

# **5**     ***Resolutions***

**Resolution 2011.01**  
**Regarding Appropriate Pastoral Compensation**

1 WHEREAS the Holy Scriptures witness to a concern for appropriate compensation for church leaders with the  
2 words “Let the elders who rule well be considered worthy of compensation, especially those who labor in  
3 preaching and teaching” (1 Timothy 5:17), and  
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5 WHEREAS adequate and fair compensation encourages good morale on the part of professional leaders and  
6 congregations as they work together to do ministry and mission in the name and spirit of Jesus Christ, and  
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8 WHEREAS the Sierra Pacific Synod’s Leadership Discipling Team recently conducted a systematic review of  
9 compensation guidelines for pastoral leaders in this synod; be it therefore

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11 RESOLVED that the Sierra Pacific Synod in Assembly formally adopt the process detailed in the documents  
12 entitled:

- 13 • *2011-2012 Clergy Compensation Development Worksheet,*
- 14 • *Steps Toward Appropriate Pastoral Compensation,* and
- 15 • *Definition of Compensation, Benefits and Responsibilities of the Pastor*

16 as appropriate means for the determination of pastoral compensation, and be it further  
17

18 RESOLVED that (in conjunction with those documents) the appropriate baseline compensation for full-time  
19 pastoral leaders in the Sierra Pacific Synod be identified as \$48,000 for the period July 1, 2011 – June 30,  
20 2012, and be it further  
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22 RESOLVED that the Bishop of the Sierra Pacific Synod be cautioned against ratifying pastoral Letters of Call  
23 with compensation levels at less than synodical guidelines without the specific acknowledgment of the Sierra  
24 Pacific Synod Council.  
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26  
27 Offered by the Leadership Discipling Team  
28 (*Vetted by the Resolutions Committee as of May 4, 2011*)  
29

1 **Resolution 2011.02**

2 **Regarding the Use of the Trinitarian Name in Synodical Worship Services**

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4 WHEREAS it is important for a Christian community, living in a multicultural context with many diverging ideas  
5 about the character and work of the divine, to be clear about the one upon whom it calls in its worship, and  
6

7 WHEREAS the word 'god' is a noun that admits of several meanings and is not adequate alone for identifying  
8 the one upon whom Christians call in "prayer, praise and thanksgiving", and  
9

10 WHEREAS the deities of many religious traditions are called 'God' and/or are affirmed as creator or with other  
11 words like "holy one", and  
12

13 WHEREAS the name "Father, Son and Holy Spirit" uniquely identifies the one upon Christians call and of  
14 whom they speak as the one who created the world and blessed it, who called Abraham with a promise, who  
15 led the people of Israel out from bondage in Egypt, who gave them a law and spoke to them by the prophets,  
16 who was incarnate in Jesus of Nazareth, crucified and raised, and who abides with us through the Holy Spirit,  
17 and  
18

19 WHEREAS Christians confess and believe that this God, revealed by the name of "Father, Son and Holy  
20 Spirit" – and the narrative with which this name belongs – represents the essential and ultimate truth of  
21 existence and is the agency of the world's healing and redemption, and  
22

23 WHEREAS the text of the New Testament is consistently Trinitarian, acknowledging the God of whom it  
24 speaks as Father, Son and Holy Spirit, and  
25

26 WHEREAS the Biblical text witnesses to the command of Jesus to baptize "in the name of the Father, Son  
27 and Holy Spirit" (Matthew 28:19), and  
28

29 WHEREAS the three ecumenical creeds (Apostles Creed, Nicene Creed and Athanasian Creed)  
30 acknowledge God as Father, Son and Holy Spirit, and the Athanasian Creed explicitly anathematizes those  
31 who depart from the Trinitarian formulation, and  
32

33 WHEREAS the confessional documents of the Lutheran community explicitly affirm that Lutheran teaching  
34 and practice is in harmony with the three ecumenical creeds, and  
35

36 WHEREAS the confession of faith in the constitution of the ELCA explicitly acknowledges Father, Son and  
37 Holy Spirit, and affirms the authority of the Biblical text and the ecumenical creeds, and  
38

39 WHEREAS the principle, *lex orandi, lex credendi*, recognizes that the words used in worship will shape the  
40 content of what is believed and the faithful proclamation and transmission of the Christian faith – and the  
41 Lutheran witness to that faith – requires that the words of our worship speak clearly and accurately about the  
42 one upon whom we call; therefore be it  
43

44 RESOLVED that the liturgies of worship services sponsored by the Sierra Pacific Synod will be conducted in  
45 the name of the Father, Son and Holy Spirit.  
46

47 Offered by Los Altos Lutheran Church / Los Altos  
48 *(Vetted by the Resolutions Committee as of May 4, 2011)*  
49

1 **Resolution 2011.03**  
2 **Regarding Annual Synod Budgets**  
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4 WHEREAS the 2011-12 Sierra Pacific Synod budget proposed at the 2010 Synod Assembly included an  
5 estimated income predicated in part on an unrealized and as yet unplanned \$220,000 special fund-raising  
6 effort, and  
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8 WHEREAS the Synod Constitution states (S15.13) that “on the basis of estimated income, the Synod Council  
9 shall authorize expenditures within the budget for the fiscal year,” and  
10

11 WHEREAS the development of a balanced proposed budget (wherein operating expenses do not exceed  
12 reasonable estimated income) would not preclude the Synod Council from also presenting an additional  
13 alternate proposed, perhaps unbalanced, budget when deemed wise or necessary; therefore be it  
14

15 RESOLVED that, beginning at the 2012 Synod Assembly, the Sierra Pacific Synod Council shall present a  
16 proposed budget to each Assembly in which operating expenses do not exceed reasonable estimated  
17 income.  
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19 Offered by the Delta Diablo Conference  
20 *(Vetted by the Resolutions Committee as of May 4, 2011)*  
21

1 **Resolution 2011.04**  
2 **Regarding Bullying, Harassment and Related Violence**  
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4 WHEREAS "If one member suffers, all suffer together with it; if one member is honored, all rejoice together  
5 with it." (1Cor. 12:26); and  
6

7 WHEREAS in the ELCA Social Statement on Education (2007) we declared, "The ELCA expects  
8 communities of learning and teaching to be safe places. We recognize that school safety is an issue for all  
9 students, staff, and teachers. Unfortunately, incidents of bullying, intimidation, and other forms of violence are  
10 not unusual. We affirm that personal safety and security are essential for optimal teaching and learning"; and  
11

12 WHEREAS research indicates children with disabilities or special needs are at a higher risk of being bullied  
13 than others (Rigby, K., 2002, *New Perspective on Bullying*. London. Jessica Kingsley Publications); and has  
14 concluded that bullying is particularly prevalent around such issues as sexual orientation, non-conforming  
15 gender behaviors and appearance (The National School Climate Survey, conducted in 2005); and  
16

17 WHEREAS in the ELCA Social Statement on Sexuality: Human Sexuality: Gift and Trust (2009) we affirmed  
18 our shared responsibility to "attend to the particular needs of children and the families of those with actual or  
19 perceived differences in sexual orientation or gender identity because they are especially vulnerable to verbal,  
20 physical, emotional, spiritual, psychological, and sexual abuse"; and  
21

22 WHEREAS increased media attention has made us acutely aware of tragic consequences (including youth  
23 suicide) if steps are not taken to mitigate bullying, harassment, and other related forms of violence; and  
24

25 WHEREAS the voice of the church addressing the intersection of race, economic status, age, sexual  
26 orientation, gender identity, and physical ability is a powerful witness to the healing and life-affirming Gospel  
27 promise; therefore be it  
28

29 RESOLVED that the Sierra Pacific Synod encourages new partnerships among our congregations, the  
30 synods, the Churchwide Organization, outdoor ministries, campus ministries, Lutheran School Associations,  
31 Lutherans Concerned/North America, Lutheran Social Services organizations, public schools, counseling  
32 centers and other governmental organizations in order to support and offer preventative programs addressing  
33 bullying, harassment, and other related violence, especially with higher risk populations; and be it further  
34

35 RESOLVED that these partnerships be encouraged to create or join with existing preventative programs  
36 which:

- 37 a. utilize positive, inclusive, empowering and developmentally appropriate materials,
- 38 b. raise participants' awareness about the issue,
- 39 c. focus on prevention,
- 40 d. seek to change bystander behavior into ally behavior,
- 41 e. create partnerships between youth and adults, and; be it further  
42

43 RESOLVED that these partnerships seek funding for these efforts from sources not otherwise accessible  
44 individually (such as foundation grants, synod and other Lutheran organizational grants, private and  
45 governmental funding sources,) and;  
46

47 RESOLVED that the Sierra Pacific Synod memorialize the 2011 ELCA Churchwide Assembly to encourage,  
48 support, and publicize new partnerships in ministry that emerge in our church addressing the prevention of  
49 bullying, harassment and related forms of violence, especially with higher risk populations.  
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51 Offered by University Church / Palo Alto and Peace Lutheran Church / Danville  
52 (*Vetted by the Resolutions Committee as of May 4, 2011*)  
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1 **Resolution 2011.05**  
2 **REGARDING ENERGY STEWARDSHIP**  
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4 WHEREAS the Evangelical Lutheran Church in America and its Sierra Pacific Synod have long been  
5 committed to addressing environmental issues as part of our call to faithful stewardship of God's creation, and  
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7 WHEREAS the 2009 Sierra Pacific Synod Assembly committed itself to a goal of 50% reduction in our shared  
8 carbon footprint over the next decade; and  
9

10 WHEREAS the 2010 Sierra Pacific Synod Assembly authorized the establishment of a Sierra Pacific Synod  
11 Green Team to encourage the faithful stewardship of energy by this Synod, its congregations, administrative  
12 offices, and individual members; be it therefore  
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14 RESOLVED that the Sierra Pacific Synod acknowledge its shared commitment to a substantive reduction of  
15 our carbon footprint by 2020, and be it further  
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17 RESOLVED that the Sierra Pacific Synod Green Team be invited to share stories of ways in which our  
18 congregations, administrative offices, and individual members have taken significant steps to consume  
19 responsibly, recycle, move toward a neutral carbon foot print, and protect our planet at the 2012 Sierra Pacific  
20 Synod Assembly.  
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23 Offered by St. Paulus Lutheran Church / San Francisco  
24 *(Vetted by the Resolutions Committee as of May 4, 2011)*