

Reference: RTTD, pg. 10-17

Subject: Continuing Education of Called Workers Committee, Continuing Education of Called Workers Task Force

Report No. 1

We thank the Continuing Education for Called Workers Committee for its work, particularly in regard to the new Principal Training Program. Principal positions can often be difficult for young graduates, whose call typically includes the oversight of more seasoned teachers. The committee found this three-year program especially valuable for the training of those young men.

We also commend Grow In Grace for its work in the area of continuing education for pastors. We find the newer projects, Pastor Partners and Celebration of Ministry Retreats, to be of particular benefit.

We commend the Pastor Partners program for their careful attention to healthy communication and cooperation between pastoral mentors and circuit pastors, especially in areas where their roles may overlap.

We wish to thank the Continuing Education Task Force for their work, which ended in 2015 but set in motion valuable initiatives now carried out by Grow In Grace.

Reference: RTTD, pg. 17-18

Subject: Translation Liaison Committee

Report No. 2

We commend the Translation Liaison Committee, especially recognizing Professor Thomas Nass, for the work they have put into evaluating existing translations and submitting recommendations for future revisions to those translations.

Reference: RTTD, pg. 54-55

Subject: Reformation 500 Committee

Report No. 3

We commend the Reformation 500 Committee for their work, especially on the various resources that will become available, including the release of the New Testament and Psalms edition of the Evangelical Heritage Version (EHV), as well as newly published books and videos.

Resolution No.1

Reference RTTD, pg. 73-88, 108-112

Subject: Compensation Review Committee

- WHEREAS 1) A worker in the Lord’s kingdom is worth his wage; and
- WHEREAS 2) compensation of called workers reflects the calling body’s support and value of those called workers; and
- WHEREAS 3) much work has been done by the Compensation Review Committee to present a plan to address the issues raised by the Ad Hoc Commission 2 recommendations from 2015; and
- WHEREAS 4) there is value to having a set of compensation guidelines that bring parity to how called workers are compensated around our church body; and
- WHEREAS 5) the ministry needs of the church change and a compensation model should change with those needs and be adjusted as necessary; therefore, be it
- Resolved, a) that we thank the committee for their thoughtful work on the compensation plan given in response to the Ad Hoc Committee 2 recommendations; and be it further
- Resolved, b) that we affirm the 6 (six) goals listed on page 73 of the RTTD with the following recommendations:
- i. in Goal #3, use the word “similar” instead of “same” to reflect the desire to have unity yet flexibility in the compensation model; and
 - ii. in Goal #4, to ensure an emphasis is also given to considering continuing education, to add a phrase such as “education advancement”; and be it further
- Resolved, c) that we support the 10 recommendations found on page 74-75 of the RTTD with the following changes:
- i. in Recommendation #4, retain the matrix which has 32 years of experience instead of changing to 22 years¹; and

¹ Floor Committee No. 12 challenges the premise that reducing the “cost” of a more experienced pastor would ensure more calls to that demographic. While the salary amount of a more experienced worker could be a factor in a calling body, the committee felt that “capping” experienced workers sooner would unduly limit their compensation. The committee also discussed that the issue of number of vacancies in our synod has bearing on the number of calls

- ii. strike Recommendation #5 as it doesn't apply if #4 remains at 32 years; and
 - iii. in Recommendation #6 retain the new "left columns" of "A" and "B" to give guidance to called workers without a degree; and
 - iv. in Recommendation #6 to eliminate the new column to right of Column H; and
 - v. in Recommendation #7 to retain a three-column spread instead of a four-column spread²; and be it finally
- Resolved d) that we support communication (such as outlined in Recommendations 9 & 10), once the Compensation Guidelines are adopted in 2017, to all calling bodies to encourage them in the following:
- i. to have a thoughtful and annual review of the Compensation Guidelines; and
 - ii. to adapt the Guidelines to meet the unique needs of the calling body; and
 - iii. to give careful consideration to recognize and compensate each called worker's years of experience, additional responsibilities, and educational advancement appropriately; and
 - iv. to ensure the Guidelines are being consistently applied to all called workers in that specific calling body; and
 - v. to make sure that the biblical and practical goals of the Compensation Guidelines are being met.

Rev. James Witt, Chairman
 Rev. Michael Geiger, Secretary
 Rev. Steve Waldschmidt, Secretary

available. The Committee also felt that perhaps part of the conversation around the "cost" of a pastor was a congregational stewardship issue versus a Compensation Model issue.

² Floor Committee No. 12 realized that by changing #4 it affected #5 and #6. By eliminating the new column to the right of Column H, it allows for easier transition of a calling body to the similar column they were using in the current compensation model by simply moving 2 columns to the right instead of trying to determine which of the 4 column spread to use.

Pastors

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Paul Schuler
Peter Hagen
Jon Brohn
Thomas Smith
Peter Sulzle
Bill Werth
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Steve Biedenbender
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