

**EVANGELICAL LUTHERAN CHURCH IN AMERICA**  
**CHURCH COUNCIL**  
**November 7-10, 2014**  
**Chicago, Illinois**

Revised November 5, 2014

**AGENDA**

**Participants**

**Voting Members**

Mr. Paul G. Archer	Pr. Carla J. Johnsen
Ms. Marit Bakken	Ms. Kayla S. Koterwski
Mr. Nicholas A. Barber	Mr. John W. Lohrmann
Mr. Hans E. Becklin	Ms. Susan W. McArver ( <i>excused</i> )
Mr. Allan J. Bieber	Pr. Loren Mellum
Pr. Wm Chris Boerger, Secretary	Mr. Fernando Mercado
Ms. Amanda E. Briggs	Pr. Raymond A. Miller
Mr. Reid A. Christopherson	Pr. Robert G. Moore
Ms. Christine P. Connell	Pr. Linda O. Norman, Treasurer
Bp. Jessica Crist	Pr. Linda Nou
Pr. Karsten Decker	Mr. John M. Pederson
Bp. Elizabeth A. Eaton, Presiding Bishop	Mr. Carlos E. Peña, Vice President
Pr. Elizabeth E. Ekdale ( <i>excused</i> )	Ms. Meri Jo Petrivelli
Ms. Marjorie B. Ellis	Ms. Pamela E. Pritt
Pr. William E. Flippin, Jr.	Mr. Clarence M. Smith
Mr. Gary D. Gabrielson	Pr. Jonathan Splichal Larson
Pr. Vicki T. Garber	Ms. Ingrid Sponberg Stafford
Pr. Joyce M. Graue	Ms. Leslie J. Swenson
Ms. Cynthia M. Gustavson	Mr. Oliver W. Thul
Ms. Louise A. Hemstead	Pr. Kathryn A. Tiede
Pr. Stephen R. Herr	Pr. James H. Utt
Mr. William B. "Bill" Horne II	Mr. Vernon K. Veal ( <i>nominated</i> )
Ms. Maren Hulden	Pr. William O. Voss ( <i>excused</i> )
Mr. James M. Hushagen	Pr. Michael R. Ward
Pr. Peder J. Johanson	Ms. Man Hei Yip

**Liaison Bishops**

Bp. Michael Burk	Bp. Stephen Talmage ( <i>excused</i> )
Bp. Claire Burkat	Bp. Shelley Wickstrom
Bp. Ralph Jones	Bp. Herman Yoos
Bp. Marcus Lohrmann	Bp. David Zellmer
Bp. Brian Maas ( <i>excused</i> )	

**Resource People**

**Office of the Presiding Bishop**

Pr. M. Wyvetta Bullock, Assistant to the Bishop, Executive for Administration  
Mr. Kenneth W. Inskeep, Executive for Research and Evaluation  
Ms. Rhondean Johnson, Executive for Human Resources  
Pr. Marcus Kunz, Assistant to the Bishop for Theological Discernment

Ms. Kathryn Lohre, Assistant to the Bishop for Ecumenical and Inter-Religious Relations  
Pr. Walter May, Assistant to the Bishop for the Synodical Relations  
Pr. Donald J. McCoid, Director, Ecumenical and Inter-Religious Relations  
Ms. Jodi Slattery, Assistant to the Bishop for Governance

**Office of the Secretary**

Mr. Phillip H. Harris, General Counsel  
Mr. Frank F. Imhoff, Manager, Official Documentation  
Ms. Sue Rothmeyer, Assistant to the Secretary

**Unit Staff**

Ms. Rachel Bouman, Assistant Director for Leadership, Congregational and Synodical Mission  
Pr. Stephen P. Bouman, Executive Director, Congregational and Synodical Mission  
Ms. Christina Jackson-Skelton, Executive Director, Mission Advancement  
Pr. Rafael Malpica-Padilla, Executive Director, Global Mission  
Ms. Evelyn Soto, Director for CSM Operations and Programs, CSM  
Pr. Jonathan Strandjord, Program Director, Seminaries, CSM  
Pr. Gregory Villalon, Director for Leadership for Mission/Candidacy, CSM  
Pr. David Wunsch, Director for Unit Operations and Programs, GM

**Separately Incorporated Ministries**

Ms. Linda Post Bushkofsky, Executive Director, Women of the ELCA  
Mr. Doug Haugen, Executive Director, Lutheran Men in Mission  
Ms. Beth A. Lewis, President, Augsburg Fortress, Publishers  
Ms. Eva M. Roby, President and CEO, MIF  
Pr. Jeffrey D. Thiemann, President and CEO, Portico Benefit Services

**Press**

Ms. Candice Hill Buchbinder, Mission Advancement  
Ms. Melissa Ramirez Cooper, Mission Advancement  
Ms. Elizabeth M. Hunter, *The Lutheran* magazine  
Mr. Daniel Lehmann, *The Lutheran* magazine

**Ecumenical Guests**

Pr. Scott Anderson, Presbyterian Church (USA)  
Pr. Gay Jennings, The Episcopal Church  
Bp. Sharon Rader, United Methodist Church (*excused*)  
Pr. Betsy Miller, Moravian Church in America (*excused*)  
Pr. Lisa Vander Wal, The Reformed Church in America (*excused*)

*Revised November 5, 2014*

**Thursday, November 6, 2014**

4:00 p.m.      Audit Committee, 6<sup>th</sup> Floor Training Room

**Friday, November 7, 2014**

6:30 a.m.      **Breakfast**, Marriott Hotel (Buffet opens at 6:30 a.m.)

10:00 a.m.      Working group on Churchwide Officer Elections, Full Epiphany

10:30 a.m.      Executive Committee, Full Epiphany

12:00 noon      Executive Committee Lunch, 11<sup>th</sup> Floor

1:30 p.m.      **WORSHIP SERVICE WITH HOLY COMMUNION**, 1<sup>st</sup> Floor Chapel  
Presider: Bishop Jessica Crist  
Preacher: Pr. Stephen Herr  
Assisting Minister: **Ms. Louise Hemstead**  
Lector: Mr. Oliver Thul

2:15 p.m.      Church Council Choir rehearsal, 1<sup>st</sup> Floor Chapel, 30 minutes

**PLENARY SESSION ONE**

Council Room  
November 7, 2014  
3:00 – 5:30 p.m.

**I.A Call to Order and Adoption of the Agenda**

Agenda items have been distributed electronically and by mail. Additional items will be distributed at the meeting to the members of the Church Council and invited resource people.

**CC ACTION**

**Recommended:**

**To adopt the agenda and to permit the chair to call for consideration of agenda items in the order the chair deems most appropriate.**

**I.B Approval of the Minutes**

The minutes of the April 4 – 6, 2014 meeting of the Church Council have been distributed to council members electronically on Net Community. Minutes for meetings held in executive session have been added to the protocol file in the Office of the Secretary.

The minutes of the council's Executive Committee meetings on April 4, 2014, May 5, 2014, June 18, 2014, August 15, 2014, September 10, 2014 and October 20, 2014 have been distributed electronically to members. Minutes for meetings held in executive session have been added to the protocol file in the Office of the Secretary.

Please provide in writing for the Executive for Office of the Secretary Administration any notations or typographical errors in the distributed text of the minutes. Proper corrections will be entered into the protocol copies of the minutes. Such corrections need not be raised in the plenary session in connection with the approval of the minutes.

**CC ACTION**

**Recommended:**

**To approve the minutes of April 4-6, 2014 meeting of the Church Council; and  
To ratify actions of the council's Executive Committee as indicated in the minutes of the April 4, 2014, May 5, 2014, June 18, 2014, August 15, 2014, September 10, 2014 and October 20, 2014 meetings.**

**I.C Report from the Presiding Bishop**

**I.D [Report from the Vice President](#)**

**I.E Report of the Executive Committee**

**I.E.1 Church Council Nomination and Election**

The Central/Southern Illinois Synod (5C) has nominated Mr. Vernon K. Veal, Bloomington, Illinois, to replace the resignation of Mr. Michael Mason (5C), to a term ending in 2019. Biographical information is provided in the [Biographies](#) document.

**CC ACTION**

**Recommended:**

**To elect Mr. Vernon K. Veal, Bloomington, Illinois (5C) to the Church Council for a term ending in 2019.**

**I.E.2 Presiding Bishop Emeritus Title**

At the 2013 ELCA Churchwide Assembly, Mr. Carlos Peña was approached by voting members about conferring the title of 'Presiding Bishop Emeritus' to the former Presiding Bishop Mark S. Hanson. He explained that further conversation and information was needed to consider this matter. Carlos reminded them that three previous bishops had also served in that office.

The matter was brought to the Executive Committee for further consideration. The committee received a summary from the Rev. Don McCoid, director of ecumenical and inter-religious relations, on the use of the title 'Bishop Emeritus' throughout the wider Church, including the Lutheran World Federation. Secretary Chris Boerger conducted a survey to determine synods' use of the term. [Summaries](#) of both those documents can be found in the Executive Committee materials.

In the process of the committee's ongoing consultation, the matter was brought to the Conference of Bishops for their input. They discussed the possibility of conferring the title of Presiding Bishop Emeritus to the three previous presiding bishops. Carlos outlined for the conference the impetus for this discussion and shared the Executive Committee's interest in hearing from the bishops about the matter. The Rev. Don McCoid, also shared with the conference the ecumenical and global perspective regarding the title of 'bishop emeritus'.

There was not unanimity among the conference. In a straw poll taken among the bishops, there were three options: yes, no, indifferent. There was not overwhelming support, nor was there overwhelming opposition to the proposal. The most votes were in the indifferent category. Three themes did emerge from the conversation: 1) waiting until the Word and Service unified roster is decided; 2) appreciating the ecumenical and global usage for such a title; and 3) reaffirming that such a title has no responsibilities associated with it.

Church Council members Bishop Elizabeth Eaton, Bishop Jessica Crist, Secretary Chris Boerger, Vice President Carlos Peña, Treasurer Linda Norman, Mr. Paul Archer and Ms. Susan McArver were all present for the conversation with the conference.

At its October meeting, the Executive Committee discussed the previous summaries of information as well as considered the feedback they received from the conference.

**CC ACTION**

**Recommended:**

**To confer the title of "presiding bishop emeritus" to the Rev. Herbert W. Chilstrom, the Rev. H. George Anderson and the Rev. Mark S. Hanson.**

### **I.E.3 Synodical Resolutions for Referral**

At the April 2014 Church Council meeting, Secretary Chris Boerger proposed a possible process for synodical resolutions sent to the Church Council for referral and/or action. The process outlined would be that when a synod refers a resolution, the unit or office receiving the referral is asked to provide to the next Church Council meeting either a report or a timeline for how this referral would receive further attention. Based on this information, Church Council could provide feedback into the priorities set by the unit based on the various resolutions coming from synods.

This process was suggested because the churchwide organization's units and offices had recently received several resolutions through synod councils and synod assemblies. The [internal working document](#) found in "Other Documents" provides a broader scope of the various resolutions and memorials currently being processed by the churchwide organization. Considering a new process is an important opportunity to evaluate the allocation and prioritization of resources in addressing resolutions.

At its August 2014 meeting, the Executive Committee discussed this proposal and alternative processes for acting on synod resolutions as well as addressing the allocation and prioritization of resources. Vice President Peña mentioned in the meeting that it is possible for Church Council to act on resolutions from synod assemblies and synod councils without referring them on to units or offices within the churchwide organization. The consensus was to move forward with this process and to ask the Church Council to evaluate it at the November 2014 meeting of the Church Council.

All recommended actions can be found in "[Responses to Synodical Resolutions.](#)" Church Council members may remove items from *En Bloc* for separate consideration by notifying Secretary Boerger. The deadline for removing items from *En Bloc* is Saturday, November 8 at 6:00 p.m. A single vote on those items remaining *En Bloc* will be taken on Monday, November 10, without debate or amendment.

### **I.F Update from Global Mission**

The Rev. Rafael Malpica Padilla, executive director for Global Mission, will present an update on the Global Mission work with colleagues in the unit. The Global Mission unit is constitutionally responsible for "providing integrated support of this church's work in other countries and be the means through which churches in other countries engage in mission to this church and society." (ELCA Constitution 16.12.D11.) Through this update, Church Council members will have an opportunity to engage in strategic and generative thinking around this church's role in Global Mission.

### **I.G Update and Presentation from Lutheran World Relief**

Lutheran World Relief (LWR) is a ministry of U.S. Lutherans, serving communities living in poverty overseas. The non-profit organization's mission is "affirming God's love for all people, we work with Lutherans and partners around the world to end poverty, injustice and human suffering." Lutheran World Relief works to improve the lives of smallholder farmers and people experiencing poverty in Africa, Asia and Latin America, both in times of emergencies and for the long term.

The ELCA provides financial support to LWR to help strengthen communities through programs in agriculture, climate, and emergency support. LWR works with

partners, supporters and technical assistance providers to achieve lasting results. This church has partnered with LWR since its founding.

At this meeting, LWR President and CEO Ambassador Daniel Speckhard (rt.) will be giving a presentation on LWR work with local partners to provide lasting solutions to poverty, injustice and human suffering. Ambassador Speckhard will also be presenting Bishop Jessica Crist with the LWR Champion award, formerly known as the Friend of LWR award. Bishop Crist served on the LWR Board of Directors.

**I.H**    [Report from the Conference of Bishops](#)

Bishop Jessica Crist, chair of the Conference of Bishops, will be sharing a report from the conference.

**I.I**    **Ecumenical Greetings**

At this meeting, we will be welcoming two guests from this church's full communion partners. This is an opportunity for Church Council to hear from one of our ecumenical liaisons. Our other guest will have an opportunity to bring a greeting later in the meeting.

**I.J**    **Hymn and Prayer**

5:30 p.m.    Reception hosted by the Separately Incorporated Ministries, Augsburg Room

6:00 p.m.    **Dinner**, Augsburg Room

7:00 p.m.    Conversation on Church Council Retreat, Augsburg Room

**Saturday, November 8, 2014**

- 6:30 a.m.      **Breakfast**, Marriott Hotel (Buffet opens at 6:30 a.m.)
- 8:00 a.m.      Committees meet  
                    Budget and Finance, Epiphany  
                    Legal and Constitutional Review, Advent  
                    Program and Services, Pentecost  
                    Planning and Evaluation, 10<sup>th</sup> Floor Training Room
- 11:30 a.m.     Break
- 11:45 a.m.     Mid-day Prayer Service, Chapel  
                    Led by Pr. Kevin Strickland, ELCA Director for Worship
- 12:00 p.m.     **LUNCH**, Augsburg Room
- 1:00 p.m.      Committees continue to meet
- 3:00 p.m.      Health and Wellness Break, Augsburg Room



## PLENARY SESSION TWO

Augsburg Room  
November 8, 2014  
3:45 p.m. – 6:00 p.m.

### II.A Bible Study, led by Dr. Richard J. Perry, Jr., Professor of Church and Society and Urban Ministry, Lutheran School of Theology at Chicago

### II.B Report of Program and Services

The following report is provided by the Program and Services Committee. Additional items or revised actions may be distributed following the committee's meeting. [\*En Bloc\* items](#) will be acted upon later in the meeting.

The committee received verbal updates on the Women and Justice: One in Christ social statement, criminal justice social statement, genetics social statement, Word and Service Task Force, observance of the 500<sup>th</sup> anniversary of the reformation and Ministry to and with Same Gender Families (M2SGF) working group. The committee also participated in a comprehensive reading of the draft social message on gender-based violence.

#### II.B.1 Corporate Social Responsibility

The ELCA gives expression to this church's concern for corporate social responsibility – both in its internal activities and in its interaction in the broader society through exercising its rights as a corporate shareholder. This is accomplished through preparation of issue papers, investment screening, filing of shareholder resolutions, and advocacy, including dialogue with corporations to address these issues. Individual Lutherans and other organizations are encouraged to apply these recommendations within their own portfolios.

In determining precise actions to take or recommend, the ELCA draws on the foundation of its social policy. This policy consists of social statements, messages, and Churchwide Assembly and Church Council social policy resolutions and reflects an understanding of this church's social responsibility that includes theological, social and ethical considerations.

The Corporate Social Responsibility (CSR) program has been the vehicle for this work of the ELCA since the inception of this church. This program includes the three-pronged approach of providing investment screens, encouraging investment in community development, and engaging in stakeholder corporate dialogues. This program has functioned not only with staff from the ELCA but also in close cooperation with Portico Benefit Services (formerly known as the Board of Pensions of the Evangelical Lutheran Church in America), ELCA-related organizations, as well as with the Interfaith Center on Corporate Responsibility (ICCR).

In November 2003, the ELCA Church Council put in place a process for writing and approving an issue paper that addresses a concern within society that may require action by the CSR program. Issue papers interpret the social teaching of this church as they relate to investments. In addition, this church is assisted in its decision-making through the development of social criteria investment screens that guide this church in evaluating

the types of investments it wishes to hold. The original policy concerning these screens was developed in 1989 and revised in 2006. Additional [background](#) about the policy and procedures for CSR Issue Papers and Social Criteria Investment Screens can be found in the Program and Services Committee material.

At this meeting, the Program and Services Committee of the Church Council reviewed two revised social criteria investment screens and one issue paper. The committee also reviewed a new social criteria investment screen for private prisons based on the ELCA Social Statement *The Church and Criminal Justice: Hearing the Cries*.

In addition, a succession plan was considered to continue CSR work. The work for corporate social responsibility is based in the mandates of the ELCA Constitutions, Bylaws and Continuing Resolutions and the ELCA social policy outlined above. The enabling bylaw, as revised at the 2011 Churchwide Assembly, reads as follows:

*14.21.14. The Church Council may direct the churchwide organization to exercise the corporate social responsibility of this church by filing shareholder resolutions, casting proxy ballots, and taking other actions as it deems appropriate.*

Following the restructuring of the churchwide organization in 2011, the Church Council in April 2012 reconfigured oversight responsibilities for implementing the corporate social responsibility program of this church (CC12.04.09). As the [CSR Roles and Responsibilities chart](#) indicates, a CSR Review Team became responsible for coordinating CSR work and staffing was accomplished by a 1/2 time consultant (Ms. Patricia Zerega), paid by the ELCA churchwide organization and Portico Benefit Services. CSR activities are initiated and reviewed in accordance with the grid in the chart.

Portico Benefit Services and the ELCA affirm the value and necessity of continuing their partnership around corporate social responsibility. Both entities understand and agree that the current contract does not sufficiently support the management of the ELCA's CSR portfolio, which is mandated through ELCA churchwide actions on a number of issues. As such, before the ELCA's next fiscal year, Portico and the ELCA will draft a shared part-time position description and will determine shared salary and benefit cost allotments.

It was determined that the best course of action at this time is to request that Ms. Patricia Zerega, who so effectively fulfills the ELCA's CSR responsibilities, continue in that role. Ms. Zerega is currently a .50 independent contractor, an arrangement that not only presents some risk to both ELCA and Portico, but is not ideal for Ms. Zerega. A part-time contractor position also does not fulfill the ELCA's and Portico's shared obligation to ensure that this important portfolio is sustained into the future.

Succession planning and consideration of the future of CSR work beyond Ms. Zerega's tenure was determined a next step in joint planning around CSR. Succession planning will also engage creating a sufficient, sustainable model for the work. Another next step is determining if and when the CSR staff person may speak on behalf of/as a representative of Portico. This is an area that will need further consideration and all parties committed to addressing this moving forward, with a commitment to make final recommendations and decisions no later than November 2015.

**CC ACTION**

**Recommended:**

**To approve the Private Prisons Social Criteria Investment Screen;**

**To approve the amendments to the following corporate social responsibility issue paper and economic social criteria investment screens, but to request that the original issue papers be archived for historical and research purposes:**

- Environment Social Criteria Investment Screen
- Extractive Industries Issue Paper
- Military Weapons Social Criteria Investment Screen

**CC ACTION**

**Recommended:**

**To affirm the proposed succession plan as a necessary next step in joint planning around corporate social responsibility work between the churchwide organization and Portico Benefit Services; and**

**To request the Congregational and Synodical Mission unit and Portico Benefit Services to provide a progress report in the April 2015 meeting of the Church Council and a final report with recommendations no later than the November 2015 meeting of the Church Council.**

**II.B.2 Programmatic Ministries for the *Always Being Made New: The Campaign for the ELCA***

At the April 2014 meeting, the Church Council had an opportunity to hear about the working proposal for both the disability ministry and youth and young adult ministry programs within the *Always Being Made New: The Campaign for the ELCA*. Since then, there have been additional consultations to refine the proposals on how to implement and integrate these ministry programs into the Campaign for the ELCA. The case statements for the [Disability Ministries](#) and the [Youth and Young Adult Ministries](#) can be found in the Program and Services Committee material.

**CC ACTION**

**Recommended:**

**To receive the Youth and Young Adult Ministries Case Statement from the Congregational and Synodical Mission unit;**

**To thank the advisory team for their imaginative, thoughtful and diligent work to form and equip the ministries of the ELCA to reach more people with the good news of Jesus Christ;**

**To approve the implementation of the Youth and Young Adult Ministries program into the *Always Being Made New: The Campaign for the ELCA* as detailed in the case statement; and**

**To encourage all expressions of this church to continue to consider ways to support the Campaign for the ELCA in order for the ELCA to be better-positioned to do God's work in Jesus' name throughout the world, for decades to come.**

### **CC ACTION**

#### **Recommended:**

**To receive the Disability Ministries Case Statement from the Congregational and Synodical Mission unit;**

**To thank the advisory team for their imaginative, thoughtful and diligent work to form and equip the ministries of the ELCA to reach more people with the good news of Jesus Christ;**

**To approve the implementation of the Disability Ministries program into the *Always Being Made New: The Campaign for the ELCA* as detailed in the case statement; and**

**To encourage all expressions of this church to continue to consider ways to support the Campaign for the ELCA in order for the ELCA to be better-positioned to do God's work in Jesus' name throughout the world, for decades to come.**

#### **II.C Update from Congregational and Synodical Mission**

The Rev. Stephen Bouman, executive director for Congregational and Synodical Mission (CSM), will present an update on the work of CSM. The Congregational and Synodical Mission unit is constitutionally responsible for “fostering and facilitating the work of synods, congregations, and partners in making congregations vital centers for mission and in creating coalitions and networks to promote justice and peace. Its work includes creating and revitalizing congregations; leadership development; providing worship and liturgical resources; enhancing discipleship; supporting multicultural ministries and the commitment of this church to inclusivity, fostering relationships with educational partners; facilitating the engagement of this church in advocacy; and related activities that serve the evangelical mission of synods and congregations.” (ELCA Constitution 16.12.A13.) Through this update, Church Council members will have an opportunity to engage in strategic and generative thinking around this church's role in immigration.

#### **II.D Update on Table and Font conversations and study on *The Use of the Means of Grace*, introduction of Pr. Kevin Strickland**

The Rev. Kevin Strickland serves as the ELCA Director for Worship in the Congregational and Synodical Mission unit. One of his first assignments in this new role was to oversee a process, both in scope and hoped-for outcomes, as conversation began throughout this church regarding *The Use of the Means of Grace*. The Church Council acted on this matter at its April 2014 meeting [CC14.04.13i]. Since then, resources were developed to facilitate the conversation for this church to engage one another in conversation and study of *The Use of the Means of Grace*. Bishop Elizabeth Eaton and the Rev. Kevin Strickland also sent a [letter](#) to rostered leaders inviting them into the conversation. To learn more, go to [www.elca.org/worship](http://www.elca.org/worship).

#### **II.E Personal Reflections on Faith by Bishop Jessica Crist**

#### **II.F Church Council Joys and Concerns**

#### **II.G Process Observation**

#### **II.H Hymn and Closing Prayer**

**Dinner**, on your own

**Sunday, November 9, 2014**

6:30 a.m.      **Breakfast**, Marriott Hotel (Buffet opens at 6:30 a.m.)

8:00 a.m.      Board Development Committee, Epiphany

9:30 a.m.      **WORSHIP SERVICE WITH HOLY COMMUNION**, 1<sup>st</sup> Floor Chapel  
Offering: Lutheran Disaster Response, Ebola Outbreak

Presider: Presiding Bishop Elizabeth Eaton

Preacher: Pr. Karsten Decker

Assisting Minister: Ms. Marit Bakken

Lector: Ms. Kayla Koterwski

**PLENARY SESSION THREE**

Council Room  
November 9, 2014  
10:45 a.m. – 12:15 p.m.

**III.A Report from the Treasurer**

**III.B Report of the Budget and Finance Committee**

The following report is provided by the Budget and Finance Committee. Additional items or revised actions may be distributed following the committee's meeting. *En Bloc* items will be acted upon later in the meeting.

In addition to the action items, the committee also received updates on the Bishops Think Tank for Mission Support, *Always Being Made New: The Campaign for the ELCA*, Enterprise Risk Management, and Portico Benefit Services' Social Impact First program.

**III.B.1 2014-2015 Synod Mission Support Plans**

The ELCA Church Council has a fiduciary responsibility for reviewing and taking action on synod mission support plans as an interdependent partner with congregations and synods in implementing and strengthening the financial support for the work of the Evangelical Lutheran Church in America (ELCA Constitution, 8.15 and 10.71). Since the April 2014 meeting, we have received revisions from synods for 2014 and 2015 mission support plans.

**CC ACTION**

**Recommended:**

**To acknowledge the decision of the following synod(s) to maintain the percentage of sharing of 2014 mission support contributions by congregations for synodical and churchwide ministries but estimating an adjustment in the projected amount to be shared: Grand Canyon, Northern Illinois; and**

**To thank the bishops and synod leaders of every synod as they strive to be faithful to shared commitments within the ELCA, and to direct synod and churchwide staff, including the directors for evangelical mission, to deepen their partnership in efforts to strengthen financial support for the Evangelical Lutheran Church in America.**

**CC ACTION**

**Recommended:**

**To acknowledge the decision of the following synod(s) to maintain the percentage of sharing of 2015 mission support contributions by congregations for synodical and churchwide ministries: Southwestern Washington, Southwestern Minnesota, Minneapolis Area, Nebraska, Northern Illinois, Southeastern Iowa, Greater Milwaukee, South-Central Wisconsin, Indiana-Kentucky, Northwestern Ohio, and Upper Susquehanna synods;**

**To acknowledge the decision in the following synod(s) to increase the percentage of sharing of 2015 mission support by congregations for synodical and churchwide ministries: Northwest Washington, Eastern Washington-Idaho, Southwest California,**

**Metropolitan Chicago, Northeastern Ohio and Virginia synods;**

**To acknowledge that circumstances in the following synod(s) have led to decisions to seek a decrease from the prior levels in the percentage of sharing of 2015 mission support contributions by congregations for synodical and churchwide ministries; to encourage the synod(s) to continue to work to grow mission support in the synod; and to request that the synod develop a plan, in consultation with the churchwide organization, to restore or surpass the previous level of mission support sharing: New England, West Virginia-Western Maryland and North Carolina synods;**

**To acknowledge the decision of the following synod(s) to maintain the percentage of sharing of 2015 mission support contributions by congregations for synodical and churchwide ministries but estimating an adjustment in the projected amount to be shared: Central/Southern Illinois and Southern Ohio synods; and**

**To thank the bishops and synod leaders of every synod as they strive to be faithful to shared commitments within the ELCA, and to direct synod and churchwide staff, including the directors for evangelical mission, to deepen their partnership in efforts to strengthen financial support for the Evangelical Lutheran Church in America.**

### **III.B.2 2015 Income Estimates and Spending Authorizations**

As part of its ongoing fiduciary responsibility, the Budget and Finance Committee of the Church Council also reviews the income estimates and the spending authorizations that may have been revised for current fund and World Hunger.

### **CC ACTION**

**Recommended:**

**To approve a revised 2015 fiscal year current fund spending authorization of \$69,650,020; and**

**To approve a revised 2015 fiscal year World Hunger spending authorization of \$20,000,000.**

### **III.C Update on [Mission Support Think Tank](#)**

At the October 2014 meeting of the Conference of Bishops, an interim report on the progress of the Mission Support Think Tank was shared with the Conference of Bishops and the Administrative Team of the churchwide organization. The report shared some of the learnings thus far and acknowledged a number of challenges in how this church addresses mission support. At this meeting, Bishop Shelley Wickstrom and Bishop Marcus Lohrmann, members of the Mission Support Think Tank, will lead us in a conversation about the continuing work of the think tank. A final report with possible recommendations is anticipated at the April 2015 meeting of the Church Council.

### **III.D Church Council Joys and Concerns**

### **III.E Hymn and Prayer**

12:15 p.m. **Lunch**, Augsburg Room

## **PLENARY SESSION FOUR**

Augsburg Room  
November 9, 2014  
1:30 – 3:30 p.m.

### **IV.A Personal Reflections on Faith by Ms. Marit Bakken**

### **IV.B Primer on Lutheran Outdoor Ministries**

The Board Development Committee occasionally recommends primers so that Church Council members will have a better understanding of a particular agenda matter or ministry related to this church.

Lutheran Outdoor Ministries (LOM) is an association of outdoor ministry organizations, professionals, board members, businesses, and students connected to Lutheran camping, conferences, and retreats. LOM is a vibrant and diverse community, committed to deepening faith - in rustic cabins and in state-of-the-art retreat centers, on mountaintops, on city streets, on ocean shores. The people of LOM serve at Outdoor Ministry sites across the country. Outdoor Ministry sites are affiliated with the Evangelical Lutheran Church in America which states that "...outdoor ministries strive to strengthen, support and lift up the body of Christ through building relationships with others and with God while enjoying creation." There are approximately 145 ELCA outdoor ministry programs in the United States and Puerto Rico.

The Rev. Nathan Pile, President of LOM, will join us via Skype for this presentation.

### **IV.C Committee of the Whole: Theological Education Advisory Council**

The Church Council authorized the creation of the Theological Education Advisory Council (TEAC) at its April 2013 meeting. At that meeting, TEAC was also asked to submit periodic progress reports on its deliberations along with updates on new developments in the theological education network. A [progress report from TEAC](#) can be found in Executive Committee materials.

Mr. Bill Horne and Ms. Maren Hulden are participants in the Theological Education Advisory Council. Mr. Horne led the Executive Committee in a conversation about the recent findings.

This Committee of the Whole conversation will be led by the Rev. Robin Steinke and Bishop Herman Yoos, TEAC co-chairs. The generative and strategic conversation is an opportunity for Church Council to learn from TEAC about the current state of theological education and consider the three imperatives that have been proposed by TEAC.

### **IV.D Conversation on Priorities in the ELCA, led by Presiding Bishop Eaton**

At the October 2014 Conference of Bishops meeting, Presiding Bishop Eaton led the Conference of Bishops and the Synod Vice Presidents in a conversation about the priorities in this church using an "appreciative inquiry" process. In small groups, each table is asked to do three things: identify ministries we do well together, areas we have room to grow and one thing we want to know. The information shared will be compiled with the other groups who participated in this process.



**PLENARY SESSION FIVE**

Council Room  
November 9, 2014  
4:00 – 7:00 p.m.

**V.A Executive Session – Legal briefing, Mr. Phil Harris**

**V.B Report from the Executive for Administration**

**V.C Report of the Planning and Evaluation Committee**

The following report is provided by the Planning and Evaluation Committee. Additional items or revised actions may be distributed following the committee's meeting. As part of its work at this meeting, the committee received a report on the risk analysis for the 2014 Annual Plan and an overview of the process for the 2015 Annual Plan for the churchwide organization.

**V.D Update from Mission Advancement**

Ms. Christina Jackson-Skelton, executive director for Mission Advancement, will present an update on the work of the Mission Advancement unit. The Mission Advancement unit is constitutionally responsible for coordinating this church's communication, marketing, public relations, mission funding, major gifts, planned gifts, and constituent data management." (ELCA Constitution 16.12.C11.)

**V.E Update on the Campaign for the ELCA, introduction of Pr. Ron Glusenkamp**

The Rev. Ron Glusenkamp serves as the ELCA Director for *Always Being Made New: The Campaign for the ELCA*. The Campaign for the ELCA was approved by the 2013 Churchwide Assembly. With a goal of \$198 million, the five-year campaign is designed to increase this church's capacity to renew congregations and start new ministries, support disability ministries, develop leaders, encourage and form lay youth and young adults, bolster its global mission efforts and expand the impact of its relief and development work.

**V.F [Report from the Secretary](#)**

**V.G Report of the Legal and Constitutional Review Committee**

The following report is provided by the Legal and Constitutional Review Committee. Additional items or revised actions may be distributed following the committee's meeting. [En Bloc items](#) will be acted upon later in the meeting.

**V.G.1 Personnel Policies for the Churchwide Organization**

The [Personnel Policies of the Churchwide Organization](#) was in need of a comprehensive rewrite. The document is designed to provide churchwide organization employees with information about working conditions, employee benefits, and important

policies affecting employment. Included are significant policies, practices, and procedures followed by the churchwide organization with regard to the organization's employees. These policies are published on the internal website of the organization to provide a convenient resource for all employees, to assist in the orientation of new employees, and to promote consistency in the administration of the services provided by the ELCA. Employees are expected to read, understand, and comply with all provisions in the document.

Most of the document remains the same, but there are some noticeable changes in the following sections:

- 2.10.2: Avoiding Conflicts of Interest
- 2.11: Introductory Period
- 2.13.3: Accuracy of Information
- 4.4: Summer Flexible Schedule (specifically Eligibility)
- 7.3: Personal Appearance, Grooming, and Fragrances
- 7.6: Inclement Weather or Emergency
- 7.8.4: Reporting Harassment or Other Inappropriate Behavior
- 7.12: Social Media
- 7.15: Preventing Workplace Violence
- 7.16: Weapons Policy
- 7.17: Vehicle Use and Insurance

### **CC ACTION**

#### **Recommended:**

**To approve the amended Churchwide Organization Personnel Policies.**

### **V.G.2 ELCA Special Needs Retirement Fund**

The 1993 ELCA Churchwide Assembly approved the establishment of the ELCA Special Needs Retirement Fund (Fund) to provide "both for additional pension contributions for pastors in situations of low compensation, and for pensioners who are receiving at or near the minimum pension." [CA93.08.100]

The ELCA Special Needs Retirement Fund Managing Committee is requesting that the stated purpose of the Fund be changed to further support those receiving minimum annuity payments. There are two rationales to support this request. First, a special task force report presented to the ELCA Church Council in 2003 agreed that the mandate to use the Fund assets to help pastors receiving lower contributions is not workable. Second, due to IRS and Treasury regulations, the church can't make contributions from the Fund into the retirement accounts of active pastors.

Further background about the [Special Needs Retirement Fund](#) and the request can be found in the Legal and Constitutional Review committee materials.

### **CC ACTION**

#### **Recommended:**

**To recognize and support the Special Needs Retirement Fund Management Committee's efforts to provide financial support for annuitants who are receiving at or near the minimum pension as an adequate response to CA93.08.100.**

7:00 p.m. **Dinner**, Augsburg Room, *Wine and beer available (\$5.00 donation)*

**Monday, November 10, 2014**

6:30 a.m.       **Breakfast**, Marriott Hotel (Buffet opens at 6:30 a.m.)

8:00 a.m.       Social Justice Working Group, Epiphany

**PLENARY SESSION SIX**

Council Room  
November 10, 2014  
9:15 a.m. – 12:00 noon

**VI.A Committee of the Whole: New Congregational Development**

At its November 2013 meeting, Church Council received a report from the Congregational and Synodical Mission unit on the new and renewing congregations' enterprise as part of an expanded response to the Southwest California Synod resolution [CC13.11.69a]. The [full report from the New and Renewing Congregations Working Group](#) as well as a [progress report on the implementation of the recommendations](#) provided in the report can be found in "Other Documents".

This Committee of the Whole conversation will be led by the Rev. Ruben Duran, ELCA Director for New Congregations in the Congregational and Synodical Mission unit. The conversation is an opportunity for Church Council to receive an update on the unit's work in strategic visioning, interpretation and communication and process improvement regarding new congregational development in the ELCA. Council will also engage with one another about where this church shows up and where might new communities become evangelical centers for mission.

**VI.B Personal Reflections on Faith by Mr. Fernando Mercado**

**VI.C Primer on ELCA Youth Ministry Network**

The Board Development Committee occasionally recommends primers so that Church Council members will have a better understanding of a particular agenda matter or ministry related to this church.

The ELCA Youth Ministry Network exists to strengthen and empower youth ministry leaders in service to Christ as a part of God's Mission. The Network began with youth ministers gathering together for mutual support, friendship and prayer. They discovered at the same time that all over the country, small networks of youth ministry leaders were gathering for the same purpose. They decided to pull together these groups for a meeting at an existing youth ministry training event. From that first event, the Network, a truly "grassroots" organization, was born.

There are over 130 people involved in some level of leadership in the ELCA Youth Ministry Network. Ranging from Network Board Members, to Regional Facilitators, to Team Members and other volunteers, there are many different ways to serve and to lead. Striving to be faithful witnesses of the Christian Gospel, they value their partnership with the ELCA. The Rev. Todd Buegler serves as the executive director and will be present with us to give a presentation.

**VI.D Report of the Executive Committee (*as needed*)**

**VI.E Primer on Women of the ELCA**

From time to time, the Church Council receives periodic updates from the Separately Incorporated Ministries of this church. At this meeting, Ms. Linda Post Bushkofsky, Executive Director of Women of the ELCA, will provide a report on the ministry's work.

**VI.F Report of the Board Development Committee**

The following report is provided by the Board Development Committee. Additional items or revised actions may be distributed following the committee's meeting.

**VI.G Consideration of Items Removed from *En Bloc***

**VI.H *En Bloc* Approval of Certain Items**

The following en bloc resolution includes agenda items that will be considered on the last day of the Church Council meeting. Inclusion of these items in the en bloc action reflects a judgment that these items are relatively non-controversial in nature and may not require plenary discussion and a separate vote.

Each of the items is noted as [*En Bloc*] in [En Bloc Items](#), [Responses to Synodical Resolutions](#), and [Responses to Churchwide Assembly Actions](#). On the first day of the Council meeting, the chair will provide an opportunity for members to indicate whether they wish to discuss separately any of the items listed in the en bloc resolution; any such item will be removed from the en bloc resolution and discussed at the appropriate point in the agenda.

The chair will not call for a discussion or separate vote on those items that are not removed from the en bloc resolution by the end of the second day of plenary sessions. The items remaining in the en bloc resolution normally will be considered as the last item of council business.

**CC ACTION (Two-thirds approval required)**

**Recommended:**

**To approve the *En Bloc* continuing resolution amendments to the *Constitutions, Bylaws, and Continuing Resolutions of the Evangelical Lutheran Church in America* as listed in *En Bloc Items*.**

**CC ACTION**

**Recommended:**

**To take action *En Bloc* on the remaining items listed in *En Bloc Items, Responses to Synodical Resolutions, and Responses to Churchwide Assembly Actions*.**

**VI.I New Business**

**VI.J Ecumenical Greeting**

**VI.K Church Council Joys and Concerns**

**VI.L Evaluation and Debriefing**

**VI.M Process Observation**

**VI.N Hymn and Prayer**

**VI.O Adjournment**

12:00 noon           **Lunch, Augsburg Room**