**SUPPLEMENTAL REPORT OF THE SYNOD COUNCIL**

**June 6, 2019**

**OUR REDEEMER, DUMONT, LEGACY DIRECTIVE**

Closing worship for Our Redeemer, Dumont, took place on Sunday, June 2, 2019. The congregation has put together a legacy directive for Synod Council approval.

**It was moved and seconded:**

**THAT the New Jersey Synod Council approve the Legacy Directive from Our Redeemer, Dumont.**

**ADOPTED 06/06/2019**

**ROSTER CONCERNS**

**Minister of Word and Sacrament – Retirement**

**It was moved and seconded:**

**THAT the New Jersey Synod Council approve the retirement of the following Ministers of Word and Sacrament who, in consultation with the Bishop, have indicated their intent to seek retirement status as of the date indicated and as required by ELCA Constitution provision 7.41.07.**

 **The Rev. William Zimmermann 07/22/2019**

 **The Rev. Michael C. Gebhart 08/01/2019**

**(ADOPTED 06/06/2019)**

# Minister of Word and Sacrament – Request For On Leave From Call Status

**I was moved and seconded:**

**THAT The Rev. Hans Arnesen, who has resigned as pastor of St. Matthew, Jersey City, and has sent a letter concerning roster status to the Bishop, be placed in the roster category of “Minister of Word and Sacrament on Leave from Call, effective 08/11/2019.**

**(ADOPTED 06/06/2019)**

# Minister of Word and Sacrament – Call To Interim Pastoral Ministry

**It was moved and seconded:**

**THAT the Synod Council extend a call for Interim Pastoral Ministry to The Rev. Alexandra King, currently rostered in the Metropolitan Washington DC Synod, ELCA, to serve as Interim Pastor at St. Matthew Lutheran Church, Moorestown, NJ, according to the terms of agreement on file, effective through November 4, 2019.**

**(ADOPTED 06/06/2019)**

**SYNOD COUNCIL MEETING DATES 2019-2020**

**It was moved and seconded:**

**THAT the Synod Council (regular) meeting dates be set as follows:**

* **Saturday, September 21, 2019, 10:00 AM, Resurrection, Hamilton Square**
* **Saturday, December 7, 2019, 10:00 AM, St. Mark, Oaklyn**

 **(*Snow Date -Synod Office – Thurs. December 12, 2019, 5:00 PM*)**

* **Saturday, February 22, 2020, 10:00 AM, St. Paul, Jersey City**
* **Thursday, April 30 , 2020, 7:00 PM, Westin Forrestal Village, Princeton, NJ**
* **Fri.-Sat., May 1 -2, 2020 33rd Annual New Jersey Synod Assembly, Westin Forrestal Village, Princeton, NJ.**
* **Fri.-Sat., June 12-13, 2020, 4:00 PM, Synod Council Retreat, Cross Road Outdoor Ministries, 29 Pleasant Grove Rd., Port Murray, NJ**

**(ADOPTED 06/06/2019)**

**Report to Synod Council of the Ad Hoc Committee**

**June 6, 2019**

Resolution #2- Non Rostered Compensation Guidelines

Committee members- Maurice Willoughby, Rev. Sue Jones, Rev. Dave Stoner, Carla Hoenigmann, Kathy Nowak, staff: Rev. Sara Lilja

We recommend the 1999 ELCA Social Statement on: “Sufficient, Sustainable Livelihood for All” be used as a resource and studied by all Congregational Councils and Personnel Committees. We share this statement’s assumption that “The Church as an employer, property owner, consumer, investor, and community of believers can be as caught up in the reigning economic assumptions…, that may cause us to sin. But empowered by God, we continue to act, pray, and hope that through economic life there truly will be sufficient, sustainable livelihood for all.”

We also agree that part-time workers in the United States are often compensated without benefits and are often women workers, this reality contributes to economic hardship. All persons who labor for local congregations, who are living into their unique lay ministry as musicians, sextons, administrators, teachers, and other vocations of our church need to be fairly compensated and valued following state laws with regard to employment practices.

Each of these ministries represents important roles in each congregation’s life and should be justly compensated by the congregation. With such a great variety of roles and functions being performed by a wide variety of lay persons, it is impossible for the NJ Synod to provide compensations guidelines that would fairly reflect the wide range of education and position descriptions for these many servants of God’s ministry in the church.

Further, each of these persons serve as an employee of their individual congregation, and as such, the NJ Synod has no oversight authority for their work performance or for their compensation. The ELCA Office of General Counsel has advised us that NJ Synod cannot and should not be involved in the hiring, supervision of non-rostered congregational employees, and their compensation; this is the responsibility of local congregations. It should be noted that -ay leaders who are employed more than 20 hours per week for at least six months per year are eligible to enroll in the ELCA Pension and other benefits plan if the congregations so desires.

This being said, the New Jersey Synod’s role in recommending compensation guidelines for rostered leaders is done because rostered leaders are accountable to the Synod (as reflected in the responsibility to produce annual reports) and are subject to Synod discipline. Moreover, the authority for ordination and the office of pastor is accountable to the larger church, and not only to the individual congregation. This larger accountability is distinct from the situation of other non-rostered church staff.

With regard to fair compensation for non-rostered employees, it has been past practice of New Jersey Synod congregations that personnel committees and employees communicate with neighboring parishes of similar size and context to help discern fair wages and benefits that support just wages for all workers.

(ADOPTED 06/06/2019)