

RESOLUTIONS/MEMORIALS FOR REFERENCE AND COUNSEL
SOUTHEASTERN PENNSYLVANIA SYNOD, ELCA
2022 MEETING OF THE SYNOD ASSEMBLY

	NAME	CONGREGATION/LOCATION
Names of Person(s) or Group submitting resolution/memorial (please include name of congregational membership)	Reverend Frank Sayford [Retired]	Family of God, Buckingham PA

CONTACT PERSON:	Rev. Frank Sayford	
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INSTRUCTIONS:

1. Please type or print legibly.
2. All background material should be listed prior to the resolution/memorial. Such information should begin with "Whereas".
3. The resolution/memorial should follow the "Whereas" clause, beginning with, "Therefore, be it resolved...".
4. Please keep a copy of the resolution/memorial for your reference.
5. Attach the resolution/memorial to this cover form and submit it by **March 30, 2022** to couterbridge@sepa.org or via US Mail:

Committee on Reference and Counsel
 Southeastern Pennsylvania Synod
 Wiedemann Center
 7241 Germantown Avenue
 Philadelphia, PA 19119
6. Contact Rev. Jenn Casey (631-427-1575) or via email at pastorjenncasey@comcast.net with any questions.

PLEASE NOTE: All resolutions/memorials must be received by the committee by March 30, 2022 in order to guarantee consideration by the Assembly!

A Resolution for Fair Employment Separation (2)

WHEREAS, I Thessalonians 5:12-13a instructs us: “But we appeal to you, brothers and sisters, to respect those who labor among you, and have charge of you in the Lord and admonish you; esteem them very highly in love because of their work;”

WHEREAS, to create God’s beloved community, the ELCA must turn away from secrecy and return to Martin Luther’s teaching on the three parts of true repentance: confession, contrition, and satisfaction;

WHEREAS, to create God’s beloved community, the ELCA must stop tying separation agreements to requirements that prevent even fair critique of the ELCA and impede transparency;

WHEREAS, all ELCA human resource practices should reflect ELCA core beliefs and current mission;

WHEREAS, there are known examples of people having to sign separation agreements that include non-disclosure language and a prohibition of disparaging remarks;

WHEREAS, the Constitutions of the ELCA, synods, and congregations apply to all regardless of race, ethnicity, gender, sexual orientation or identity;

WHEREAS, The Reverend Nelson Rabell-González, a BIPOC minister of Word and Sacrament, was removed from the ELCA roster of ministers of Word and Sacrament and was asked to sign a separation agreement as described above;

THEREFORE BE IT RESOLVED: that the Southeastern Pennsylvania Synod direct the Synod Council to petition the ELCA Church Council, to request by the end of calendar year 2022, elimination of separation agreements that include non-disclosure language and a prohibition of disparaging remarks as an employment or settlement practice.

Author: The Rev. Frank Sayford