breaking through a hole in the roof made way for a transformative encounter with Jesus; who proceeded to break open a moment of healing liberation not just for the one with the mat, but for all who were bearing witness to this Divine collaboration. Ushering in strength for the journey and even life anew, a miraculous movement of the Spirit intertwined with the tangible efforts of beloved community. I wonder, too, how we are still being invited into this Spirit-filled and audacious collaboration with God on behalf of one another and for all God’s creation.

In creating this piece, people within the North Carolina Synod were invited to share what brings them strength for the journey as they too pondered this year’s synod assembly themes. I offered these responses as a written prayer layer on the canvas. As prayers and paint mixed together, the image of four friends looking down through a hole in the roof became the centering form in a blooming coneflower. The coneflower, chosen for its healing and restorative properties, also evokes the liberating and healing work of God. The gold accents draw the eye to the sacredness of ordinary connections, offering a glimpse of the Spirit’s movement in the midst of it all.

ABOUT THE ARTIST:

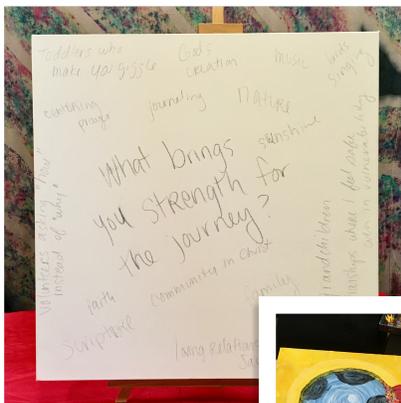
SISTER MICHELLE WALKA (she/her/hers) is an artist and the Director of Beloved Art and Practice; leading workshops and retreats based on creativity and contemplative practices throughout the Midwest region (and beyond!). She is a sister in the Deaconess Community of the ELCA and is a rostered minister of Word and Service. She currently lives in Minnesota with her husband, Keith; where she loves the sunny spots of local coffee shop patios and exploring the beauty of the natural world no matter the season.



“Creativity and the arts continue to be a vital part of my own healing and wellness journey. I’m inspired not only by visually encountering my interior life through color and movement, but also by the beauty of the natural world. Often, my process involves journaling directly on the canvas and then transforming these musings into visual embodiments of my reflections. I also find great joy in creative practices with community; finding that these spaces beautifully acknowledge of our collective humanity and are a subversive and powerful act of narrative sharing, healing, and restoration.”

For more information about Michelle, her journey, and the events she leads, visit: www.BelovedArtandPractice.com.

ABOUT THE PROCESS OF THE NORTH CAROLINA SYNOD ASSEMBLY ICON ART:



Many elements were considered in the creation of this worship icon art. This process was grounded in both the assembly’s theme of “Strength for the Journey” as well as the focus scripture text of Mark 2:1-12. Responses to the question **“What brings you strength for the journey?”** were gathered and then offered onto the canvas as a layer of prayer and reflection. Layers of texture and paint were then added as the visual expression of prayer continued and the icon image emerged.

NC Synod 2021 Assembly Voting Member Information Sheet

This blank sheet will allow you to fill out each ballot's information and have it handy and in one place.

Voter Identification Number: _____

Ballot Passwords

Ballot 1 for Bishop: _____

Ballot 2 for Bishop: _____

Ballot 3 for Bishop: _____

Ballot 1 for Synod Council and Churchwide Assembly Voting Members: _____

Ballot 4 for Bishop: _____

Ballot 2 for Synod Council and Churchwide Assembly Voting Members: _____

Ballot 5 for Bishop: _____

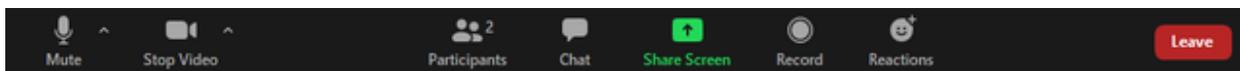
Ballot 3 for Synod Council and Churchwide Assembly Voting Members: _____

Zoom Controls

Since we will be using Zoom as our meeting platform, we want to make sure everyone understands some basic controls and functions of Zoom. This will allow for common understanding for our time together.

When you sign into the meeting you will be placed into a waiting room. Be sure your screen name matches that with which you registered as only those registered appropriately can be let into the Zoom meeting. If you hover your cursor over your screen name, you will have the option to click “More” and then click “Rename.” This will allow you to rename yourself so that you may be admitted.

The participant controls are at the bottom of your screen. Each of the features are defined below.



Join Audio  or Unmute  / Mute 
Mute and Unmute your microphone using this button.

To access Audio Controls, click the ^ arrow next to Mute/Unmute. These options will allow you to change the microphone and speaker that Zoom is currently using on your computer. If you are having trouble hearing, choose Audio Controls and select a different speaker to see if your sound improves. (Be sure to check the audio volume on your device, which is located in a different location, to make sure your speakers are turned up and/or not on mute.)

Start Video  / Stop Video 
Turn your camera on or off using this button.

To access Video Controls, click the ^ arrow next to Start Video/Stop Video. You are required to have your video turned on if you are speaking to the assembly. When your video is turned off, the box will display your name or your picture (if you have a Zoom account and have uploaded your own picture). If your internet is slow, it can be helpful to turn off your video.

Participants

This shows the number of people currently in the Zoom meeting. You can see who's currently in the meeting.

Chat

Click this button to access the chat window. The chat function should only be used to address matters before the assembly. This is how you will be recognized to address the assembly. (See instructions below.)

Share Screen & Record

These buttons will only function for administrators and those presenting to the assembly.

Reactions

This button allows you to register your reactions so everyone on Zoom can see. You can choose emojis to show your reaction which will put the emoji for a few seconds on your box. Included are clapping hands, thumbs up, and more. This is also how you will raise your hand to request to be recognized by the chair of assembly. (See complete instructions below for addressing the assembly.)

To address the assembly

You may address the assembly if you:

- have a question pertaining to the topic at hand,
- are speaking in favor of or against the matter at hand*, or
- have a procedural question or concern.

*If speaking for or against a motion on the floor, please be sure to state whether you are for or against. You will be limited to no more than 2 minutes of talking.

1. Click the Reactions button and select "Raise Hand."
2. Click the Chat button enter Wait for a moderator to chat you directly and respond back with your name, congregation, and city and what of the about you are addressing the assembly about.
3. Click the Start Video button and wait to be recognized by the chair to address the assembly.
4. When recognized by the chair, click the Unmute button and begin speaking.

Voter Instructions

A few basic things to remember about voting:

In the voter credential email, you received a Voter Identification Number. Please do not share your number with anyone. If the same number is entered twice for a particular ballot, both of those votes will be considered illegal and will not be counted.

Be careful when you are entering your number—no typos! If your Voter Identification Number does not match the list of legal Voter Identification Numbers, your vote will be considered illegal and will not be counted.

You will find it easier to vote if you use a computer or tablet instead of a smart phone. (Likely, it will be easier to see, too.)

Registered assembly voting members will need three things in order to vote:

1. **Voter Identification Number:** As mentioned above, you will receive this number in your voter credential email which will be sent on May 20. If you do not receive the email, check your Spam folder. (If not, [contact Michael DeNise](#).) You may find it helpful to print or write down your voter confirmation number because you will need it FOR EACH BALLOT.
2. **Ballot Password:** There will be a unique password for each ballot. Each password will be provided through the Zoom Chat. The Ballot Password will appear in the Zoom Chat prior to the Ballot Link.
3. **Ballot Link:** There will be a unique link to each ballot. This link will be provided through the Zoom Chat and will take you to the actual ballot. Only those in the Zoom meeting will be able to access the link. Once you've clicked on the Ballot Link, you will need to enter the unique Ballot Password. (If nothing happens when you click the Ballot Link, try it again or copy and paste the link into a new tab of your web browser.)

How to vote for bishop using the nominating ballot:

1. Click the Ballot Link.
2. When the link opens, enter the Ballot Password and click Next.
3. Enter your Voter Identification Number and click Next.
4. Enter any information you have for the person you think should be the bishop of the NC Synod. This will allow us to quickly separate the people who have the same name such as John Doe who serves at Grace, Burnsville, and John Doe who serves at Grace, Shelby.
5. Click Submit. A screen will pop up letting you know you have submitted your ballot.

How to vote in future bishop ballots, for synod council, and for churchwide assembly voting members:

1. Click the Ballot Link.
2. When the link opens, enter the Ballot Password and click Next.
3. Enter your Voter Identification Number and click Next.
4. To vote, click on the circle next to the person(s) name for whom you wish to vote and click Next.
5. Continue clicking Next to work your way through the ballot.
6. When you have voted for the last person(s), click Submit. A screen will pop up letting you know you have submitted your ballot.

How to vote in Zoom polls:

Zoom polls are a quick and easy way to vote for things that are a simple yes or no vote, such as a resolution, budget, ratification of board members, or other matters before the assembly. Zoom polls do not require a link, ballot password, or voter identification number.

1. When the poll pops up on your Zoom screen, you simply click either yes or no.

Nominations for Assembly Elections

One of the features of the assembly is the election of members to positions of leadership in the synodical ministries. Your help is requested in the nomination process. Nominations can only be made for those being elected (not ratifications). Nominate persons to bring their ministry gifts to:volley

- **NovusWay Ministries Board**
 - Lutheridge + Lutherock + Luther Springs + Lutheranch Board of Trustees Member
- **The NC Synod Council**
 - 4 year term of 2021-2025: 2 Lay Males, 3 Lay Females, 1 Rostered Male, 1 Rostered Female
- **NC Synod Consultation Committee**
 - 2 year term of 2021-2023: 1 Rostered Female
- **NC Synod Discipline Committee**
 - 4 year term of 2021-2025: 2 Lay Males, 3 Lay Females, 1 Clergy Male, 1 Clergy Female
- **2022 Churchwide Assembly Voting Members**
 - 13 to be elected, with the Bishop and synod VP making 15 representatives from NC.
- **Synod Officers**
 - Vice President for 4 year term. Next election 2023.
 - Secretary for 4 year term. Next election 2023.
 - Treasurer for 4 year term. Next election 2023.

NOMINATION INSTRUCTIONS

The service requirements for each area of assembly elections are found on page two of this document. Consider this information carefully and nominate persons with skills for leading our synod, agencies and institutions. Encourage leaders in your congregation to submit nominations. Those nominated should confirm they are willing to serve if elected.

The nominations committee will meet soon after the deadline. Their report will be available on the [NC Synod Assembly Web page](#) about May 15. Thank you for your help with this important part of the life and work of our synod!

KEY:

- * Means this is a Person of Color or primary language other than English.
- (YA) Means this is a person 30 years or younger at time of election known as young adult.
- (I) Means this person is an incumbent currently serving in this role for the synod.

BOARD REQUIREMENTS AND EXPECTATIONS

This information has been assembled for use in identifying persons for nomination to the various positions elected by the Synod Assembly. It is helpful to have this information when discussing nominations with individuals as they make a decision whether or not to stand for election.

CONSULTATION COMMITTEE

The Consultation Committee may be convened by the bishop of the synod and/or the synod council to consider a complaint brought against a rostered minister of the synod. The goal of such committee is not to determine guilt or innocence, but rather to determine if there is enough evidence to convene the synod's Discipline Committee.

DISCIPLINE COMMITTEE

The Discipline Committee is only convened if the Consultation Committee determines there is enough evidence to bring charges against a rostered minister of the synod. The committee reviews the evidence and then may make a recommendation to the synod council as it pertains to possible consequences and/or the future roster status of the minister.

ELCA CHURCHWIDE ASSEMBLY VOTING MEMBERS

The ELCA Churchwide Assembly, the primary decision-making body of the church, is a process of communal spiritual discernment. When the ELCA Churchwide Assembly convenes, its voting members meet with confidence in God's grace around word and water, wine and bread, to carry on their work on behalf of the entire church.

Over the course of the assembly, voting members:

- Hear reports and review the work of churchwide officers, leaders and units;
- Receive and consider proposals from synod assemblies;
- Elect officers, board members and other leaders as specified by the constitution or bylaws;
- Establish ELCA churchwide policy;
- Worship together;
- Adopt a budget; and
- Conduct other business related to the ELCA churchwide organization.

Voting members of the ELCA Assembly are expected to be in attendance at all sessions of the assembly. An orientation meeting is scheduled in North Carolina prior to the assembly. Attendance at this meeting is helpful, but not mandatory.

The NC Synod is required to have 10% of its voting members be persons of color or primary language other than English and is also required to have at least one young adult which is a person under the age of 30 at the time of election. This is due to the Churchwide constitution that governs the assembly.

NOVUSWAY MINISTRIES BOARD

Lutheridge + Lutherock + Luther Springs + Lutheranch -- The Board of Trustees is charged with providing for the vision and acquiring the resources to implement the mission of NovusWay Ministries. The board of 16 members meets the second Friday/Saturday in March, and the first Friday/Saturday in August and November, with the meeting locations rotating between the four camps. Each member is assigned by the executive committee to serve on a committee within the Board. Members are also expected to support NovusWay financially in a manner that is generous according to their ability to give (Revised 2021).

NC SYNOD COUNCIL

Synod Council is the board of directors of the synod and serves as its interim legislative authority between meetings of the synod in assembly. Its members are elected for four-year terms by voting members during synod assembly. The bishop serves as president of the council. The other officers—vice president, secretary, and treasurer—are elected at assembly.

NC Synod Council meets generally four times a year (spring, summer, fall & winter) in 1 or 2 day sessions. Council members are also expected to attend the synod assembly. Synod council operates with internal committees. Most meet prior to the regular council meeting, but some may also meet at other times.

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NovusWay Ministries Board, Rostered, Elect 1

**Lauren Carlson**

Occupation: Pastor
 Membership: Calvary, Morganton
 Education: M. Div., Wartburg Theological Seminary, 2011
 B.A. Psychology, Appalachian State University, 2004

Experience:

- NovusWay Board (Chair of Governance Committee) for last 2 years to complete previous Trustee's term who needed to step down.
- NC Clergy member of NovusWay Board (July 2019 to Present)
- Co-Chair of the Environmental Justice Task Force for the NC Synod (August 2020 to Present)
- Serving in many ways over the years at Lutheridge
- Camper, counselor, senior staff member, and regular volunteer for 26 years at Lutheridge (Wild Women Leader, C3ARE Leader, Kairos Core Team, etc). Very invested in the well-being and longevity of ministry in NovusWay outdoor camping programs.

CONSULTATION COMMITTEE

The Consultation Committee may be convened by the bishop of the synod and/or the synod council to consider a complaint brought against a rostered minister of the synod. The goal of such committee is not to determine guilt or innocence, but rather to determine if there is enough evidence to convene the synod's Discipline Committee.

Consultation Committee, Rostered, Elect 1
--

Term of 2021-2023

**Margaret Herz-Lane**

Occupation: Retired Pastor
 Membership: Christ the King, Cary
 Education: Luther College BA, 1969 - Decorah, Iowa
 Luther Seminary MDiv., 1981- St. Paul, Minnesota
 Philadelphia Lutheran Seminary STM, - Philadelphia, Penn.

Experience:

- Served one term on the ELCA Discipline Committee
- Served on the revision committee of "Visions and Expectations" in the early 2000's
- Active member of the New Jersey Synod Candidacy Committee for several years
- 40 years experience as a rostered pastor in a variety of setting
- Supervisor for at least 17 interns

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Discipline Committee, Rostered, Elect 2

Six year Term of 2021-2027



Mary Miller-Zurell

Occupation: Pastor

Membership: Faith Conover, and St. Timothy, Conover

Education: B.A., Gettysburg College, Biology and Philosophy (double major), 1979
M. Div., Lutheran Theological Seminary at Gettysburg, 1985

Experience:

- Consultation Committee member in the Delaware-Maryland Synod (1988-1991ish); part of an investigation that referred a pastor for discipline.
- Assistant to the Bishop in the Delaware-Maryland Synod (2000-2011); worked with several congregations where discipline became necessary for a rostered leader.
- Good, working knowledge of the constitution.



Sean Barrett

Occupation: Pastor

Membership: St. Peter's, Salisbury

Education: Bachelor of Arts, Grand Rapids Baptist College, 1994
Master of Divinity Trinity Lutheran Seminary, 2014
Doctor of Ministry, Methodist Theological School in Ohio, started in 2018

Experience:

- Working on Doctorate of Ministry centered on congregational healing following pastoral misconduct
- Current ministry setting has pastoral misconduct in its recent history
- Congregational Vitality Team, North Carolina Synod

Discipline Committee, Lay, Elect 2**Six year Term of 2021-2027****Cynda Bollinger**

Occupation: Independent Insurance Agency Owner
 Membership: Mt. Zion Conover
 Education: AAS Entrepreneurial Studies Hickory, NC
 Certified Insurance Counselor NAIC 2017
 Certified Insurance Service Representative Elite 2013

Experience:

- Ministry through various congregations as a Lay Person allowed to see not only the creativity of Clergy and staff but also the boundaries needed to protect all individuals and promote the highest level of care for all concerned.
- Former congregation council president
- Former chair of worship advisory committee
- Served twice on synod council
- As a spouse of an Ordained Pastor, served as a volunteer in both Children's and Adult Ministries, with some leadership in Children's' ministries but preferred not to serve on any council at called congregations to avoid conflict in ministry
- Served as a volunteer with the NC Synod Elections Committee during NC Synod voting
- Blood Drive Coordinator for Red Cross

**Jeff Tice**

Occupation: Director of Technology
 Membership: Mt. Olive, Hickory
 Education: 4yr degree; Lenoir-Rhyne

Experience:

- Father
- Supervising administrator professional
- Applying for Synod Discipline Committee
- Lifelong Lutheran
- Served on congregation council for 3 years
- Led youth to national conventions

NC SYNOD COUNCIL

Synod Council is the board of directors of the synod and serves as its interim legislative authority between meetings of the synod in assembly. Its members are elected for four-year terms by voting members during synod assembly. The bishop serves as president of the council. The other officers—vice president, secretary, and treasurer—are elected at assembly.

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Synod Council, Rostered Female, Elect 1**Term of 2021-2025****Christina Auch**

Occupation: Pastor and Chaplain
 Membership: Ascension, Shelby
 Education: 3 units Clinical Pastoral Education (CPE) SC & NC 2010, 2020, 2021
 MDiv, Luther Seminary St. Paul, MN 2013
 BBA, James Madison U. Harrisonburg, VA 1992

Experience:

- Congregation Pastor (2014-present)
- Servant Leader for the Anchorage Ministry; Greenville, SC (2019-present)
- Nonprofit fundraising and communications (1997-2012)
- Synod Council 2016-2019
- Synod Committee Member (Stewardship, Outreach) between 2014 - 2018
- Bishop's Consultation Committee 2017 - present

**Jennifer Ginn, Incumbent**

Occupation: Interim Pastor
 Membership: Former Member/Pastor Cross & Crown, Matthews
 Education: MDiv, Lutheran School of Theology, Chicago, 2000
 MA, UT Knoxville, 1978
 BA, WFU, 1975

Experience:

- Attended four consecutive CWA gatherings.
- Experience as Associate Pastor, Solo Pastor, Senior Pastor, and Interim Pastor in congregations.
- Served as Chaplain for an annual NC Synod Assembly and as Chaplain & Bible Study leader for an annual NC WELCA Assembly.
- Supervised two seminary interns.
- Dean of Mecklenburg Conference.
- Served two full-time pastoral calls and one interim position (2000-present).
- Currently serve on Synod Council, Finance Committee and Personnel Committee.
- Former member of Lutheran Family Services Board of Trustees and current member of LSC Board of Advisors.



Pam Northrup

Occupation: Pastor
Membership: St. Paul Hamlet
Education: BS in Education, East Carolina University, 1981
M.ED Adult Education, North Carolina State University, 1994
M.Div., Lutheran Theological Southern Seminary, 2006

Experience:

- Ordained pastor since 2006 and has served 3 congregations
 - Vice President of the LTSS Student Body, 2005-2006
 - Past member of the North Carolina Synod Council
-

Synod Council, Lay Female, Elect 3**Term of 2021-2025****Barbara Belon**

Occupation: Retired Educator
 Membership: St. Andrews, New Bern
 Education: Ed.D. - Teachers College, Columbia Univ. - awarded 1985

Experience:

- Served as Church Council President, 2020 - St. Andrew Lutheran, New Bern, NC
- Served as Synod Secretary, Northeast Pennsylvania Synod (9/2014 - 6/2015)
- Served as Synod Vice President, Northeast Pennsylvania Synod (2017-18)
- Churchwide: Currently serving as ELCA Coach - Level 2, coaching clergy and laity.

**Dr. Sylvia Black***

Occupation: Executive Coach
 Membership: Holy Trinity, Chapel Hill
 Education: Ph.D. in Strategic Management, Columbia University School of Business, 1997
 MBA, University of Kansas, 1981
 M.S. in Computer Science, Univ. of North Carolina at Chapel Hill, 1974

Experience:

- 13 years as an executive leadership coach
- 14 years as a university faculty member teaching strategic management
- More than ten years experience serving on non-profit boards
- Past co-chair of the Strategic Planning Committee at Holy Trinity, Chapel Hill
- 10 year member and immediate past chair of the NC Synod Candidacy Committee
- Member of the recent ELCA Capital Campaign Committee

**Beverly Foster***

Occupation: Subject Matter Expert/Trainer
 Membership: A Mighty Fortress, Charlotte
 Education: Bachelor of Arts, Duke University, 1978
 Baccalaureate Diploma, Paralegal Studies, Central Piedmont Community College, 2001

Experience:

- Former Chair of Mecklenburg County Domestic Violence Advisory Board (2010-2011)
- Class 35 Alumnae of Leadership Charlotte (2015 graduate)
- Mecklenburg County 26th Judicial District Guardian Ad Litem Volunteer (2001-2011)
- Congregational Council President- A Mighty Fortress Lutheran (2016-2018)
- African Descent Strategy Team Member (2008 - present)
- Facilitator for Developing Culturally Sensitive Leaders - NC ELCA



Susan Harris, Incumbent

Occupation: Retired
 Membership: Salem, Lincolnton
 Education: High school 1971

Experience:

- Past employment in the NC judicial foster system
 - Current Synod Council member
 - Past SWO WELCA President
-



Brooke Watson-Summerour*

Occupation: Director of Youth and Milestones
 Membership: Advent, Charlotte
 Education: Criminal Justice BA, UNCC
 Master in Practical Theology, Pfeiffer, currently enrolled
 Certified Godly Play Instructor Systems

Experience:

- Church Council for two years
 - Racial Justice Committee
 - Spiritual Development Board
 - Church Delegate for four NC church wide assembly
-



Janine Webb

Occupation: Medical Group Manager
 Membership: Holy Trinity, Hickory
 Education: BA in Psychology - UNC Asheville 1993

Experience:

- ELCA School Director, Lutheran Church of the Nativity, Arden, NC, 2012-2018
- ELEA (ELCA Education Assoc) Liaison for Region 9, 2015-2017
- NC Candidacy Committee, 2005-2015
- Altar Guild Team Leader
- Christian Ed Superintendent
- Stephen Minister

Synod Council, Rostered Male, Elect 1**Term of 2021-2025****Paul Carlson**

Occupation: Pastor
 Membership: Calvary, Morganton
 Education: BA History, San Diego State University
 MDiv., Wartburg Theological Seminary

Experience:

- 13 years of ordained ministry serving in solo, multi-point, associate, & co-pastoral roles in 3 different ELCA synods (La Crosse Area, VA, NC) & 3 different settings (rural, urban, town).
- Over a decade working with ecumenical partners in every location served; securing Disaster Relief for communities that have suffered greatly from floods, opening church buildings to those without shelter in the midst of freezing conditions, and the work toward the removal of confederate statues and flags from public spaces of prominence for the sake of racial justice.
- 2020-Present Member of the NC Synod Fundraising Team for the Lifeline Fund
- 2014-2021 Region 9 Facilitator for the Youth Ministry Network
- 2011-2015 Council Member of the Virginia Council of Churches

**Michael Frye, Incumbent**

Occupation: Retired serving as Interim Pastor
 Membership: Grace, Raleigh
 Education: Dr. of Ministry in Marriage and Family

Experience:

- Currently on NC Synod Council
- Past Service on Board of Trustees, Lenoir Rhyne University
- Currently on NC Synod Consultation Committee
- Served as Dean of Triangle Conference
- Currently on Michael Peeler/Virginia Casey Committee

**Volley Hanson**

Occupation: Pastor
 Membership: St. Andrew's, Andrews
 Education: NCSU ('75-'79)
 UNC-W B.A. History ('05)
 LTSS M.Div. ('10)

Experience:

- Worked with and served homeless and marginalized people almost every day for over 25 years.
- Have been a campus pastor.
- "Second career" pastor with a business, construction, and non-profit background.
- Mission developer - ecumenical, multicultural, multiethnic, [part 1 training]
- Disaster response experience - Hurricane Matthew [St. Mark's-Lumberton]
- Rural Appalachia experience [St. Andrew-Andrews, NC]

**John Locke**

Occupation: Pastor
Membership: St. James, Fayetteville
Education: Univ. North Carolina - Chapel Hill 1977
Additional work at Appalachian University
MDIV from LTSS, 2005

Experience:

- Served 2 Previous terms on Synod Council
 - Previous work experience in private business prior to seminary
 - Member of several community boards over the years
 - Prior to seminary congregational council multiple terms
 - Congregation president twice
 - Member of call committee (twice)
-

**Paul Myers**

Occupation: Pastor
Membership: Church of the Abiding Savior, Durham
Education: MDiv. Trinity Lutheran Seminary, Columbus, OH

Experience:

- Served on Northwest Ohio Synod Council 3 years
 - Synod Liaison for Lutheran Disaster Response of Ohio
 - Congregation Council two terms at Good Hope Lutheran, Bucyrus, OH
-

Synod Council, Lay Male, Elect 2**Term of 2021-2025****John Fleming, Incumbent**

Occupation: Retired Attorney
 Membership: Christ the King, Cary
 Education: BS, Business Administration, UNC-CH (1971)
 JD, Wake Forest Univ. School of Law (1978)

Experience:

- Retired in-house legal counsel with financial institutions
- Various leadership roles in congregations, non-profits, and military
- Prior & current service on Synod Council, 2013-2016 & 2018-present
- Synod Lifeline Fundraising Team, 2017-present
- Synod Call Committee Trainer, 2005-present
- Christ the King Advocacy Team Chair, 2018-present

**Jody Laffon**

Occupation: Retired after 26 years, USAF Security Force
 Membership: Old St. Paul, Newton
 Education: Fred T. Foard High School, Catawba County, 1982
 Electronic Security Systems Administrator, USAF 2000
 Community College of the Armed Forces 2008

Experience:

- Lifelong active church member, both prior to going into the military and after retirement.
- Traveled the world meeting & sharing differences of many different denominations & faiths.
- Assisted in teaching Ethics to military security members.
- Updated congregation's Constitution in 1981 and currently doing it again after 26 years.
- Serve as a member of Congregational Council.
- Trainer and member of the congregation's risk management team.

**Fred Park, Incumbent**

Occupation: Retired
 Membership: Nativity, Arden
 Education: BS from Appalachian State - 1974
 Masters work at Western Carolina

Experience:

- High School Math Teacher
- Coach and Athletic Administrator
- Business Manager at Lutheridge
- Operations Director at Charter Bus Company
- President, Treasurer and Council member of two NC congregations
- Finance and Stewardship Committee member, Synod Council Member

**Brinkley Sugg**

Occupation: Nurse Practitioner
Membership: Holy Trinity, Raleigh
Education: M. Div. - 1988 (Duke)
BS Nursing - 1994 (UNC-CH)
MS Nursing - 1997 (Duke)

Experience:

- Experience as a nurse practitioner may be useful for synod council as it continues to deal with a global pandemic.
 - Work experience in caring for patients and also in leadership roles within my institution.
 - LGBT Perspective
 - Theological education and life as a lay person give me a perspective of both clergy and laity. Have served on congregation council as well as multiple committees in my home congregation.
-

Churchwide Assembly Voting Members:

The ELCA Churchwide Assembly, the primary decision-making body of the church, is a process of communal spiritual discernment. When the ELCA Churchwide Assembly convenes, its voting members meet with confidence in God's grace around word and water, wine and bread, to carry on their work on behalf of the entire church.

Voting members of the ELCA Assembly are expected to be in attendance at all sessions of the assembly. An orientation meeting is scheduled in North Carolina prior to the assembly. Attendance at this meeting is helpful, but not mandatory.

The NC Synod is required to have 10% of its voting members be persons of color or primary language other than English and is also required to have at least one young adult which is a person under the age of 30 at the time of election. This is due to the Churchwide constitution that governs the assembly.

Churchwide Assembly, Rostered Female, Has Not Attended, Elect 1**Term of 2022****Naomi Carriker**

Occupation: Senior Pastor
 Membership: Nativity Arden
 Education: Lutheran Theological Southern Seminary, Columbia, SC - MDiv, 2007
 Clemson University, Clemson, SC - BA in Special Education, 2003

Experience:

- Board member of Lutheran Camping Corporation - Lower Susquehanna Synod - 2010-2015
- Member of the Lower Susquehanna Transformational Ministry Team - Fall 2010-2015
- Member of the NC Synod Assembly Worship Planning Team - 2016, 2017, 2018
- Leadership Team - Create In Me (Lutheridge) - Spring 2011, 2012, 2013, 2016, 2017, 2018
- Bible study leader at Wild Women (Lutheridge) 2016, 2017, 2018, 2019
- Adult Advisor to NC LYO (whatever Tammy told me to do) 2016, 2017, 2018

**Liz Fisher**

Occupation: Deacon, Word and Service Minister
 Membership: Kimball, Kannaopolis
 Education: UNC Charlotte, Bachelors of Arts, English Literature
 Luther Seminary, Masters of Arts, Concentration Children, Youth & Families

Experience:

- ELCA Deacon serving as Minister of Word and Service, Kimball Lutheran Kannapolis (11 years)
- Served on NC Synod Campus Ministry board
- Served on Churchwide Events including ELCA Youth Gatherings and The Youth Leadership Summit
- ELCA Youth Gathering Team Leader
- NC Synod Council; 6 year term as the NC Synod Assembly Chair
- NC Synod LYO Adult Advisor (9 years)



Cassie Overcash, Young Adult

Occupation: Pastor

Membership: Grace, Thomasville

Education: MDIV: LR-LTSS 2018

Bachelor's degree (Religion and Philosophy), Lenoir-Rhyne, 2014

Experience:

- Term as a synod council lay female, 2014-2017
 - Currently serving on synod council; chair of NC Synod Mission and Ministry Committee
 - Summer staff at Agape` Kure Beach Ministries
 - Volunteer for National Lutheran Youth Gathering in Houston and in Minneapolis
-

Churchwide Assembly, Lay Female, Has Not Attended, **Elect 2**

Term of 2022



Beth Collins

Occupation: Retired Teacher
 Membership: Emmanuel, Lincolnton
 Education: Lenoir -Rhyne College, B.A. Elementary Education, 1978
 AIG certification, Catawba County Schools, 2007

Experience:

- Public schools educator for 32 years
- Mentor to newly licensed NC educators
- Leadership in local Thrivent Boards
- Voting member, NC Synod Assembly
- Member of elections committee, NC Synod Assembly
- Congregational leader for five National Youth Gatherings



Karen Feezor

Occupation: Retired from Enrollment Management at Lenoir-Rhyne University
 Membership: St. Mark's, Charlotte
 Education: Bachelor of Arts, double major in Business Administration and Music,
 Lenoir-Rhyne University, Hickory, NC, 1984

Experience:

- Worked at Lenoir-Rhyne University, Hickory, NC for almost 22 years in various positions in the Enrollment Management Office, retiring as Director of Admissions in 2014.
- Serve on Leadership Team and volunteer for St. Mark's Soup Kitchen since its inception, May, 2014
- Served as a member of St. Mark's Call Committee in 2010
- Served as a member of the Board of Directors of Agape+Kure Beach Ministries for six terms between the years of 1991 and 2013, including serving on the Executive Committee as President of the Board for one term and as Secretary of the Board for three terms.
- Served as a member of the Congregation Council of St. Mark's Lutheran Church, Charlotte, NC, from 2016-2019, holding the office of Secretary on the Executive Committee for all three years.
- Worked at St. Luke's Lutheran Church, Charlotte, NC, as Director of Christian Education and Youth Ministry from 1991-1994.



Pat Phillips

Occupation: Educational Administrator-dean-retired
 Membership: St. Luke's, Lexington
 Education: Bachelors degree in Classics from Lenoir Rhyne University (1974)
 Master's degree in Reading Education from Appalachian State University (1992)

Experience:

- Pastor's wife (Don Phillips) for 39 years serving churches in NC Synod
 - Leadership trainings over 31 years as an educational administrator at Davidson Community College
 - Various leadership roles in churches with WELCA, teaching Sunday School, church council member
 - Current Congregational Council president at St. Luke's
 - Attending Synod Assembly over 39 years
 - Weekly camp volunteer counselors at Lutheridge in mid to late 1980's
 - Participating in WELCA conventions for years
-



Grace Robinson

Occupation: College Student
 Membership: Christ Lutheran Church - South Campus Charlotte, NC
 Education: Currently obtaining a Bachelors of Arts in Christian Studies with a minor in Psychology and a concentration in Parish Youth Leadership

Experience:

- Current Executive Member (treasurer) of my College Student Government
 - Current Region 9 Lutheran Student Movement Coordinator
 - Currently serving on the National Lutheran Student Movement Council
 - ELCA Young Adult Abide Small group participant, leader, and content team member
 - Previous Lutheran Youth Organization (LYO) Board Member
 - Former participant in Region 9 Bishop School
-



Brooke Watson-Summerour*

Occupation: Director of Youth and Milestones
 Membership: Advent, Charlotte
 Education: Criminal Justice BA, UNCC
 Master in Practical Theology, Pfeiffer, currently enrolled
 Certified Godly Play Instructor Systems

Experience:

- Church Council for two years
 - Racial Justice Committee
 - Spiritual Development Board
 - Church Delegate for four NC church wide assembly
-

Churchwide Assembly, Rostered Male, Has Not Attended, Elect 1**Term of 2022****Ben Krey**

Occupation: Pastor
 Membership: Christus Victor, Durham
 Education: Lutheran Theological Seminary at Philadelphia (now ULS), MDiv, 2008
 Northeastern University, BS Electrical & Computer Engineering, 2004

Experience:

- Member of the NC Synod Planting Hope leadership team
- Member of the Durham CAN (congregations, associations, and neighborhoods) clergy caucus
- ELCA Redeveloper Pastor 2012-2017
- Dean of the Northeast Philadelphia Conference (Southeastern PA Synod)

**Joe Miller**

Occupation: Retired Pastor
 Membership: Bethel, Salisbury
 Education: North Park University, Chicago, IL, BA cum laude; 1971
 Lutheran School of Theology (LSTC), Chicago, IL, M.Div; 1975
 Endorsement for Chaplaincy, Specialized Pastoral Care Committee of NC Synod; 2015

Experience:

- Past Chair, NC Synod Global Missions Committee
- Past NC Synod World Hunger Coordinator
- Parish Pastor in Illinois, Iowa, South Dakota, & North Carolina Synods
- Chair, ELCA Global Mission Event at Lenoir Rhyne University
- NC Synod Delegate to ELCMA (Evangelical Coalition for Mission in Appalachia)
- Recipient of ELCA World Hunger Award for outstanding synodical leadership

**Ryan Ray**

Occupation: Pastor
 Membership: Mt. Olive, Hickory
 Education: M. Div., Luther Seminary, St. Paul, MN, 2012
 B. A. Philosophy & Religion, Appalachian State University, Boone, 1999

Experience:

- 22 years of experience in our denomination, serving in all facets of congregational life, from children's ministry and Christian education to staff supervision.
- Attended seminary in the Upper Midwest as part of a program that spans across the country; acquainted with the ELCA beyond our synod.
- Full time service in ELCA congregations since 1999; rostered 2004; ordained 2012
- Current NC Synod Candidacy Team Member
- Current Internship Supervisor



Paul Wollner

Occupation: Senior Pastor
Membership: Augsburg, Winston Salem
Education: M. Div. Lutheran Theological Southern Seminary (2005)
B.A. University of Florida (2001)

Experience:

- Leadership Winston-Salem
 - Project Connect (Eastern Cluster of Seminaries)
 - Public Education Task Force - SC Synod
 - ELCA Committee on Appeals (term 2020-2026)
 - NC Synod Stewardship Team (2017 - present)
 - ELCA Young Rostered Leaders Gathering (2006-2009)
-

Churchwide Assembly, Lay Male, Has Not Attended, Elect 1**Term of 2022****David Johnson***

Occupation: Retired
Membership: Church of the Abiding Savior Lutheran, Durham, NC
Education: BSC NCCU, Durham, NC
MBA Campbell Univ., Buies Creek, NC
CPM Academy of Public Managers - State of NC, Raleigh, NC

Experience:

- Professional Technical Manager, 30 years
 - Lutheran Congregational membership, over 40 years
 - Service on National and Local Lutheran boards and Committees
 - Service as leader on Congregational Church Council to include President and Treasurer
 - Served on NC Synod Outreach and Campus Ministry Committees
 - Participated in Synod Leadership program
-

Matt Hansen

Occupation: Seminarian
Membership: St. Andrews, Andrews
Education: M.Div (in progress, expected 2024)
Lutheran Theological Southern Seminary; BA, 2013
Concordia College, Moorhead

Experience:

- Digital marketer for seven years
 - Member of congregations in NC, TN and MN
 - Student government secretary at LTSS
 - Working with Pr. Tim Brown & NC Synod on digital worship exploration
 - Seminary field education student
-

Churchwide Assembly, Rostered Male, May Have Attended, Elect 1**Term of 2022****Scott Anderson**

Occupation: Senior Pastor
 Membership: St. Paul's, Durham
 Education: MDiv. LTSS/LRU

Experience:

- Past President Agape/Kure Beach Board of Directors
- Internship supervisor for 12 interns
- Conference Dean - Triangle Conference
- First Call Mentor
- Natural Church Development Coach
- Congregational Ministry Team

**Wolfgang Herz-Lane**

Occupation: Pastor
 Membership: Christ the King, Cary
 Education: Doctor of Ministry, 2019, ULS - Gettysburg/Philadelphia
 Master of Divinity, 2001, Lutheran Theological Seminary, Philadelphia
 Master Social Work, 1982, Graduate School of Social Work, Camden, NJ

Experience:

- Served as mission developer (6 years)
- Director for Evangelical Mission (12 years)
- Synod bishop (6 years)
- Senior pastor of large parish (4 years and counting)
- Leader in the church for more than 30 years in four different synods, serving in roles ranging from youth worker to parish administrator to social worker to bishop and parish pastor
- Attended 30+ synod assemblies and six Churchwide Assemblies including three where led synod's voting members as bishop

**Ethan Overcash, Young Adult**

Occupation: Pastor
 Membership: Emmanuel, High Point
 Education: Master's of Divinity, LTSS-LR in 2018
 Bachelor of Arts in Religious Studies, Lenoir-Rhyne, 2013

Experience:

- Attendance at many synod assemblies in multiple synods
- 2016 Lay NC Churchwide Assembly Delegate
- 2009 NC Delegate to LYO Convention

**Greg Williams**

Occupation: Senior Pastor
Membership: Grace, Hendersonville
Education: M.Div., Lutheran Theological Southern Seminary, 1986
B.A., Chemistry; Wake Forest University, 1979
Certification as an ELCA Level 1 coach, 2014

Experience:

- Served as pastor of 4 different congregations in the NC Synod over 35 years; the last 15 as Sr. Pastor of Grace, Hendersonville.
 - Served 7 years on the Novus Way Board of Trustees, the last 2 as secretary.
 - Attended the 2019 ELCA Churchwide Assembly as a voting member.
 - Active coach in the NC Synod.
 - Served 5+ years on the NC Synod's Congregational Renewal Team/Vital Congregations Team.
 - Currently serving on the NC Synod's Candidacy Committee.
-

Churchwide Assembly, Lay Male, May Have Attended, Elect 3**Term of 2022****Terry Edwards**

Occupation: Retired
 Membership: Daniels, Lincolnton
 Education: Evans Business College, Concord, NC (2 year diploma)

Experience:

- Past member of NC Synod Council
- Board Member Home Mission Foundation
- Region 9 Director National Lutheran Men in Mission (2 Terms)
- Past member of NC Synod Council
- Daniels Lutheran Church Council Member
- NC Lutheran Men in Mission Men's Ministry Coordinator

**Mike Hix**

Occupation: Asst. Director of Career Services, Univ of SC (Retired)
 Membership: Messiah of the Mountains Burnsville
 Education: M.Ed. Psychological Counseling, Columbia Univ., New York, NY 1981
 B.A. Education, Lenoir-Rhyne University - Hickory, NC - 1976

Experience:

- Lutheridge Summer Staff - Area Director, Counselor, Summer Staff Interviewer
- Univ of SC Lutheran Campus Ministry Board - Treasurer
- SC Synod Assembly - Voting Member
- Council Chair - Messiah of the Mountains, Burnsville, NC & Incarnation, Columbia, SC
- Call Committee - St. Luke's, Charlotte, NC & Incarnation (Chair), Columbia, SC
- Strategic Planning Co-Chair - Incarnation, Columbia, SC

**Warren Keys***

Occupation: Tech Support Specialist
 Membership: Holy Trinity, Raleigh
 Education: B.S. NC Wesleyan College, Computer Information Systems

Experience:

1. Served in various leadership positions in Eastern NC Lutheran Via de Cristo organization
2. Served in a leadership role for Natural Church Development at Holy Trinity, Raleigh
3. Currently serving on synod council
4. Voting member at Churchwide assembly 3 times
5. Former congregational council member at Holy Trinity, Raleigh
6. Member of Lead Pastor Call Committee at Holy Trinity, Raleigh

**Lynn Lippard**

Occupation: Estimator at Engineering and Surveying Firm
Membership: Grace, Salisbury
Education: BS in Textile Chemistry, NCSU

Experience:

- Active in Congregational Leadership
 - Church Council
 - Worship and music committee; committee chair
-

**Doug Nelson**

Occupation: Retired Accountant
Membership: Augsburg, Winston Salem
Education: BS in Accounting, Virginia Tech, 1977

Experience:

- Past Treasurer of Wake Forest Baptist Medical Center
 - Past Board Member of a number of Community organizations including NC Eye Bank, Better Business Bureau, Davie County Hospital
 - Current Chair of NC Lutheran Synod Foundation
 - 9 year past Board member of Lutheran Services Carolinas
 - Past Treasurer (2 terms) of Augsburg Lutheran Church
-

**Paul Phillips**

Occupation: Retired
Membership: Good Shepherd, Raleigh
Education: BS Accounting, Pfeiffer University; Retired CPA

Experience:

- Numerous Committee and Church Council positions
- NC Synod leadership
- VP and Executive experience in International Finance and leadership
- Synod Council
- Treasurer, NC Synod
- Executive Committee, NC Synod

Churchwide Assembly, Rostered Female, May Have Attended, Elect 1 Term of 2022



Jennifer Ginn

Occupation: Interim Pastor
 Membership: Former Member/Pastor Cross & Crown Matthews
 Education: MDiv, Lutheran School of Theology, Chicago, 2000
 MA, UT Knoxville, 1978
 BA, WFU, 1975

Experience:

- Attended four consecutive CWA gatherings.
- Experience as Associate Pastor, Solo Pastor, Senior Pastor, and Interim Pastor in congregations.
- Served as Chaplain for an annual NC Synod Assembly and as Chaplain & Bible Study leader for an annual NC WELCA Assembly.
- Supervised two seminary interns.
- Dean Mecklenburg Conference.
- Attended 2015 National Youth Gathering and volunteered for the 2018 gathering.
- Served two full-time pastoral calls and one interim position (2000-present).
- Currently serve on Synod Council, Finance Committee and Personnel Committee.
- Former member of Lutheran Family Services Board of Trustees and current member of LSC Board of Advisors.



Grace Gravelle

Occupation: Pastor
 Membership: Holy Trinity, Raleigh
 Education: MDiv Luther Seminary

Experience:

- Served as a Lay Leader to synod assembly before Ordination
- Served on Board of Patient relations at Region's Hospital for Behavioral Health
- Served as Lead Faciliator for Visiting Scholars and International Students at Luther Seminary
- Senior Pastor at Holy Trinity in Raleigh
- Synod Assembly worship committee in SEMN synod
- Student liaison for Seminary Diversity Committee at Luther



Dr. Mindy Makant, Deacon

Occupation: Professor, Lenoir-Rhyne University
 Membership: St. Luke's, Conover
 Education: Th.D, Duke Divinity School, 2012
 MA Theology, Ohio Dominican, 2008
 BA Spanish, Mercer University, 1990

Experience:

- Served as a voting member to churchwide in the past.
 - Observer to the equivalent of churchwide in the Lutheran church in Costa Rica.
 - Served on numerous decision-making committees/boards as a faculty member at Lenoir-Rhyne University & the churchwide level.
 - Serve on the board of the Association of Teaching Theologians and the board for the Vocation of Lutheran Higher Education.
 - Serve as the chair of our Costa Rica Companion Synod Task Force for NC Synod
 - Previously served as chair of the Ecumenical Relations Committee for NC Synod.
 - Serve as a professor of Religious Studies at Lenoir-Rhyne University; teach theology and youth ministry and direct the Living Well Center for Vocation and Purpose.
-



Pam Northrup

Occupation: Pastor
 Membership: St. Paul Hamlet
 Education: BS in Education, East Carolina University, 1981
 M.ED Adult Education, North Carolina State University, 1994
 M.Div., Lutheran Theological Southern Seminary, 2006

Experience:

- Ordained pastor since 2006 and have served 3 congregations
 - Served as the Vice President of the LTSS Student Body, 2005-2006
 - Served as a member of NC Synod Council
 - Past member of the North Carolina Synod Council
-

Churchwide Assembly, Lay Female, May Have Attended, Elect 2**Term of 2022****Grace Berbaum**

Occupation: Assessment Specialist
 Membership: Philadelphia, Dallas
 Education: Bachelors in Elementary Education from Lenoir-Rhyne University,
 Masters in Curriculum and Instruction from Concordia University-
 Portland

Experience:

- Serve on the NC Synod Social Justice and Advocacy Immigration Task Force.
- Taught in the classroom for 3 years and work in a corporate position as an Assessment Specialist at an education technology company.
- Served on both the Eastern cluster and the state LYO boards of NC.
- Spoke at NC synod assembly as a high school member of the LYO board.
- Interned with the Outreach director of Christ the King Lutheran Church, Danielle Kosanovich DeNise, when I was a senior in high school.

**Robin Huffman**

Occupation: Executive Director NC Psychiatric Association
 Membership: Macedonia, Burlington
 Education: BA, Wake Forest University

Experience:

- 21 years experience as an executive reporting to a board of a voluntary, professional nonprofit
- 7 years as board member of Lutheran Retirement Ministries of Alamance County (Twin Lakes Community CCRC)
- Board member of several other community and statewide nonprofit mental health and service organizations.
- Church Council President of Macedonia Lutheran Church, 2017, 2018
- Church Council member of Macedonia Lutheran Church, 2000-2003, 2017-2019
- Current member of choir, Finance, Technology, and Communications Committees

**Jill Nelson**

Occupation: Retired
Membership: St. John's, Salisbury
Education: Bachelor of Science, Physical Science, Colorado State University, 1988

Experience:

- North Carolina Synod Council, 2019 to present
 - Member and President, The Greens at Crescent Homeowners Association, 2010-17
 - Board Member and Librarian, Salisbury Rowan Choral Society, 2008 to present
 - Admin. Asst. to NC Director of Evangelical Mission, 2008-09
 - Office Manager, Rocky Mountain Synod, 1991-97
 - Sunday School Teacher, Choir Member, Committee Member at multiple congregations
-

**Katie Neuhauser**

Occupation: Teacher
Membership: Christ the King, Cary
Education: Master of Education - NC State 2009
Bachelor of Arts - Susquehanna University 1977

Experience:

- Current board member of Agape Kure Beach Ministries
 - Congregation past presidents advisory committee
-

Churchwide Assembly, Rostered Minister, Has Not Attended, Elect 1**Term of 2022****Tobi Fleck, Young Adult**

Occupation: Pastor /Mission Developer

Membership: The Dwelling

Education: M.Div, Lutheran Theological Southern Seminary, 2019
B.A. Philosophy/Minor Special Education, Western Carolina Univ., 2014**Experience:**

- Senior year of seminary, served as the co-chair of Walking Together; allowed to organize with fellow students on campus around issues surrounding the LGBTQIA+ community and their allies at Lutheran Theological Southern Seminary. Had a voice on student government and participated in meetings by bringing concerns and joys to the Council and back to Walking Together.
- Currently serve in a community made up of folks living on the margins; half of average worshipping community are BIPOC and several members of the LGBTQIA+ community along with my own queer identities. The Dwelling's primary focus is being a church for folks who have, or currently are experiencing homelessness. Serving these people has shifted personal view on a number of subjects and would bring their voices with to CWA.
- Middler year of seminary, sat on the Reconciling in Christ Committee. Position allowed to assist Lutheran Theological Southern Seminary's discernment in becoming an RIC seminary. Sat with folks on both sides of the proposition and heard reasons for and against becoming RIC. Helped craft and edit the language of the RIC statement, and once LTSS voted to accept it, followed up with Reconciling Works to finalize LTSS's RIC status.
- Currently serve as one of four Proclaim (a professional organization for publicly identified, Lutheran, LGBTQIA+ rostered leaders) chaplains; a position nominated and voted on by the Proclaim Community. Position allows opportunity to provide spiritual and pastoral care to other rostered leaders throughout the ELCA and ELCIC.

**Paul Myers**

Occupation: Pastor

Membership: Church of the Abiding Savior, Durham

Education: MDiv. Trinity Lutheran Seminary, Columbus, OH

Experience:

- Served on Northwest Ohio Synod Council 3 years
- Synod Liaison for Lutheran Disaster Response of Ohio
- Congregation Council two terms at Good Hope Lutheran, Bucyrus, OH



Katie Rivers

Occupation: Deacon
Membership: St. Mark's, Asheville
Education: MA in Deaconess Studies, Concordia Theological Seminary, Fort Wayne, IN
Certificate in Deaf Ministry, Concordia Theological Seminary, Fort Wayne, IN
BA in Music and Religion, Concordia College, Bronxville, NY

Experience:

- Ministry as a Deacon in the ELCA, particularly with children, youth, and lifelong faith formation
 - NC Synod Candidacy Committee
 - NC Synod Fall Convocation Planning Team
 - NC Synod Assembly Communication Team (Writer)
-

Proposed Budget 2022 and 2023

Revised 5/4/21

	2021	2022	2023
	Updated	Proposed	Proposed
Estimated Revenue	approved		
Mission Support	\$3,050,000	\$3,100,000	\$3,150,000
Investment Income	\$40,000	\$500	\$500
Interest Income	\$1,000	\$41,000	\$41,000
Grant Income	\$100,000	\$100,000	\$100,000
Appropriated Reserves	\$180,000	\$100,000	\$100,000
Other Income	\$500	\$126,596	\$126,596
Income Total	\$3,371,500	\$3,468,096	\$3,518,096
	2021	2022	2023
	Updated	Proposed	Proposed
Estimated Expenses	approved		
Vital Congregations and Whole and Healthy Leaders			
Coaching	\$9,659	\$7,000	\$7,000
Call Process	\$1,500	\$1,500	\$1,500
Campus Ministry	\$135,000	\$135,000	\$135,000
Candidacy	\$150,000	\$140,000	\$140,000
Conference Deans	\$15,000	\$10,000	\$10,000
Heilig Resource Center	\$1,200	\$4,800	\$4,800
Fall Convo	\$15,000	\$15,000	\$15,000
Racial Justice Network	\$15,000	\$2,500	\$2,500
All Races One Church	0	\$100,000	\$100,000
Holy Innovations	\$7,500	\$5,000	\$4,396
Leadership and Discipleship Multi Generational	\$24,500	\$20,000	\$20,000
Boundary Training	\$3,000	\$1,000	\$1,000
Specialized Pastoral Care	\$3,500	\$2,000	\$2,000
Engage the Bible	\$5,000	\$2,500	\$2,500
Stewardship	\$12,000	\$20,000	\$20,000
Continuing Education and Spiritual Guidance and Renewal	\$10,000	\$7,000	\$7,000
Compensation and Benefits	\$838,231	\$858,750	\$881,250
Travel	\$33,713	\$34,725	\$35,775
Auto	\$7,500	\$7,725	\$7,950
Communications	\$3,750	\$3,750	\$3,750
Computer Expenses	\$18,000	\$18,750	\$19,313
Synod Council	\$9,900	\$10,197	\$7,500
Capital Replacement	\$6,000	\$6,000	\$6,000
Building Maintenance/Expenses	\$60,000	\$61,500	\$63,000
Office Expense	\$48,750	\$50,250	\$51,750
Misc	\$750	\$750	\$750
Subtotal Vital Congregations and Healthy Leaders	\$1,434,453	\$1,525,697	\$1,549,734

Proposed Budget 2022 and 2023

Revised 5/4/21

	2021	2022	2023
	Updated	Proposed	Proposed
Collaboration	approved		
Churchwide Ministries			
ELCA Mission Support	\$1,067,500	\$1,085,000	\$1,102,500
Region 9	\$15,250	\$15,500	\$15,750
Churchwide Ministries Sub-Total	\$1,082,750	\$1,100,500	\$1,118,250
Agencies and Institutions			
Agape	\$80,000	\$80,000	\$80,000
Crumley Archives	\$10,000	\$10,000	\$10,000
Lutheran Family Services	\$40,000	\$40,000	\$40,000
Lenoir Rhyne University	\$25,000	\$25,000	\$25,000
Lutheran Services for the Aging	\$35,000	\$35,000	\$35,000
Lutheran Theological Southern Seminary	\$80,000	\$80,000	\$80,000
North Carolina Council of Churches	\$5,000	\$5,000	\$5,000
Novus Way	\$65,600	\$65,600	\$65,600
Twin Lakes	\$0	\$0	\$0
Compensation and Benefits	\$167,646	\$171,750	\$176,250
Travel	\$6,743	\$6,945	\$7,155
Auto	\$1,500	\$1,545	\$1,590
Communications	\$750	\$750	\$750
Computer Expenses	\$3,600	\$3,750	\$3,863
Synod Council	\$1,980	\$2,039	\$1,500
Capital Replacement	\$1,200	\$1,200	\$1,200
Building Maintenance/Expenses	\$12,000	\$12,300	\$12,600
Office Expense	\$9,750	\$10,050	\$10,350
Misc	\$150	\$150	\$150
Agencies and Institutions Sub-Total	\$545,919	\$551,079	\$556,008
Collaboration Sub-Total	\$1,628,669	\$1,651,579	\$1,674,258
Prophetic voice			
Ecumenical	\$5,000	\$2,500	\$2,500
Global Mission	\$5,000	\$2,500	\$2,500
Multicultural and African Descent Strategy	\$4,000	\$2,500	\$2,500
New Starts and Redevelopments	\$150,000	\$140,000	\$140,000
Social Justice and Advocacy	\$7,500	\$3,000	\$3,000
Compensation and Benefits	\$111,764	\$114,500	\$117,500
Travel	\$4,494	\$4,630	\$4,770
Auto	\$1,000	\$1,030	\$1,060
Communications	\$500	\$500	\$500
Computer Expenses	\$2,400	\$2,500	\$2,575
Synod Council	\$1,320	\$1,360	\$1,000
Capital Replacement	\$800	\$800	\$800
Building Maintenance/Expenses	\$8,000	\$8,200	\$8,400
Office Expense	\$6,500	\$6,700	\$6,900
Misc	\$100	\$100	\$100
Subtotal Prophetic Voice	\$308,378	\$290,820	\$294,105
Total	\$3,371,500	\$3,468,096	\$3,518,096



North Carolina Synod
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2022 and 2022 Synod Ministry Budget Profile

I. General Expenses Found in Each Category

The following line items are found in each category of the budget. They are shared among the priorities of our vision and are represented below as 75% to Vital Congregations & Healthy Leaders, 15% to Collaboration, and 10% to Prophetic Voice.

- Compensation and Benefits - Provides salary, housing, retirement contributions, and insurance for the bishop, the bishop's staff, program and support staff. 2020 represents a ½ position for Social Justice and Advocacy with the other half funded by donations/grants. 2021 shows a full-time position for SJAM. We budget a 10% increase for Portico.
- Travel - Provides funds to pay the travel costs of the bishop and staff in the conduct of their responsibilities incurred in providing pastoral care, services to vacant congregations, program assistance to congregations and other services.
- Auto - Provides funds to maintain safe, reliable vehicles for bishop and staff travel. Covers maintenance and insurance for four synod-owned vehicles.
- Communications - Communications offers communication technology and current topical information to synod congregations and their leaders.
- Computer Expenses - Provides computer systems, network maintenance, hardware, and software upgrades.
- Synod Council - Provides for travel, meals and lodging for the members of Synod Council and NC Synod staff to attend three meetings during the year.
- Capital Replacement - These funds are set aside and accumulate over time to cover large expenses due to aging, wear, and obsolescence.
- Building Maintenance/Expenses - Provides for maintenance of the synod office (utilities, cleaning, yard work, supplies, furnishings, repairs and service, insurance).
- Office Expense - Provides telephone service, office supplies, service contracts on machines, purchase of new equipment, mailings, and for the audit of the treasurer's books.
- Miscellaneous - Provides for unforeseen events and expenses.

II. Vital Congregations and Whole & Healthy Leaders

- Coaching - New to the budget in 2020, these funds will provide a leadership coach for rostered ministers in the synod in transition to a new call. This will all for 10 sessions of coaching in the first year of the new call. Additionally, funds will cover training for current and new coaches.
- Call Process - Provides for the training of congregational call committees, materials, and training call process trainers.
- Campus Ministry - Supports the work of 14 campus ministries throughout North Carolina including leadership and program costs.



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- Candidacy - Provides for shepherding candidates aspiring to professional ministry by funding career testing/evaluation, annual candidates retreat, endorsement panel visits, and financial aid to N.C. students for support of their theological education. Students get \$4000 per academic year.
- Conference Deans - Provides for expenses of the conference deans when they gather at the synod office and expenses associated with their annual retreat. 2020 increase represent a \$500/stipend for each dean.
- Heilig Resource Center (HRC) - Expenses include library supplies, audio/visual equipment, postage for shipping, and periodical subscriptions, along with new resource purchases..
- Fall Convocation - Provides for the annual gathering at Lutheridge for both rostered and lay leadership in the NC Synod including costs of presenters, educators, synod staff, and facilities.
- Racial Justice Network - These funds are used to support the racial justice network. They will be used to help members of the network learn and grow through events, posts, and articles
- All Races One Church- Our vision of vital congregations led us to an understanding that some congregations don't have the same opportunities to be as vital as others. Due to this we are committing these monies annual to go directly to our communities of color in the synod in order for us to live into our vision of all of our congregations having the opportunity to be vital.
- Holy Innovations - In a fast changing landscape, these funds would allow for new ideas fostering creativity and innovation.
- Leadership and Discipleship (Multi - Generational) - These funds provide resources for rostered and lay leaders including trainings, retreats, and continuing education events across the generations. Additionally, this line-item provides continuing education scholarships for rostered leaders.
- Boundary Training - Provides for boundary training for rostered and lay leaders serving in congregations. All rostered leaders are required to receive boundary training once every three years. This also provides for counseling in cases of misconduct where counseling is deemed helpful.
- Specialized Pastoral Care - Provides funds to assist pastors in ministries of specialized pastoral care so they may grow a network of mutual support and learning.
- Engage the Bible - Funds the work of this team including summer reading programs and the Tell It! Video contest with the Lutheran Youth Organization.
- Stewardship - Covers funds for the synod to participate in Stewardship for All Seasons and provides scholarships for congregations to participate.
- Continuing Education - Provides funds for continuing education for synod office employees.

III. Collaboration

- ELCA Mission Support - gifts shared with the Churchwide expression make possible growth in evangelical outreach especially as we partner in mission starts; a public church that witnesses boldly to God's love for all that God has created; it deepens and extends our global, ecumenical, and interfaith relationships for the sake of God's mission; and it assists this church to bring forth and support faithful, wise, and courageous leaders whose vocations serve God's mission. Our current giving to the ELCA is 35 % of mission support.



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- Region 9 – ½ of 1% of mission support goes towards the work we do together as Region 9 particularly in leadership development and formation. The synods of region 9 are: Caribbean, Florida-Bahamas, Southeastern, South Carolina, Virginia and North Carolina.
- Agape+Kure Beach Ministries - serves congregations and individuals as a powerful partner in faith formation in two unique places apart for rest, renewal and spiritual growth through summer, retreat, and environmental education programs.
- Crumley Archives - Enables membership in the Crumley (Region 9) Archives where many of the synod's historical records are stored and professionally restored.
- Lenoir Rhyne University - located in Hickory, LRU is a dynamic community of learning providing programs of undergraduate, graduate, and continuing study.
- Lutheran Family Services - Every year, LFS works to bring healing and wholeness to thousands of children, adults, families and communities through accredited human service programs. LFS is part of Lutheran Services Carolinas, but is separately incorporated and funds are given to both distinct parts of the LSC mission.
- Lutheran Services for the Aging - LSA serves from Arden to Wilmington through its health care, residential, and home and community-based services, which include nursing homes, assisted living residences, retirement communities, low-income housing, adult day care, and geriatric care management, as well as information and referral services. Again, LFS is part of Lutheran Services Carolinas, but is separately incorporated and funds are given to both distinct parts of the LSC mission.
- Lutheran Theological Southern Seminary- the seminary is a professional school of theology, which prepares leaders in ministry for service in the Church.
- North Carolina Council of Churches - Provides support for the council, enabling its twenty-five member judicatories and eight member congregations to work together on issues of Christian unity, social justice, compassion, and peace.
- Novus Way - It is the mission of Novus Way Ministries to provide programs, opportunities, and places apart where all people can experience a Christ-centered community, be transformed through relationships with God and God's creation, and be equipped for ministry at their four sites.
- Twin Lakes - This retirement community, located in Burlington, provides services including skilled and intermediate nursing home care, independent living apartments and villas, day care for elderly, and in-home homemaker services. Twin Lakes asks for no budgeted funds, but to remain a stated partner of the NC Synod.

IV. Prophetic Voice

- Ecumenical - Provides for the committee to meet, engage in dialogue, programming, and leadership as we pursue deeper relationships with ecumenical and interfaith partners.
- Global Mission - Promotes the Companion Synod Program of the ELCA, specifically the collaboration between the North Carolina Synod and the Lutheran Church of Papua New Guinea-Yabim District and La Iglesia Luterana Costarricense (The Costa Rican Lutheran Church).
- Multicultural and African Descent Strategy - Provides for program development, workshops, and outside resources to promote inclusiveness and diversity throughout the synod.



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- New Starts and Redevelopments - Provides for the continued planting of new Lutheran communities in North Carolina. Additionally, funds support redevelopment congregations and vitality efforts throughout the state.
- Social Justice and Advocacy – Provides programmatic funds and support for events like advocacy days.



All Races One Church fund of the NC Synod ELCA

What does this mean?

The “All Races One Church Fund” of the NC Synod seeks to celebrate vital congregations, nurture whole and healthy leaders, encourage collaboration, and help our synod to use its prophetic voice by providing more than statements and words and by putting actions behind those words by providing funding for BIPOC (Black, Indigenous, People of Color) congregations and leaders in our synod to realize ministry goals and dreams that years of institutional racism have prevented or made harder to achieve.

The “All Races One Church Fund” of the NC Synod hopes to appreciate and celebrate our vital and vibrant ministry in our BIPOC congregational communities by dedicating additional funding in our budget specifically for those ministries as well as providing a place for those who want to support these communities to give directly to them. We hope that these funds will sustain these communities for generations to come. It is our aspirational goal that this fund will allow for reconciliation to occur on our part as the NC Synod, as we confess and acknowledge the sin of racism that has been present in our synod dating back to the formation of our synod, our failure to acknowledge the Alpha Synod, and our lack of support for candidates of color seeking calls in the call process.

This fund is a step towards having everyone in the room where it happens, at the heavenly banquet that Jesus invites us all to, celebrating the gift and vibrant ministry that all the congregations in our Synod are to the whole Church.

This fund has been established by Synod Council and \$150,000 of funds have been placed into the fund as seed money. Our proposed 2022 & 2023 budgets include an additional contribution of \$100,000 to the fund each year.

What are the Next Steps?

After the synod assembly, the Multicultural Committee will work to establish an AROC leadership team. This team will oversee the creation of disbursement strategies in conversation with our BIPOC communities and leaders. This team will be made up of all leaders of color. Additionally, synod council will appoint a team that will create materials and invitations for all congregations and persons throughout our synod to be invited to give to this ongoing work.

What Congregations will receive funds?

Although we will leave this decision to the AROC leadership team, we do currently have six communities of color. Communities of color are those within the ELCA that 35% people of color as members of their congregation. These communities in our synod are: Emmaus (West Charlotte), Living Waters (Cherokee), Christ Beloved’s Community (Winston-Salem), Arbol de Vida (North Durham), Prince of Peace (Greensboro), and Abiding Savior (Durham).



PROPOSED MISSION SUPPORT REQUEST FORMULA 2022-2023 FISCAL YEAR

10% of Regular Giving

It is Synod Council's goal to help congregations move toward proportionate giving based on resources. Realizing that for many congregations this growth process will take years, we propose the 2022-2023 formula. If you are below the current formula we encourage you to take intermediate steps of increasing annually by 1% until you reach the 10% goal.

The official 2022-2023 request, based on the approved formula, will be calculated by the synod accountant and mailed to congregations in October.

We give thanks for everyone's generosity that allows the body of Christ to do more together than we could individually.



2022 Recommend Compensation Guidelines

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Summary of 2022 Guidelines

The 2022 recommended compensation guidelines has taken on some changes from past years. This year you will notice two documents about the guidelines plus worksheets to help congregations figure out the compensation for their rostered ministers. Though the salary charts did not change in the 2022 guidelines keep in mind the rostered minister should receive an increase for years of service and the cost of insurance goes up annually and those costs are covered by the organization. The compensation task force looked at previous guidelines and other synods guidelines in the preparation of these guidelines. It was decided that our guidelines should set a standard for what it is expected. Some notable changes include increase in parental leave at the birth or adoption of a child for the primary and secondary care giver, adjustments for where congregations are, clearly defined information on defined compensation, and a section about the roles of rostered ministers and considerations for those pastors.



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PREFACE TO THE 2022 COMPENSATION GUIDELINES

The development of the compensation guidelines continues to be a challenge as we are working to set guidelines for our entire synod. These guidelines are recommended and should be followed to the best of your ability. These guidelines will help support your rostered minister and help them to be cared for while in ministry in your context. Always keep in mind that compensation guidelines are designed to be a minimum compensation for the rostered minister. Though the salary charts are not increasing in 2021, the rostered minister should minimally receive any increase for years of service and the cost of insurance goes up each year so the congregation should be paying for that increase as well.

Rostered Minister Roles and considerations

ROSTERED MINISTERS

This document refers to rostered ministers. The term refers to the ministers of the ELCA serving in the public ministries of this church. The two categories are Ministers of Word and Sacrament and Ministers of Word and Service. Ministers of Word and Sacrament are also referred to as pastors or chaplains. The Ministers of Word and Service roster are referred to as deacons.

Senior Pastor

A senior pastor leads and supervises a staff with multiple rostered ministers and/or pastors. This person is generally supervising other rostered ministers. With that in mind, consideration should be given to giving the pastor more compensation for increased duties not seen in other calls. Most senior pastors have larger congregations and additional challenges with supervising multiple full-time positions.

Solo Pastor

A solo pastor is a pastor who does not have another pastor with them on staff. They may or may not be the only full-time staff member of the congregation. This can be a challenging and lonely experience as they are responsible for nearly everything that happens within the congregation. Special consideration should be given to these pastors.

Associate Pastor

Associate Pastors are generally under the supervision of the senior pastor of the congregation. This person should be afforded all the compensation outlined in the compensation guidelines. Just because someone is an associate pastor does not mean they should not be paid at the guideline or have the same vacation and benefits as other pastors on staff.

Shared Call Pastor

Pastors in a shared call are pastors who are serving more than one congregation at one time. This presents unique challenges and opportunities. Pastors in these situations will have to balance time at and with more than one congregation and hold multiple services weekly due to being at multiple congregations. A shared call pastor still receives all benefits as outlined in the compensation guidelines.

Part Time Pastor

Part Time pastors are pastors serving a congregation who cannot afford a full-time pastor. These pastors are generally working some approximate amount of time with that congregation. It could be as little as 25% time or up to 75% time generally. With that in mind, the congregation must understand that the part time pastor may have other job(s) to supplement their income. It is recommended that the congregation and rostered minister work together to figure out how the hours and time will be split. It is important for the congregation to understand and live into the fact that their pastor is only part time.



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One way to do that, is to consider having a supply pastor from time to time to give your part time pastor a break.

Specialized Call Pastor

There are several specialized calls pastors. Those calls include campus ministry, military chaplaincy, hospital/nursing home chaplaincy and the like. Keep in mind those rostered ministers should still be afforded all the same compensation and benefits as outlined in these guidelines. Just because someone is working with a particular set of people does not change the fact that ministry will continue to have challenges moving forward and the rostered minister should be compensated as such.

Rostered Couple

Rostered couples are a unique and important gift to the church. As a general rule, each should be treated by the congregation as separate individuals for all compensation related issues. However, every effort should be made to allow and encourage rostered couples to coordinate their schedules so that they are able, if they desire, to take days off and vacations together.

Deacon

Deacons are those who are serving on the word and service roster of the church. Deacons work in a varied capacity based on the congregation or agency & institution. Many times you will see a deacon working in youth ministry, music, or another part of the congregation. Keep in mind, all the above outlined information hold true for them as well. Deacons are to be compensated based on the guidelines and have the same benefits as other rostered staff members. Deacons are eligible for housing allowance based on North Carolina state law. All provisions outlined above would apply.

First Call Pastor

First Call pastors are those pastors directly out of seminary. They have completed all the coursework and internship requirements to be a pastor. These pastors are new to being a pastor. Keep in mind there are certain education requirements for first call pastors that are outlined below. If your congregation can not afford a first call pastor then considering other options is a must. To find out more about your options please contact Pastor CeCee Mills, Associate Director for Evangelical Mission, at the synod office.

First Call Theological Education

First Call Theological Education is a program which requires that each seminary graduate participate in structured theological education throughout the first three years of rostered ministry. This structured education is intended to enhance the quality of the transition from seminary to parish and to ensure that the newly rostered minister makes this transition firmly grounded in Word and Sacrament.

In order to accomplish this task, programs shall give special attention to three areas.

- i. **Ministerial Identity:** the personal development of spiritual discipline, rostered minister identity, and leadership style.
- ii. **Discernment of the Context:** the life of the particular congregation in its local and regional settings.
- iii. **Ministerial Skills and Practice:** the overall enhancement of ministerial skills and integration of various facets of ministry.



Time spent in FCTE shall count as time devoted to continuing education, and the funds in the continuing education fund may be used for FCTE.

Defined Compensation

Defined Compensation is made up of only a few items: **the salary, housing, and social security allowance**. That is what the salary guidelines are based on. It **does not include other benefits such as health insurance through Portico Benefit Services, retirement, disability, group life, professional expenses, continuing education, etc.** It is important to note all those things should be provided for the minister on top of the salary. Keep in mind that all benefits through Portico are derived from using the Defined Compensation.

Salary

This is the amount each minister receives not counting the housing allowance or social security allowance. These funds are taxable and should be noted as such on year end W-2.

Housing

Each minister is to be paid a housing allowance or provided with a parsonage. The housing allowance shall be an amount agreed upon by the minister and the congregation. It may be up to 100% of the salary but keep in mind that the recommended amount for a full time call would not exceed 50%. The allowance should reflect the cost of taxes, rent or mortgage payments, repairs, utilities, furniture, fixtures, appliances and maintenance. The cost of housing should be calculated based on typical housing costs in the church community where the minister serves. Fair rental value including utilities and taxes is a guide toward determining this. In order for a housing allowance to be excluded for income tax purposes the minister must justify that the allowance is being spent for specific housing related items and does not exceed fair rental value. The minister is encouraged to consult with a tax professional to ensure compliance with the Internal Revenue Code. The council must annually approve and note in their official minutes housing allowances for each rostered minister in order that they be legally excluded from income for IRS reporting purposes.

Social Security

Ministers of Word and Sacrament and Ministers of Word and Service are considered self-employed for self-employment SECA tax. An amount that approximates the congregation's (employer's) share of the FICA tax paid for other staff is included in the charts for minister compensation. To calculate the SECA tax multiply the Defined Compensation by 0.9235 and then multiply by 0.765.

Housing Equity Allowance Fund (For Pastors in a parsonage only)

When a congregation provides a parsonage, the minister having to live in a church owned home has no opportunity to own a home and therefore, to build equity for retirement housing or when **a new** call is accepted and it becomes necessary to purchase a home. The synod strongly encourages congregations to provide an equity allowance of at least 5% of the guideline salary for the applicable years of service. Portico of the ELCA provides a housing equity account that can be included in your benefits plan.



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Minimum Cash Compensation

The compensation guidelines task force recommends a “Minimum Cash Compensation” instead of a minimum “salary” for ministers in order to overcome the wide disparities in the synod in total compensation. These guidelines for Ministers of Word and Sacrament rostered ministers include salary, housing allowance, and social security compensation.

We are aware that these guidelines may seem beyond the means of some congregations.

If that is the case for your congregation you will need to consider options such as not having a full-time pastor, sharing a pastor, or other creative solutions. Congregations who cannot afford at least a first call pastor should reach out to Pastor CeCee Mills, Associate Director for Evangelical Mission, to discuss potential options as they enter into the call process.

The Cash Compensation figure should be seen as a “pie” which may be divided in whatever way seems fair and beneficial to the minister. Ministers may wish to maximize the housing allowance portion for tax purposes within the limits set by the Internal Revenue Service.

Tax Considerations

The tax laws regarding compensation, benefits, allowances, and expenses are increasingly complex, especially those regarding the Ministers of Word and Sacrament. These guidelines are not intended to provide tax or financial planning advice. Each congregation is encouraged to obtain expert and up-to-date guidance on specific issues they face on tax reporting issues, since the tax laws are constantly being revised. You are urged to seek advice from qualified tax professionals with clergy tax experience, since the guidelines are more unique for clergy related matters.

Benefit Recommendations

The North Carolina Synod guidelines for health coverage continues to be Gold+. Each congregation may work with their rostered minister in order to choose the health plan that helps both the ministers and the congregation/agency the most. The minimum guideline for retirement contributions is 12% of defined compensation. The guideline is to provide coverage for the minister and for spouse and children if other coverage is not available for them. Disability coverage is automatically a part of Portico’s plan. The coverage provides for 2/3 of the minister’s regular salary in the event of disability and becomes effective two months after the disability occurs. Life insurance coverage is automatically a part of Portico’s plan.

RETIREMENT, HEALTH & DISABILITY BENEFITS

It is the expectation of the North Carolina Synod that all congregations and agencies provide retirement, health and disability benefits to its eligible rostered ministers. The current definition of an eligible rostered minister is one serving under call and working at least 15 hours per week for six or more months per year. If this definition is changed by Portico, then the definition specified by them will govern. It is encouraged, but not mandatory, that congregations and agencies and institutions fulfill this expectation by enrolling rostered ministers in the ELCA Benefits Program which includes retirement, medical, dental, disability and life insurance. Currently 95% of ELCA Ministers of Word and Sacrament are enrolled. If you choose to use other plans be sure that the coverage including retirement, disability, and group life are included and tax aspects of them are appropriate. Portico also offers flexible savings accounts (FSA), health reimbursement arrangements (HSA), dependent care flexible savings accounts, and optional life insurance, depending on the health plan chosen.



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Other Benefit Expectations

1. **WORKWEEK** – Church work requires a great deal of evening and weekend involvement. In order to set reasonable expectations for the rostered minister, it may be useful to think in terms of blocks of time. Each day may be divided into three blocks: morning, afternoon, and evening. A seven-day week consists of 21 time blocks. Working 14 or 15 of those segments, equaling approximately 45 hours, is suggested as the norm with the understanding that occasionally there may need to be additional time spent working, depending on the season of the church. Clearly defined expectations of time off are important for both the rostered minister and the congregation.
2. **VACATION** – The need for annual vacation is self-evident. The congregation should provide a minimum of four weeks per year (encompassing four Sundays) of vacation with full pay. This does not include continuing education.
3. **SICK LEAVE** – The NC Synod Sick Leave Policy calls for providing up to two (2) months of sick leave at full salary and social security/Medicare for rostered ministers. For ministers receiving a housing allowance, it should be continued. Those ministers living in a parsonage should continue at full salary, social security allowance, be allowed to remain in the parsonage, and if there is an equity allowance plan in effect all payments due to it during this period should be made.
 - a. The sick leave policy would cover only the first two months since the Portico disability plan begins coverage on the first day of the third month.
4. **PARENTAL/FAMILY LEAVE** –
 - a. Parental leave following the birth of a child - 12 weeks of paid parental leave should be available to the parent primarily responsible for childcare. 8 weeks of paid parental leave is recommended for the second parent. The needs of each rostered minister and congregation may vary. It is recommended that the congregation pay full salary and benefits during this time.
 - b. Parental leave following adoption - The above guidelines apply to parents who are adopting children, with parental leave being available to a rostered minister who will be the primary or secondary caretaker.
 - c. Family leave at other times - Family leave may be granted by the congregation at other times, for example, during times of severe illness, trauma, or death of a child, spouse or parent. The length of the leave and the salary and benefits which the congregation will provide the rostered minister should be negotiated by the rostered minister and the congregation.
5. **CONTINUING EDUCATION** – It is expected that all rostered ministers complete at least 40 hours of continuing education programs that will enhance their skills and their ministry, which will then enrich the lives of those in their congregations annually. Each congregation or agency should provide at least 2 weeks (including Sundays) of paid educational leave each year. This leave is **NOT** to be counted as vacation time. In addition, each congregation or agency is expected to set aside in an educational fund a minimum of \$ 700.00 per year, which will be accumulated for a maximum of three (3) years to be used by the rostered minister for continuing education purposes. The rostered minister will contribute \$ 300.00 each year to this fund. Continuing Education days should not be paid out upon leaving a call. Unspent monies should be carried over until a maximum of \$2,100 is accumulated through the congregation.
6. **SPIRITUAL GUIDANCE** – It is recommended that all rostered ministers be encouraged to have a spiritual guide during their time of call, with the cost of such a spiritual guide to be divided 2/3-1/3 between the congregation and the rostered minister.
7. **SABBATICAL LEAVE** – From time to time a rostered minister may desire, and the congregation/agency may realize the need for, an extended period of time away from the parish or job for study, personal growth and reflection. Recognizing the importance of this extended time period, the NC Synod recommends that congregations and agencies consider sabbatical leaves as a privilege to be granted. Sabbaticals should only occur once someone has been in the same call for a minimum of 5 years and have at least 7 years of ministry.



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REIMBURSED PROFESSIONAL EXPENSES

1. **AUTOMOBILE EXPENSES** – The costs associated with the rostered minister operating his/her personal vehicle while performing the functions of his/her office is a direct operating expense of the congregation or agency and is NOT salary. It must be a budgeted congregational operating expense. The rostered minister bears the burden of record keeping in each method.
 - a. **Reimbursement of miles driven** – Reimbursement for actual business miles driven at the IRS established rate. The IRS rate changes periodically and at least annually. Please check the www.IRS.gov website to find the current rate.
 - b. **Payment of a lump sum** – The congregation may choose to pay the rostered minister a lump sum per year, prorated to a monthly basis. The rostered minister must maintain accurate records of actual business mileage and provide that documentation to the IRS. Under this method, the entire lump sum is taxable. The rostered minister gets a deduction for actual expenses incurred. This method might be least preferred due to tax requirements.
2. **BOOKS/PERIODICALS/RESOURCE MATERIALS** – The congregation or agency is encouraged to provide in its budget for the purchase of books and periodicals for the use of the minister and others. To eliminate the possibility of any or all of this expense item being taxed as income to the minister or others it is suggested that all purchases and subscriptions be entered in the name of the church or agency, The recommendation is for a minimum of \$300 annually.
3. **CONFERENCE EXPENSES** – All rostered ministers are required to attend the Synod Assembly. Therefore, all expenses (travel, lodging, registration) should be paid by the congregation. Other meetings that should be covered might include the Fall Convocation, retreats and meetings for church business.



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Summary of 2022 Guidelines

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PREFACE TO COMPENSATION CHARTS

The charts outlined below show what is recommended for compensation of your rostered minister. Keep in mind that these charts only show the defined compensation. Defined compensation is the total of housing, social security allowance (SECA), and salary. These are considered minimum standards and should not be viewed as maximum standards.

IN EXPLANATION OF THE COMPENSATION CHARTS

The endeavor to arrive at an amount of compensation which is both fair and appropriate for the rostered minister of a congregation involves the consideration of many factors, not the least of which is the rostered minister's years of service to the Church. Salary compensation amounts for the rostered minister vary as widely as the personalities of congregations. The needs and expectations could differ based upon the setting and type of ministry.

Some items to consider:

- 1) years of service in the ministry
- 2) relevant non-parish experience or degrees which can enhance a person's skills
- 3) the size of the congregation/average attendance
- 4) the effectiveness in meeting the challenges of ministry and achieving goals set by the mutual ministry or staff support committee
- 5) supervisory responsibilities for other program staff
- 6) the responsibilities of a senior minister
- 7) the challenges of a solo minister/working alone in a parish
- 8) advanced degrees that enhance a rostered minister's skills
- 9) additional certifications that can strengthen a ministry
- 10) completion of a residential year of clinical pastoral education
- 11) the cost of living in the local community that exceeds the average in the synod.
- 12) lack of support staff/increased workload
- 13) the challenges of a minister serving a multi-point parish

Lump Sum Guidance:

In some cases congregations choose to pay their minister with a set amount of monies and require the rostered minister to split out those funds accordingly. If that is the case, you will want to refer to the calculator on the Portico Benefits website to calculate how to split the compensation among salary, housing, and social security allowance portions.

Congregation location Adjustment:

In some cases congregations are in parts of the state that have a higher cost of living than other parts of the state. It is recommended that congregations consider an increase of \$1,000 to \$2,000 annually if your congregation is in Asheville, Cary, Chapel Hill, Charlotte, Durham, Greenville, Jacksonville, Raleigh, Rocky Mount, Wilmington, Winston Salem, Southport, Ocean Isle, and Kure Beach.



North Carolina Synod

Evangelical Lutheran Church in America

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Worksheets:

Worksheets to help determine costs for your rostered minister are now in excel format and on the our website www.nclutheran.org. Use those worksheets to determine the total costs for employing your rostered minister

NORTH CAROLINA SYNOD ELCA

2022 Ministers of Word and Sacrament Compensation Guidelines

Note: The guidelines offered here are based upon DEFINED COMPENSATION which consists of base salary, housing and Self-Employment Tax compensation.

Yrs. Of Service	Minister with Housing Allowance	Minister with Parsonage
Entry	58300	45000
1	59400	46100
2	60500	47200
3	61600	48300
4	62700	49400
5	63800	50500
6	64900	51600
7	66000	52700
8	67100	53800
9	68200	54900
10	69300	56000
11	70400	57100
12	71500	58200
13	72600	59300
14	73700	60400
15	74800	61500
16	75900	62600
17	77000	63700
18	78100	64800
19	79200	65900
20	80300	67000

For word and sacrament ministers beyond 20 years. Organizations should consider a 1.5% increase on each year of service beyond 20 years.



***NORTH CAROLINA SYNOD ELCA
2022 Ministers of Word and Service Compensation Guidelines***

Note: The guidelines offered here are based upon DEFINED COMPENSATION which consists of base salary, housing and Self-Employment Tax compensation.

In addition to numbers below, retirement, medical, dental, disability, and administration must be added to salary to reach total compensation. These items will normally range from 24% to 58% of base salary. The Portico website has easy to use calculator tools for this computation.

Yrs. Of Service	Minister with a Masters Degree	Minister without a Masters Degree
Entry	45000	40000
1	45750	40750
2	46500	41500
3	47250	42250
4	48000	43000
5	48750	43750
6	49500	44500
7	50250	45250
8	51000	46000
9	51750	46750
10	52500	47500
11	53250	48250
12	54000	49000
13	54750	49750
14	55500	50500
15	56250	51250
16	57000	52000
17	57750	52750
18	58500	53500
19	59250	54250
20	60000	55000

For word and service ministers beyond 20 years. Organizations should consider a 1.5% increase on each year of service beyond 20 years.



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EXAMPLE OF WORD AND SACRAMENT MINISTER WITH A HOUSING ALLOWANCE

1) Minimum Cash Compensation for a minister with 12 years experience:	\$ 71,500
2) \$71,500 x .9235. This is taxable wages	66,030
3) \$66,030 x .0765. This is the SECA	5,051
4) Determine Housing Allowance which is between 30% and 50% of Line 1	21,450
5) Whatever is left is the base salary	44,999

The totals of lines 3, 4, and 5 should be equal to that of line 1

Remember that these figures should be shaped to your situation so that the housing component, the base salary or the self-employment tax allowance may be larger or smaller than the figures we have used.

EXAMPLE OF WORD & SACRAMENT MINISTER WITH A PARSONAGE PROVIDED

Begin with the same Minimum Cash Compensation figure as a **Minister with Housing Allowance** (as above) and follow steps 1 through 4.

1) Minimum Cash Compensation for a minister with 12 years experience:	\$ 71,500
2) \$71,500 x .9235. This is taxable wages	66,030
3) \$66,030 x .0765. This is the SECA	<u>5,051</u>
4) Determine Housing Allowance which is between 30% and 50% of Line 1 \$71,500 X .30	21,450

Now go back to the table above and use the **Minister with Parsonage** value and subtract Lines 3 and 4 to determine the base salary.

5) Minimum Cash Compensation for a minister with 12 years experience:	\$ 58,200
SECA	5,051
6) Whatever is left is the base salary	53,149

The minister's income tax is figured on the base salary plus the cash allowance for self-employment tax. The minister's self-employment tax (SECA) is figured on the base salary, plus the housing allowance or the fair rental value of the parsonage, plus the cash allowance for the self-employment tax.

Housing Equity Allowance Fund should be calculated using the appropriate experience level and using the **Minister with Housing Allowance** guideline times a rate of 5%.

e.g., Minimum Cash Compensation for a minister with 12 years of experience is \$71,500



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$\$71,500 \times .05 = \text{Housing Equity Allowance Fund of } \$3,575$

EXAMPLE OF WORD & SERVICE MINISTER WITH A HOUSING ALLOWANCE

1) Minimum Cash Compensation for a minister with 8 years experience:	\$ 51,000
2) $\$71,500 \times .9235$. This is taxable wages	47,099
3) $\$66,030 \times .0765$. This is the SECA	3,603
4) Determine Housing Allowance which is between 30% and 50% of Line 1	24,000
5) Whatever is left is the base salary	23,397

The totals of lines 3, 4, and 5 should be equal to that of line 1

Remember that these figures should be shaped to your situation so that the housing component, the base salary or the self-employment tax allowance may be larger or smaller than the figures we have used.