

# Report of the Synod Vice President

## Sandy Schlesinger

Freed by God's Grace



North/West Lower Michigan Synod  
Synod Assembly 2017

*“For as in one body we have many members, and the members do not all have the same function, so we, though many, are one body in Christ, and individually members one of another. Having gifts that differ according to the grace given to us, let us use them . . .”*

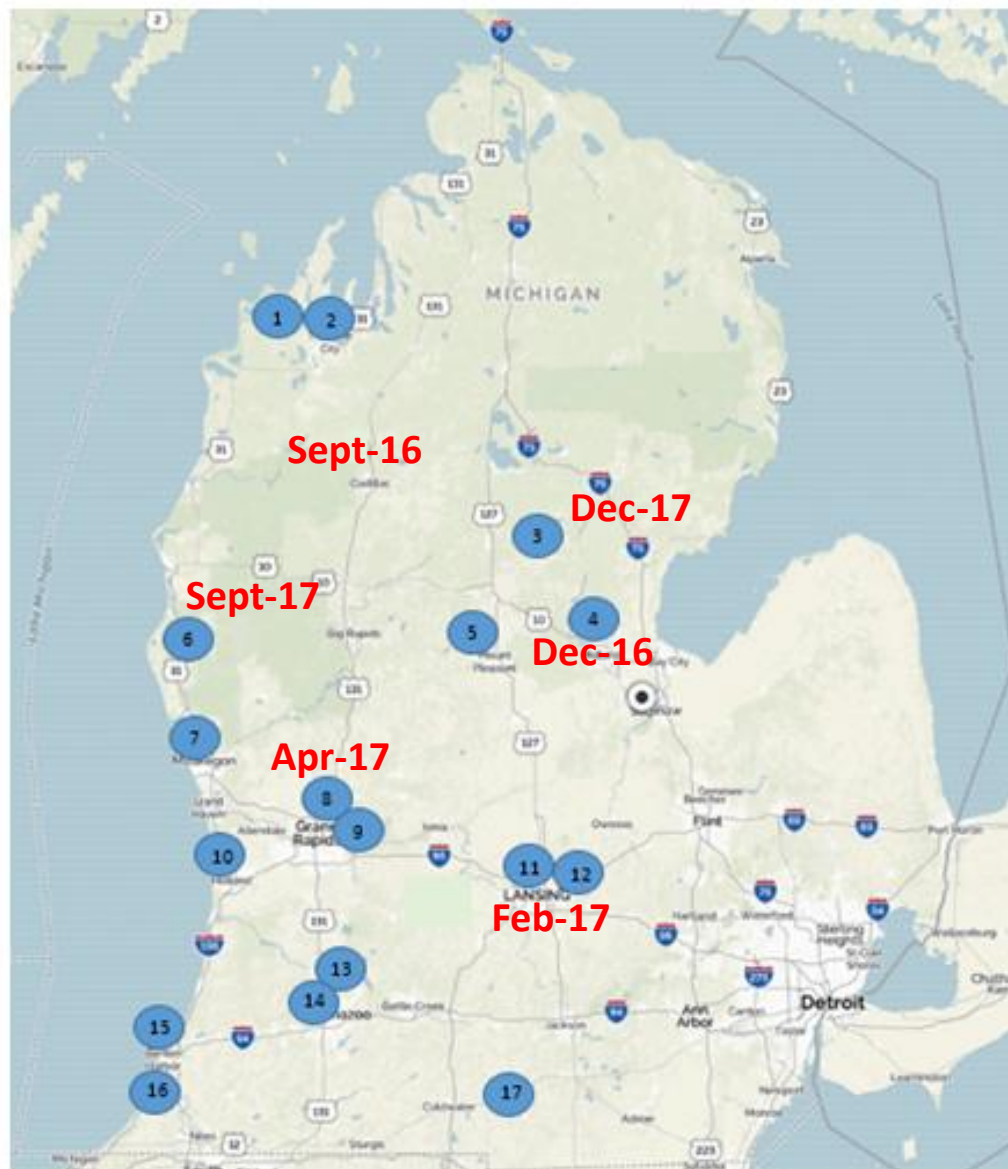
**Romans 12:4-6**

# 2016-17 Synod Council

- **Terms Ending August 2017:** Meredith Ablao, Connor Ashley, Carl Bjork, Diane Madej, and Pr. Justin Walker
  - *Thank you for serving!*
- **2018:** Pr. Jessica Hahn, Christine Mwanyika, Pr. Joan Oleson, Molly Smith, Bill Trevarthen, and Linda Wicander
- **2019:** Bishop Craig A. Satterlee (Bishop), Sandy Schlesinger (Vice President), Peggy Burns; Caroline Peterson, and Pr. Bill Uetrict
- **2020:** Christine Allen (Secretary) and Dan Carter (Treasurer)

## 2016-17 Synod Council and Synod Leaders

- 1 – Asst. to the Bishop – Pr. Chrysanne Timm
- 2 - Ms. Peggy Burns
- 3 - Ms. Molly Smith
- 3 – Asst. to the Bishop – Pr. David Sprang
- 4 – Mr. Carl Bjork
- 4 - Ms. Sandy Schlesinger
- 5 – Ms. Linda Wicander
- 6 – Ms. Caroline Peterson
- 7 – Ms. Diane Madej
- 7 – Rev. Bill Uetrict
- 8 – Ms. Christine Mwanyika
- 8 - Mr. Daniel Carter
- 9 – Synod Attorney – Ms. Dawn Brackmann
- 10 – Rev. Justin Walker
- 11 - Bishop Craig Satterlee (Synod Office)
- 12 – Mr. Bill Trevarthen
- 13 – Asst. to the Bishop – Pr. Sarah Friesen-Carper
- 14 – Ms. Meredith Ablao
- 14 - Ms. Christine Allen
- 15 - Rev. Joan Oleson
- 16 - Mr. Connor Ashley
- 17 – Rev. Jessica Hahn



\* Synod Council Meeting Locations

# 2016-17 Synod Council

## Key Actions and Deliverables:

- **New Synod Conflict of Interest Policy**
- **Updated NWLM Synod Employee Guidelines**
- **Guidance on “Weapons on Church Premises”**
- **Approval of Endowment Committee recommendations**
  - **Creation of a Staff Growth Restricted Fund**
  - **Creation of a Muskegon Cooperative Ministry Restricted Fund**
  - **Policy recommendations for management of existing and creation of new endowments**

# 2016-17 Synod Council

## Key Actions and Deliverables (cont.):

- **Communication of strategies to achieve the synod's 2017-19 vision – including plans to achieve increases approved within the 2017-18 budget**
- **Affirmation of North Ottawa (Grand Haven/Spring Lake) as a Synodically Authorized Worshipping Community**
- **Approval of a new Environmental Task Force Charter aligned within the Publicly Engaged Church Table**
- **Approval of a renewed charter for the Living Fire Ministries Committee**

# 2016-17 Synod Council

## Key Actions and Deliverables (cont.):

- **Monitoring effectiveness of the new campus ministry grant program as administered by the New and Redeveloping Congregational Ministry Table**
- **Approval of optional use of the “Seasonal Member” classification within congregational constitutions**
- **Recommendation of 2018 N/W Lower MI Synod Compensation Guidelines for approval by Synod Assembly**
- **Completion of assessments by external Auditors and legal counsel regarding status and disposition of the “To Whom Shall We Go” CMM-Build fund**

# 2016-17 Synod Council

## Key Actions and Deliverables (cont.):

- Call of Pr. Chrysanne Timm as Assistant to the Bishop for Synod Life (with full transition by Aug. 2017)
- Transition of Sarah Holland to the part-time Executive Administrative Assistant to the Bishop position
- Leading 2016 performance reviews and 2017 compensation management for synod staff (called, support, and deployed)
- Continued partnership, encouragement and support of Bp. Craig Satterlee and his Assistants as they carry out their work across the synod and beyond on behalf of all congregations and synod members

# North/West Lower Michigan Synod

## 2018 Compensation Guidelines for Clergy, Deacons, Synodically Authorized Ministers, and Other Staff



North/West Lower Michigan Synod  
2900 N. Waverly Road  
Lansing, MI 48906



# Compensation Guideline Reminders

- Congregations are expected to use synod guidelines as a resource – a starting point in establishing compensation for clergy, deacons, and lay staff.
- However, these are only guidelines. They cannot possibly speak to all congregations with varying financial and personnel resources and expectations.

# Compensation Guideline Reminders

- These guidelines are maintained and updated annually by the Executive Committee of Synod Council in partnership with the Assistant to the Bishop for Congregational & Leadership Excellence.
- Changes to the guidelines are forwarded by Synod Council for approval at Synod Assembly and the final document is publicized on the synod website ([www.mittensynod.org](http://www.mittensynod.org)) for on-going reference.

# Key Changes / Recommendations for 2018

- NOTES:

- All changes from 2017 Guidelines are highlighted in **RED** text.

- LINK -

<http://mittensynod.org/docs/2018ProposedCompensationGuidelines.pdf>

## Synod Assembly Documents

- › 2018 Proposed Compensation Guidelines
- › 2017 Approved and Recommended Changes to Synod Constitution
- › 2017 Synod Assembly Annual Reports
- › 2016 Audited Financial Statements

# Key Changes / Recommendations for 2018

## 1. Updates made to Titles

- **Clergy** (Pastors)
- **Deacons** (Associates in Ministry, Deaconesses, or Diaconal Ministers)

## 2. 2018 ELCA Pension and other Benefits

- To maintain the current level of benefits for rostered leaders and “at will” employees, we recommend that the congregations of the NWLM Synod continue to offer the **ELCA Gold+ Pension and other Benefits plan option** in 2018 for their employees.

# Key Changes / Recommendations for 2018

## 3. Increases to Base Salaries for Clergy, Deacons, and Other Staff

- *We must be competitive as we seek new pastors for our ~30 open calls . . .*
  - For 2018, a **4% increase to base salary guidelines** is recommended to:
    - ensure continued consistency between our synod's base salaries and those of other synods in our region to ensure fair compensation for our Clergy and
    - to support congregations in attracting new pastors to our synod within competitive Call processes.
  - This increase applies to all guidelines (Clergy, Deacons, etc.)

# Comparison with SE Michigan Synod

## Region 6 Comparison - Base Salary Clergy Compensation Guidelines - 2017

CLERGY	SE MI Synod	NWLM Synod	NWLM Synod	NWLM Synod	NWLM Synod
Years of Service	2017 - Clergy	2017 - Clergy	RECOMMENDED +4% in 2018	+3% in 2018	+2% in 2018
0 yrs of service	37,800	35,700	37,900	36,800	36,400
3 yrs of service	38,850	36,700	38,900	37,800	37,400
6 yrs of service	40,058	38,200	40,400	39,300	38,900
16 yrs of service	44,564	43,400	45,400	44,500	44,100

*(Current)*



2018 Recommendation

# Comparison with the Ohio Synods

Region 6 Comparison - Base Salary Clergy Compensation Guidelines - 2017

CLERGY	NW OH Synod	NE OH Synod	Southern OH Synod	NWLM Synod	NWLM Synod	NWLM Synod	NWLM Synod
Years of Service	2017 - Clergy	2017 - Clergy	2017 - Clergy	2017 - Clergy	RECOMMENDED +4% in 2018	+3% in 2018	+2% in 2018
0 yrs of service	34,209	37,590	40,147	35,700	37,900	36,800	36,400
3 yrs of service	35,756	38,520	41,647	36,700	38,900	37,800	37,400
6 yrs of service	37,348	39,450	43,147	38,200	40,400	39,300	38,900
16 yrs of service	42,672	42,550	48,147	43,400	45,400	44,500	44,100

(Current)



2018 Recommendation

# Key Changes / Recommendations for 2018

## 4. Compensation for Supply Pastors

- For 2018, the following guidelines are recommended for supply preaching (including sermon preparation, travel time, fellowship and worship time):
  - **\$200** for one worship service
  - **\$50** for each additional worship service



# Comparison with SE Michigan and Ohio Synods

Region 6 Comparison - Supply Pastor Compensation Guidelines - 2017

Supply Pastor	SE MI Synod	NW OH Synod	NE OH Synod	Southern OH Synod	NWLM Synod	NWLM Synod
	2017 - Clergy	2017 - Clergy	2017 - Clergy	2017 - Clergy	2017 - Clergy	RECOMMENDED in 2018
First Service	\$200 - Sunday \$150 - Other	\$150 or higher	\$150	\$175	\$150	\$200
Each Additional Service	\$50	\$30	\$50	\$25	\$50	\$50

(Current)



2018  
Recommendation



***Our work together  
continues as we use our  
gifts and talents to  
participate in Christ's  
own work of  
reconciling the world to  
God's very Self!***

***Thanks be to God!***