

Synod Assembly Minutes

June 3 and 4, 2022
Bowling Green Ohio

Friday June 3, 2022

On Saturday morning, June 3, 2022 the Northwestern Ohio Synod Assembly met at Bowen Thompson Student Union on the campus of Bowling Green State University. The following are the minutes of the business portion of the assembly. In addition to business sessions, members of the assembly participated in Story Walk #1 and Story Walk #2 which facilitated movement through the Emmaus Story.

BUSINESS SESSION #1

Opening of Assembly

Bishop Daniel G. Beaudoin

Bishop Beaudoin opened the assembly by welcoming everyone and introducing special guests, who stood to be recognized:

Northwestern Ohio Synod Council Officers

- Vice-President: Melissa Peper Firestone
- Secretary: Tracey Wright
- Treasurer: Shea McGrew
- Synod Parliamentarian Alan Fuhrhop

Special Guests

- Former Bishop Marcus Lohrmann and Heidi Lohrmann

Churchwide Organization

- Lori Fedyk Treasurer of the ELCA
- Sonja Markwart: Gift Planner for the ELCA Foundation

Region 6 Bishops

- Bishop Laura Barbins: Northeastern Ohio Synod
- Bishop Suzanne Darcy Dillahunt: Southern Ohio Synod
- Bishop Bill Gafkjen: Indiana Kentucky Synod
- Bishop Donald Kreiss: Southeast Michigan Synod
- Bishop Craig Satterlee: Northwest Lower Michigan Synod

Bishop turned the chair over to Vice-President Melissa Peper Firestone.

Testing of Electronic Voting Devices

Melissa Peper Firestone

Melissa ensured that all voting members had voting devices and that they were working and conducted testing of voting devices.

Credentials Report

Michelle Schaffer

Michelle reported that 331 total voting members were registered for the Assembly and that 277 were present. She declared that a quorum was present.

Rules of Procedure

Melissa Peper Firestone

Melissa read the rules of procedure, noting the recent [posted] update to Rule 3. No objections were offered, and the assembly adopted Rules 1-5, standing non-parliamentary rules of procedure, with unanimous consent. Melissa read the remaining rules of procedure. No objections were offered, and the assembly adopted Rules 6-8, standing parliamentary rules of procedure, with unanimous consent.

Adoption of the Order of Business / Constitutional Updates **Melissa Peper Firestone**

Melissa shared that The Synod Council had moved to adopt the Order of Business as listed on pages 10 and 11 in the Business Materials. For clarification, she shared that the following two memorials are included in the order of business: *A Memorial Regarding Non-Disclosure and Non-Disparagement Agreements*; and *Memorial: Changing the On Leave From Call Removal Process in the ELCA*. For clarification, she shared that the resolution titled *Resolution: Changing the On Leave From Call Removal Process in the Northwestern Ohio Synod, ELCA* is also included in the order of business.

Melissa called for any objection, to adopt the order of business with unanimous consent. When moving to adopt the order of business, Pastor Keith Hunsinger objected.

Pastor Keith Hunsinger moved to amend the order of businesses, that the next item of business be the constitutional changes listed for the afternoon, to allow ecumenical partners to vote in this assembly.

The chair paused and consulted with the parliamentarian and addressed the Assembly to explain what would be required to follow through with the motion.

Melissa explained that passage of the motion would require a recess of the assembly, a convening of Synod Council, approval of the addition of voting members and a re-credentialing with the added voting members, before resuming the assembly.

Pastor Mary Beth Smith-Gunn offered a second.

Pastor Alan Brown spoke in favor of the motion.

Pastor Keith Hunsinger asked if it was possible to strike the language that requires the Synod Council to approve a process.

Melissa invited the Administrator Jacob Henry for explanation. Jacob explained that would be out of order because it would no longer be identical to the model constitution as required.

Ed Wagner asked for clarification.

Pastor Dana Bjorlin inquired if there was a quorum of Synod Council present.

Melissa asked for Synod Council members to stand; she informed the Assembly that a quorum of Synod Council members was present.

Pastor Keith restated the motion to amend the Order of Business to move to the next item on the agenda to be voting on constitutional changes, that it would move from this afternoon's agenda to the next item on the agenda.

Melissa took a voice vote on the motion to amend the Order of Business, which passed.

Pastor Will Stenke asked for clarification on the upcoming vote.

Melissa called Pastor Keith Hunsinger to the microphone for clarification on his motion, he stated that he wanted to move to vote on the constitutional update en bloc.

Melissa presented the constitutional updates. Melissa requested a second of the Synod Council's motion.

Pastor Matt Voyer provided the second.

Pastor Melissa Micham inquired about proposed amendment S8.11.01 and if there are places in the ELCA where a synod bishop provided services for another expression of the Church. Jacob Henry responded that there were none that the synod is aware of.

Melissa called for a vote on the adoption of constitutional updates.

Approve: 239 [94.47%]

Oppose: 14 [5.53%]

The constitutional updates were adopted.

Melissa declared a 5-minute recess so that the Synod Council could meet and approve a process to allow ecumenical partners to vote in the Assembly in accordance with newly adopted provision S7.27.

Melissa re-convened the assembly. Bishop Craig Satterlee offered scripture and prayer.

Melissa called for adoption of the new order of business by unanimous consent, which was adopted without objection. Melissa reported that the Synod Council had approved the process to allow ecumenical partners voice and vote in this assembly. Melissa called Michelle Schaffer from the Credentials Committee forward for an updated credentials report.

Credentials Report

Michelle Schaeffer

Michelle provided a re-credentialing report: 334 voting members were registered, and 280 voting members were present, a quorum was present.

Melissa turned the chair over to Lori Fedyck, ELCA representative.

Explanation of the Election of a Bishop

Lori Fedyck

Lori explained the full process of election of a bishop, which begins with an ecclesiastical ballot, followed by 4 ballots if there is no election.

Lori called on Michelle Schaffer to provide a credentials report.

Credential Report Ahead of Election

Michelle Schaeffer

Michelle shared that 334 voting members had registered and 280 voting members were present.

Explanation of Election of a Bishop, Continued

Lori Fedyck

Lori reminded the assembly of the requirements for ballot 1, and called Ardy Gonyer, co-chair of the Bishop Election Committee, to provide an explanation of how the first vote would be carried out.

Logistics for the Election of a Bishop

Ardy Gonyer

Ardy provided a logistical explanation of how to cast Ballot 1.

Election of a Bishop Ballot 1

Lori Fedyck

Lori asked for questions before the vote. No questions were asked

Becky Seibert of the Bishop Election Committee provided prayer before ballots were cast.

Lori instructed the committee to pass out the ecclesiastical ballots and voting commenced. Ballots were collected by the Bishop Election Committee.

Lori returned the chair to Bishop Daniel.

Bishop Daniel invited Diane Ninke forward to present the nominees.

Presentation of Nominees

Diane Ninke

Diane presented nominees for Synod Council terms beginning in 2022:

For Consultation Committee At Large Lay, David Myerholtz and Glenn Richter

For Consultation Committee At Large Lay, Mark Hill

For Synod Council Toledo Rostered Minister, Pastor Brenda Peconge
and Pastor Nate Tuff

For Synod Council Maumee Valley Lay, Mary Boals and Kelly Weber

For Synod Council Youth / Young Adult, Jillian Russell

For Synod Council At-Large Lay, Cindy Harris.

For Synod Council Southwestern Lay, Wendy Bauer and Chuck Curry

For Synod Council Eastern Lay, Michelle Schaffer

Bishop Daniel called for nominations from the floor, seeing none, nominations for Synod Council terms beginning in 2022 were declared closed

Diane presented present Synod Council nominees for 3-year terms beginning in 2023:

For Synod Council Central Lay, Caitlin Brink and Christine Reasoner

For Synod Council Maumee Valley Rostered Minister, Pastor Ashley Rosa-Ruggieri

For Synod Council Eastern Rostered Minister, Deacon Carolyn Steinfeldt

For Synod Council Southeast Lay, Steve Ackerman and Jerusha Walker

For Synod Council Toledo Lay, Kevin Swagler

For Synod Council At-Large Lay, Kathy Jurrus

Bishop Daniel called for nominations from the floor, seeing none, nominations for Synod Council terms beginning in 2023 were declared closed

Diane presented nominees for Consultation Committee, 6-year terms beginning in 2022:

For Consultation Committee At Large Lay, David Myerholtz and Glenn Richter

For Consultation Committee At Large Lay, Mark Hill

Bishop Daniel called for any nominations from the floor. Hearing none, he declared nominations for Consultation Committee terms beginning in 2022 closed.

Diane presented nominees for Consultation Committee, 6-year terms beginning in 2023:

For Consultation Committee At Large Rostered Minister, Vicar Carol Pretorius and Vicar Robin Small

For Consultation Committee At Large Lay, Amy Hoffman and Tenesha Ulrich

Bishop Daniel called for any nominations from the floor. Hearing none, he declared nominations for Consultation Committee terms beginning in 2023 closed.

Diane presented nominees for Discipline Committee, 6-year terms beginning in 2022:

For Discipline Committee Lay, Brenda Schibler and Amy Schroeder

For Discipline Committee Rostered Minister, Pastor Jeff Gramza and Pastor Doris Mars

Bishop called for any nominations from the floor. Hearing none, he declared nominations for Discipline Committee terms beginning in 2022 closed.

Diane presented the nominees for Discipline Committee 6-year terms beginning in 2023:

For Discipline Committee Lay, Paul Beineke and Milt Pommeranz

For Discipline Committee Rostered Minister, Pastor Melodi Hagen and Vicar Rebecca West-Estell

Bishop called for any nominations from the floor. Hearing none, he declared nominations for Discipline Committee 6-year terms beginning in 2023 closed.

Diane presented the nominees for Nominating Committee terms beginning in 2022:

For Nominating Committee Toledo, Tom Ritter

For Nominating Committee Central, Pastor Doris Mars

For Nominating Committee at large, none secured.

Bishop called for any nominations from the floor. Hearing none, he declared nominations for Nominating Committee terms beginning in 2022 closed.

Diane presented nominees for Nominating Committee, 3-year terms beginning in 2023:
For Nominating Committee Eastern, Pastor Matt Wheeler.

For Nominating Committee At Large, Diane Ninke.

For Nominating Committee Maumee Valley, none secured.

Bishop called for any nominations from the floor. Hearing none, he declared
nominations Nominating Committee, 3-year terms beginning in 2023 closed.

Diane presented the nominee for ELCA Church Council Lay Male. She informed the assembly that due to a misunderstanding with Churchwide at our 2021 Assembly, we only elected one nominee when we should have elected two. One more nominee was to be presented If elected, this person would join Hans Giller as nominees for ELCA Church Council, and the 2022 Churchwide Assembly will vote between the two individuals.

For ELCA Church Council, Lay Male nominee, Alan Fuhrhop.

Bishop called for any nominations from the floor. Hearing none, he declared
nominations for ELCA Church Council lay male nominee closed.

All nominations declared closed, Bishop reminded the assembly that voting on nominees would occur during the business session that afternoon.

Deacon Jean Wise prayed for the nominees.

Bishop Daniel reminded the assembly that there would be time in the afternoon session for discussion and voting on the constitutional updates.

Presentation of Mission Spending Plan

Jacob Henry

Jacob Henry presented the mission spending plan with proposed total revenues of \$1,704,403 and total expenses of \$1,704,403.

Presentation of Compensation Guidelines

Pastor Katie Suggitt

Pastor Katie Suggitt presented the compensation guidelines which included a suggested increase to base salary of 3%, the additional of deferred holidays, and suggested updates to family leave.

Presentation of Memorials and Resolutions

Melissa Peper Firestone

Melissa reminded the assembly that the two memorials and one resolution for consideration could be found in the update posted separately to the Assembly webpage. She reported that the Reference and Counsel Committee had reviewed the memorials and resolutions and found them to be in order and not in conflict with the governing documents of this church.

Melissa read the resolved of *A Memorial Regarding Non-Disclosure and Non-Disparagement Agreements*, found on page 2 of the Resolutions and Memorials Update.

THEREFORE, BE IT RESOLVED that the Northwestern Ohio Synod of the ELCA memorialize the 2022 churchwide assembly to include in all constitutions (Constitutions, Bylaws, and Continuing Resolutions of the ELCA, Constitution for Synods, and Model Constitution for Congregations) that the satisfaction of severance arrangements is to be separate from considerations outlined in an NDA (non-disparagement agreements, non-disclosure agreements) or any agreements that would prevent someone to speak freely about their previous employment situation. And be it further...

RESOLVED that mutual consideration must be reflected in separation agreements through fair mediation.

Melissa read the resolved clauses of *Memorial: Changing the On Leave from Call Removal Process in the ELCA*, found on page 3 of the Resolutions and Memorials Update posted on the Assembly webpage.

BE IT RESOLVED that the Northwestern Ohio Synod Assembly memorialize the 2022 ELCA Churchwide Assembly to make the necessary Constitutional changes (ELCA Constitution, 7.31.07, 7.61.08) as expediently as possible, prohibiting removal from the ELCA roster by not approving or not renewing their On Leave From Call Status.

Melissa read the resolved clauses of the resolution titled: *Resolution: Changing the On Leave From Call Removal Process in the Northwestern Ohio Synod, ELCA*, found on page 4 of the Resolutions and Memorials Update posted separately on the Assembly webpage.

BE IT RESOLVED that the Northwestern Ohio Synod Assembly calls upon the Northwestern Ohio Synod Council and Bishop to routinely grant On Leave From Call status to those rostered ministers who request it, providing that they have satisfied all of the requirements in the Roster Manual.

AND BE IT FURTHER RESOLVED that, until such time when the governing documents of this church are revised, the policy of the Northwestern Ohio Synod will be to exercise the discretion permitted in our governing documents with the intention of keeping ministers in good standing on the roster, and to steward the rosters of the church with compassion and grace.

Melissa reminded the assembly that for the sake of efficiency, any amendment to memorials or resolutions should be submitted to the Synod Council Secretary Tracey Wright via email to assembly@nwos-elca.org, or in writing to the Secretary's Table on the Assembly floor no later than 1pm Friday June 3, 2022 and that individuals should confirm receipt of the document with the Secretary.

Churchwide Report

Lori Fedyk

Bishop Daniel invited turned the chair over to Lori Fedyk, for the Churchwide Report.

Lori Fedyk shared how impressed she was with the work in the synod, including our ecumenical partnerships, seminary candidates and work of mission. She thanked the synod for the \$751,404 shared with the Churchwide organization by NWOS in 2021, with 51% of gifts received by the synod passed on, there was a 2.4% increase in giving from the previous year. 2021 was a record year for direct gifts to support ELCA World Hunger with NWOS contributing over \$337,000. World Hunger grants were provided to First, Bryan and Salem, North Toledo in 2022. Gifts to Lutheran Disaster Response from NWOS totaled over \$375,000. Lori thanked the assembly for their generosity and particular year-end giving campaign to LDR. She highlighted the humanitarian response to Eastern Europe during the crisis in Ukraine. Lori lifted up the great work of Camino de Vida, Fremont and Sonfire Ministries, Pemberville as new starts. She shared that strategic grant had been given to Salem-North Toledo and Redeemer-Toledo. Synod Vitality Grants were given to the LIFT Parish LLC Discipleship and Outreach in Fremont. Lori thanked the synod for the support shown to missionaries in Tanzania, Mexico and Serbia. A video of Presiding Bishop Eaton was shown, highlighting what it means to tell the “old old story in a new way”. Lori shared the Churchwide goal of engaging one million young and diverse new people. Congratulations was extended to recent graduates and scholarship recipients of the Pacific Lutheran Theological Seminary: Tanyce Addison, Carol Pretorius, Robin Small, Rebecca West-Estell; Luther Seminary: Ann Augustin, Ryan Cordle, Shawn Schneider; and Wartburg Theological Seminary: Katlin Zaborski-Leslie and David Frye. Lori announced that the Churchwide Assembly would be held in Columbus, Ohio August 8-12, 2022 and the Rostered Ministers Gathering would be held in Phoenix, Arizona on July 17-20, 2023. Lori also shared the availability of the worship resource, All Creation Sings. She shared that the 2024 ELCA Youth Gathering and MYLE and the tAble will be held in New Orleans July 13-20 of 2024. Special thanks was given to Melissa Peper-Firestone-2022 Churchwide Assembly Memorials Committee, Sonja Markwart-Regional Gift Planner of the ELCA Foundation, Rev. Kent Peterson-Mission Investment Fund Regional Manager, Rev. Cathy Schibler-PORTICO Regional Representative, Rev. Sarah Schaaf-Director for Evangelical Mission, Bishop Daniel Beaudoin, the election committee and the NWOS staff. Lori thanked the synod again for all their work On the Way.

At the conclusion of her report, Lori invited Ardy Gonyer forward to present the results of the first ballot for bishop.

Announcement of Ballot 1

Ardy Gonyer

Ardy provided the results from Ballot 1 for Election of a Bishop:

266 Votes Cast

6 Illegal Votes

260 Legal Votes

195 Votes Needed for Election

Daniel Beaudoin-216 Votes

Kevin Maxey-14 Votes

Adam Sornchai-5 Votes

Matt Musteric-4 Votes

Henry Seibert-4 Votes

Anita Marshall-3 Votes

Jeff Gramza-1 Vote

Todd Milner-1 Vote

Mary Beth Smith-Gunn-1 Vote

Will Haggis-1 Vote

Will Steinke-1 Vote

Shawn O'Brien-1 Vote

Matthew Wheeler-1 Vote

Cindy Ritter-1 Vote

Tim Philabaum-1 Vote

Jim Wenger-1 Vote

Marcus Lohrmann-1 Vote

Martin Bilmaier-1 Vote

Steve Ramsey-1 Vote

Sarah Schaaf-1 Vote

Lori Fedyk declared the election of Bishop Daniel G. Beaudoin. She returned the chair to Bishop Daniel.

Comments by Elected Bishop

Bishop Daniel G. Beaudoin

Bishop Daniel delivered remarks of thanks to the assembly.

Announcements

Caroline Guy

Caroline Guy provided announcements about lunch and upcoming workshop sessions.

Pastor Ken Politz provided a lunch prayer.

BUSINESS SESSION #2

Opening of Business Session 2

Bishop Daniel G. Beaudoin

Bishop Daniel led the assembly in test questions to insure proper operation of voting devices. He then invited Treasurer Shea McGrew forward for the Treasurer's report.

Treasurer's Report

Shea McGrew

Shea McGrew reported that the Synod Council had appointed a Finance Team (Shea McGrew, Jim Deer, Clark Price, Jacob Henry, likely to expand) to work on a financial strategy for the synod to ensure future financial stability and sustainability. Currently the finances are healthy and there has been recent success with fundraising, yet income trends are declining. The Finance Team and Synod Council's work on financial strategy will address this and work towards sustainability. There are recommendations from the Finance Team for simplification, modification, and consolidation in the financial structure to support the work of the synod. A policy has been drafted for managing investments that aligns with the different kinds of funds that the synod manages, including cash reserves, short-term investment considerations with high liquidity, a modest endowment that would be good to grow over time for longer term considerations without great need for liquidity, and funds established by donors and Synod Council. The team has been developing strategies to address the decline in mission support. Bishop has asked the team how the synod can operate more like a non-profit—nimble, entrepreneurial, and more assertive in seeking resources. Cost-reductions have also been a focus of the team, as has consideration for how we approach and probably expand fundraising for the synod as well as for congregational stewardship efforts. The hope is to have the ability to fund immediate and emerging ministries while also growing the permanent endowment to provide regular dollars to fund programs and operations and align fundraising to invite folks into opportunities to give. The Finance Team will bring recommendations to Synod Council this summer for action

Vice President's Report

Melissa Peper Firestone

Melissa Peper Firestone provided the Vice President's Report. She recognized thanked and recognized each member of Synod Council, synod staff and the parliamentarian, Alan Furhop. Melissa remarked on the challenges and great hopes from her past 8 years as Vice-President, sharing that she has learned much from her service.

Bishop's Report

Bishop Daniel G. Beaudoin

Bishop Daniel provided the Bishop's Report. He began by sharing about 2022 Year of Vision and then outlined seven important things: mission, colleagues, professional helpers, the team, scripture, Grandma Rachel, and Jesus. Bishop blessed the assembly.

Pastor Steve Smithburger provided a moment of prayer.

Voting on Slate of Nominees

Bishop Daniel G. Beaudoin

Bishop called for a vote to elect by unanimous consent nominees for which there was only a single nominee for terms beginning in 2022:

Jillian Russell, Synod Council Youth/YA
Cindy Harris, Synod Council at-large lay
Michelle Schaffer, Synod Council Eastern Lay
Mark Hill, Consultation Committee at-large lay
Tom Ritter, Nominating Committee Toledo
Pastor Doris Mars, Nominating Committee Central
and Alan Fuhrhop, ELCA Church Council Lay male nominee

These nominees were elected without objection, by unanimous consent.

Bishop called for a vote to elect by unanimous consent nominees for which there was only a single nominee for terms beginning in 2023:

Pastor Ashley Rosa-Ruggieri, Synod Council Maumee Valley Rostered Minister
Deacon Carolyn Steinfeldt, Synod Council Eastern Rostered Minister
Kevin Swaggler, Synod Council Toledo Lay
Kathy Jurrus, Synod Council At large lay
Pastor Matt Wheeler, Nominating Committee Eastern
and Diane Ninke, Nominating Committee at large

These nominees were elected without objection, by unanimous consent.

Bishop led the assembly in voting for the remaining slate of candidates by voting devices. The following were elected:

Synod Council lay member, Vice-President, terms beginning in 2022:

Noel cordle 84 [36%]

Nancy Yunker 149 [64%]

Synod Council Toledo Rostered Minister:

Pastor Brenda Peconge 118 [51%]

Pastor Nate Tuff 114 [49%]

Synod Council Maumee Valley Lay:

Mary Boals 93 [41%]

Kelly Weber 134 [59%]

For Synod Council Southwestern Lay:

Wendy Bauer 118 [53%]

Chuck Curry 105 [47%]

Consultation Committee nominees, for terms beginning in 2022:

David Myerholtz 115 [53%]

Glenn Richter 102 [47%]

Discipline Committee terms beginning in 2022:

Brenda Schibler 76 [35%]

Amy Schroeder 142 [65%]

Discipline Committee at large rostered Minister of Word and Sacrament:

Pastor Jeff Gramza 77 [32%]

Pastor Doris Mars 160 [68%]

Synod Council Central lay, terms beginning in 2023:

Caitlin Brink 112 [54%]

Christine Reasoner 97 [46%]

Synod Council Southeast lay:

Steve Ackerman 99 [45%]

Jerusha Walker 121 [55%]

Consultation Committee, terms beginning in 2023:

Vicar Carol Pretorius 110 [48%]

Vicar Robin Small 120 [52%]

Consultation Committee at large lay:

Amy Hoffman 140 [65%]

Tenesha Ulrich 76 [35%]

Discipline Committee at large lay, terms beginning in 2023

Paul Beineke 102 [47%]

Milt Pommeranz 117 [53%]

Discipline Committee at large Rostered Minister of Word and Sacrament

Pastor Melodi Hagen 130 [56%]

Vicar Rebecca West Estell 101 [44%]

Bishop Gafkjen offered scripture, prayer and song.

Mission Spending Plan

Bishop Daniel G. Beaudoin

Synod council had already made the motion that the assembly approve the mission spending plan. Bishop Daniel welcomed a second to open discussion.

Pastor Doris Mars provided a second.

With no discussion, Bishop led the assembly in voting on the mission spending plan.

Approve: 217 [98%]

Oppose: 4 [2%]

The mission spending plan was approved.

Compensation Guidelines

Bishop Daniel G. Beaudoin

Synod council had already made the motion that the assembly approve compensation guidelines. Bishop Daniel welcomed a second to open discussion.

Deb Noll provided the second.

The secretary had received an amendment regarding parental leave:

"~~Maternal/ paternal Parental leave~~ following the birth of a child – Eight (8) weeks of paid ~~maternity~~ parental leave should be available to ~~mothers all parents~~ immediately following the birth of a child. ~~Five (5) weeks of paid paternal leave is recommended for a father immediately after the birth of a child.~~ The needs of each rostered minister and congregation may vary. It is recommended that the congregation pay full salary and benefits during this time. At a minimum, full benefits for the rostered minister should be maintained during a ~~maternity or~~ parental leave. Some factors that may be considered in determining salary and benefits during such a leave are the rostered minister's length of service with the congregation, vacation time available, housing costs, and the hardship to the rostered minister or the congregation.

***Adoption leave** should be offered to parents who are adopting children. A minimum ~~of five (5) weeks- of eight (8) weeks~~ should be offered. The number of weeks of leave before and after the adoption should be specified in advance, and with mutual discussion with the pastor."*

Pastor Paul Baiile provided a second.

Pastor Adam Sornchai, Pastor Kristin Hunsinger spoke in favor of the amendment.

By voice vote without objection, the amendment was adopted.

The secretary had received another amendment regarding changes to weekly time off:

"In managing time at work and time off it might be helpful to consider each day as having three segments: morning, afternoon, and evening. Each week contains twenty-one such segments. Working fifteen or sixteen ten of those segments, equaling approximately 50 hours 40 hours, is suggested as the norm."

Pastor Ashley Rosa Ruggieri seconded.

Pastor Greg Olsen spoke in favor of the amendment.

Pastor Mary Beth Smith-Gunn spoke in opposition.

Pastor Mary Beth Smith-Gunn offered an amendment to the amendment to change to weekly time off,

"Striving to work Working fifteen or sixteen up to twelve of those segments, equaling approximately 50 hours 45 hours, is suggested as the norm."

The motion to amend the amendment was seconded by Pastor Dana Bjorlin.

Louise Schlaughter raised a point of order regarding hourly segments.

Pastor Mary Beth Smith-Gunn replied to the point of order raised.

Carla Wiemken spoke in favor of the amendment to the amendment.

Pastor Jennifer Gonsalves spoke in opposition to the amendment to the amendment.

Pastor Ashley Rosa Ruggieri spoke to the amendment to the amendment and called the previous question.

Robin Richter provided the second.

Bishop Daniel asked for a voice vote to call the question which was approved.

Bishop Daniel asked for a voice vote on the amendment to the amendment, the result sounded in opposition.

A member of the assembly called to divide the house.

Brayden Browning had a point of order which Bishop answered.

Bishop led the vote on the amendment to the amendment by voting device:

Approve: 60 [26%]

Oppose: 172 [74%]

The amendment to the amendment failed.

Cindy Harris had a point of order which Bishop answered.

Robin Richter spoke to the original amendment from the floor.

Pastor Kevin Maxey had a point of order regarding the original language of the amendment as reflected on the screen.

Bishop asked for a voice vote on the original amendment:

"In managing time at work and time off it might be helpful to consider each day as having three segments: morning, afternoon, and evening. Each week contains twenty-one such segments. Working fifteen or sixteen ten of those segments, equaling approximately 50 hours 40 hours, is suggested as the norm."

The ayes had the vote. The amendment passed.

Pastor Kevin Maxey had a point of order regarding the taskforce that worked on the compensation guidelines. Pastor Katie Suggitt spoke to the work of the taskforce on the compensation guidelines before the assembly.

Deacon Mandy Carpenter had a point of order regarding a correction on pg 55 on the 2024 recommended base salary regarding the year of ordination needing to be changed and the subsequent years adjusted.

Bishop thanked Deacon Mandy for the correction.

Pastor Mary Smith-Gunn had a point of order regarding research on the proposed compensation guidelines would affect congregations. Pastor Katie Suggitt addressed the point of order.

Bishop invited the assembly to vote by voting machine 2023/2024 Compensation Guidelines as amended to include Parental Leave and Segments and Hour Changes approved:

Approve 195 [85%]

Oppose 35 [15%]

The Compensation Guidelines were approved.

Bishop Daniel turned the chair over to Melissa.

Memorials and Resolutions

Melissa Peper Firestone

As A Memorial: Regarding Non-Disclosure and Non-Disparagement Agreements was a written motion, Melissa asked for a second.

Pastor Dalton Rosa-Ruggieri provided the second.

Pastor Adam Sornchai spoke in favor

Melissa proceeded to a vote by voting machine for the adoption of the memorial: A Memorial: Regarding Non-Disclosure and Non-Disparagement Agreements memorial.

Approve: 199 [92%]

Oppose: 18 [8%]

The memorial was adopted.

Melissa proceeded to A Memorial: Changing the On Leave from Call Removal Process in the ELCA and called for a second.

Pastor Kevin Maxey provided the second.

Pastor Matt Musteric spoke in favor as a co-author of the memorial.

Pastor Marcus Lohrmann spoke in opposition.

Pastor Kevin Maxey spoke in favor.

Pastor Will Stenke spoke in opposition.

Pastor Kristin Hunsinger spoke in favor.

Roger Bostdorf had a clarification question regarding time limitations and employment restrictions with on leave from call status. Jacob Henry responded to this question.

Melissa led voting by voting device to adopt the memorial: Memorial: changing the On Leave From Call Process in the ELCA.

Approve: 124 [58%]

Oppose 89 [42%]

The memorial was adopted.

Melissa turned the chair back to Bishop Daniel.

Bishop Daniel provided announcements regarding worship.

The assembly worshiped together to close out the first day of assembly.

Saturday June 4, 2022

On Saturday morning, June 4, 2022 the Northwestern Ohio Synod Assembly reconvened at Bowen Thompson Student Union on the campus of Bowling Green State University. Caroline Guy offered announcements regarding the schedule and logistics of the day. Bishop Daniel welcomed the assembly to begin the day in prayer and Pastor Beth Giller lead a morning prayer service.

Following the prayer service, Bishop Daniel invited Youth Voting Member Nate Stenke to address the assembly. Nate urged the assembly to consider how to engage more youth in their communities. Following Nate's remarks, Bishop Daniel encouraged the assembly to lift our siblings in the Sierra Pacific Synod in prayer as they went about their synod assembly happening at the same time. Bishop Don Kreiss provided scripture, prayer and a song. Pastor Sarah Schaaf provided instructions for the assembly to proceed to Story Walk #3.

BUSINESS SESSION #2 Continued

Resolutions and Memorials

Bishop Daniel G. Beaudoin

Bishop Daniel re-convened the business session with scripture and prayer.

Bishop Daniel invited a second to bring *Resolution: Changing the On-Leave from Call Removal Process in the Northwestern Ohio Synod, ELCA* to the floor.

Pastor Adam Brown provided the second.

Bishop Daniel opened the floor for discussion.

Pastor Doug Pretorius had a point of inquiry, requesting that the authors of the resolution explain the intention behind the motion and spoke in opposition.

Pastor Kristin Hunsinger spoke as co-author and in favor of the resolution.

Pastor Matt Musteric as co-author and in favor.

Bishop Daniel asked if there was any objection to granting Bishop Laura Barbins voice in the assembly. There was no objection. Bishop Barbins spoke to the Assembly regarding the resolution.

Pastor Jennifer Gonsalves had a clarifying question, asking how On-Leave from Call worked in this synod. Administrator Jacob Henry explained the On-Leave from Call process policy in use and the a draft policy pending before the Synod Council.

Pastor Keith Hunsinger spoke in favor of the resolution.

Pastor Doris Mars spoke in favor of the resolution.

Ryan Mays spoke in opposition.

Bishop Daniel reminds the assembly that an additional memorial and resolution have been received from the floor, and that it is important to be aware of time.

Pastor Doug Pretorius spoke in opposition.

Bishop Daniel informed the assembly that he will welcome two more speakers, and that he will allow Pastor Musteric to speak again if the assembly permits, despite previous use of time. The assembly did permit.

Pastor Matt Musteric spoke in affirmation and clarified language as co-author.

Cindy Bartley called the question.

Bishop Daniel invited the assembly to vote by voting machine to call the question:

Approve: 210 [93%]

Oppose: 17 [7%]

The question was called.

Bishop Daniel invited the assembly to vote on the adoption of the resolution, *Resolution: Changing the On Leave from Call Removal Process in the Northwestern Ohio Synod, ELCA*:

Approve: 163 [71.5%]

Oppose: 65 [38.5%]

The resolution was adopted.

Bishop Daniel turned the chair over to Vice-President Melissa Peper Firestone.

Melissa informed the assembly that a resolution and memorial were submitted and that based on rule 8 of the Rules of Procedure, items of business not on the Order of Business may be introduced by a 2/3 vote of the assembly. She shared the titles: A Resolution: Response to Recent Gun Violence and A Memorial: Response to Recent Gun Violence and asked for a vote to hear the later.

Pastor Greg Olsen had a point of order, requesting that the documents be published in a way everyone could access, preferably on the screens.

Melissa explained that the vote is just to determine if the assembly would like to add them to the agenda.

An unidentified man had a point of order regarding the need for a motion from the floor. Melissa and the Bishop Daniel determined that the process of the assembly

determining if they would like to hear the resolution and memorial was in line with Rule 8 of the Rules of Procedures.

Pastor Kristin Hunsinger raised a point of order, clarifying her understanding of Pastor Greg Olsen's request to display the proposed memorial on the screen.

Melissa repeated the title and subject and restated that this vote would be to determine adding it to the agenda.

Pastor Will Stenke raised a point of order and asked if the vote was to add both the resolution and memorial to the agenda.

Melissa clarified that this vote would be to determine if both would be added to the agenda simultaneously. She explained that all of the other items considered had been brought to the floor by synod council and that rules of procedure require a vote of the assembly to add these items from the floor to the agenda.

Melissa invited the assembly to vote, *To Hear: A Memorial and Resolution: Response to Recent Gun Violence*

Approve: 163 [72%]

Oppose: 62 [28%]

The assembly approved adding the two items to the agenda.

The memorial was displayed on the screen and Melissa read the text to the assembly.

A Memorial Response to Reccent Gun Violence

WHEREAS since the beginning of 2022 there has been 18 and now 19 violent mass shootings,

WHEREAS these actions of violence have not discriminated in their creation of trauma, impacting schools, workplaces, health facilities, faith communities and all manner of places,

WHEREAS just yesterday, the State of New York voted to tighten New York's gun ownership restrictions including raising the age from 18 to 21 for the purchase of semi-automatic rifles,

WHEREAS these acts of violence have not discriminated in geography and pose a threat to children of God throughout our country,

THEREFORE, be it resolved that the Northwestern Ohio Synod memorialize the ELCA Churchwide Assembly to oppose the sale of semi-automatic rifles to those under 21 through the creation of a policy statement to be forwarded to ELCA Advocacy Office.

Pastor Melissa Micham provided the second.

Melissa invited discussion. A point of order was raised regarding the difference between a memorial and a resolution. Administrator Jacob Henry provided an explanation on the difference between a memorial [a resolution requesting action of the Churchwide body] and resolution [asking our synod to take action].

Melissa thanked Jacob and recognized the first person for debate.

Peg Bjorlin spoke in favor, and as a co-author.

Pastor Mark English motioned to amend the memorial:

THEREFORE, be it resolved that the Northwestern Ohio Synod memorialize the ELCA Churchwide Assembly to oppose the sale of semi-automatic rifles ~~to those under 21~~ through the creation of a policy statement to be forwarded to ELCA Advocacy Office.

Rayden Browning seconded the motion.

Sarah Berkman raised a point of order regarding what Pastor Mark English intended to amend.

Melissa clarified that the amendment.

Rayden Browning spoke in favor of the amendment.

Pastor Tom Zulick spoke in favor of the amendment.

Gene Bend spoke in opposition to the amendment.

Pastor Dave Brobst spoke in opposition to the amendment.

Student Pastor Rebecca West-Estell spoke in favor of the amendment.

Pastor Steve Smithburger called the question.

Pastor Kristin Hunsinger provided the second.

Melissa invited the Assembly to vote: To call the question.

Yes [189] 86%

No [32] 14%

The question was called.

Melissa invited the Assembly to vote To Amend: A Memorial: Response to Recent Gun Violence strike “through age 21...”

Approve [129] 58%

Oppose [94] 43%

The amendment was defeated.

Melissa invited debate on the original memorial.

Pastor Dana Bjorlin raised a point of inquiry regarding the percentage of votes needed for the amendment to pass.

Consultation with the parliamentarian confirmed that only a majority vote was required for the adoption of the amendment, and indeed enough votes were secured. Melissa announced that the amendment was adopted and invited debate on the amended memorial.

Pastor Howard Abts moved to call the previous question.

Pastor Dave Brobst provided the second.

Melissa invited the Assembly to vote: Call the Question

Yes [183] 83%

No [37] 17%

The question was called and discussion was ended.

Melissa invited the Assembly to vote: A Memorial: Response to Recent Gun Violence.

Approve [154] 68%

Oppose [71] 32%

The memorial was approved.

Melissa invited Bishop Laura Barbins to provide scripture, and prayer.

Bishop Laura Barbins provided scripture, and prayer.

Melissa yielded the chair back to Bishop Daniel.

The Assembly sang a song.

Bishop Daniel called up the text of the resolution *A Resolution on Gun Violence* on the screen and read the THEREFORE clauses.

A Resolution on Gun Violence

WHEREAS since the beginning of 2022 there has been 18 and now 19 violent mass shootings,

WHEREAS these actions of violence have not discriminated in their creation of trauma, impacting schools, work places, health facilities, faith communities and all manner of places,

WHEREAS just yesterday, the State of New York voted to tighten New York's gun ownership restrictions including raising the age from 18 to 21 for the purchase of semi-automatic rifles,

WHEREAS these acts of violence have not discriminated in geography and pose a threat to children of God throughout our country,

THEREFORE, be it resolved that we as the Northwestern Ohio Synod Assembly oppose the sale of semi-automatic rifles to those under 21 in the State of Ohio and

THEREFORE, be it resolved that the Northwestern Ohio Synod Assembly direct the Synod Council to communicate this to Governor DeWine, and

THEREFORE, be it resolved that the Northwestern Ohio Synod Council appoint two individuals to attend the 2023 Ecumenical Advocacy Days in Washington, DC, as hosted by the office of ELCA Advocacy, to advocate for gun reform.

Bishop Daniel called for a second.

Cindy Harris seconded the motion.

Bishop Daniel invited discussion on the resolution.

Richard Bauer made a motion to amend the resolution:

THEREFORE, be it resolved that we as the Northwestern Ohio Synod Assembly oppose the sale of ~~semi-automatic rifles~~ AR military assault style weapons, semi-automatic shotguns and pistols ~~to those under 21~~ in the State of Ohio and

Pastor Mark English seconded the amendment.

Bishop Daniel invited discussion on the amendment.

Dave Schwinnung rose to suggest that the language stay consistent with the memorial.

Pastor Mark Bauer made a point of order to clarify the grammar on the screen.

Dave Schwinnung made a motion to amend the amendment to:

THEREFORE, be it resolved that we as the Northwestern Ohio Synod Assembly oppose the sale of semi-automatic rifles AR military assault style weapons, semi-automatic shotguns and pistols semi-automatic weapons to those under 21 in the State of Ohio and

Bishop Daniel welcomed discussion on the amendment to the amendment.

Pastor Katie Suggitt spoke in opposition to the amendment to the amendment.

Steve Ottinger spoke in opposition to the amendment to the amendment.

Robin Richter spoke in favor of the amendment to the amendment.

Vicar Rebecca West-Estell spoke in opposition to the amendment to the amendment.

Jane Ebersole spoke to the issue.

Mark Schwinnung spoke in opposition to the amendment to the amendment.

Pastor Dan Gutman called the question.

George Benson provided the second.

Bishop Daniel invited the assembly to vote for call the question.

Approve [194/209] 93%

Oppose [15/209] 7%

The question was called.

Bishop Daniel ended debate and invited the assembly to vote to adopt the amendment to the amendment. Voting began but the wrong language was on the screen and Bishop Daniel ruled the vote out of order.

With the language corrected, Bishop Daniel invited the assembly to vote to adopt the amendment to the amendment:

Approve [95/209] 45%

Oppose [114/209] 55%

The amendment to the amendment failed.

Bishop called for the language of the original amendment to be brought up on the screen which read:

THEREFORE, be it resolved that we as the Northwestern Ohio Synod Assembly oppose the sale of ~~semi-automatic rifles~~ AR military assault style weapons, semi automatic shotguns and pistols ~~to those under 21~~ in the State of Ohio and

Pastor Keith Hunsinger moved to call the question on this and all matters before the house.

Bishop explained that this would end discussion on all matters before the assembly [the resolution and the amendment] and if the question was called in this manner, the Assembly would proceed directly to voting on the final matters.

Amanda Haas seconded the motion.

Bishop invited the assembly to vote to call the question on all matters before the group:

Yes [175/215] 81%

No [40/215] 19%

The question was called and Bishop moved the assembly to the matter at hand.

Deacon Jennifer Heinze made a point of order for more information to be shared about what the assembly was being asked to do.

Bishop explained that with the question that was being called, no discussion would be entertained, and votes on the amendment and resolution would be voted on.

Bishop invited the assembly to vote on the amendment: A Resolution: Response to Recent Gun Violence to Amend

Approve [123/216] 60%

Oppose [93/216] 40%

The amendment was approved.

Bishop invited the assembly to vote: Gun Violence Resolution as Amended

Approve [141/218] 65%

Oppose [77/218] 35%

The resolution was adopted.

Bishop Daniel invited Pastor Sarah Schaaf forward to provide announcements for worship.

The assembly closed with worship with holy communion and lunch fellowship.

Respectfully submitted,

Diane Ninke

Interim Secretary

And

Calla Gilson and Jacob Henry

Secretary's Assistants for the 2022 NWOS Assembly