



Supplemental Report of the Memorials Committee Report 2

Aug. 9, 2022

The Memorials Committee received 11 motions from members of the assembly prior to the 11:45 a.m. deadline on Tuesday, Aug. 9, and began consideration of them at its meeting that afternoon. The committee's recommendations are incorporated into the supplemental report below.

The following memorials were pulled from *en bloc* for separate consideration:

- Category A4: Greenhouse Gas Reduction, p. 13
- Category A5: Fortifying Urban Ministries, p. 28
- Category A6: Advance Salary Equity, p. 29
- Category A7: Black Migrant Strategy, p. 31
- Category A14: Roe v. Wade, p. 42
- Category B5: Diversity, Equity, Inclusion, Accessibility (DEIA) ELCA Governance Audit, p.53
- Category B8: Separation Agreements, p.56
- Category B9: Mission Development Process, p. 59
- Category B11: Specialized Ministries and On Leave from Call Status, p. 62.

In addition to items adopted *en bloc*, the following memorials were discussed and acted upon in Plenary Session Two:

- Category A5: Fortifying Urban Ministries, p. 28
- Category A7: Black Migrant Strategy, p. 31
- Category B4: Restructure the Governance of the ELCA, p. 48
- Category B9: Mission Development Process, p. 59
- Category C3: Human Sexuality: Gift and Trust Revision, p. 75

The final action language passed during Plenary Session Two will be published in Tuesday's legislative update.

At its second meeting Tuesday, Aug. 9 at 6:00 p.m. (EDT), the committee discussed the following items.

1. Category A6: Advance Salary Equity

Beginning on page 31, to amend by substitution:

To receive with gratitude the memorial on "Salary Equity in the ELCA" from the Delaware-Maryland Synod;

To refer the memorial to the Church Council to consider commissioning a study of pay gaps for rostered ministers in the ELCA, particularly as they relate to women, people of color, minority ethnic groups, people with disabilities, and the LGBTQIA+ community, and to consider using such a study not only for the purposes described in this memorial but also for the study of inequitable compensation of clergy of color previously called for by the Church Council (CC19.06.23.), for the Quality of Call Initiative for Women in Ministry, for the study of educational debt, and for such other purposes as might serve the needs of this church;

To encourage Portico Benefit Services to work with the churchwide organization in making appropriate changes to its bylaws and data privacy policies in order to facilitate a deeper understanding of compensation patterns for rostered ministers; and

To respectfully decline to make changes to the confidential financial data reporting portion of the Rostered Minister Profile.

With:

To receive with gratitude the memorial on “Salary Equity in the ELCA” from the Delaware-Maryland Synod;

To refer the memorial to the Church Council to consider commissioning a study of pay gaps for rostered ministers in the ELCA, particularly as they relate to women, people of color, minority ethnic groups, people with disabilities, and the LGBTQIA+ community, and to consider using such a study not only for the purposes described in this memorial but also for the study of inequitable compensation of clergy of color previously called for by the Church Council (CC19.06.23.), for the Quality of Call Initiative for Women in Ministry, for the study of educational debt, and for such other purposes as might serve the needs of this church;

To encourage Portico Benefit Services to work with the Churchwide organization in making appropriate changes to its bylaws and data privacy policies in order to facilitate a deeper understanding of compensation patterns for rostered ministers;

To replace the “Current gross compensation” question from the Rostered Minister Profile with “Minimum Compensation for Next Call;”

To amend the “Current Health Benefits” question to read “Needed Health Benefits;” and

To remove the “Current Retirement Contribution” question from the Rostered Minister Profile.

2. Category A8: Land Back

Beginning on p. 35 to amend by substitution:

To receive with gratitude the memorials from Northwest Washington Synod, Oregon Synod, and Southwestern Pennsylvania Synod concerning the Land Back movement;

To encourage all ELCA members, congregations, synods, ministries, colleges, campus ministries, seminaries, camps, associated organizations, and partners to explore including land acknowledgements as part of their public gatherings;

To encourage all ELCA members, congregations, synods, ministries, colleges, campus ministries, seminaries, camps, associated organizations, and partners to become educated about the Indigenous peoples who thrived, prior to European contact, on the land they currently inhabit; and to learn about, learn from, and be in deepening relationship with Indigenous people and tribal nations; and

To encourage all ELCA members, congregations, synods, ministries, colleges, campus ministries, seminaries, camps, associated organizations, and partners, to consider supporting the Land Back movement in partnership with Indigenous peoples, including returning land (and any structures built on it) to Native tribes after having satisfied any financial obligations, and when direct return is not feasible or desirable by the tribes, to return the proceeds from the sale of the land to the ELCA Native American Ministry Fund or other local Native-led ministries or organizations.

With:

To receive with gratitude the memorials from Northwest Washington Synod, Oregon Synod, and Southwestern Pennsylvania Synod concerning the Land Back movement;

To encourage all ELCA members, congregations, synods, ministries, colleges, campus ministries, seminaries, camps, associated organizations, and partners to explore including land acknowledgements as part of their public gatherings;

To encourage all ELCA members, congregations, synods, ministries, colleges, campus ministries, seminaries, camps, associated organizations, and partners to become educated about the Indigenous peoples who thrived, prior to European contact, on the land they currently inhabit;

To learn about, learn from, and be in deepening relationship with Indigenous people and tribal nations;

To encourage all ELCA members, congregations, synods, ministries, colleges, campus ministries, seminaries, camps, associated organizations, and partners, to support creative programs of restorative justice in partnership with Indigenous people, including, but not limited to, whenever considering a transfer or sale of real property, including returning land (and any structures built on it) after satisfying any financial obligations, to the appropriate Native nations, and when direct return is not feasible or not desired by the Indigenous people, to return the proceeds from the sale of the land to the ELCA Native American Ministry Fund or other local Indigenous led ministries or organizations;

To call upon the appropriate home areas and offices of the churchwide organization to work collaboratively with the relevant local synods and their local Indigenous partners to determine what amount of funding would

represent full funding of the more than 30 ELCA Indigenous congregations and service ministries and to immediately provide the remaining funding needed after synod and other local sources of funding have been applied, and to use this same approach to funding new sacramental and/or service ministries by, with or among Indigenous people; and

To call upon the appropriate home areas and offices of the churchwide organization to first engage with the relevant local synods and their local Indigenous partners whenever planning or considering work related to Indigenous people or ministries.

3. **Category A14: Roe v. Wade**

Beginning on p. 43 to amend by substitution:

To receive with gratitude the memorial on “A Change in Roe v. Wade and Its Effect Upon Pastoral Counseling” from the Northeastern Pennsylvania Synod and to affirm the intent of the memorial;

To encourage support and prayer for all people affected by the overturning of Roe v. Wade, especially the most vulnerable;

To encourage bishops to amplify support for rostered ministers; and

To encourage synod and congregational conversation around this church’s teachings on abortion, gender justice, and related topics.

With:

To receive with gratitude the memorial on “A Change in Roe v. Wade and Its Effect Upon Pastoral Counseling” from the Northeastern Pennsylvania Synod and to affirm the intent of the memorial;

To encourage support and prayer for all people affected by the overturning of Roe v. Wade, especially the most vulnerable;

To encourage bishops to amplify support for rostered ministers and lay staff of our congregations and affiliated social ministry organizations;

To encourage synod and congregational conversation around this church’s teachings on abortion, gender justice, and related topics; and

To encourage synods of the ELCA to review the impact that the overturning Roe v. Wade and any legislation and/or judicial rulings of their state(s), commonwealth(s), or territory (or territories) of the United States may have upon pastoral counseling, the pastor-client relationship, and the rostered ministers and social ministry agencies and organizations of the ELCA.