

**CONTINUING RESOLUTIONS and
OTHER RESOLUTIONS OF ONGOING IMPACT**

Northeastern Pennsylvania Synod, ELCA (June 2025)

CONTINUING RESOLUTIONS

S9.01.A08. The Synod Council Executive Committee shall provide for background checks for persons nominated for synodical office prior to the Synod Assembly at which the election will take place or as soon as possible after the Synod Assembly for newly elected officers nominated from the floor who were not identified as nominees prior to the assembly. The process shall be as follows:

- a. Prior to the Synod Assembly appropriate notice of the background check requirement and protocol will be provided to voting members, potential nominees, and others as directed by the Synod Council.
- b. Nominees and newly elected officers are required to provide written consent to a background check and all information necessary to complete a background check, which should be completed prior to the Synod Assembly with respect to nominees and prior to installation for newly elected officers, if possible.
- c. The Synod Council's Executive Committee shall designate one Executive Committee or Synod Council member to obtain the background checks.
- d. All background checks for nominees and newly elected officers will entail a criminal background check and a child abuse background check. A financial background check will be completed for nominees for treasurer. The Executive Committee shall decide whether additional types of background checks are appropriate for each officer position.
- e. The background check results shall be provided to that nominee or elected officer and to the Synod Council's Executive Committee, which shall then take action as deemed appropriate. Further disclosure of the results may be determined by the Executive Committee.
- f. The Executive Committee may adopt other procedures or protocols as are necessary to provide for background checks for nominees and newly elected synodical officers and shall report such actions to the Synod Council.

S11.01.A13. There shall be seven Ministry Teams: 1) Worship, 2) Spirituality, 3) Witness and Service, 4) Youth, Young Adult, and Family, 5) Faith Formation, 6) Connection Building, and 7) Leadership Development.

- a. It shall be the duty of each Ministry Team to oversee the development of programs which will further the achievement of the purposes established by the Synod Council and the Synod Assembly. The Ministry Teams shall also carry out further tasks that may be assigned by the Synod Council.

- 1) The Witness and Service Team, in consultation with the Evangelical Lutheran Church in America Congregational and Synodical Mission Unit (CSM), shall be responsible for identification and review of new and renewing ministries in this Synod that are supported by CSM grants.
- b. The Ministry Teams may appoint task groups as necessary to carry out programs in their areas of concern and shall assure the necessary coordination and communication among these committees.
- c. Each Ministry Team shall recommend to the Synod Council an annual budget for that Team's area of concern. In preparing this budget recommendation, it will consult with its task groups concerning the needs and plans in each area of its concern. It shall also include in its budget request an amount for new programs that the Team will identify and fund during the budget year.
- d. The Teams shall report regularly and at least annually to the Synod Council and annually to the Synod Assembly.

S11.01.A25. The Synod Council shall establish additional Ministry Teams as may be beneficial from time to time to carry out the fundamental ministries of the synod.

S11.01.B13.a. There may be support committees to provide for the other ministry functions of this Synod and to assure the availability of resources to meet these needs.

- b. With the exception of the Committee of Deans, the Consultation Committee, and the Committee on Discipline, support committees will be appointed by the Synod Council on nomination by the Bishop, and their duties shall be determined by the Synod Council.

S11.01.C13.a. There shall be a Cabinet composed of the Bishop and Vice President of the Synod, the chairs of the Ministry Teams and the staff persons relating to the Ministry Teams. The function of the Cabinet shall be to provide coordination and communication among the Teams.

- b. The Cabinet shall report to the Synod Council after each Cabinet meeting.

OTHER RESOLUTIONS OF ONGOING IMPACT

CHAPTER I – Synod Policy, Officers, Elections, Leadership

1. This synod may adopt continuing resolutions by action of the Synod Assembly or by action of the Synod Council (S18.31). The assembly or council may also adopt other resolutions that have an ongoing impact on the life of the synod. All of these resolutions shall be included in the synod's list of Continuing Resolutions and Other Resolutions with Ongoing Impact until action is taken to rescind them.
2. All Continuing Resolutions and Other Resolutions with Ongoing Impact then in force shall be published immediately following the Constitution and Bylaws as part of the minutes of each annual Synod Assembly. Included with each continuing resolution and

other resolution with ongoing impact shall be notice of the year in which it was adopted and by which governing authority.

3. Those who serve on the synod's staff shall be required to complete the Child Abuse History Check, the Pennsylvania State Police Criminal Record Check, and the FBI Criminal Background Check every 60 months, as required by law.
4. Prior to the assembly at which a bishop of the synod is to be elected, the Synod Council shall appoint a task force to ascertain and define the needs, concerns, and priorities of the synod. The report of the Synod Council or appointed task force shall be disseminated prior to the spring mission district assemblies. Following the report of the second ballot for the office of bishop, a period of not less than three (3) hours shall be set aside for the purpose of the discussion of issues, mission district caucuses, presentations by the nominees, and prayer.
5. Service of an unexpired term, or a partial term, of two years or more in duration, shall count as a full term in determining eligibility for any election or appointment which is subject to limitation of terms.
6. Voting members, congregations, mission districts, and ministry teams presenting issues to the Committee of Reference and Counsel shall be urged to submit these issues in writing at least 45 days prior to the assembly.
7. Resolutions received by the Committee of Reference and Counsel fewer than twenty-one days before the opening of the Synod Assembly will not be considered at that assembly. For such resolutions to be considered, a motion needs (a) to be presented from the floor to suspend the rules (an action that is not debatable) and (b) to be affirmed by a two-thirds vote.
8. A missionary serving under a call from the ELCA program unit dealing with global missions who is unable to attend assemblies of the synod shall be regarded by the Committee on Registration and Excuse as excused.
9. It is the policy of this synod that display space and forum time at synod assemblies are available only to
 - a. congregations, mission districts, ministry teams, committees, task forces and teams of the synod;
 - b. those agencies and institutions which are a direct outreach ministry of the ELCA and/or the Northeastern Pennsylvania Synod, ELCA educational institutions or those of our full communion partners, and the Pennsylvania Council of Churches;
 - c. Lutheran fraternal benefit societies; and
 - d. Augsburg Fortress, which is the only group with permission to sell goods or services.

Other church-related groups and individuals may apply to the Synod Council for a one-time exception to the policy on displays or forums at an assembly. The decision of the council is final.

10. The following guidelines will apply to all displays and forums:

- a. Displays and forums are to be related to the ELCA and the Northeastern Pennsylvania Synod or their ministries.
 - b. Personal attacks and defamation are prohibited. In presenting a point of view, civil and respectful language must be used.
 - c. Displays and forums are not to promote ideas or activities in opposition to provisions of the ELCA, Northeastern Pennsylvania Synod, or congregational constitutions.
11. The synod calls upon each member of the synod to exercise political responsibility as the member's own faith and conscience demand, including learning how to be involved in the political decision-making process.
 12. Recognizing the variety of opinions within this synod with regard to matters of human sexuality and same-gender relationships, the synod asks its rostered leaders, congregations, and social ministry organizations to commit themselves to the action of the 2009 ELCA Churchwide Assembly "to bear one another's burdens, love the neighbor, and respect the bound consciences of all" for the sake of the unity of this church.
 13. The synod asks its rostered leaders, congregations, and social ministry organizations to commit themselves to live in ways that preserve and protect God's creation, utilizing the information and assistance that is available through ELCA ministries that support the care of creation.
 14. The synod encourages its rostered leaders, congregations, and social ministry organizations to enter into partnerships to address the prevention of bullying, harassment, and related forms of violence.
 15. *Resolved*, That beginning with the 2018 Synod Assembly and for all assemblies thereafter, the synod will no longer offer to cover the room and meal costs for retired rostered leaders not serving congregations or other ministry sites to attend synod assemblies but will waive the registration fees if requested. (March 23, 2017)
 16. *Resolved*, That the Synod Council affirm the "three-lane path" of synod vital sign goals and strategies—together with the staffing plan to address these goals and strategies—as presented to the synod in January 2021 by Bishop Christopher deForest, those "lanes" being (1) "Growing Young," a nationwide movement to lift up new leaders of all ages within the synod, (2) "Gaining Strength," a movement to assist leaders and congregations in identifying and building on their strengths and finding partners in ministry, and (3) "Going Beyond," as in "Going Beyond Death to Life," an approach to help congregations move beyond where they may be stuck in order to put together a true and clear picture of themselves and of the synod. (January 30, 2021)
 17. *Resolved*, That the Northeastern Pennsylvania Synod of the ELCA establish a requirement for Racial Justice/Anti-Racism training for rostered ministers, Licensed Lay Ministers, and full communion partners serving ELCA congregations in the NEPA Synod at least every three years; and be it further

Resolved, That the Office of the Bishop of the Northeastern Pennsylvania Synod, in partnership with the Racial Justice Team, will offer at least one racial justice/anti-racism training workshop every two to three years at the same cost or less to participants as Boundary Training; and be it further

Resolved, That the Racial Justice Team, in partnership with Black and Indigenous People of Color (BIPOC), will continue its own ongoing education in anti-racism being aware of updates in curricula in order to keep the training current, will commit to engaging BIPOC colleagues to bring an awareness of injustices, and will encourage and offer opportunities for the bishop's staff, the leadership of each congregation, including rostered and lay, to set aside a time each year to reflect on how racism, implicit bias, and privilege impact the church's life and mission. (July 23, 2022)

18. *Resolved*, That the Northeastern Pennsylvania Synod of the ELCA formally adopt a Land Acknowledgement Statement as follows:

The Northeastern Pennsylvania Synod of the ELCA acknowledges and honors the Lenni-Lenape, Munsee-Lenape, and Susquehannock Peoples who were forcibly removed from this area, and upon whose ancestral homelands we gather. With gratitude to God, we honor the land itself, as well as all our Indigenous siblings who have and who continue to care for this land and call it their home; and be it further

Resolved, That this statement be placed on display in a prominent location at the Northeastern Pennsylvania Synod office, on the synod website, and in appropriate synod publications, as well as read at the beginning of synod-wide gatherings; and be it further

Resolved, That all congregations, camps, institutes of learning, and other partner organizations affiliated with the Northeastern Pennsylvania Synod be encouraged to likewise adopt and use this or a similar statement; and be it further

Resolved, That this assembly commits itself and strongly advises all those within this church body to become aware of and involved with the ELCA Truth and Healing Movement, and to use these opportunities to learn the true history and ongoing realities of Indigenous people.” (SA: June 4, 2023)

19. *Resolved*, That the Northeastern Pennsylvania Synod of the Evangelical Lutheran Church of America reaffirms its commitment to welcoming and loving the whole body of Christ by adopting this updated affirmation statement:

The Northeastern Pennsylvania Synod welcomes all people to join us in celebrating God's love. We affirm that we are divinely and wonderfully made in God's image, and that we strengthen and enrich our whole church body when we are welcoming to everyone. We encourage and invite people of all sexual orientations, gender identities and expressions, races and ethnicities, ages, socioeconomic statuses, abilities, citizenship and migration statuses to participate fully in the life and work of the church. We commit ourselves to supporting social and racial equity; and be it further

Resolved, That the Northeastern PA Synod in assembly affirms that the NEPA Synod Council will ensure that an annual donation is made to Reconciling Works in keeping with our commitment to the program. (SA:2024)

20. That the Northeastern Pennsylvania Synod Office be closed each year from December 24 through January 2. (SC: October 28, 2023)
21. That Easter Monday and Juneteenth be added to the list of official holidays when the Synod Office is closed. (SC: April 20, 2024)
22. That the Synod Council normally hold six regular meetings per year. (SC: October 28, 2023)
23. That the Northeastern Pennsylvania Synod affirm and approve the 6261 Ministry Communities Initiative as a synod priority. (SC: October 28, 2023)

CHAPTER II – Financial Matters

1. When prudent, the Synod Council shall seek at least two bids for any project costing more than \$5,000.
2. The investment philosophy of the Northeastern Pennsylvania Synod shall be follows:
 - a. Investment in the ELCA Mission Investment Fund shall be considered. The amount of the commitment shall be reviewed annually by the Finance Committee of the Synod Council.
 - b. Pennsylvania’s Prudent Investor Rule shall apply. Exceptions may be authorized by the Synod Council.
 - c. Investment decisions shall reflect the social concerns and policy statements of the synod and the ELCA.
3. *Resolved*, That the interest rate for loans from the Church Loan Fund be set at three percent beginning from the time of this resolution’s adoption, other than for loans to new mission congregations for which the interest rate shall continue to be zero percent in keeping with Continuing Resolution II.3. (SC: November 19, 2022)
4. All assets currently held in the Church Loan Fund, including income earned on these assets, will be used to provide loans to congregations and to assist in the purchase or improvement or capital repair of real estate and to assist mission congregations. A representative of the Synod's Witness and Service Ministry Team shall meet with the congregation to discuss their needs and appropriateness of a loan from these funds and to recommend terms to be reviewed and approved by the Finance Committee before submission to Synod Council for authorization. The amount of any loan should not exceed 15% of the assets of the fund, including principal balances on other outstanding loans, as determined at the time of the loan. The interest rate shall be zero for new mission congregations up to 1% below the Federal Reserve prime rate for all other loans. Each loan is to be secured by a judgment note or real estate mortgage maturing in not more than seven years.

5. Any bequest to the synod, to any of its program units, or to any cause administered by the synod, shall be applied to a synod endowment fund unless otherwise designated by the terms of the bequest.
6. The treasurer shall be authorized to place earned income that has not otherwise been designated for spending into the Mission Development Fund to be used for special projects or for synod budget items as designated from time to time by the Synod Council. Should an emergency arise between meetings of the Synod Council, the treasurer shall be authorized to expend up to \$5,000 from the fund upon unanimous consent of the other officers and the chairperson of the Finance Committee.
7. The assets from dissolving congregations, including the proceeds from selling their real estate holdings, shall be added to the Mission Development Fund with the exception that the Synod Council may entertain requests by the congregation councils of dissolving congregations that a portion of their assets be directed to other specific benevolent causes related to the ministries of the Synod and the ELCA.
8. The Synod Council, advised by the Finance Committee, shall set an annual spending policy for the Mission Development Fund, the Student Education Fund, the Leadership Development Fund, and the Social Ministry Fund. This annual spending policy shall be based on a percentage of each fund's respective five-year rolling average of that fund's asset values.
9. All income and appreciation from the Clyde Kelchner II Fund (the corpus of which represents the original bequest) shall be deposited in the Clyde Kelchner I Fund. The Synod Council, advised by the Finance Committee, shall establish a spending proposal each year based on a percentage of the three-year rolling average of the sum of the two funds. The Lutheran Theological Seminary at Philadelphia or its successor shall be advised each year after the audit what amount will be available for scholarships in the forthcoming year.
10. To facilitate the participation of the synod bishop in the annual ELCA Bishop's Academy, each year \$500 shall be contributed from the bishop's continuing education fund toward the Academy expenses. Any expense above \$500 will be charged to the staff travel budget line in the synod's budget.
11. When studies are requested in this synod, the request shall be accompanied by an estimate of the cost and a recommendation regarding the source of the funds needed to conduct the study.
12. To the fullest extent possible, the annual reports of the Mission Development Fund shall indicate the contributions that have gone into that fund specifying (a) the donors, (b) the original amounts given, and (c) the calendar years in which those gifts were made.
13. Although the bylaws of the synod refer to "the Synod Council or its Finance Committee" (BLS8.42.b.), indicating that this committee is a committee of the council, the Finance Committee may include additional persons not serving on the Synod Council provided that (a) they are appointed by the Synod Council to a term of one year, which appointment may be renewed to a total of six years of continuous service, and (b) the number of committee members who are not also serving on the Synod Council shall not exceed the number of Synod Council members, including officers specifically assigned

or related to the committee, serving on the Finance Committee. The committee's chairperson must always be a member of the Synod Council elected as such by the synod assembly, that is, neither an officer of the synod nor a committee member appointed by the Synod Council. (October 16, 2021)

14. *Resolved*, That the Northeastern Pennsylvania Synod Council approve the following Corporate Resolution in regards to the Florence Y. Flach Trust:

Resolved, That the following are Authorized Entity Representatives and a minimum of four of them are required in order to take such actions and execute such documents on behalf of the Corporation with respect to its agreement with Wells Fargo: the synod bishop, the synod vice president, the synod treasurer, and the synod secretary.

Resolved, That Wells Fargo shall be fully protected by relying upon this Resolution and shall be indemnified and held harmless from any and all claims, demands, expenses, losses or damages, including reasonable attorney fees related to Wells Fargo's reliance on this Resolution.

Resolved, That this Resolution shall replace and supersede any prior Resolution on this subject in conflict herewith. (July 23, 2022)

15. *Resolved*, That only the officers of the synod or their designees be authorized to sign checks or contracts on behalf of the synod, with at least two signatures required per document. (November 19, 2022)
16. *Resolved*, That the synod charge a one percent management fee for administering the special funds under its control. (December 10, 2022)
17. That all salary and expenses related to the work of the Associate of the Bishop for the Lehigh Mission District be paid from the Flach Fund beginning with Fiscal Year 2023. (SC: December 16, 2023)

CHAPTER III – ELCA/Synod Related Organizations, Committees, Ministry Teams

1. The Governance Committee shall review annually the Continuing Resolutions and Other Resolutions with Ongoing Impact and recommend to the Synod Assembly the repeal or replacement of any resolutions that the committee deems no longer applicable to the life of the synod.
2. The Leadership Development Ministry Team shall annually determine and publish compensation guidelines for rostered and licensed leaders for adoption at the synod assembly.
3. It is the goal of this synod that at least 10% of the membership of the Synod Assembly, councils, ministry teams, and other organizational units be persons of color and/or persons whose primary language is other than English.
4. The leaders of the synod shall promote youth activity in synodical functions, including membership in the synod's ministry teams and organizations.

5. The following expectations shall inform the synod's ongoing relationship with the ELCA's social ministry organizations on its territory:
 - a. The synod shall provide moral and financial support to the ELCA agencies and institutions on its territory.
 - b. The synod shall seek to incorporate the social ministry organizations' programs and ministry with the total ministry of the church on this territory.
 - c. The Synod Assembly shall receive an annual report from the social ministry organizations.
 - d. The synod shall have prior approval to any financial appeals made by the social ministry organizations among the congregations of the synod.
 - e. The synod bishop shall consult with the social ministry organizations concerning the employment of any rostered person whose call shall be issued by the Synod Council.
6. This synod shall be a member of the Pennsylvania Council of Churches. The bishop shall be authorized to appoint the required representatives.
7. The Northeastern Pennsylvania Synod of the ELCA recognizes Muhlenberg College as an ELCA church-related educational institution and affirms and supports its ministry as integral to the ministry of this synod. Further, the Northeastern Pennsylvania Synod calls upon its members to support Muhlenberg College with their prayers and gifts.
8. The Northeastern Pennsylvania Synod recognizes the Good Shepherd Rehabilitation Network, Diakon Lutheran Social Ministries, and Liberty Lutheran as social ministry organizations affiliated with the ELCA. Further, the Northeastern Pennsylvania Synod affirms the caring ministry of these agencies and institutions and calls upon its members to support that ministry through their prayers and gifts.
9. The Northeastern Pennsylvania Synod of the ELCA authorizes its participation as the corporate member of the Good Shepherd Rehabilitation Network.
10. Specialized ministries of the synod, the ELCA, or its partners that request to do so shall be given the opportunity to share their stories with the Synod Assembly in a brief manner by video or in person as determined by the Assembly Planning Committee.
11. The synod, its members, congregations, and related institutions are urged to consider 1517 Media resources as a source for worship, educational, and other church supplies.
12. The Lutheran Archives Center in Philadelphia shall be allowed to contact potential donors (congregations and individuals) for donations. All such contacts shall be in the form of a targeted appeal for assistance, not a general solicitation
13. A special offering to benefit the ELCA's World Hunger Appeal shall be received at the annual Synod Assembly.
14. *Resolved*, That every congregation commit itself to providing \$5.00/month in support for three new seminarians (a total of \$180.00 for the year) to be given to the United Lutheran

Seminary to advance its mission and to start the process to redress the shortage of rostered leaders creating a crisis in leadership. (SA: October 24, 2020)

15. *Resolved*, That the Northeastern Pennsylvania Synod in Assembly urge that Diakon Lutheran Social Ministries Agency of the Evangelical Lutheran Church in America commit to providing full time chaplaincy in each of its senior living and housing facilities. (SA: June 2, 2023)

CHAPTER IV – Judicatories and Ecumenical Partners

1. The synod is committed to working together with judicatories and congregations of the ELCA’s ecumenical partners, wherever possible, in order to avoid unnecessary duplication, gain strength in shared resources, provide more effective ministry, and gain visible expression to the unity we have in Christ, and to that end we will strive faithfully to
 - a. engage in mutual prayer for the life and ministry of our respective judicatories and to encourage our congregations in every community to pray for each other;
 - b. encourage and support congregations in like spirit to form covenant relationships on a local level by which they commit themselves to common worship, study, and mission;
 - c. provide opportunities on judicatory levels for God's people to worship, study and do mission together, deepening our understanding of historical and theological traditions;
 - d. encourage committees, task forces, agencies, and institutions of our judicatories with similar ministry concerns to provide for liaisons from the respective denominations and to share with these people all committee or task force communications;
 - e. invite official observers to all the conventions, assemblies, and meetings of our governing boards;
 - f. encourage a continued close working relationship between the bishops, executives, staff, and ecumenical committees of our judicatories;
 - g. consider joint use of physical facilities; and
 - h. review periodically our commitments to one another.

CHAPTER V – Congregations, Mission Districts, Clusters

1. The synod is a “Book of Faith” synod, committing us to live in and from the Word of God in all our meetings, assemblies, and events. To do so, we regularly and increasingly hear, read, study, share, and are engaged by God’s Word. The bishop of our synod, who “as its pastor, shall be a teacher of the faith of this church and shall provide leadership for the life and witness of this church,” shall lead this initiative personally and through collaborative programmatic work with congregations of the synod. We celebrate and continue to support and strengthen those places where Scripture is already taught and

engaged. We encourage all congregations to explore new opportunities for engaging the Bible, send members to synodical events for training as Bible study leaders, and include biblical study as an integral part of all meetings and groups in order to become more fluent in the first language of faith – the language of scripture – that we might live into our calling as a people renewed, enlivened, empowered, and sent by the Word.

2. Each congregation on the roster of the Northeastern Pennsylvania Synod is urged to adopt a constitution based on the latest edition of the ELCA's Model Constitution for Congregations.
3. Congregations of the Northeastern Pennsylvania Synod are urged to commit themselves to the following:
 - Pray for the renewal of this church.
 - Prepare and renew evangelical leaders.
 - Teach discipleship.
 - Start and renew congregations.
4. Congregations of this synod are called upon to
 - lift up in prayer all those living in poverty and struggling for dignity;
 - use ELCA study resources pertaining to these issues, including relevant social statements and messages; and
 - exercise responsible consumerism as a way to live out our commitment to justice
5. The synod urges its congregations and rostered leaders to affiliate with and actively support their local ministeriums and regional or county conferences of churches.
6. In accordance with S14.15. and 14.34. of the Synod Constitution, all rostered leaders shall complete the annual report for the bishop. This report lists compensation.
7. Congregation councils and rostered leaders shall develop an annual covenant of mutual goals, expectations, and responsibilities. Appropriate processes will be developed to review and evaluate the implementation of the covenant.
8. Every candidate considering a call to a congregation in this synod shall be given a copy of the last annual meeting report of that congregation.
9. The Synod Council, through the appropriate synod committee, shall enter annually into consultations between the synod and its congregations to determine congregational mission support commitment goals for support of the synod's spending plan in the coming fiscal year.
10. Before starting a major project involving capital expenditures, congregations of the synod are encouraged to consult with the bishop's designated representative.
11. Congregational leaders are encouraged to inform members as to how Mission Support funds are used.

12. The bishop and his/her associates shall publicly raise the issue of compensation for all church employees, rostered and lay, at Synod Assemblies, mission district meetings, etc., and give testimony to it as a matter of economic justice for those who serve the church.
13. The bishop or his/her designee shall provide an opportunity for education and discussion about compensation packages with new rostered leaders, emphasizing the leader's role in the process of compensation negotiation.
14. Congregations of the synod are urged to review annually the wages and benefits provided to lay employees, seeking to ensure that wages are commensurate with skills, expectations and responsibilities; the possibility of offering health benefits is explored when needed; opportunities to gain new skills are provided; and a forum for addressing concerns or grievances is made available. Congregations are also urged to provide unemployment insurance for their lay employees.
15. Recognizing that we are all “blessed to be a blessing,” congregations of the synod are urged to make the ministry of stewardship a high priority. Especially in times of pastoral transition, congregations are urged to review their current stewardship ministries, develop stewardship plans, and draw upon the resources offered by the ELCA and the synod to grow in the theology and practice of stewardship.
16. For a congregation in which a rostered leader lives in church-owned housing, the congregation council should review periodically the residential facilities to determine their safety and adequacy.
17. Congregations that anticipate closing should set aside the amount of money needed to pay the current fee charged by the Lutheran Archives Center at Philadelphia to process and provide perpetual care for their congregational records. If the assets of such congregations and agencies come to the treasury of the synod without a payment to the Lutheran Archives Center having been made, whenever possible the synod will forward the appropriate amount to the Lutheran Archives Center from the remaining assets of the congregation.
18. The synod calls upon all pastors and members of our congregations to support open occupancy in housing in their neighborhoods and to assist every sound and reasonable effort to end the exclusion of any person from equal opportunity to rent, lease, or purchase living accommodations with all facilities and services at equitable cost. Further, we call upon all members as well as pastors of our congregations to visit in Christian love all newcomers to their neighborhoods and to invite them into full participation in community affairs. Further, we call upon all members of our congregations, when selling real estate, to make it available for sale to all qualifying purchasers, and to this end to exercise great care in the selection of real estate agents who will handle such transactions in accordance with the wishes of the seller. And further, the synod extends to all its pastors and congregations the assurance of its continuing approval and support in the implementation of these principles.
19. The synod calls upon its congregations to include in their evangelism visitations all persons in their communities without distinction as to nationality race, color, language, sexual orientation, age, or religious experience in order to invite all people to experience God's grace through the ministries of the congregation. Further, the synod calls upon its members, congregations, and institutions to continue to be led by faith, the Scriptures,

and church resources in order to address the racial barriers that have made the vision of a more multicultural church so difficult to achieve, while also recommitting to seek out, raise up, and support young people from all races, ethnic groups, and cultures for public leadership in the church.

20. Congregations of this synod shall be safe environments for all children and their families and caregivers by

- building Christ-centered, positive trusting relationships that nurture the healthy growth of children and strengthen families;
- using our resources to provide a sanctuary for children;
- creating a Gospel-centered, faith-based teaching and learning environment of hospitality that welcomes all children with their families and caregivers;
- developing programs and places that help children to flourish;
- collaborating with other faith communities, agencies, and service organizations that work for the well-being of children in our communities;
- working with the government for more public measures that support the well-being of children;
- supporting the efforts of the ELCA to meet the basic needs of children through Lutheran social ministry organizations as they provide caring services for children, and through the ELCA World Hunger Program, which carries our concerns for children throughout the world; and
- encouraging all congregations to have adults working with children to undergo appropriate background checks.

21. Congregations of this synod are encouraged to engage in education and conversations to discern where God is leading them regarding the welcoming of and providing pastoral care for LGBTQIA+ people and their families.

22. Congregations of this synod are encouraged to allow same-gender marriages within their facilities, providing the same resources and following the same criteria they use for different-gender marriages.

23. *Resolved*, That the functions and events of the Northeastern Pennsylvania Synod—including its mission districts, clusters, and congregations—be planned in such a manner and conducted in such places that persons with physical, mental, sensory, or other challenges can be included; and, be it further

Resolved, That congregations whose facilities are not accessible might consider undertaking the necessary renovations so that they too can be added to the list of architecturally accessible facilities; and, be it further

Resolved, That the second Sunday in October be declared Disability Awareness Sunday, emphasizing, through education and worship, sensitivity toward and inclusion of persons with disabilities and the mission which is mutually shared by all baptized persons, regardless of their limitations.

24. *Resolved*, That all congregations of the Northeastern Pennsylvania Synod served by Ministers of Word and Sacrament and/or Ministers of Word and Service should not only allow, but also encourage and expect that those leaders will be involved in significant ways in the ministries of their local mission districts and/or the Northeastern Pennsylvania Synod and/or the churchwide expression of the Evangelical Lutheran Church in America so that the life of the synod truly is a participatory reality of Gaining Strength and not seen as a spectator sport. (July 23, 2022)

25. *Resolved*, That the Northeastern Pennsylvania Synod, its congregations, and its associated ministries advocate that the United States of America reduce its greenhouse gas emissions by at least 50% by 2030, generate 100% of its power from clean renewable sources by 2035, and achieve net zero emissions by 2050; and be it further

Resolved, That congregations and this synod advocate for a just transition away from greenhouse gasses, with emphasis on supporting projects that directly benefit Indigenous, Black, People of Color, and communities impacted by poverty that bear a disproportionate cost of pollution and climate change already; and be it further

Resolved, That congregants and rostered leaders be encouraged to further educate themselves to the urgency of the climate emergency both locally and globally as well as to the local and global opportunities a just transition will create; and be it further

Resolved, That rostered leaders will be encouraged to lift up loving our neighbor in response to the climate emergency through their preaching, teaching, and congregational action as often as possible; and be it further

Resolved, That the synod will encourage and cooperate with Lutheran, ecumenical, faith-based, and secular organizations that share our commitment to the protection and restoration of the natural world while doing justice for all.

26. *Resolved*, That the Northeastern Pennsylvania Synod in assembly recommends to all of its congregations that

1. There be a complete disclosure to the members of those congregations the assets and liabilities of the congregations so that there is transparency concerning what the congregations own and what the congregations owe;
2. There be safeguards in the way money is handled in the congregations so that, for one example, at least two unrelated persons count all incoming money;
3. There be safeguards in the way money is spent, such as requiring two signatures on every check with those signatures being added after the checks have been prepared;
4. All accounts be audited annually by persons who were not also involved in managing the accounts (that is, never audit your own work);

5. The congregations adopt annual budgets as called for in their constitutions as the correct way to grant permission for the expenditure of all funds consistent with whatever constitutional latitude is granted to the congregation council for limited, special expenditures;
 6. Honest and conscientious volunteers and staff who handle funds be protected from unwarranted accusations though the employment of good practices in accountable money management;
 7. Congregation councils pay special attention to the collecting and remittance of withheld taxes from congregational employees, including any persons working in related agencies such as childcare programs.” (SA: June 2, 2023)
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In addition to the above resolutions, the following policies approved by the Synod Assembly or Synod Council are in effect until revised, replaced, or withdrawn:

- Policy on Sexual Misconduct (Synod Council 2018.10.14, revised 2019.01.09)
- Procedure for Congregations Considering Withdrawal from the ELCA (Synod Council 2007.6.9)
- *Personnel Manual* including the changes *NEPS Personnel Policies* (March 14, 2020)
- *Call Process (PT03)*
- *Procedures for Congregations that are Closing or Merging*
- *Policy on Synodical Administration*
- *Sabbatical Policy for the Synod Bishop* (July 18, 2018)
- *Forward and Developing a Congregational Legacy Statement* (March 14, 2020)
- *The February 2023 resource paper and sabbatical policy for rostered ministers serving under call in the Northeastern Pennsylvania Synod* (June 3, 2023)
- *The Policies Concerning Licensed Lay Ministry.*
- *Cemeteries* (SC: April 12, 2025)