

**EVANGELICAL LUTHERAN CHURCH
IN AMERICA**

Church Council

MINUTES

April 9-12, 2015

**Prepared by the
Office of the Secretary**

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**EVANGELICAL LUTHERAN CHURCH IN AMERICA
CHURCH COUNCIL**

**MINUTES
April 9-12, 2015
Chicago, Illinois**

The eighty-fourth meeting of the Church Council of the Evangelical Lutheran Church in America (ELCA) was convened in the Council Room of the Lutheran Center at Chicago, Ill.

The Executive Committee of the Church Council met in the Epiphany Conference Room on Thursday April 9, 2015, followed at 3:00 p.m. (Central Daylight Time) by worship with Holy Communion in the Chapel of the Lutheran Center. The Rev. Wm Chris Boerger, secretary of the ELCA, presided; the Rev. Vicki T. Garber, preached. Mr. Nicholas A. Barber served as assisting minister, and Ms. Marjorie B. Ellis was lector. Mr. Scott C. Weidler, program director for worship and music, served as musician.

ORGANIZATION OF THE MEETING

The following persons were present for all or part of the meeting:

Voting Members

Officers:

Pr. Elizabeth A. Eaton, presiding bishop
Mr. Carlos E. Peña, vice president
Pr. Wm Chris Boerger, secretary
Pr. Linda O. Norman, treasurer

Chair of the Conference of Bishops:

Pr. Jessica R. Crist, bishop of the Montana Synod

Church Council:

Mr. Paul G. Archer	Ms. Kayla S. Koterwski
Ms. Marit L. Bakken	Mr. John W. Lohrmann
Mr. Nicholas A. Barber	Ms. Susan W. McArver
Mr. Hans E. Becklin	Pr. Loren D. Mellum
Mr. Allan J. Bieber	Mr. Fernando Mercado
Ms. Amanda E. Briggs	Pr. Raymond A. Miller Jr.
Mr. Reid A. Christopherson	Pr. Robert G. Moore
Ms. Christine P. Connell	Pr. Linda Nou (<i>excused</i>)
Pr. Karsten Decker	Mr. John M. Pederson
Pr. Elizabeth E. Ekdale	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 S. 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. Horne II	Mr. Vernon K. Veal
Ms. Maren Hulden	Pr. William O. Voss
Mr. James M. Hushagen	Pr. Michael R. Ward
Pr. Peder J. Johanson	Ms. Man Hei Yip
Pr. Carla J. Johnsen	

Representatives of the Conference of Bishops

Bp. Michael L. Burk, Region 5 (<i>excused</i>)	Bp. Stephen S. Talmage, Region 2
Bp. Claire S. Burkat, Region 7 (<i>excused</i>)	Bp. Shelley R. Wickstrom, Region 1
Bp. Ralph E. Jones, Region 8	Bp. Herman R. Yoos III, Region 9 (<i>excused</i>)
Bp. Marcus C. Lohrmann, Region 6	Bp. David B. Zellmer, Region 3
Bp. Brian D. Maas, Region 4	

Resource People

Office of the Presiding Bishop:

Pr. M. Wyvetta Bullock, executive for administration
Mr. Kenneth W. Inskeep, executive for research and evaluation
Ms. Rhondean Johnson, executive for human resources
Pr. Marcus R. Kunz, assistant to the presiding bishop for theological discernment
Ms. Kathryn M. Lohre, assistant to the presiding bishop for ecumenical and inter-religious relations
Pr. Walter S. May, assistant to the presiding bishop for synodical relations
Pr. Donald J. McCoid, director for ecumenical and inter-religious relations
Ms. Jodi L. Slattery, assistant to the presiding bishop for governance

Office of the Secretary:

Mr. Thomas A. Cunniff, associate general counsel
Mr. Phillip H. Harris, general counsel
Mr. Frank F. Imhoff, manager for official documentation
Ms. Sue E. Rothmeyer, executive for Office of the Secretary administration

Unit Staff:

Pr. Cherlyne Beck, program director for support of rostered leaders
Pr. Stephen P. Bouman, executive director of the Congregational and Synodical Mission unit
Pr. Ronald T. Glusenkamp, director for *The Campaign for the ELCA*
Ms. Christina Jackson-Skelton, executive director of the Mission Advancement unit
Pr. Rafael Malpica Padilla, executive director of the Global Mission unit
Mr. Forrest Meyer, director for strategic communications
Pr. Margaret Payne, director for mission support
Ms. Evelyn B. Soto, director for operations and programs of the Congregational and Synodical Mission unit
Pr. Jonathan P. Strandjord, director for seminaries
Pr. Gregory J. Villalón, director for leadership for mission/candidacy
Mr. David C. Wunsch, director for operations of the Global Mission unit

Separately Incorporated Ministries:

Ms. Linda Post Bushkofsky, executive director, Women of the ELCA
Mr. Doug Haugen, executive director, Lutheran Men in Mission (*excused*)
Ms. Beth A. Lewis, president, Augsburg Fortress, Publishers
Ms. Eva M. Roby, president, Mission Investment Fund
Pr. Martin A. Seltz, publisher, worship and music, Augsburg Fortress, Publishers
Pr. Jeffrey D. Thiemann, president, Portico Benefit Services

Press:

Ms. Candice Hill Buchbinder, Mission Advancement
Ms. Melissa Ramirez Cooper, Mission Advancement
Mr. Daniel J. Lehmann, editor, *The Lutheran* magazine

Ecumenical Guests:

Pr. Scott D. Anderson, Presbyterian Church (U.S.A.)
Ms. Liza Anderson, The Episcopal Church
Bp. Susan C. Johnson, Evangelical Lutheran Church in Canada
Pr. Elizabeth D. "Betsy" Miller, Moravian Church in America (*excused*)
Bp. Sharon Z. Rader, The United Methodist Church
Pr. Lisa Vander Wal, Reformed Church in America

Registered Guests

Pr. Kim L. Beckmann, legislative team, Goodsoil
Mr. Michael L. Bennett, treasurer, Lutheran CORE (Coalition for Renewal)
Mr. Tim Fisher, legislative/communications assistant, ReconcilingWorks
Ms. Amalia Vagts, executive director, Extraordinary Lutheran Ministries

Thursday, April 9, 2015
Plenary Session I

CALL TO ORDER AND ADOPTION OF THE AGENDA

(Agenda I.A.)

Background:

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

Church Council action:

Mr. Carlos E. Peña, vice president of the ELCA and chair of the Church Council, called the meeting to order at 4:31 p.m. The chair brought greetings from those individuals excused from attendance for all or part of the meeting. He identified the guests who were present. The vice president drew attention to the meeting resource materials and deadlines for new business and for removing items from *en bloc* consideration. He reviewed the proposed agenda.

The Rev. Wm Chris Boerger, secretary of the ELCA, made the following motion.

Moved;

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

There being no discussion, the chair called for the vote.

VOTED:

CC15.04.01 To adopt the agenda and to permit the chair to call for consideration of agenda items in the order the chair deems most appropriate.

Vice President Peña declared the agenda was adopted.

APPROVAL OF THE MINUTES

(Agenda I.B.)

Background:

The minutes of the Nov. 7-10, 2014, meeting of the Church Council were distributed to council members electronically on Net Community. Minutes for meetings held in executive session were added to the protocol file in the Office of the Secretary.

The minutes of the council's Executive Committee meetings of Nov. 7, 2014, Dec. 8, 2014, and Feb. 25, 2015, were distributed electronically to members. Minutes for meetings held in executive session were added to the protocol file in the Office of the Secretary.

Opportunity was provided for Church Council members to submit in writing any corrections for the distributed text of the minutes to the Office of the Secretary. Proper corrections were entered into the protocol copies of the minutes. Such corrections did not need to be raised in the plenary session in connection with the approval of the minutes.

Church Council Action:

Vice President Carlos E. Peña pointed out the minutes that had been prepared since the November 2014 meetings of the Church Council and its Executive Committee.

Secretary Wm Chris Boerger made the following motion.

Moved;

Seconded:

To approve the minutes of November 7-10, 2014, meeting of the Church Council; and
To ratify actions of the council's Executive Committee as indicated in the minutes of the
November 7, 2014, December 8, 2014, and February 25, 2015, meetings.

There being no discussion, the chair called for the vote.

VOTED:

CC15.04.02

**To approve the minutes of November 7-10, 2014, meeting of the Church Council;
and
To ratify actions of the council's Executive Committee as indicated in the minutes
of the November 7, 2014, December 8, 2014, and February 25, 2015, meetings.**

Vice President Peña declared the motion was adopted.

REPORT OF THE PRESIDING BISHOP

(Agenda I.C.; *Reference:* Report of the Presiding Bishop)

Vice President Carlos E. Peña asked the Rev. Elizabeth A. Eaton, presiding bishop of the ELCA, for her report.

Presiding Bishop Eaton said: "You have my report. I would like to highlight a few things in that and also talk with you about some of the preliminary findings from the appreciative inquiry exercise that we did when we were together in November [2014].

"I have divided my report into the four emphases: We are church; we are Lutheran; we are church together; and we are church for the sake of the world. You can see that we are doing a lot of things as the ELCA and also in cooperation with brothers and sisters throughout The Lutheran World Federation. It is really wonderful work that we are doing. Some things that I mentioned to the Executive Committee and to the Conference of Bishops I want to take a look at now. There are some interesting discoveries I have made across this church. We are wonderful people.

"We took a different tack on the synod assembly video for this season. We are inviting this church into conversation about what it means to be church. (We had people from New York City, California, Iowa and South Carolina.) I am asking people to tell me what church is. What does that mean to them? It was striking that, almost without exception, people were able to talk about great programs that they had going on in their congregations or a sense of community. That came up over and over again, which is a good thing, but very few people mentioned God. Very few people talked about having an encounter with the transcendent. It was a very strange experience. We did get there, in the video, but I almost had to lead some people (they did not make it into this video). They would say, 'Community.' I would say, 'Well, who walks alongside you?' 'All the members of my congregation. I really feel their presence.' 'That is great. Who walks alongside them and you?' 'The church.' 'How about Jesus?' 'Well, yes.' I believe that our people do have a relationship with the crucified and risen Christ. Not all of us, but a large swath of this church no longer has the language to talk about how we have encountered the love of God in the crucified and risen Christ. That is something that I will be paying attention to, perhaps we all can pay attention to, and find ways that we can talk about Jesus out loud. That was an interesting learning. I think you will like the synod assembly video. Abe [Zverow], Forrest [Meyer] and Brett [Nelson] worked very hard on this video. We will see what you think of it. We will have it online soon. We will share the link.

"Another thing that has been a stumper for me. My March column for *The Lutheran* has received some significant push-back. It is good because people are reading the magazine. I thought my mother was the only one who read the column. In that I thought I was gently holding up the potential pitfall for us to be engaged in works righteousness. I took on the religious and political right as well as the religious and political left, saying that the right seemed to be focused on personal morality — if you can fill that checklist, then who needs Jesus, you make yourself righteous — and [taking on] the left gently and, without mentioning Whole Foods, use that as an example. Maybe I need to work on being heard better or explaining it better, (I called up one pastor to talk with him a little more after an email he sent said that I was

slapping people's hands, or that I should be more careful with my language) but I do think there is a potential for us to be engaged in some kind of works righteousness. We should not stop doing works of advocacy, justice and mercy. We are very good at that, and it is important, and it is clear in the Hebrew Scriptures as well as in the Gospels and in Paul's letters that this is what the church should be about, but those are signs of the new life, they are not the new life itself. No matter how hard we work, we can never bring in the kingdom of God. That has begun in Jesus. I did say that Jesus did not die to change behaviors or institutions or political realities. He died to take care of sin which infects every single aspect of our lives, including them. The push-back from folks has been interesting. I will work on listening more carefully to them and deeply but also try to explain I am not saying we should stop doing works of justice or advocacy. Let us just be clear.

"I love this quote by Gerhard Forde, who said that the cross (we talk about theology of the cross) the cross puts to death not only those deadly things in our lives, the cross puts to death even our best intentions so that the work of Christ can shine through. This is what I was trying to say. Maybe I should have just quoted Forde and there would not have been a problem; they can get mad at him, and he is in heaven anyway. That falls under the category of we are Lutheran, which I think is very important for us as it would be for Presbyterians to be Presbyterian and so forth. To our ecumenical guests, I am not saying that we are wonderful, but we have a distinctive voice. Now, as the church is changing, and we are slowly — sometimes too slowly — moving away from our immigrant roots, Lutheranism cannot be defined and should not be defined in this country as being Norwegian or German or whatever our various ethnic groups. Certainly, Garrison Keillor put Lutherans on the map in some ways, but we cannot define ourselves by Jell-O and green bean casserole anymore. Is clear to me that we sing 'A Mighty Fortress' in dozens of languages in this country. So, it is not our culture or ethnic background or cuisine that defines us. Our theology has to define us. We have to do some work, brushing up on that and being clear about how Lutherans understand and read the gospel and understand the work of God in Christ and not in a triumphal way. We are not trying to be exclusive, but to engage more fully with other people, other Christian denominations, other world religions and even in the public square.

"We are getting closer to all of us learning Lutheran. It is a project where we are all going to be reading the Small Catechism together in our churchwide expression. Every new employee at the Lutheran Center — whether they are Lutheran or not, Christian or not — will have as part of their on-boarding (a corporate term) to read through the Small Catechism, not with the intent of indoctrinating people but, if they are working here, maybe they should understand the language we speak and something we have in common. And I would like to call this church to begin reading again, or maybe for the first time, the Small Catechism, beginning at the Churchwide Assembly in 2016 all the way up to the anniversary observance in 2017. If you want to read it in 2018, you can do that as well. Augsburg Fortress, you may need to print more Small Catechisms.

"I do not know if this will be highlighted in any primers, but some of the remarkable work that we do together in this church is being carried out by Congregational and Synodical Mission (CSM) and Global Mission. Stephen Bouman and Rafael Malpica Padilla, your executives for CSM and Global Mission, went together to Central America to take a look at Honduras, Guatemala and El Salvador from which the United States received in 2014 about 60,000 undocumented children. What are the conditions there? What can we do with our partner Lutheran churches in those countries to make it so they do not have to send a generation away? But also what to do when people are deported back to the same conditions they left. The work that we do 'punches way above our weight class' (a boxing term). It is remarkable to hear the stories of these kids and their mothers and the horrors of this trip and the work that we are doing on our side of the border to care for those children.

"Rafael and I just got back from China. It is a very interesting situation there. The government is in charge of the church. They have a Department for Religious Affairs. In some places the government is strict, and in other places it is not. We have been partnering with the Chinese Christian Council. We dedicated a church there on Easter Sunday which was a wonderful celebration up in the mountains in Yunnan province. The work that we do there is not only with new Christians, though some people have been Christian there for a century; that is when the missionaries from the Chinese mission came over — the English folks. We had this great experience of working with the Lisu people, who are a tribal people. Tribal people do not get treated so well by the government or the majority of Chinese. Where we were, up in the mountains, there is subsistence farming still. About five years ago we started helping them plant walnut trees and started with goat herds and also plants for traditional Chinese medicines. Five years ago, their annual income was about 1,000

yuan, which is about \$160. Now it is 1,000 yuan a month, and they plow that money back into the collective and send their kids to school. They can stay on their land; they do not have to send their kids to the city which is so dislocating. That was wonderful. It was amazing to hear that some of these people walked two hours to get to church in the morning, spent the whole day at church. The congregation has 60 people who worship who have walked over the mountains two hours to get there. We went to one of their training centers, a Bible college place, and just recently seminarians were able to have beds. Before that they were sleeping in unheated places on the floor. All of our seminarians should be filled with joy in the gospel. At least we have heat and water. The faithfulness of these folks is remarkable. This is a Protestant group and the government appoints the bishops as it does with the Catholic group, so the Roman Catholic Church does not recognize them. It is a whole mix. There are some Lutheran parts, some Pentecostal parts, some Methodist parts and some Presbyterian parts in this interesting mix of Christianity in China. Franklin Ishida and Philip Lok stayed over there. They are doing some training at the Bible college, where we were, which is in the process of building a whole new dormitory for these students. They raised the money. They have already raised \$400,000; they are stuck now because they need another \$300,000 to continue, but we will see what we can do through The Lutheran World Federation and through our church to assist these people as they ask us.

“Elizabeth Ekdale, William Flippin, Kathryn Lohre, Don McCoid and I got back from the ecumenical pilgrimage that we made to England, Switzerland and Italy. The rest of the group got to see the Archbishop of Canterbury, but we had a storm here in Chicago, so my husband and I did not. Elizabeth and William will give you more information about that. We met with Lutheran World Federation and the World Council of Churches officials when we were in Geneva, and we met with officials at the Vatican and had a chance to meet the pope. One of the most beautiful things ... Elizabeth’s daughter goes to St. Paul’s Roman Catholic School in San Francisco. When they found out she was going to go to Rome and meet the pope, all these little school children wrote little prayers or little letters to the pope. I was able to give this (and it is in the picture) notebook to the pope from these little children. That was just a great experience. Don finished his trifecta of papal greetings; he has met three popes now. We had this lovely carving of the cross and some sacramental symbols on it — wheat and grapes. For the pope there was a corpus on the cross, so Jesus was on the cross. We were all excited about this. About three minutes before the buses were leaving for the Vatican, Kathryn unwraps this wonderful gift from the bubble wrap only to see that the arm is broken. She is trying not to get Don ramped up about this, so she says to the person at the desk (the exact place Pope Francis paid his bill after he was elected) [*whispering*] ‘Do you have glue?’ [the person at the desk shouts] ‘Glue? Glue?’ Don comes running. ‘What is wrong?’ ‘We will get someone from maintenance, and he will be here in 10 minutes.’ We had three minutes, so he got some tape. We taped the arm back on. So, now I have to give this to the pope. Don gave it one last squeeze before he handed it to me to give to the pope. We were waiting for him to give it to the other guy. ‘Hup, look what he did; he broke the arm.’ That was our ecumenical gift.

As Kathryn said, it was a fitting symbol of our still not complete relationship with our brothers and sisters in the Catholic Church. It was very important visit for us in many ways. A lot was accomplished.

“Some of us — Jodi [Slattery], Chris [Boerger], Kathryn [Lohre], Rafael [Malpica], others and I — made a trip also earlier in January [2015] to Israel and Palestine. That was to the Evangelical Lutheran Church in Jordan and the Holy Land, which was an important visit for us. Perhaps you have seen that Congress has freed up the money for the Augusta Victoria Hospital, which was very important. Wyvetta [Bullock] will be talking about that later on in her report.

“Appreciative inquiry. If you remember, back in November, we did that exercise where we talked about, in small groups, in what circumstance or what way we have seen this church be most effectual or most effective. What are some of the roadblocks or stumbling blocks that we have encountered in our life together in this church? And did you have any questions? It was interesting that we did this with the Conference of Bishops and the synod vice presidents and with this group. All the groups identified things that we know we are really good at like Lutheran Disaster Response, the candidacy process, directors for evangelical mission, and the work we do in global mission. All these things are the work of the churchwide organization, and it was encouraging to see how that was well-received. There was another interesting thing about it that surprised me, because all of us here, as well as the bishops and the vice presidents are pretty invested in understanding the churchwide expression. But, when we talked about ‘church,’ ‘church’ was our local congregations, and there was a sense that there was a relationship and community. As we moved from congregation to conference to synodical level to churchwide, ‘church’ became an institution. So, finally, even for us, the ELCA, which is all of us —

the churchwide expression is an institution, and the congregation is our church. So, there is this huge disconnect still even among us about how we understand 'church.' It makes me a little nervous, (and we will be talking about this when we look at the mission support think tank) when we say the things we are most effective at are things that are done at a churchwide level, but then we do not have a sense that we are part of that. Those are preliminary results. That is what happened with appreciative inquiry.

"You can read the rest of my report. I am leaving time, if you would like to ask questions.

Vice President Peña pointed out that Presiding Bishop Eaton had returned from China two days earlier.

Presiding Bishop Eaton was asked whether she had made contact in China with house churches that are not recognized by the government there. She replied, "We did not. The people we met were registered, but where we were there was a great deal more freedom than I think you find the closer you get to Beijing. I worried about that too. Are we supporting something that is being foisted on people by the Chinese government? That is not the case. Their faith is genuine. In some cases, like the church we dedicated, the government gave them the land to build this building. If you become baptized, in many cases, your family even does not accept you anymore. These people have such a conviction that Jesus gives their lives meaning and there is a future in God. So, it is a genuine faith. It is really a complicated situation. I was trying to wrap my mind around this because my whole life I heard, 'Communist China is bad.' That was the narrative we had growing up in the '50s and '60s. 'The government is bad, and the church is persecuted, if there was a church there.' That is not exactly the case. Then I had to think, my congregation never paid property taxes. So, in some ways, our church has been supported by the government. Thinking about that, it is not just as easy as saying only the house churches are the ones that are truly Christian."

Presiding Bishop Eaton also responded to questions about her visit with Pope Francis and about statements he has made about serving as pope for a set period of time.

Vice President Peña thanked Presiding Bishop Eaton for her report.

ECUMENICAL GREETINGS

(Agenda I.D.)

Vice President Carlos E. Peña invited two of the ecumenical guests to bring greetings from full communion partner churches.

The Rev. Scott D. Anderson brought a greeting from the Presbyterian Church (U.S.A.) and described recent developments in that church.

Bishop Sharon Z. Rader (retired) talked about The United Methodist Church and brought a greeting.

REPORT OF THE VICE PRESIDENT

(Agenda I.E.; *Reference:* Report of the Vice President)

Vice President Carlos E. Peña relinquished the chair to Presiding Bishop Elizabeth A. Eaton, who called on Mr. Peña for the report of the vice president.

Vice President Peña read and reflected on portions of Psalm 103, and he led the Church Council in prayer. He drew the council's attention to his written report, noting the synod assemblies he was planning to attend in the next few months. He said he had talked with the Conference of Bishops about Church Council members attending synod events and having some role at synod assemblies. He mentioned that Ms. Marjorie B. Ellis and Ms. Louise A. Hemstead had also attended the March 2015 meeting of the Conference of Bishops, and he asked that other council members consider attending future meetings. He reported that Augsburg Fortress Publishers, had given the Church Council permission to reproduce portions of "Anatomy of a Merger," by the Rev. Edgar R. Trexler, regarding topics discussed during the council's August 2014 retreat. He also reviewed "Robert's Rules of Order" on the number of speeches by an individual during debate.

Presiding Bishop Eaton thanked the vice president for his report and returned the chair to Vice President Peña.

PRESENTATION FROM THE PRESIDING BISHOP'S THINK TANK ON MISSION FUNDING

(Agenda I.F.; *Reference:* Bishops' Think Tank on Mission Funding Report)

Background:

Since 1988, mission support shared by congregations for the work of synods and the churchwide organization has declined both as a percentage of total giving, designated and undesignated, and in actual dollars. In 1990, total mission support was \$119 million. In 2011, mission support was \$50.4 million. Adjusted for inflation, from 1990 to 2011, mission support has declined 43 percent for synods and 56 percent for the churchwide organization.

The Church Council authorized the appointment of a study design group in March 2009 and established the Living into the Future Together: Renewing the Ecology of the ELCA (LIFT) Task Force in November 2009. The purpose of the study was stated in the task force's charter:

... to recognize the evolving societal and economic changes of the twenty years since the formation of this church and to evaluate the organization, governance and interrelationships among this church's expressions in the light of those changes. The intended result of the Ecology Study Task Force's work is a report and recommendations that will position this church for the future and explore new possibilities for participating in God's mission.

The task force prepared a report and recommendations for the 2011 Churchwide Assembly, which adopted a series of resolutions to implement certain task force recommendations.

The 2011 Churchwide Assembly voted [CA11.03.07]:

To request the Conference of Bishops, in consultation with synod leaders and the churchwide organization, to prepare a report and recommendations for the November 2012 meeting of the Church Council for consideration by the 2013 Churchwide Assembly that:

- Describes patterns of synodical life in the ELCA that effectively support vital congregations, mission growth and outreach;
- Proposes a pattern or set of patterns that will allow synods to receive and distribute financial resources to support the whole ministry of this church;
- Builds on the Blue Ribbon Committee report of 2007 and includes recommendations for renewed, sustainable financial support for the mission and ministries of this church, including funding for theological education;
- Includes strategies for increased mission vitality that may include consideration for redrawing synod boundaries; and
- Recommends revision of the constitutional responsibilities of bishops and synods to emphasize synods as catalysts for mission in the changing context and culture.

In response to the above resolution, the Executive Committee of the Conference of Bishops appointed nine bishops, one from each region of the ELCA, to meet on behalf of the conference and to bring recommendations to the March 2012 meeting of the Conference of Bishops. While the Group of Nine was successful in identifying important issues critical to the future of this church, it did not make a specific proposal with regard to a pattern or set of patterns that will allow synods to receive and distribute financial resources to support the whole ministry of this church. In 2012, the group proposed the appointment of a small group including the officers of the ELCA and representatives of the Conference of Bishops for further discussion of the issue.

In April 2012, the Church Council voted [CC12.04.08]:

To thank the Conference of Bishops and its Group of Nine for the work it has accomplished in response to the 2011 Churchwide Assembly action [CA11.03.07] related to the report and recommendations of the task force on Living into the Future Together: Renewing the Ecology of the ELCA;

To appoint Presiding Bishop Mark S. Hanson and Vice President Carlos E. Peña to a task force on funding the mission of the ELCA;

To authorize Presiding Bishop Mark S. Hanson, in consultation with Bishop Jessica R. Crist, chair of the Conference of Bishops, to appoint the following people to the task force: a synodical bishop,

a synodical vice president, a parish pastor, a Church Council member, and a churchwide organization Administrative Team member;

To affirm the Churchwide Assembly's request that the task force address the following issues:

1. propose a pattern or a set of patterns that will allow synods to receive and share financial resources to support the whole ministry of this church; and
2. build on the Blue Ribbon Committee report of 2007 and include recommendations for renewed, sustainable financial support for the mission and ministries of this church, including funding for theological education.

To request that a report and recommendations be brought to the October 2012 meeting of the Conference of Bishops to facilitate the conference's fulfilling of the request of the 2011 Churchwide Assembly to bring a report and recommendations to the November 2012 meeting of the Church Council.

The Mission Funding Task Force prepared a report and proposal for the October 2012 meeting of the Conference of Bishops. Members of the conference found significant concerns with the proposal and declined to endorse it. The task force decided not to forward the proposal to the Church Council. The task force noted, in its report to the November 2012 meeting of the Church Council, that the current mission support system remained in effect and that "the issue of renewed, sustainable financial support for theological education in the ELCA ... deserved consideration beyond the scope of the current task force."

The Mission Funding Task Force advised the Church Council:

1. to encourage and invite synods to partner on a regional basis or in groupings of synods to pilot ways to strengthen and build mission support, including development of approaches that emphasize stewardship, promote lateral accountability among synods and their leaders, and enhance collaboration with the churchwide organization;
2. to request that the Mission Investment Fund explore the development of a remittance process system involving synod accounts in order to improve financial controls, accountability and reporting, to strengthen the mission funding system of this church, and to invite synods to participate in such a system; and
3. to develop, with the Conference of Bishops and the churchwide organization, a system for monitoring the pilot programs established by synods and the remittance process system involving synod accounts developed by the Mission Investment Fund for the purpose of making a report and possible recommendations to the 2016 Churchwide Assembly.

The Church Council voted [CC12.11.32]:

To recognize the need for and encourage ongoing discussion and analysis among synods and the churchwide organization on strengthening mission support for the benefit of this whole church;

To encourage and invite synods to partner on a regional basis or in groupings of synods to pilot ways to strengthen and build mission support, including development of approaches that emphasize stewardship, promote lateral accountability among synods and their leaders, and enhance collaboration with the churchwide organization;

To request that the Mission Investment Fund explore the development of a remittance process system that would improve the process for transmitting mission support and other funds designated for synod and churchwide ministries, strengthen financial controls, enhance financial reporting and access to timely information, and to invite and encourage synods to explore the possibility of participating in such a system; and

To request that the Conference of Bishops and the Church Council monitor the pilot programs established by synods and the development of a remittance process system for synods by the Mission Investment Fund for the purpose of making a report and possible recommendations to the 2016 Churchwide Assembly.

The Church Council also asked [CC12.11.33] that "the churchwide organization, in consultation with the Conference of Bishops, continue to build the case for the support of a church that shares a living, daring confidence in God's grace, including creating a comprehensive strategy for growing stewardship and increasing awareness of all the ministries of

the Evangelical Lutheran Church in America” and encouraged “this church in all its expressions to identify and leverage all networks within the Evangelical Lutheran Church in America to assist in the interpretation of and financial support for its ministries, and to endorse the proposal to develop a major comprehensive campaign on the 25th anniversary of the ELCA, focused on giving to mission and ministry.”

Presiding Bishop Elizabeth A. Eaton assembled one bishop from each of the nine regions of this church in a “mission funding think tank,” convened in 2014 by the Rev. H. Julian Gordy, bishop of the Southeastern Synod. The think tank worked to prepare a report for the Church Council by April 2015.

In addition to Bishop Gordy, other members of the think tank were the Rev. Richard H. Graham [Metropolitan Washington, D.C., Synod], the Rev. James E. Hazelwood [New England Synod], the Rev. Marcus C. Lohrmann [Northwestern Ohio Synod], the Rev. Michael W. Rinehart [Texas-Louisiana Gulf Coast Synod], the Rev. Thomas A. Skrenes [Northern Great Lakes Synod], the Rev. Stephen S. Talmage [Grand Canyon Synod] and the Rev. Larry R. Wohlrahe [Northwestern Minnesota Synod].

At its March 2015 meeting, the Conference of Bishops discussed details of the think tank’s draft report, appendices and an addendum of comments regarding the report. Its members offered feedback to inform the final report of the task force to the Church Council.

Church Council discussion:

Vice President Carlos E. Peña drew attention to the report of the mission funding think tank to the Church Council among materials of the Budget and Finance Committee and called on the Rev. Stephen S. Talmage, bishop of the Grand Canyon Synod.

Bishop Talmage talked about the various attempts to address mission support in the ELCA and the work of the mission funding think tank. He outlined the synopsis of the think tank’s report to the council. He described ways that giving and stewardship have changed since the ELCA was formed. He explained each of the think tank’s 10 recommendations to the Church Council. He described the appendices to the report.

Members of the council discussed with Bishop Talmage the criteria for selecting the synods in a pilot project, mission support planning, the future of the think tank, the collaborative nature of the recommended processes, the priority of setting priorities rather than making income-based decisions, and recommended actions of the Church Council.

LIAISON BISHOPS ON THE CONFERENCE OF BISHOPS WORD AND SERVICE RECOMMENDATION

(Agenda I.G.; *Reference:* Word and Service Task Force Progress Report *and* Conference of Bishops Recommendation on Word and Service)

Background:

The former Vocation and Education program unit convened a consultation on the ministries of deaconesses, diaconal ministers and associates in ministry in January 2007 with funding from the ELCA Deaconess Community. From that consultation, a Public Ministry Consultations Planning Team worked for three years, fostering similar gatherings in eight regions of the ELCA. The planning team submitted a report in 2010 that included nine recommendations.

The first six recommendations were specifically related to the rosters for deaconesses, diaconal ministers and associates in ministry:

1. Address the ELCA constitution and other governing documents to remove the word “lay” to describe all three of these rosters in public ministry.
2. Articulate a common theological foundation for ministry, reclaiming “diakonia” as the foundation for all three rosters.
3. While recognizing and valuing the differences in tradition and history of these three rosters, we recommend that they become one roster with three expressions.
4. Require basic theological preparation for all three rosters while maintaining flexibility toward goals of effective and diverse mission and ministry.
5. For the sake of good order, examine the titles, symbols, and visible signs of each of the three rosters.

6. Vigorously encourage synods, bishops, and churchwide staff to communicate more effectively the value of and variety of gifts of these three rosters (e.g., advocate with congregations and agencies as they consider staffing).

The final recommendations related to all four of the current rosters, including those ordained to Word and Sacrament ministry:

7. Develop standards that are fair and consistent for procedures for call, salary guidelines, and related issues.
8. Develop unified ongoing formation and discernment tools and events.
9. Continue the momentum of the work of this consultation so that dialogue may continue among rosters. The next step in this dialogue needs to include all four rosters.

In November 2012, the Church Council voted [CC12.11.38]:

To receive with gratitude and thanks the interim report of the Word and Service Task Force, convened in response to Church Council action [CC10.11.64] taken in November 2010;

To offer profound appreciation and thanks to persons who serve as associates in ministry, deaconesses, and diaconal ministers on the lay rosters of this church;

To affirm the preliminary conclusion of the Word and Service Task Force that this church should move toward creation of a single, unified lay roster of Word and Service ministry, subject to further review and recommendation by the Conference of Bishops and the Church Council and approval by the Churchwide Assembly;

To authorize the Word and Service Task Force to continue its work in order to facilitate the creation of such a unified roster, to develop a process outlining how the existing lay rosters would be closed, and to provide a process for transition of existing associates in ministry, diaconal ministers, and deaconesses into such a new roster, and, in collaboration with the Office of the Secretary, to consider and propose possible amendments to the *Constitutions, Bylaws, and Continuing Resolutions of the Evangelical Lutheran Church in America* to accomplish its recommendations;

To authorize the Executive Committee of the Church Council to expand the membership of the Word and Service Task Force;

To acknowledge the recommendation to form a task force to review the study "Together in Ministry" and to recognize that the subject of this request will be addressed by the Office of the Presiding Bishop in conjunction with the report and recommendations on theological education that respond to the report of the Mission Funding Task Force; and

To authorize the Executive Committee of the Church Council to act as necessary to facilitate the work of the Word and Service Task Force, including the authority to authorize additional expenditures.

During deliberations of the Word and Service Task Force, the question of whether those on the unified roster should be ordained arose. The task force determined that the question was beyond the scope of its responsibilities and asked the Church Council to appoint a working group that would deal specifically with the matter of ordination and its implications and bring recommendations to the 2016 Churchwide Assembly. The task force recommended that the working group include representatives of the Church Council, Office of the Presiding Bishop, Conference of Bishops, Word and Service Task Force and Association of Teaching Theologians.

In November 2013, the Church Council voted [CC13.11.65]:

To thank the Word and Service Task Force for its ongoing work to manage the transition from three lay rosters to one unified Word and Service roster;

To receive the request of the task force to appoint a separate working group to consider the question of ordination for this roster;

To request the Congregational and Synodical Mission unit, in consultation with the Conference of Bishops and Office of the Presiding Bishop, to identify possible individuals, including bishops, to serve on a working group and to provide those names to the Executive Committee;

To authorize the Executive Committee to appoint a working group to consider the question of ordination of the unified Word and Service roster; and

To request that the working group bring progress reports to Conference of Bishops and Church Council beginning in fall 2014.

In 2014, the Executive Committee appointed members of the working group, which became known as the Entrance Rite Discernment Working Group.

At its March 2015 meeting, the Conference of Bishops reviewed the Word and Service Task Force report as well as a report and update from the Entrance Rite Discernment Working Group. The conference adopted the following recommendations for the Church Council “for an expanded conversation around leadership within this church.”

We as the Conference of Bishops offer a word of deep gratitude to the Word and Service Task Force and the Entrance Rite Working Group. We recognize their many hours of fruitful work. Reflecting on that work has helped the conference to identify even broader, more foundational questions about the church and its mission. Consequently, we ask that the Church Council expand the conversation and discernment across the church. This conversation and discernment would revolve around the various leadership needs within this church as we move together into the future. The Conference of Bishops supports moving forward the work of unifying the Word and Service rosters at the 2016 Churchwide Assembly while at the same time asking that a decision on the appropriate entrance rite and related issues be delayed to a future date.

We live in a time of incredible change within the church and world. Among many congregations worship numbers are declining, age of congregants is increasing, and sustainability is being questioned. Seminarian debt is on the rise while at the same time the number of bi-vocational and part-time ministries is on the increase. We also recognize that new patterns of ministries and opportunities for mission will continue to emerge. At issue is what kind of leadership is needed within Christ’s church, the ELCA.

As this conference entered into discussion about the faithful work of the Word and Service Task Force and the Entrance Rite Working Group additional questions emerged:

- What forms of leadership might best serve God’s mission?
- Do we have a theology that unleashes servant ministry in the world?
- How do we as a church more fully honor the gifts of ministers of Word and Service?
- What is the future for ministers of Word and Service in the face of changing opportunities for call?

The work of the Theological Education Advisory Committee also raises questions about leadership, educational standards, and lay theological education.

We suggest:

- that the time leading into and during 2016 Churchwide Assembly be used to facilitate broad-based discussion and discernment around leadership within this church.
- that voting members be equipped and empowered to continue these conversations in their congregations, conferences and synods.
- that we as a church work together to define issues of leadership and refine recommendations about rosters and entrance rites through a process of intentional, open conversation seeking God’s guidance for the sake of the world.

Church Council discussion:

Vice President Carlos E. Peña announced that the council’s Program and Services Committee would review reports from the Word and Service Task Force and the Entrance Rite Discernment Working Group as well as related recommendations from the Conference of Bishops. He asked the Rev. Marcus C. Lohrmann, bishop of the Northwestern Ohio Synod, to present the recommendations of the conference.

Bishop Lohrmann described the reports and the discussion of the Conference of Bishops on unifying the current lay rosters, using the title “deacon,” and what entrance rite to use for the new unified roster. He explained that the conference reached consensus on moving ahead with unifying the current three lay rosters but delaying decisions on the entrance rite and related issues.

ANNOUNCEMENTS

Vice President Carlos E. Peña called on Secretary Wm Chris Boerger, who announced deadlines and other details of the meeting's schedule.

BISHOP JAMES R. CRUMLEY

From an ELCA news release:

The Rev. James Robert Crumley Jr., bishop of the former Lutheran Church in America, died April 7, 2015, of complications from a fall. He was 90.

Crumley was bishop of the Lutheran Church in America from 1980 to 1987, president from 1978 to 1980, and secretary of the former denomination from 1974 to 1978. He was a member of the Commission for a New Lutheran Church, which planned the merger of three churches — Lutheran Church in America, American Lutheran Church and the Association of Evangelical Lutheran Churches — to form the ELCA in January 1988. Prior to serving as secretary, Crumley served as a parish pastor from 1951 to 1974.

[Note: Presiding Bishop Elizabeth A. Eaton attended the funeral of Bishop James R. Crumley held Saturday, April 11, 2015, at Bethel Lutheran Church, White Rock, S.C.]

Church Council action:

Vice President Carlos E. Peña recognized Ms. Susan W. McArver, who made the following motion.

Moved;

Seconded:

To adopt the following resolution:

The ELCA Church Council gives thanks to Almighty God for the life and faithful service of Bishop James R. Crumley. As it meets for its biannual meeting during this Easter Octave, the council offers its condolences and sympathy to Bishop Crumley's family and friends upon his death. The council gives thanks for his role in helping form the Evangelical Lutheran Church in America, his service as bishop of the Lutheran Church in America, and his commitment to global Lutheranism and ecumenism.

There being no discussion, the chair called for the vote.

VOTED:

CC15.04.03

To adopt the following resolution:

The ELCA Church Council gives thanks to Almighty God for the life and faithful service of Bishop James R. Crumley. As it meets for its biannual meeting during this Easter Octave, the council offers its condolences and sympathy to Bishop Crumley's family and friends upon his death. The council gives thanks for his role in helping form the Evangelical Lutheran Church in America, his service as bishop of the Lutheran Church in America, and his commitment to global Lutheranism and ecumenism.

Vice President Peña declared the motion was adopted.

CHURCH COUNCIL JOYS AND CONCERNS

Vice President Carlos E. Peña called on Mr. Paul G. Archer, who asked specific people how the Church Council may pray for them.

HYMN AND PRAYER

(Agenda I.H.)

Vice President Carlos E. Peña called on the Rev. Robert G. Moore to close the session with prayer. Mr. Clarence M. Smith assisted him in leading the Church Council in the singing of a hymn.

RECESS

The April 2015 meeting of the Church Council recessed for Thursday, April 9, 2015, at 6:28 p.m.

Friday, April 10, 2015
Plenary Session II

Members of the Church Council gathered in meetings of the council's Budget and Finance, Legal and Constitutional Review, Program and Services, and Planning and Evaluation committees beginning at approximately 9:00 a.m. in the Lutheran Center. The meetings recessed at 11:45 a.m. for a Midday Prayer Service in the Chapel of the Lutheran Center led by the Rev. Raymond A. Miller Jr. A working group met over lunch to consider the elections of churchwide officers. Committee meetings reconvened at approximately 1:00 p.m. and adjourned at approximately 4:00 p.m.

CALL TO ORDER

Vice President Carlos E. Peña called the second plenary session to order at 4:30 p.m. in the Augsburg Room of the Lutheran Center.

PERSONAL REFLECTION ON FAITH

(Agenda II.A.)

At the invitation of the chair, the Rev. Carla J. Johnsen shared a personal faith reflection.

Pastor Johnsen related circumstances of her call and entry into Christian ministry and into motherhood.

BIBLE STUDY

(Agenda II.B.)

Vice President Carlos E. Peña called on the Rev. David B. Zellmer, bishop of the South Dakota Synod, who led participants in a study of the Gospel of Mark.

Bishop Zellmer outlined the points Mark made through storytelling.

SYNOD ASSEMBLY VIDEO

Vice President Carlos E. Peña invited the participants to watch the video that had been prepared for synod assemblies in 2015.

REPORT OF THE SECRETARY

(Agenda II.C.; *Reference*: Report of the Secretary)

Vice President Carlos E. Peña asked Secretary Wm Chris Boerger to present his report.

Secretary Boerger introduced Mr. Thomas A. Cunniff, who began serving this church as associate general counsel in February 2015. The secretary pointed out statistical information that is available in the ELCA Yearbook. He mentioned that a goal in the Office of the Secretary was to digitize all roster files in the office. He previewed and explained many of the proposed constitutional amendments to be presented to the Church Council at its November 2015 meeting. He talked about ELCA procedures to amend constitutional provision, bylaws and continuing resolutions, as well as how those procedures influenced what was included in each section and when amendments to each section may be proposed and adopted. He stated that synods would be electing voting members to the 2016 Churchwide Assembly at their assemblies in 2015. He advised council members that, if not elected to serve as voting members, all Church Council members serve the Churchwide Assembly as advisory members with voice but not vote. He asked council members attending synod assemblies to keep the Office of the Secretary or the Office of the Presiding Bishop informed of memorials or resolutions the synods are considering. He described the 2016 Churchwide Assembly elections, and he invited Church Council members to consider nominees. He noted that 11 synods would each nominate two people for possible election to the Church Council by the 2016 Churchwide Assembly, and he talked about how elections would

be affected by both the transition from biennial to triennial assemblies and changes in the composition of the Church Council.

In response to questions about the 2016 Churchwide Assembly, Secretary Boerger spoke about Church Council members serving on committees of the assembly and helping voting members prepare for the assembly.

UPDATE ON *THE CAMPAIGN FOR THE ELCA*

(Agenda II.D.; *Reference: Always Being Made New: The Campaign for the ELCA*)

Vice President Carlos E. Peña called on the Rev. Ronald T. Glusenkamp, director for *The Campaign for the ELCA*.

Pastor Glusenkamp provided the Church Council with an update 13 months into the 5-year campaign, which had received \$44.7 million in cash gifts and \$3.5 million in multi-year commitments for a total \$48.2 million or 24.4 percent of the \$198 million goal. The 13-month total does not include an additional \$10.8 million in planned gifts. He described communication tools produced for the campaign to engage ELCA members, congregations and synods. He talked about methods the campaign was using to reach donors and potential donors. He commented on developments in this church made possible by the campaign and the ministries it promotes.

In response to questions from Church Council members, Pastor Glusenkamp spoke of synods being recognized for and informed of donations that members and congregations were sending directly to the churchwide organization, working with synods that are conducting their own capital campaigns, and evaluating the progress of the campaign.

PRESENTATION ON ECUMENICAL JOURNEY AND DECLARATION ON THE WAY

(Agenda II.E.)

Vice President Carlos E. Peña asked the Rev. Elizabeth E. Ekdale and the Rev. William E. Flippin Jr. to discuss an ecumenical journey to London, Geneva and Rome in which they participated during February 2015 with Presiding Bishop Elizabeth A. Eaton, Ms. Kathryn M. Lohre, assistant to the presiding bishop for ecumenical and inter-religious relations, and the Rev. Donald J. McCoid, director for ecumenical and inter-religious relations.

Pastor Ekdale reported on the delegation's time in London, including visits with the Archbishop of Canterbury and staff of Lambeth Palace, the Anglican Communion, the Anglican Consultative Council and the Church of England. She spoke of the trip's affect on her understanding of ecumenism in global and local settings.

Pastor Flippin covered the delegation's visit in Geneva with the Rev. Martin Junge, general secretary of The Lutheran World Federation (LWF), and with staff of the LWF and the World Council of Churches. He talked about the work of the Ecumenical Institute at Bossey and worship with the Evangelical Lutheran Church in Geneva.

Pastor McCoid described differences he had noticed in the Vatican since the election of Pope Francis. He depicted Presiding Bishop Eaton's meeting with Pope Francis as illustrative of those changes. The delegation also met with staff of the Pontifical Council for Promoting Christian Unity. Pastor McCoid noted how an international invitation had prompted events leading up to the drafting of the "Declaration on the Way" to Unity, a compilation of the agreements amassed by 50 years of national and international Lutheran-Catholic dialogues.

Ms. Lohre commented on the delegation's tour of the Vatican Museums and the Sistene Chapel, visits with staff of the Pontifical Council for Interreligious Dialogue, and plans to observe the 500th anniversary of the Reformation. The Rev. Donald P. Kreiss, bishop of the Southeast Michigan Synod and chair of the Conference of Bishops' Ecumenical and Inter-Religious Relations Committee, Presiding Bishop Eaton and she had conferred with the Vatican Secretary of State regarding conditions in the Cremisan Valley in which the Israeli government is building a separation wall between the families and their terraced fields and between a Roman Catholic school and its leaders. She added that the Israeli Supreme Court had since stopped expansion of the separation wall.

Ms. Lohre and Vice President Peña concluded the report with a tribute to Pastor McCoid, who served the Office of the Presiding Bishop in ecumenical and inter-religious relations since 2007 and was now planning to retire.

PROCESS OBSERVATIONS

(Agenda II.F.)

Vice President Carlos E. Peña asked Ms. Marjorie B. Ellis to provide observations on processes of the meeting.

ANNOUNCEMENTS

Vice President Carlos E. Peña called on Secretary Wm Chris Boerger, who made announcements about the schedule and revised agenda for the next day.

HYMN AND PRAYER

(Agenda II.G.)

Vice President Carlos E. Peña invited Ms. Kayla S. Koterwski to close the session with prayer and to lead the Church Council in singing a hymn.

RECESS

The November 2014 meeting of the Church Council recessed for Friday, April 10, 2015, at 6:13 p.m.

Saturday, April 11, 2015
Plenary Session III

The Board Development Committee met at 7:00 a.m.

Church Council members gathered at 8:30 a.m. in the Augsburg Room of the Lutheran Center for gender justice training led by Ms. Mary J. Streufert, director for justice for women, and at 11:45 a.m. in the Chapel of the Lutheran Center for a Midday Prayer Service led by Ms. Christine P. Connell.

CALL TO ORDER

Vice President Carlos E. Peña called the third plenary session to order at 2:00 p.m. in the Council Room of the Lutheran Center.

REPORT FROM THE CONFERENCE OF BISHOPS

(Agenda III.A.; *Reference:* Report of the Conference of Bishops)

Vice President Carlos E. Peña asked the Rev. Jessica R. Crist, bishop of the Montana Synod and chair of the Conference of Bishops, to present the conference's report.

Bishop Crist referred to her written report and talked about the relationship between the Conference of Bishops and the Church Council. She thanked the council for having members attend recent meetings of the conference. She suggested that Church Council members communicate regularly with the bishops and vice presidents of their synods.

Ms. Marjorie B. Ellis and Ms. Louise A. Hemstead, members of the Church Council and its Executive Committee, related their observations from attending the March 2015 meeting of the Conference of Bishops.

One council member recommended consideration of giving liaison synod bishops voice and vote at Church Council meetings.

In response to questions, Bishop Crist explained the principles and practices of the bishops' Ready Bench and advocacy.

There being no further comments or questions, Vice President Peña thanked Bishop Crist for the report.

PORTICO BENEFIT SERVICES UPDATE

(Agenda III.B.; *Reference:* Portico Digest of Board Actions *and* Portico Report)

Vice President Carlos E. Peña called on the Rev. Jeffrey D. Thiemann, president of Portico Benefit Services (ELCA Board of Pensions), for an update.

Pastor Thiemann stated that Portico was considering changes to the ELCA Medical and Dental Benefits Plan that may require Church Council approval at its November 2015 meeting. He explained that health care costs increased each year and showed no sign of decreasing. In 2013 and 2014, Portico needed to use reserve funds to pay a higher number of large claims. Now it is necessary to rebuild those reserves to ensure that Portico can cover future costs, so Portico increased employer contributions by 11 percent in 2015. To reduce these costs, Portico has considered several options. Portico is already one of the most efficient health care plan providers, and it is committed to not reducing benefits. The remaining options are to promote a plan with lower employer contribution rates or administer a mandatory contribution from the member. Two years ago, when Portico's new health plans were rolled out, the Church Council encouraged use of the Gold+ plan. Experience over these years has shown that, in some instances, the Silver+ plan may be a cheaper and a more valuable option for some employers and members. The Silver+ plan has a higher deductible than the Gold+ plan, but it is otherwise a comparable plan when paired with a health savings account. If more plan members selected the Silver+ plan than the Gold+ plan, the employers may stabilize costs but Portico would not benefit. Portico is seriously considering administering a mandatory contribution from the member, compatible with the ELCA Philosophy of Benefits and with the experience of congregation members. Portico is weighing the impact a mandatory contribution may have on plan members.

In response to comments and questions, Pastor Thiemann described Portico's ecumenical work with similar church health care plan providers. He also discussed the possibility of tying a mandatory contribution to synod guidelines for compensation for those plan members who are paid below guidelines.

REPORT OF THE PROGRAM AND SERVICES COMMITTEE

(Agenda III.C.; *Reference*: PS Agenda and Disability Ministries Campaign Progress Report)

Vice President Carlos E. Peña called on Ms. Susan W. McArver, chair of the Program and Services Committee, who presented the committee's report.

Ms. McArver noted that the report would be interspersed with two proposed actions. She described the process to develop a social statement on gender justice for consideration by the 2019 Churchwide Assembly.

SOCIAL MESSAGE ON GENDER-BASED VIOLENCE

(Agenda III.C.1.; *Reference*: Proposed Gender Based Violence Social Message)

Background:

In November 2013, the Task Force on Women and Justice: One in Christ, which was developing a social statement on justice for women, asked the Church Council that a social message be developed to address violence correlated with gender. The council voted [CC13.11.63]:

To thank the ELCA Task Force on Women and Justice: One in Christ for directing the attention of this church to the levels of gender-based violence in U.S. society and globally; and

To authorize staff of the theological discernment team, in accordance with "Policies and Procedures of the Evangelical Lutheran Church in America for Addressing Social Concerns" (2011), to initiate an ELCA social message development process on gender-based violence with council action to be taken at the November 2014 Church Council meeting.

At its April 2014 meeting, the Church Council voted [CC14.04.05]:

To reaffirm the commitment of the Church Council to the completion of a social message on gender-based violence that speaks carefully and comprehensively to the issues;

To extend the time for the development of the social message until the April 2015 Church Council meeting; and

To ask staff to provide progress reports to the fall 2014 meetings of the Conference of Bishops and the Church Council.

The Conference of Bishops and Church Council received progress reports on the development of the social message at its October 2014 and April 2015 meetings.

Church Council action:

Ms. Susan W. McArver outlined the development of a social message on gender-based violence and feedback received from the April 2015 meeting of the Conference of Bishops. The consensus of the Program and Services Committee was to recommend that feedback inform the drafting of both a basic sketch and comprehensive background document, that the basic sketch become the social message and that it and the background document both receive formal Church Council approval. She led council members in small-group discussions of the Conference of Bishops feedback and the committee's recommendations.

Returning to the plenary session, Church Council members talked about specific criticisms from the Conference of Bishops and about the message and background dealing with online gender-based violence.

Ms. McArver gave instructions on submitting notes from the small-group discussions and made the following motion on behalf of the Program and Services Committee.

Moved;

Seconded: To acknowledge the complexities of responding comprehensively to the social issue of gender-based violence and to thank the Theological Discernment Team for its diligent work on the issue; and

To extend the time for the development of the social message on gender-based violence until the November 2015 meeting of the Church Council.

There being no further discussion, the chair invited Mr. Paul G. Archer to lead the Church Council in prayer.
The vice president called for the vote.

VOTED:

CC15.04.04 To acknowledge the complexities of responding comprehensively to the social issue of gender-based violence and to thank the theological discernment team for its diligent work on the issue; and

To extend the time for the development of the social message on gender-based violence until the November 2015 meeting of the Church Council.

Vice President Peña declared the motion was adopted.

WORD AND SERVICE TASK FORCE

(Agenda III.C.2.; *Reference:* CoB Recommendation on Word and Service, Entrance Rite Discernment Team Report, Revised Chapter 7 CBCR *and* Word and Service Task Force Progress Report)

Ms. Susan W. McArver referred to an earlier presentation of the liaison bishops on the Conference of Bishops recommendations regarding the reports of the Word and Service Task Force and the Entrance Rite Discernment Working Group, and she described a meeting the Program and Services Committee held jointly with the Legal and Constitutional Review Committee to consider the reports and recommendations. She led the Church Council members in small-group discussions about the work of the task force and working group.

In plenary, council members talked with members of the Conference of Bishops about how the conference reached consensus on its recommendations.

Ms. McArver directed members of the Church Council to submit their notes from the small-group discussions and made the following motion on behalf of the Program and Services Committee.

Moved;

Seconded: To receive with gratitude the recommendation from the ELCA Conference of Bishops regarding the Word and Service roster;

To recommend continuing the work of developing a proposal to unify the three existing lay rosters into one Word and Service roster and to bring this proposal to the 2016 Churchwide Assembly;

To affirm the recommendation to delay a proposal on the appropriate entrance rite and related issues until the November 2018 meeting of the Church Council;

To ask the Entrance Rite Discernment Working Group to continue its work and to develop a process for use beginning at the 2016 Churchwide Assembly to engage conversation around the appropriate entrance rite for the unified Word and Service roster and to address the related issues;

To work together as a church to define issues of leadership and refine recommendations about rosters and entrance rites through a process of intentional, open conversation seeking God's guidance for the sake of the world; and

To continue to seek ways to facilitate broad-based discussion and discernment around leadership within this church.

Secretary Wm Chris Boerger made the following motion to amend.

Moved;

Seconded:

To amend the second paragraph of the motion by deletion and insertion:

To recommend continuing the work of developing a proposal to unify the three existing lay rosters into one Word and Service roster and to bring this proposal to the ~~2016 Churchwide Assembly~~ **November 2015 meeting of the Church Council;**

The secretary explained that the Church Council would need to transmit the proposal to the Churchwide Assembly. There being no further discussion, the chair called for the vote on the amendment.

Moved;

Seconded;

Carried:

To amend the second paragraph of the motion by deletion and insertion:

To recommend continuing the work of developing a proposal to unify the three existing lay rosters into one Word and Service roster and to bring this proposal to the ~~2016 Churchwide Assembly~~ **November 2015 meeting of the Church Council;**

Vice President Peña declared the motion to amend was adopted.

Church Council members discussed the main motion as amended, how the 2016 Churchwide Assembly may begin a process of conversation on the appropriate entrance rite, the rite of consecration being used between the 2016 Churchwide Assembly and the 2019 Churchwide Assembly, issues related to a decision on the appropriate entrance rite and the possibility of the 2016 Churchwide Assembly making that decision, and implications if the 2016 Churchwide Assembly did or did not unify the rosters.

Vice President Peña explained that the orders of the day indicated the meeting would take a break at this time, but the break would follow consideration of the motion currently on the floor.

Mr. Allan J. Bieber made the following motion to amend.

Moved;

Seconded:

To amend the fourth paragraph of the motion by deletion and insertion:

To ask the Entrance Rite Discernment Working Group to continue its work and to develop ~~a process~~ **a process** for use beginning at the 2016 Churchwide Assembly ~~a process~~ **a process** to engage conversation around the appropriate entrance rite for the unified Word and Service roster and to address the related issues;

There being no discussion on the motion to amend, the chair called for the vote.

Moved;

Seconded;

Carried:

To amend the fourth paragraph of the motion by deletion and insertion:

To ask the Entrance Rite Discernment Working Group to continue its work and to develop ~~a process~~ **a process** for use beginning at the 2016 Churchwide Assembly ~~a process~~ **a process** to engage conversation around the appropriate entrance rite for the unified Word and Service roster and to address the related issues;

Vice President Peña declared the motion to amend was adopted. There being no further discussion, the chair invited Mr. Nicholas A. Barber to lead the Church Council in prayer.

The vice president called for the vote on the main motion as amended.

VOTED:

CC15.04.05

To receive with gratitude the recommendation from the Conference of Bishops regarding the Word and Service roster;

To recommend continuing the work of developing a proposal to unify the three existing lay rosters into one Word and Service roster and to bring this proposal to the November 2015 meeting of the Church Council;

To affirm the recommendation to delay a proposal on the appropriate entrance rite and related issues until the November 2018 meeting of the Church Council;

To ask the Entrance Rite Discernment Working Group to continue its work and to develop for use beginning at the 2016 Churchwide Assembly a process to engage conversation around the appropriate entrance rite for the unified Word and Service roster and to address the related issues;

To work together as a church to define issues of leadership and refine recommendations about rosters and entrance rites through a process of intentional, open conversation seeking God's guidance for the sake of the world; and

To continue to seek ways to facilitate broad-based discussion and discernment around leadership within this church

To work together as a church to define issues of leadership and refine recommendations about rosters and entrance rites through a process of intentional, open conversation seeking God's guidance for the sake of the world; and

To continue to seek ways to facilitate broad-based discussion and discernment around leadership within this church.

The chair declared the motion was adopted as amended.

RECESS

The November 2014 meeting of the Church Council recessed at 3:42 p.m.

**Saturday, April 11, 2015
Plenary Session IV**

CALL TO ORDER

Vice President Carlos E. Peña called the fourth plenary session to order at 4:04 p.m. in the Church Council Room of the Lutheran Center.

REPORT OF THE PROGRAM AND SERVICES COMMITTEE (CONTINUED)

(Agenda III.C.; *Reference*: Candidacy Manual Draft, Communion Practices Update, CSR Succession Plan Progress Report and Update on the 500th Anniversary)

Vice President Carlos E. Peña asked Ms. Susan W. McArver, chair of the Program and Services Committee, to continue with the committee's report.

Ms. McArver updated the Church Council on several matters that the committee addressed, including *Always Being Made New: The Campaign for the ELCA*, revisions to the candidacy manual, work of the ministry to same-gender families task force, commemorations of the 500th anniversary of the Reformation, the churchwide discussion on communion practices and The Use of the Means of Grace, and corporate social responsibility. She announced that the Program and Services Committee had elected Mr. Paul G. Archer to be its next chair and Ms. Cynthia M. Gustavson its vice chair.

PRIMER ON WOMEN OF THE ELCA

(Agenda IV.A.; *Reference*: Women of the ELCA Report)

Vice President Carlos E. Peña asked Ms. Linda Post Bushkofsky, executive director of Women of the ELCA, to provide the Church Council with a primer on the separately incorporated ministry.

Ms. Linda Post Bushkofsky described Women of the ELCA's ministries, membership, purpose, mission, structure and governance.

REPORT OF THE TREASURER

(Agenda IV.B.; *Reference*: Report of the Treasurer)

Vice President Carlos E. Peña asked the Rev. Linda O. Norman, treasurer of the ELCA, to present her report.

Treasurer Norman provided financial highlights of the churchwide organization for the fiscal year ending Jan. 31, 2015. She said there was \$71.5 million in total operating revenue and support, which was \$1.1 million more than expenses of \$70.3 million for the year and \$1.8 million less than total operating revenue and support for the previous year. Expenses were 99.72 percent of the authorized unit spending of \$70.5 million. Mission support accounted for \$48.4 million in revenue for fiscal year 2014 or about 1 percent less than the previous year. Other unrestricted and temporarily restricted revenue and support available for the budgeted operations of the churchwide organization amounted to \$23.0 million for the year compared with \$23.6 million in the previous year. The treasurer provided details regarding income to the churchwide organization from Vision for Mission, Global Church Sponsorship, endowment distributions, bequests and trusts, investment income, a grant of \$1.8 million from the Mission Investment Fund and other income. *Always Being Made New: The Campaign for the ELCA* raised \$44.8 million in revenue and commitments for the year or 24.5 percent of the total goal of \$198 million for the first year of the five-year campaign. Total contributions to ELCA World Hunger for the year were \$19.3 million. The ELCA Malaria Campaign received gifts of \$2.8 million in the year and a total \$13.8 million for the campaign-to-date. Another \$6.1 million was given to Lutheran Disaster Response during the year, primarily in support of general undesignated programs and ongoing recovery efforts from Hurricane Sandy.

In response to questions from members of the Church Council, Treasurer Norman explained that Lutheran Disaster Response was able to spend more than its income for the year because of reserves from previous years. She said bequests, trusts, investments and the gift from the Mission Investment Fund helped absorb the decline in mission support. She noted that the sustainability of future funding had been a critical part of the conversation on mission funding.

There being no further questions or comments, Vice President Peña thanked the treasurer for her report.

REPORT OF THE BUDGET AND FINANCE COMMITTEE

(Agenda IV.C.; *Reference:* Budget and Finance Committee Agenda, Budget and Finance Committee Overview Memo, Exhibit List *and* Federal Credit Union Update)

Vice President Carlos E. Peña called on Ms. Louise A. Hemstead, chair of the Budget and Finance Committee, who presented the committee's report.

Ms. Hemstead announced that the Budget and Finance Committee had elected the Rev. Vicki T. Garber to be its next chair and Mr. Clarence M. Smith to serve as vice chair.

REVISIONS TO 2015 SYNOD MISSION SUPPORT PLANS

(Agenda IV.C.1.; *Reference:* 2015-2016 Mission Support Plans)

Ms. Louise A. Hemstead reported that, since the November 2014 meeting of the Church Council, four synods had submitted revised mission support plans for 2015 — three plans will maintain the percentages of support from the previous year but decrease in dollar amounts and the fourth plan will increase its percentage of support while maintaining the same dollar amount as the previous year. She indicated that the overall goal of the churchwide organization to receive \$47.25 million in mission support for fiscal year 2015 was intact. She made the following motion on behalf of the Budget and Finance Committee.

Moved;

Seconded:

To acknowledge with appreciation the action of the following synods 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; and

To further affirm that we will steward these gifts to maximize their impact in mission for the sake of God's Work. Our Hands. in the world: Northeastern Minnesota, Indiana-Kentucky and Upstate New York synods.

There being no discussion, the chair called for the vote.

VOTED:

CC15.04.06

To acknowledge with appreciation the action of the following synods 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; and

To further affirm that we will steward these gifts to maximize their impact in mission for the sake of God's Work. Our Hands. in the world: Northeastern Minnesota, Indiana-Kentucky and Upstate New York synods.

Vice President Carlos E. Peña declared the motion was adopted.

Ms. Hemstead made the following motion on behalf of the Budget and Finance Committee.

Moved;

Seconded:

To acknowledge with gratitude the action of the Texas-Louisiana Gulf Coast Synod to increase the percentage of sharing of 2015 mission support by congregations for synodical and churchwide ministries; and

To further affirm that we will steward these gifts to maximize their impact in mission for the sake of God's Work. Our Hands. in the world.

There being no discussion, the chair called for the vote.

VOTED:

CC15.04.07

To acknowledge with gratitude the action of the Texas-Louisiana Gulf Coast Synod to increase the percentage of sharing of 2015 mission support by congregations for synodical and churchwide ministries; and

To further affirm that we will steward these gifts to maximize their impact in mission for the sake of God's Work. Our Hands. in the world.

Vice President Peña declared the motion was adopted.

2016 SYNOD MISSION SUPPORT PLANS

(Agenda IV.C.2.; *Reference:* 2015-2016 Mission Support Plans)

Ms. Louise A. Hemstead stated that 37 of the 65 synods had submitted mission support plans for fiscal year 2016 — six synods will increase their percentages of support from the previous year, 22 synods will maintain their percentages and nine will decrease their percentages. Of the 37 mission support plans, 17 will increase in dollar amounts from the previous years, two will maintain their dollar amounts, and 18 will decrease in dollar amounts. The overall decline in projected mission support for 2016 was almost \$800,000. She noted that the Budget and Finance Committee had revised the recommended wording the Church Council had used in the past to acknowledge mission support plans, and she made the following motion on behalf of the Budget and Finance Committee.

Moved;

Seconded:

As a grateful church that affirms the partnership of congregation, synod and churchwide expressions, we acknowledge with gratitude the actions of the following synods and affirm the percentages of sharing of 2016 mission support by congregations for synodical and churchwide ministries: Alaska, Arkansas-Oklahoma, Central/Southern Illinois, Central States, East-Central Synod of Wisconsin, Eastern Washington-Idaho, Florida-Bahamas, Grand Canyon, Greater Milwaukee, La Crosse Area, Montana, Northeastern Minnesota, Northeastern Iowa, Northeastern Pennsylvania, Northern Great Lakes, Northern Texas-Northern Louisiana, North/West Lower Michigan, Northwestern Minnesota, Northwest Washington, Northwestern Ohio, Northwestern Pennsylvania, Oregon, South-Central Synod of Wisconsin, South Dakota, Southeast Michigan, Southeastern, Southeastern Iowa, Southeastern Minnesota, Southeastern Pennsylvania, Southern Ohio, Southwestern Minnesota, Southwestern Pennsylvania, Southwestern Washington, Southwestern Texas, Upstate New York, Western Iowa and Western North Dakota;

As a Church Council, we thank the bishops and synod leaders of every synod as they strive to be faithful to shared commitments within the ELCA and 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;

We further affirm that we will steward these gifts to maximize their impact in mission for the sake of God's Work. Our Hands. in the world; and

We request that all synods submit their 2016 mission support plans prior to their 2015 synod assemblies.

In response to a question, Ms. Hemstead indicated that all synod mission support plans for fiscal year 2016 were estimates until they were approved by their respective 2015 synod assemblies.

There being no further discussion, Vice President Carlos E. Peña invited Mr. Hans E. Becklin to lead the Church Council in prayer.

The vice president called for the vote.

VOTED:

CC15.04.08

As a grateful church that affirms the partnership of congregation, synod and churchwide expressions, we acknowledge with gratitude the actions of the following synods and affirm the percentages of sharing of 2016 mission support by congregations for synodical and churchwide ministries: Alaska, Arkansas-Oklahoma, Central/Southern Illinois, Central States, East-Central Synod of Wisconsin, Eastern Washington-Idaho, Florida-Bahamas, Grand Canyon, Greater Milwaukee, La Crosse Area, Montana, Northeastern Minnesota, Northeastern Iowa, Northeastern Pennsylvania, Northern Great Lakes, Northern Texas-Northern Louisiana, North/West Lower Michigan, Northwestern Minnesota, Northwest Washington, Northwestern Ohio, Northwestern Pennsylvania, Oregon, South-Central Synod of Wisconsin, South Dakota, Southeast Michigan, Southeastern, Southeastern Iowa, Southeastern Minnesota, Southeastern Pennsylvania, Southern Ohio, Southwestern Minnesota, Southwestern Pennsylvania, Southwestern Washington, Southwestern Texas, Upstate New York, Western Iowa and Western North Dakota;

As a Church Council, we thank the bishops and synod leaders of every synod as they strive to be faithful to shared commitments within the ELCA and 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;

We further affirm that we will steward these gifts to maximize their impact in mission for the sake of God's Work. Our Hands. in the world; and

We request that all synods submit their 2016 mission support plans prior to their 2015 synod assemblies.

Vice President Peña declared the motion was adopted.

2015 INCOME ESTIMATES AND SPENDING AUTHORIZATIONS

(Agenda IV.C.4.; *Reference:* Revised 2015 Budget Proposal Highlights, Revised 2015 Income Estimates Proposal *and* Revised 2015 Spending Authorization Proposal)

Ms. Louise A. Hemstead and Treasurer Linda O. Norman explained that income projections for the current fiscal year showed a \$327,000 decrease from \$69,650,020, which was the authorized spending for the year. To align an increase in ELCA World Hunger grants to income projections for the year, an additional \$600,000 was to be released from the fund's previous balance.

Ms. Hemstead made the following motion on behalf of the Budget and Finance Committee.

Moved;

Seconded: To approve a revised 2015 fiscal year current fund spending authorization of \$69,323,020; and
To approve a revised 2015 fiscal year ELCA World Hunger spending authorization of \$20,600,000.

There being no further discussion, the chair called for the vote.

VOTED:

**CC15.04.09 To approve a revised 2015 fiscal year current fund spending authorization of \$69,323,020; and
To approve a revised 2015 fiscal year ELCA World Hunger spending authorization of \$20,600,000.**

Vice President Carlos E. Peña declared the motion was adopted.

BISHOP'S THINK TANK ON MISSION FUNDING

(Agenda IV.C.3.; *Reference:* CC Actions on Think Tank)

Ms. Louise A. Hemstead referred to background information provided during the presentation from the presiding bishop's think tank on mission funding. She introduced members of the Budget and Finance Committee and asked them to read aloud the committee's recommendations.

At the invitation of the chair, the Rev. Elizabeth E. Ekdale led the Church Council in prayer.

Ms. Louise A. Hemstead made the following motion on behalf of the Budget and Finance Committee.

Moved;

Seconded: To thank Presiding Bishop Elizabeth A. Eaton for initiating the bishops' think tank on mission funding;
To receive with gratitude the bishop's think tank on mission funding report and recommendations and thank the think tank for its work;
To affirm the intention of Presiding Bishop Eaton to convene a team to generate recommendations to sharpen the priorities of this church and bring greater clarity about what this church will do and will not do in order to serve God's mission more faithfully and effectively in the years to come; and
To affirm the need for and encourage ongoing leadership, discussion and analysis among congregations, synods, institutions and agencies of the church, the churchwide organization and the Church Council on the urgency of the need to explore new methods of mission support for the benefit of the whole church.

There being no discussion, Vice President Carlos E. Peña called for the vote.

VOTED:

**CC15.04.10 To thank Presiding Bishop Elizabeth A. Eaton for initiating the bishops' think tank on mission funding;
To receive with gratitude the bishop's think tank on mission funding report and recommendations and thank the think tank for its work;
To affirm the intention of Presiding Bishop Eaton to convene a team to generate recommendations to sharpen the priorities of this church and bring greater clarity**

about what this church will do and will not do in order to serve God's mission more faithfully and effectively in the years to come; and

To affirm the need for and encourage ongoing leadership, discussion and analysis among congregations, synods, institutions and agencies of the church, the churchwide organization and the Church Council on the urgency of the need to explore new methods of mission support for the benefit of the whole church.

Vice President Peña declared the motion was adopted.

Ms. Louise A. Hemstead made the following motion on behalf of the Budget and Finance Committee.

Moved;

Seconded:

To replace the present reporting form of synodical mission support with a format that expresses thanksgiving for all gifts when reporting to the Church Council;

To acknowledge that the current 55/45 percentage guideline for mission support is not sustainable and is no longer an appropriate guide for establishing mission support;

To approve the development, in consultation with the Conference of Bishops and the Office of the Presiding Bishop, of a contextually sensitive, substantive and collaborative process which will result in synod-specific percentage goals for each of the 65 synods by no later than the April 2018 meeting of the Church Council;

To request that the Budget and Finance Committee monitor the consultation process with a goal of recommending benchmarks and guidelines to be used in establishing the synod-specific goals no later than the April 2018 meeting of the Church Council;

To recommend the hiring of the equivalent of a full-time director for mission support to construct and oversee this process in collaboration with the Conference of Bishops, the Mission Advancement unit and the Office of the Presiding Bishop; and

To request that the Office of the Presiding Bishop provide more information about staffing needs and budget impact to support the position of a full-time director for mission support with the necessary funding and staffing to accomplish its goals to the November 2015 meeting of the Church Council.

Members of the Church Council discussed the history, effect and sustainability of "the current 55/45 percentage guideline for mission support."

Ms. Susan W. McArver made the following motion.

Moved;

Seconded:

To amend the second paragraph of the motion by insertion and deletion:

To acknowledge that the current 55/45 percentage guideline for mission support is not a sustainable ~~or and is no longer an~~ appropriate guide for establishing mission support ~~for most synods;~~

Church Council members talked about the history of "the current 55/45 percentage guideline for mission support," wording used in the paragraph and perfecting the amendment. As a result of the conversation, Ms. McArver withdrew the above motion and made the following motion.

Moved;

Seconded:

To amend the second paragraph of the motion by insertion and deletion:

To acknowledge that the current 55/45 percentage guideline for mission support is not necessarily a sustainable ~~or helpful and is no longer an appropriate~~ guide for establishing mission support ~~for most synods;~~

Council members continued to discuss perfecting the amendment.

There being no further discussion on the amendment, the chair invited the Rev. Vicki T. Garber led the Church Council in prayer.

Vice President Peña called for the vote on the motion to amend.

Moved;

Seconded;

Carried:

To amend the second paragraph of the motion by insertion and deletion:

To acknowledge that the current 55/45 percentage guideline for mission support is not necessarily a sustainable or helpful and is no longer an appropriate guide for establishing mission support for most synods;

Vice President Peña declared that the motion to amend was adopted and the main motion, as amended, was on the floor.

Church Council members talked about the legitimacy of “the 55/45 percentage guideline” and how setting synod-specific percentage goals related to a proposed five-synod experiment.

The Rev. James H. Utt made the following motion.

Moved;

Seconded:

To amend the motion by deleting the second paragraph:

To acknowledge that the current 55/45 percentage guideline for mission support is not necessarily a sustainable or helpful guide for establishing mission support for most synods;

There being no discussion, the chair called for the vote.

Moved;

Seconded;

Carried:

To amend the motion by deleting the second paragraph:

To acknowledge that the current 55/45 percentage guideline for mission support is not necessarily a sustainable or helpful guide for establishing mission support for most synods;

Vice President Peña declared that the motion to amend was adopted and the main motion, as amended, was on the floor.

Discussion returned to several points made earlier.

Mr. Allan J. Bieber made the following motion.

Moved;

Seconded:

To insert a new paragraph after the first paragraph:

To acknowledge that uniform percentage guidelines for mission support are no longer appropriate across all synods;

Council members discussed the amount of time being used to perfect this motion.

Pastor Utt made the following motion.

Moved;

Seconded:

To refer the main motion to the Budget and Finance Committee.

The council talked about the content of the motion and the possible affect referral may have to other recommendations coming from the Budget and Finance Committee.

There being no further discussion, Vice President Peña called for the vote.

Moved;
Seconded;
Defeated: To refer the main motion to the Budget and Finance Committee.

The chair declared that the motion to refer was defeated and the motion to amend was on the floor. Church Council members talked about the legitimacy of “the 55/45 percentage guideline” and the need to state that the 55/45 percentage is no longer an expectation. Mr. Allan J. Bieber made the following motion.

Moved;
Seconded: *To amend the motion to amend by insertion:*
To insert a new paragraph after the first paragraph:
To acknowledge that uniform percentage guidelines (i.e., 55/45) for mission support are no longer appropriate across all synods;

There being no further discussion, Vice President Peña called for the vote.

Moved;
Seconded;
Carried: *To amend the motion to amend by insertion:*
To insert a new paragraph after the first paragraph:
To acknowledge that uniform percentage guidelines (i.e., 55/45) for mission support are no longer appropriate across all synods;

The chair declared that the motion to amend the proposed amendment was adopted and the motion to amend was on the floor. There being no further discussion, Vice President Peña called for the vote on the motion to amend.

Moved;
Seconded;
Carried: *To insert a new paragraph after the first paragraph:*
To acknowledge that uniform percentage guidelines (i.e., 55/45) for mission support are no longer appropriate across all synods;

Vice President Peña declared that the motion to amend was adopted as amended and that the main motion, as amended, was on the floor. Church Council members talked about the possible budget impact of hiring an equivalent full-time director for mission support. There being no further discussion on the main motion, the chair invited the Rev. Joyce M. Graue to lead the council in prayer. Vice President Peña called for the vote on the motion as amended.

VOTED:
CC15.04.11 **To replace the present reporting form of synodical mission support with a format that expresses thanksgiving for all gifts when reporting to the Church Council;**
To acknowledge that uniform percentage guidelines (i.e., 55/45) for mission support are no longer appropriate across all synods;
To approve the development, in consultation with the Conference of Bishops and the Office of the Presiding Bishop, of a contextually sensitive, substantive and

collaborative process which will result in synod-specific percentage goals for each of the 65 synods by no later than the April 2018 meeting of the Church Council;

To request that the Budget and Finance Committee monitor the consultation process with a goal of recommending benchmarks and guidelines to be used in establishing the synod-specific goals no later than the April 2018 meeting of the Church Council;

To recommend the hiring of the equivalent of a full-time director for mission support to construct and oversee this process in collaboration with the Conference of Bishops, the Mission Advancement unit and the Office of the Presiding Bishop; and

To request that the Office of the Presiding Bishop provide more information about staffing needs and budget impact to support that position with the necessary funding and staffing to accomplish its goals to the November 2015 meeting of the Church Council.

Vice President Peña declared the motion was adopted as amended.

Ms. Louise A. Hemstead made the following motion on behalf of the Budget and Finance Committee.

Moved;

Seconded:

To endorse the principle that appropriate multiple streams of income may be used to provide funding for the mission of any expression of this church;

To instruct the Mission Advancement unit, in consultation with the Office of the Secretary, to draft a revised constitutional provision to expand the definition of synodical mission support to reflect the use of multiple sources of income to fulfill the stated dollar amount of a synod's mission support commitment; and

To request that the Office of the Secretary consider this constitutional provision amendment as it reviews possible amendments to the Constitutions, Bylaws, and Continuing Resolutions of the Evangelical Lutheran Church in America for the 2016 Churchwide Assembly.

Church Council members talked about recognizing mission support from multiple streams or sources of income and about possible constitutional amendments needed.

There being no further discussion, the chair invited Ms. Cynthia M. Gustavson to lead the council in prayer.

Members continued to talk about possible constitutional amendments.

There being no further discussion, the vice president called for the vote.

VOTED:

CC15.04.12

To endorse the principle that appropriate multiple streams of income may be used to provide funding for the mission of any expression of this church;

To instruct the Mission Advancement unit, in consultation with the Office of the Secretary, to draft a revised constitutional provision to expand the definition of synodical mission support to reflect the use of multiple sources of income to fulfill the stated dollar amount of a synod's mission support commitment; and

To request that the Office of the Secretary consider this constitutional provision amendment as it reviews possible amendments to the Constitutions, Bylaws, and Continuing Resolutions of the Evangelical Lutheran Church in America for the 2016 Churchwide Assembly.

Vice President Peña declared the motion was adopted.

The chair requested and received consensus to extend the session by 15 minutes.

Ms. Louise A. Hemstead made the following motion on behalf of the Budget and Finance Committee.

Moved;

Seconded: To instruct the director for mission support, in collaboration with synodical bishops and relevant churchwide units, to take necessary steps to:

- Assess current and prospective resources to assist congregations and synods to assist them in the development of multiple streams of income;
- Develop a plan to equip rostered leaders to advocate for a renewed commitment to mission support;
- Assess current and prospective resources for synod and congregational consultation process and materials; and

To request that the director for mission support provide at least an annual progress report to the Budget and Finance Committee.

Mr. Paul G. Archer made the following motion.

Moved;

Seconded: *To amend the first outline point by deletion:*

- Assess current and prospective resources to assist congregations and synods **to assist them** in the development of multiple streams of income;

There being no discussion on the motion to amend, the chair called for the vote.

Moved;

Seconded;

Carried: *To amend the first outline point by deletion:*

- **Assess current and prospective resources to assist congregations and synods **to assist them** in the development of multiple streams of income;**

Vice President Peña declared that the motion to amend was adopted.

There being no further discussion, the chair invited the Rev. Raymond A. Miller Jr. to lead the council in prayer.

The vice president called for the vote on the main motion as amended.

VOTED:

CC15.04.13

To instruct the director for mission support, in collaboration with synodical bishops and relevant churchwide units, to take necessary steps to:

- **Assess current and prospective resources to assist congregations and synods in the development of multiple streams of income;**
- **Develop a plan to equip rostered leaders to advocate for a renewed commitment to mission support;**
- **Assess current and prospective resources for synod and congregational consultation process and materials; and**

To request that the director for mission support provide at least an annual progress report to the Budget and Finance Committee.

Vice President Peña declared the motion was adopted as amended.

Ms. Louise A. Hemstead made the following motion on behalf of the Budget and Finance Committee.

Moved;

Seconded:

To affirm a three-year experiment, beginning in 2016 and involving five synods (New England, Nebraska, Metropolitan Washington, D.C., Lower Susquehanna and Texas-Louisiana Gulf Coast synods) to form a “learning community” to explore whether retaining the new and renewing ELCA grants for ministries and the total compensation for the director for evangelical mission will produce an increase in mission support and more effective management and oversight for the sake of mission;

To request that the five synods in the experiment continue to remit the balance of their mission support percentage goal to the churchwide organization during the duration of the experiment;

To request that the director for mission support consult with the five synods and provide updates to the Church Council throughout the duration of the experiment;

To ask the Office of the Treasurer to provide financial analysis related to the experiment to the November 2015 meeting of the Church Council; and

To ask the five synods in the experiment, in consultation with the relevant churchwide units, to provide additional details regarding the structure of the synod experiments to the November 2015 meeting of the Church Council.

Church Council members talked about the ongoing setting and meeting of the five synods’ mission support goals as they related to the experiment, the kinds of financial analysis the Office of the Treasurer would provide the council, the types of information needed from churchwide units, including the Office of the Secretary, when ELCA governing documents are involved.

There being no further discussion, the chair invited the Rev. Robert G. Moore to lead the Church Council in prayer. Vice President Peña called for the vote.

VOTED:

CC15.04.14

To affirm a three-year experiment, beginning in 2016 and involving five synods (New England, Nebraska, Metropolitan Washington, D.C., Lower Susquehanna and Texas-Louisiana Gulf Coast synods) to form a “learning community” to explore whether retaining the new and renewing ELCA grants for ministries and the total compensation for the director for evangelical mission will produce an increase in mission support and more effective management and oversight for the sake of mission;

To request that the five synods in the experiment continue to remit the balance of their mission support percentage goal to the churchwide organization during the duration of the experiment;

To request that the director for mission support consult with the five synods and provide updates to the Church Council throughout the duration of the experiment;

To ask the Office of the Treasurer to provide financial analysis related to the experiment to the November 2015 meeting of the Church Council; and

To ask the five synods in the experiment, in consultation with the relevant churchwide units, to provide additional details regarding the structure of the synod experiments to the November 2015 meeting of the Church Council.

Vice President Peña declared the motion was adopted.

Ms. Louise A. Hemstead made the following motion on behalf of the Budget and Finance Committee.

Moved;

Seconded: To affirm the pilot project being explored by the Mission Investment Fund of the ELCA to establish a Financial Services Organization.

There being no discussion, the chair invited Ms. Ingrid S. Stafford to lead the Church Council in prayer.
The vice president called for the vote.

VOTED:

CC15.04.15 To affirm the pilot project being explored by the Mission Investment Fund of the ELCA to establish a Financial Services Organization.

Vice President Peña declared the motion was adopted.
Ms. Louise A. Hemstead made the following motion on behalf of the Budget and Finance Committee.

Moved;

Seconded: To affirm and acknowledge the efforts of various synods in deepening and strengthening relationships among the expressions of this church;
To encourage every synodical bishop and synod council to seek regular opportunities to build relationships and engage in discussions with congregations about the financial implications of how we are church together; and
To invite the Conference of Bishops, the Budget and Finance Committee and the Church Council to continue consideration of mission support experiments, especially those that are intentionally geared to supporting synods that are the most financially vulnerable.

There being no discussion, the chair invited Ms. Kayla S. Koterwski to lead the Church Council in prayer.
The vice president called for the vote.

VOTED:

**CC15.04.16 To affirm and acknowledge the efforts of various synods in deepening and strengthening relationships among the expressions of this church;
To encourage every synodical bishop and synod council to seek regular opportunities to build relationships and engage in discussions with congregations about the financial implications of how we are church together; and
To invite the Conference of Bishops, the Budget and Finance Committee and the Church Council to continue consideration of mission support experiments, especially those that are intentionally geared to supporting synods that are the most financially vulnerable.**

Vice President Peña declared the motion was adopted.
Ms. Hemstead concluded the report of the Budget and Finance Committee.
The Church Council expressed its appreciation to the presiding bishop's think tank on mission funding with applause.

HONORING THE CHURCH COUNCIL CLASS OF 2015

(Agenda IV.D.)

Vice President Carlos E. Peña asked the Church Council class of 2015 — those members whose term will end on Aug. 31, 2015 — to come forward for a special presentation. Those members were Ms. Marit L. Bakken, Mr. Nicholas A. Barber, the Rev. Karsten Decker, Ms. Louise A. Hemstead, Mr. William B. Horne II, the Rev. Carla J. Johnsen, Ms. Susan W. McArver, Mr. Fernando Mercado, the Rev. Raymond A. Miller Jr., the Rev. Kathryn A. Tiede and Ms. Man Hei Yip.

Secretary Wm Chris Boerger and Vice President Peña presented each member of the class with a framed copy of “Rondel,” a mosaic the ELCA commissioned and placed in the lobby of the Lutheran Center in Chicago, bearing a citation. The secretary read the citation.

On behalf of a grateful church, this is presented to you in recognition of your conscientious service as members of the Church Council of the Evangelical Lutheran Church in America (2009-2015).

You have served diligently and thoughtfully as a leader of this church’s board of directors.

For your commitment to the faith of the whole Church of Jesus Christ, for your care of the mission that God has entrusted to the Evangelical Lutheran Church in America in all of its expressions and entities, and for the wisdom and compassion that you have offered us so generously in your service as a member of the Church Council, we express our heartfelt gratitude.

Although now you complete your term as a member of the Church Council, we will continue to be grateful for your ongoing constructive contribution to the life of the Evangelical Lutheran Church in America.

Now to the one who is able to keep you from falling, and to make you stand without blemish in the presence of his glory with rejoicing, the only God our Savior, through Jesus Christ our Lord, be glory, majesty, power, and authority, before all time now and forever. Amen. (Jude 24-25)

PROCESS OBSERVATIONS

(Agenda IV.E.)

Vice President Carlos E. Peña asked Ms. Marjorie B. Ellis to provide observations on processes of the meeting. She presented her observations and those of Ms. Maren Hulden.

ECUMENICAL GUEST

Vice President Carlos E. Peña introduced the Rev. Susan C. Johnson, national bishop of the Evangelical Lutheran Church in Canada.

CHURCH COUNCIL JOYS AND CONCERNS

(Agenda IV.F.)

Vice President Carlos E. Peña called on Mr. Paul G. Archer, who asked specific people how the Church Council may pray for them.

ANNOUNCEMENTS

Vice President Carlos E. Peña asked Secretary Wm Chris Boerger to make any announcements. Secretary Boerger provided details of the schedule for the evening and the next day.

HYMN AND CLOSING PRAYER

(Agenda IV.G.)

Vice President Carlos E. Peña invited Ms. Cynthia M. Gustavson to close the session with prayer. The Rev. Peder J. Johanson assisted her in leading the Church Council in singing two hymns.

RECESS

The April 2015 meeting of the Church Council recessed at 6:24 p.m. for Saturday, April 11, 2015. The evening dinner included a program in honor of the council's class of 2015.

**Sunday, April 12, 2015
Plenary Session V**

Church Council members gathered at 9:00 a.m. in the Chapel of the Lutheran Center for a service of Holy Communion. The Rev. Jonathan Splichal Larson presided, the Rev. Lisa Vander Wal preached, and Mr. Reid A. Christopherson served as assisting minister. Ms. Amanda E. Briggs was lector. An offering of \$3,187 was received for the congregational emphasis of *Always Being Made New: The Campaign for the ELCA*.

CALL TO ORDER

Vice President Carlos E. Peña called the fifth plenary session to order at 10:17 a.m. in the Council Room of the Lutheran Center.

PERSONAL REFLECTION ON FAITH

(Agenda V.A.)

At the invitation of the chair, the Rev. Kathryn A. Tiede shared a personal reflection on faith. Pastor Tiede spoke of her ministry in North Carolina and the culture of grace she found there.

REPORT OF THE EXECUTIVE FOR ADMINISTRATION

(Agenda V.B.; *Reference*: Report of the Executive for Administration)

Vice President Carlos E. Peña asked the Rev. M. Wyvetta Bullock, executive for administration, for her report to the Church Council.

Pastor Bullock referred to her written report, highlighted portions of the report and spoke with the council about several new initiatives. A planning grant from the Lilly Endowment will help this church address economic challenges facing pastoral leaders and congregations through grants and training. A pilot leadership development program for churchwide staff was launched to increase the organization's leadership strength, to enhance the participants' overall performance and to increase the participants' readiness to assume new leadership responsibilities. She noted that the European Union had released funds to help Augusta Victoria Hospital in Jerusalem cover its costs for 2014, and talks with the United States Agency for International Development may release funds to deal with costs in 2015. She reviewed the setbacks, risks (financial, technological and operational) and learnings from the Churchwide Organization Operational Plan for 2014. The treasurer introduced Ms. Victoria Flood, manager for research and evaluation in the Office of the Presiding Bishop, who explained a graphic presentation of the 2015 operational plan's goals, indicators, objectives and progress details.

In response to a question, Pastor Bullock commented on interpreting the priorities of the churchwide organization in the synods and congregations of the ELCA.

REPORT OF THE PLANNING AND EVALUATION COMMITTEE

(Agenda V.C.)

Vice President Carlos E. Peña called on Mr. William B. Horne II, chair of the Planning and Evaluation Committee, who presented the committee's report.

Mr. Horne announced that the Planning and Evaluation Committee had elected Ms. Christine P. Connell to be its next chair.

2014 CHURCHWIDE ORGANIZATION OPERATIONAL PLAN REPORT

(Agenda V.C.1.)

Background:

Under the direction of the Rev. M. Wyvetta Bullock, executive for administration in the Office of the Presiding Bishop, the churchwide organization has prepared Churchwide Organization Operational Plans for 2011-2013 and for 2014-2016.

At its November 2013 meeting, the Church Council voted [CC13.11.59] “to affirm the strategic intent of Part A of the 2014-2016 Churchwide Operational Plan.” At its April 2014 meeting, the council approved [CC14.04.09] “the Planning and Reporting Framework of the Churchwide Organization Operational Plan.”

The three-year operational plan is the basis of annual plans. The Church Council’s Planning and Evaluation Committee uses the plans to conduct ongoing reviews of the work of the churchwide units. The council receives regular reports on planning and evaluating the work of the churchwide organization.

Church Council action:

Mr. William B. Horne II noted the Planning and Evaluation Committee was “responsible for the ongoing evaluation of churchwide units and the structure of the churchwide organization, making recommendations to the Churchwide Assembly through the Church Council” (ELCA continuing resolution 14.41.C11.). The committee used the Churchwide Organization Operational Plan to conduct that ongoing evaluation.

Mr. Horne made the following motion on behalf of the Planning and Evaluation Committee.

Moved;

Seconded: To receive the ELCA Churchwide Organization Operational Plan Report for 2014; and
To thank the staff of the churchwide organization for their ongoing work.

There being no discussion, Vice President Carlos E. Peña called for the vote.

VOTED:

**CC15.04.17 To receive the ELCA Churchwide Organization Operational Plan Report for 2014;
and
To thank the staff of the churchwide organization for their ongoing work.**

Vice President Peña declared the motion was adopted.

Mr. Horne described how the committee reviewed the operational plan for 2014 and used it to evaluate the structure of the churchwide organization and to prepare its report to the Church Council. He noted that changes to the structure of the Mission Advancement unit will require a constitutional change to the council’s relationship with *The Lutheran* magazine.

Church Council members talked about accountability for meeting the goals in the operational plan and about the development of the Churchwide Organization Operational Plan for 2017-2019.

Mr. Horne concluded the report of the Planning and Evaluation Committee.

UPDATE FROM THE ECCLESIOLOGY OF A GLOBAL CHURCH TASK FORCE

(Agenda V.D.; *Reference: Ecclesiology of a Global Church*)

Background:

At its October 2012 meeting, the Conference of Bishops voted [CB12.10.17]:

To request that the Church Council establish a task force charged with reviewing the governing documents of this church, including but not limited to Chapter Three of the *Constitution, Bylaws, and Continuing Resolutions of the Evangelical Lutheran Church in America* and related provisions in the *Constitution for Synods* and the *Model Constitution for Congregations*, for the purpose of addressing

how this church can affirm and strengthen its self-understanding as part of The Lutheran World Federation. The work of this task force would include reviewing the nature and ecclesiology of this church in light of the past twenty-five years of significant developments in its ecumenical and global self-understanding and relationships. The task force should submit its final report and recommendations to the Conference of Bishops and the Church Council in sufficient time for possible action at the 2016 Churchwide Assembly.

In November 2012, the Church Council voted [CC12.11.41]:

To receive with thanks and appreciation the recommendation of the Conference of Bishops regarding the creation of a task force to review the governing documents of this church, including but not limited to Chapter Three of the ELCA constitution, for the purpose of addressing how this church can affirm and strengthen its self-understanding as part of The Lutheran World Federation;

To authorize the creation of a task force to review the governing documents of this church for the purpose of addressing how the Evangelical Lutheran Church in America can affirm and strengthen its ecclesiology and its self-understanding as part of The Lutheran World Federation, and to request that the Office of the Presiding Bishop, in consultation with the Office of the Secretary and the Liaison Committee for Ecumenical and Inter-Religious Relations of the Conference of Bishops, recommend to the Executive Committee of the Church Council persons to serve on such a task force;

To authorize the Executive Committee of the Church Council to appoint the members of the task force, which will be known as the Ecclesiology of a Global Church Task Force, and which will undertake the responsibility of reviewing the nature and ecclesiology of this church in light of the past 25 years of significant developments in its ecumenical and global self-understanding and relationships;

To request that Ecclesiology of a Global Church Task Force submit interim reports on at least a yearly basis to the Conference of Bishops and the Church Council and submit its final report and recommendations to the Conference of Bishops and the Church Council in sufficient time for possible action at the 2016 Churchwide Assembly.

At its August 2013 meeting, the Executive Committee of the Church Council voted [EC13.08.24] to appoint the Rev. James A. Mauney, bishop of the Virginia Synod (*chair*), the Rev. Robin J. Steinke, the Rev. Cheryl M. Peterson, the Rev. Philip D. W. Krey, Mr. Gregory Walter, Ms. Christina Garrett Klein and the Rev. Francisco J. Goitía Padilla to the task force. In September 2013, the committee added [EC13.09.28] Church Council members, the Rev. Yvonne I. Marshall and the Rev. Jonathan Splichal Larson, to the Ecclesiology of a Global Church Task Force. Presiding Bishop Elizabeth A. Eaton also served on the task force.

The task force was staffed by Ms. Heather Dean, the Rev. James K. Echols and the Rev. Marcus R. Kunz. The Rev. Lowell G. Almen, the Rev. Mark S. Hanson and the Rev. Donald J. McCoid served the task force as resource people.

Church Council discussion:

Vice President Carlos E. Peña asked the Rev. Jonathan Splichal Larson to present the final report of the Ecclesiology of a Global Church Task Force.

Pastor Splichal Larson outlined the 70-year progression of The Lutheran World Federation from a relief organization to a communion of churches. That progression sparked a wider conversation within the ELCA about what it means to be an expression of a “global church.” He noted that the task force report did not require Church Council action at this meeting. He described related resources.

In response to a question, Pastor Splichal Larson told the council that the recommendations of the task force are largely proposed constitutional amendments that will be referred to the Legal and Constitutional Review Committee for inclusion in its preparations for the November 2015 meeting of the Church Council. The council would then transmit the recommendations to the 2016 Churchwide Assembly.

REPORT OF THE LEGAL AND CONSTITUTIONAL REVIEW COMMITTEE

(Agenda V.E.; *Reference:* Committee Meeting Agenda 4/10/15)

Vice President Carlos E. Peña called on the Rev. Raymond A. Miller Jr., chair of the Legal and Constitutional Review Committee, who presented the committee's report.

AMENDMENT TO ELCA CONTINUING RESOLUTION

(Agenda V.E.1)

The Rev. Raymond A. Miller Jr. made the following motion on behalf of the Legal and Constitutional Review Committee.

Moved;

Two-Thirds Vote Required

Seconded:

To amend ELCA continuing resolution 17.30.A11. (which will be redesignated as 17.30.A15.) by adding paragraph h.

- h. offer financial management and consulting services to synods including, for example, banking and treasury management services, accounting services, payroll management services, audit coordination, financial reporting services, and budgeting services.*

The Church Council members talked about the placement of this paragraph in the continuing resolution regarding the operation of the Mission Investment Fund of the ELCA and the proposed amendment providing the constitutional basis for an earlier council action [CC15.04.15] to affirm the pilot project being explored by the Mission Investment Fund of the ELCA to establish a Financial Services Organization.

There being no further discussion, Vice President Carlos E. Peña noted that a two-thirds vote was needed for the Church Council to adopt an amendment to an ELCA continuing resolution, and he called for the vote by show of hands.

VOTED:

TWO-THIRDS VOTE

CC15.04.18

To amend ELCA continuing resolution 17.30.A11. (which will be redesignated as 17.30.A15.) by adding paragraph h.

- h. offer financial management and consulting services to synods including, for example, banking and treasury management services, accounting services, payroll management services, audit coordination, financial reporting services, and budgeting services.*

Vice President Peña declared the motion was adopted.

TRINITY LUTHERAN SEMINARY BYLAWS

(Agenda V.E.2; *Reference:* Trinity Seminary Bylaws)

The Rev. Raymond A. Miller Jr. made the following motion on behalf of the Legal and Constitutional Review Committee.

Moved;

Seconded:

To approve the amended bylaws of Trinity Lutheran Seminary, Columbus, Ohio.

There being no discussion, the chair called for the vote.

VOTED:

CC15.04.19 **To approve the amended bylaws of Trinity Lutheran Seminary, Columbus, Ohio.**
[Appendix]

Vice President Peña declared the motion was adopted.

SYNOD PAIRINGS

(Agenda V.E.3; *Reference:* Synod Pairings)

The Rev. Raymond A. Miller Jr. made the following motion on behalf of the Legal and Constitutional Review Committee.

Moved;

Seconded: To approve the synod pairings for election of Church Council members at the 2016 Churchwide Assembly as proposed by the Office of the Secretary and to advise the identified synods of the need to nominate candidates for these positions.

There being no discussion, the chair called for the vote.

VOTED:

CC15.04.20 **To approve the synod pairings for election of Church Council members at the 2016 Churchwide Assembly as proposed by the Office of the Secretary and to advise the identified synods of the need to nominate candidates for these positions.**

Vice President Peña declared the motion was adopted.

Pastor Miller reported that the Legal and Constitutional Review Committee had begun looking at proposed constitutional amendments to be presented to the Church Council at its November 2015 meeting. He announced that the committee had elected the Rev. Stephen R. Herr as its next chair. Pastor Miller concluded the report of the Legal and Constitutional Review Committee.

REPORT OF THE EXECUTIVE COMMITTEE

(Agenda V.F.; *Reference:* Executive Committee April 9, 2015 Agenda)

Vice President Carlos E. Peña drew the attention of the Church Council to agenda items provided by the Executive Committee.

CHURCH COUNCIL NOMINATIONS AND ELECTIONS

(Agenda V.F.1.; *Reference:* Biographies)

Background:

The Churchwide Assembly elects trustees to the boards of the ELCA Board of Pensions, Publishing House of the ELCA and Mission Investment Fund of the ELCA. As this church transitions from biennial to triennial assemblies, these separately incorporated ministries requested that the Church Council elect new trustees to a one-year term or authorize current trustees to serve an extended term until the 2016 Churchwide Assembly conducts elections. Authorization to extend terms was included among items to be considered *en bloc*.

Church Council action:

Vice President Carlos E. Peña asked Secretary Wm Chris Boerger to present the next agenda item.

Secretary Boerger shared the background information regarding elections during this church's transition from biennial to triennial assemblies. He stated that four ballots had been prepared.

Board of Trustees of Portico Benefit Services (ELCA Board of Pensions)

Lay Male [Term 2019]

- a. Mr. John R. Hoffman, Minneapolis, Minn. (3G)
- b. Mr. Michael R. Weir Jr., Dallas, Texas (4D)

Board of Trustees of the Mission Investment Fund of the ELCA

Clergy [Term 2016]

- a. The Rev. John E. Mack Jr., Jersey City, N.J. (7A)
- b. The Rev. John C. Richter, Reading, Pa. (7E)

Lay Female [Term 2016]

- a. Ms. Heather Miller, Clive, Iowa (5D)
- b. Ms. Jessica Thomasson, Fargo, N.D. (3B)

Lay Male [Term 2016]

- a. Mr. Frederick H. Heintz, Sylvania, Ohio (6D)
- b. Mr. Fernando Mercado, Warrenville, Ill. (5A)

Vice President Peña asked that four ballots be distributed to each of the voting members of the Church Council.

In response to questions, the secretary informed the council that the 2013 Churchwide Assembly had decided that there would be two nominees for each open position and that those elected to a one-year term would be eligible for re-election to a three-year term by the 2016 Churchwide Assembly.

At the invitation of the chair, Mr. Nicholas A. Barber led the Church Council in prayer.

Vice President Peña directed the voting members of the council to cast their ballots.

After all voting members had the opportunity to vote, the chair declared the balloting closed. Tellers collected the ballots.

ELECTION OF EXECUTIVE COMMITTEE

(Agenda V.F.2.)

Background:

The Church Council has an Executive Committee composed of the four churchwide officers, the chair of the Conference of Bishops, and seven members of the Church Council elected by the council. Members of the council's Budget and Finance Committee, Legal and Constitutional Review Committee, Planning and Evaluation Committee, and Program and Services Committee elect chairs that serve as four of the seven elected Executive Committee members. The other three members are elected "at large" in accordance with representational principles of this church.

The committees met and elected the following members as their chairs.

Mr. Paul G. Archer – Program and Services Committee

Ms. Christine P. Connell – Planning and Evaluation Committee

The Rev. Stephen R. Herr – Legal and Constitutional Review Committee

The Rev. Vicki T. Garber – Budget and Finance Committee

Church Council action:

Vice President Carlos E. Peña called on Secretary Wm Chris Boerger, who made the following motion on behalf of the Executive Committee.

Moved;

Seconded: To declare that the newly elected chairs of the Budget and Finance Committee, the Legal and Constitutional Review Committee, the Planning and Evaluation Committee, and the Program and Services Committee shall be members of the Executive Committee of the Church Council for a two-year term beginning on September 1, 2015.

In response to a question, Vice President Peña stated that the Church Council would elect an “at large” member of the Executive Committee at the council’s November 2015 meeting.

There being no further discussion, the chair called for the vote.

VOTED:

CC15.04.21 To declare that the newly elected chairs of the Budget and Finance Committee, the Legal and Constitutional Review Committee, the Planning and Evaluation Committee, and the Program and Services Committee shall be members of the Executive Committee of the Church Council for a two-year term beginning on September 1, 2015.

Vice President Peña declared the motion was adopted.

DECLARATION ON THE WAY

(Agenda V.F.3.)

Background:

In response to an international invitation, the Rev. Donald J. McCoid, director for ecumenical and inter-religious relations, worked with the Bishops Committee on Ecumenical and Interreligious Affairs of the United States Conference of Catholic Bishops to assemble a team of Lutheran and Roman Catholic theologians. The team is compiling the agreements amassed by 50 years of national and international Lutheran-Catholic dialogues. The compilation, known as a “Declaration on the Way” to Unity, may be submitted to an international commission in the summer of 2015. The team’s goal is to have the ecumenical document ready for presentation to the churches in commemoration of the 500th anniversary of the Reformation in 2017. At its March 2015 meeting, the Conference of Bishops voted to encourage continued work on the ecumenical document.

Church Council action:

Vice President Carlos E. Peña asked the Rev. Donald J. McCoid to present background information regarding the “Declaration on the Way.”

Pastor McCoid provided the history of dialogues between Lutheran and Roman Catholic churches in the United States and internationally. He used the “Joint Declaration on the Doctrine of Justification” that The Lutheran World Federation and the Vatican signed in 1999 as the only example of such a declaration. He described the contents of the draft as compiling agreements reached through 50 years of bilateral and international dialogues. He named the Lutheran and Roman Catholic theologians drafting the document.

In response to a question, Pastor McCoid described the processes for juridical reception and formal reception of the finished document.

Secretary Wm Chris Boerger made the following motion on behalf of the Executive Committee.

Moved;

Seconded: To affirm the continued work on the ecumenical document, “Declaration (in Via) on the Way.”

There being no further discussion, the chair called for the vote.

VOTED:
CC15.04.22 **To affirm the continued work on the ecumenical document, “Declaration (in Via) on the Way.”**

Vice President Peña declared the motion was adopted.

WORKING GROUP ON CHURCHWIDE OFFICER ELECTIONS

Vice President Carlos E. Peña asked Secretary Wm Chris Boerger for an update from the working group on churchwide officer elections.

Secretary Boerger reported on the results of a survey conducted among members of the Conference of Bishops and the Church Council regarding various ways churchwide officers could be elected. He noted that, because the election of a vice president will take place at the 2016 Churchwide Assembly, the results focus on the election of a vice president. At least 57 percent of Church Council members and 61 percent of Conference of Bishops members wanted some form of pre-assembly identification of possible nominees while continuing to use the ecclesiastical ballot at the assembly. Only 11 percent of the Church Council favored a pre-assembly nomination process for vice president, while a third of the Conference of Bishops chose a pre-assembly nomination process. The secretary stated that a proposed ELCA continuing resolution would be drafted for consideration by the council at its November 2015 that would make it possible to poll nominees for possible election to the Church Council as well as all Synod Council members to identify names to be considered for nomination for ELCA vice president. Biographical information about those possible nominees would be gathered and distributed in advance of an ecclesiastical ballot at the 2016 Churchwide Assembly. A similar process may be proposed in advance of the election of the secretary by the 2019 Churchwide Assembly. No change is being considered for the election of the presiding bishop at the request of 62 percent of the Church Council members and 39 percent of the Conference of Bishops. Another 39 percent of the Conference of Bishops favored a pre-assembly identification process for the election of a presiding bishop.

In response to a question, Secretary Boerger said he would provide the council with information about similar election processes being used by synods for the election of a vice president.

ANNOUNCEMENTS

Vice President Carlos E. Peña announced that the executive session on the agenda would be held at 1:15 p.m. So, the next plenary session would begin with restricted attendance.

AN EXPRESSION OF GRATITUDE

Vice President Carlos E. Peña recognized Ms. Susan W. McArver who made the following motion.

Moved;

Seconded:

On behalf of the class of 2015, we extend our gratitude to the Board Development Committee and to the churchwide staff for the creative, inventive and imaginative celebration held Saturday evening, April 11, 2015. In particular we express our appreciation to Mr. Paul G. Archer, the Rev. Stephen R. Herr, Mr. Jared Herr, Ms. Jodi L. Slattery, Ms. Mary Beth Nowak, Ms. Sue E. Rothmeyer, our synodical bishops and other members of the churchwide staff who contributed so much to create a joyous evening. Throughout our time on council, it has been our honor to work with the talented, dedicated, committed and devoted administrative officers and staff in the churchwide office. As we leave Church Council, we rejoice that under the guidance of the Holy Spirit, this church stands under the care and direction of such capable and gifted hands.

There being no discussion, the chair called for the vote.

VOTED:

CC15.04.23

On behalf of the class of 2015, we extend our gratitude to the Board Development Committee and to the churchwide staff for the creative, inventive and imaginative celebration held Saturday evening, April 11, 2015. In particular we express our appreciation to Mr. Paul G. Archer, the Rev. Stephen R. Herr, Mr. Jared Herr, Ms. Jodi L. Slattery, Ms. Mary Beth Nowak, Ms. Sue E. Rothmeyer, our synodical bishops and other members of the churchwide staff who contributed so much to create a joyous evening. Throughout our time on council, it has been our honor to work with the talented, dedicated, committed and devoted administrative officers and staff in the churchwide office. As we leave Church Council, we rejoice that under the guidance of the Holy Spirit, this church stands under the care and direction of such capable and gifted hands.

Vice President Peña declared the motion was adopted.

HYMN AND CLOSING PRAYER

(Agenda V.H.)

Vice President Carlos E. Peña invited the Rev. Joyce M. Graue to close the session with prayer. Mr. Clarence M. Smith assisted her in leading the Church Council in singing a hymn.

RECESS

The April 2015 meeting of the Church Council recessed for lunch at 12:02 p.m. Members of the Church Council's Executive Committee conducted performance reviews of the salaried churchwide officers over lunch.

**Sunday, April 12, 2015
Plenary Session VI**

CALL TO ORDER

Vice President Carlos E. Peña called the sixth plenary session to order at 1:15 p.m. in the Council Room of the Lutheran Center.

EXECUTIVE SESSION

(Agenda V.F.4. and Agenda V.G.)

The April 2015 meeting of the Church Council went immediately into executive session to consider personnel matters and to receive a legal briefing from Mr. Phillip H. Harris, general counsel. Minutes for meetings held in executive session are added to the protocol file in the Office of the Secretary.

OPEN SESSION

The executive session concluded at 1:43 p.m., and Vice President Carlos E. Peña called the meeting to order in open session at 1:45 p.m.

ANNOUNCEMENT OF EXECUTIVE SESSION ACTIONS

Vice President Carlos E. Peña announced that the following actions had been taken in executive session.

VOTED:

CC15.04.24 **To re-elect the Rev. Rafael Malpica Padilla to a four-year renewable term as executive director of the Global Mission unit, beginning February 1, 2015.**

VOTED:

CC15.04.25 **To re-elect the Rev. Stephen P. Bouman to a four-year renewable term as executive director of the Congregational and Synodical Mission unit, beginning February 1, 2015.**

VOTED:

CC15.04.26 **To re-elect Ms. Christina Jackson-Skelton to a four-year renewable term as executive director of the Mission Advancement unit, beginning September 1, 2015.**

The Rev. Stephen P. Bouman, executive director of the Congregational and Synodical Mission unit, and the Rev. Rafael Malpica Padilla, executive director of the Global Mission unit, addressed the Church Council.

Vice President Peña mentioned that Ms. Christina Jackson-Skelton, executive director of the Mission Advancement unit, was attending a meeting as chair of the Finance Committee of The Lutheran World Federation.

CHURCH COUNCIL NOMINATIONS AND ELECTIONS (CONTINUED)

Vice President Carlos E. Peña called on Secretary Wm Chris Boerger, who read the results of the elections to separately incorporated ministry boards.

Board of Trustees of Portico Benefit Services (ELCA Board of Pensions)

Lay Male [Term 2019]

- 32 votes** a. **Mr. John R. Hoffman, Minneapolis, Minn. (3G)**
13 votes b. Mr. Michael R. Weir Jr., Dallas, Texas (4D)

Board of Trustees of the Mission Investment Fund of the ELCA

Clergy [Term 2016]

- 24 votes** a. **The Rev. John E. Mack Jr., Jersey City, N.J. (7A)**
21 votes b. The Rev. John C. Richter, Reading, Pa. (7E)

Lay Female [Term 2016]

- 28 votes** a. **Ms. Heather Miller, Clive, Iowa (5D)**
17 votes b. Ms. Jessica Thomasson, Fargo, N.D. (3B)

Lay Male [Term 2016]

- 7 votes a. Mr. Frederick H. Heintz, Sylvania, Ohio (6D)
38 votes b. **Mr. Fernando Mercado, Warrenville, Ill. (5A)**

Vice President Peña declared that the following individuals were elected.

VOTED:

CC15.04.27 **To elect Mr. John R. Hoffman to the Board of Pensions (Portico Benefit Services) Board of Trustees to a one-year term expiring in 2016.**

VOTED:

CC15.04.28 **To elect the Rev. John E. Mack Jr., Ms. Heather Miller and Mr. Fernando Mercado to the Mission Investment Fund Board of Trustees to a one-year term expiring in 2016.**

ECUMENICAL GREETINGS

(Agenda VI.A.)

Vice President Carlos E. Peña invited two of the ecumenical guests to bring greetings from the full communion partner churches.

The Rev. Lisa Vander Wal brought a greeting from the Reformed Church in America.

Ms. Liza Anderson spoke of her experiences with The Episcopal Church and brought a greeting.

REPORT OF THE EXECUTIVE COMMITTEE (CONTINUED)

THEOLOGICAL EDUCATION ADVISORY COUNCIL

(Agenda V.F.; *Reference:* TEAC Progress Report to Church Council)

Background:

In response to reports and recommendations on mission funding, the Church Council voted [CC12.04.08]:

To thank the Conference of Bishops and its Group of Nine for the work it has accomplished in response to the 2011 Churchwide Assembly action [CA11.03.07] related to the report and recommendations of the task force on Living into the Future Together: Renewing the Ecology of the ELCA;

To appoint Presiding Bishop Mark S. Hanson and Vice President Carlos E. Peña to a task force on funding the mission of the ELCA;

To authorize Presiding Bishop Mark S. Hanson, in consultation with Bishop Jessica R. Crist, chair of the Conference of Bishops, to appoint the following people to the task force: a synodical bishop, a synodical vice president, a parish pastor, a Church Council member, and a churchwide organization Administrative Team member;

- To affirm the Churchwide Assembly's request that the task force address the following issues:
1. propose a pattern or a set of patterns that will allow synods to receive and share financial resources to support the whole ministry of this church; and
 2. build on the Blue Ribbon Committee report of 2007 and include recommendations for renewed, sustainable financial support for the mission and ministries of this church, including funding for theological education.

To request that a report and recommendations be brought to the October 2012 meeting of the Conference of Bishops to facilitate the conference's fulfilling of the request of the 2011 Churchwide Assembly to bring a report and recommendations to the November 2012 meeting of the Church Council.

The Mission Funding Task Force prepared a report and proposal for the October 2012 meeting of the Conference of Bishops. Members of the conference found significant concerns with the proposal and declined to endorse it. The task force decided not to forward the proposal to the Church Council. The task force noted, in its report to the November 2012 meeting of the Church Council, that the current mission support system remained in effect and that "the issue of renewed, sustainable financial support for theological education in the ELCA ... deserved consideration beyond the scope of the current task force."

At its April 2013 meeting, the Church Council voted [CC13.04.11]:

To authorize the creation of an advisory council which shall be known as the Theological Education Advisory Council, the members of which shall be appointed by the Executive Committee of the Church Council;

To authorize the Theological Education Advisory Council to implement the tasks outlined in the "Proposal for Churchwide Response to Current Challenges and Opportunities in Theological Education;"

To authorize the Theological Education Advisory Council to consult as appropriate with other leaders both within and beyond the ELCA in order to consider how our interdependent network of theological education providers can best serve the church as it seeks to address in a holistic manner issues in leadership development, theological education, candidacy and call, and the rosters of this church;

To authorize the Theological Education Advisory Council to convene presidents of ELCA universities with embedded seminaries, seminary presidents, board chairs, a bishop from each seminary's board and others to share counsel on priorities and strategic plans, current collaboration initiatives, new collaborative possibilities, and degree program design innovations, and to examine implications for our leadership identification and preparation systems;

To request that the Theological Education Advisory Council submit periodic progress reports on its deliberations along with updates on new developments in the theological education network to the Conference of Bishops and the Church Council, with a final comprehensive report and possible recommendations submitted at the fall 2015 meeting of the Church Council for consideration at the 2016 Churchwide Assembly; and

To authorize the Executive Committee of the Church Council to act as necessary to facilitate the work of the Theological Education Advisory Council, including the authority to authorize additional expenditures.

At its July 2013 meeting, the council's Executive Committee appointed [EC13.07.20] the Rev. Robin J. Steinke (*co-chair*), Mr. Paul C. Pribbenow, the Rev. Nancy L. Winder, Ms. Leila M. Ortiz, Ms. Jacqueline Busse, Ms. Sarah Rhode, Mr. Randall S. Foster, and the Rev. Herman R. Yoos III, bishop of the South Carolina Synod (*co-chair*), to the Theological Education Advisory Council. The Executive Committee also appointed [EC13.08.25] the Rev. James E. Hazelwood, bishop of the New England Synod, [EC13.09.27] the Rev. Kristen K. Capel, Ms. Andrea Green, Mr. William B. Horne II, Ms. Maren Hulden and Deaconess Noreen H. Stevens to the advisory council.

Church Council discussion:

Vice President Carlos E. Peña asked Mr. William B. Horne II and Ms. Maren Hulden for an update on the work of the Theological Education Advisory Council.

Ms. Hulden drew the attention of Church Council members to the progress report of the advisory council provided in writing. She suggested that the final report of the advisory council would be ready in October 2015 and that it will likely recommend there be a coordinated network for theological education. She asked the council for feedback, as the advisory council completes its work, about what the Church Council would still need from it.

REPORT OF THE BOARD DEVELOPMENT COMMITTEE
(Agenda VI.C.; *Reference:* BDC Agenda)

Vice President Carlos E. Peña called on the Rev. Kathryn A. Tiede, chair of the Board Development Committee, who presented the committee's report.

Pastor Tiede gave a history of the committee's work and its contributions to Church Council meetings, including gleanings from the council's August 2014 retreat. She provided a preview of plans for board development at the next three Church Council meetings, which will precede and follow the election of Church Council members by the 2016 Churchwide Assembly. She announced that the Board Development Committee had adopted the following action.

To recommend approval by the Executive Committee of the following action:

To appoint Ms. Maren Hulden and Ms. Pamela E. Pritt to the Board Development Committee of the Church Council for a two-year term beginning September 1, 2015.

She stated that the committee elected Ms. Pritt and the Rev. James H. Utt to be its next co-chairs. She noted that the committee could have at least two more members after Sept. 1, 2015, and asked other Church Council members (especially those of color or whose primary language was not English) to consider service on the Board Development Committee. She made the following motion on behalf of the committee.

Moved;

Seconded: To extend appreciation to the outgoing committee members — Mr. William B. Horne II, Ms. Susan W. McArver and the Rev. Kathryn A. Tiede — for their faithfulness, diligence and hard work with the Board Development Committee during their service on the ELCA Church Council.

There being no discussion, Vice President Carlos E. Peña called for the vote.

VOTED:

CC15.04.29 To extend appreciation to the outgoing committee members — Mr. William B. Horne II, Ms. Susan W. McArver and the Rev. Kathryn A. Tiede — for their faithfulness, diligence and hard work with the Board Development Committee during their service on the ELCA Church Council.

The chair declared the motion was adopted. The council responded with applause.
Pastor Tiede concluded the report of the Board Development Committee.

Vice President Peña announced that the primer on the Constitution, Bylaws, and Continuing Resolutions of the ELCA would be postponed until the November 2015 meeting of the Church Council.

CONSIDERATION OF ITEMS REMOVED FROM *EN BLOC*

(Agenda VI.D.)

Vice President Carlos E. Peña asked Secretary Wm Chris Boerger whether any Church Council member had removed an item from the *en bloc* resolutions for separate consideration.

Secretary Boerger reported that no items had been removed from the consent calendar.

EN BLOC APPROVAL OF CERTAIN ITEMS

(Agenda VI.E.; Reference: *En Bloc* Items, Responses to Synodical Resolutions and Responses to Churchwide Assembly Actions)

Background:

An *en bloc* resolution or consent calendar was presented to the Church Council of routine or noncontroversial actions prepared by the council's committees (*En Bloc* Items). Responses to Synodical Resolutions and Responses to Churchwide Assembly Actions were consent calendars of recommendations from staff of the churchwide organization regarding specific synodical resolutions and Churchwide Assembly actions. Opportunity was provided to members of the Church Council to remove items from *en bloc* for separate consideration by the council. A single vote on those items remaining *en bloc* is taken without debate or amendment.

Church Council action:

Vice President Carlos E. Peña called on Secretary Wm Chris Boerger, who made the following motion.

Moved;

Two-Thirds Vote Required

Seconded:

To approve *en bloc* the following amendments to continuing resolutions of the Constitution, Bylaws, and Continuing Resolutions of the Evangelical Lutheran Church in America.

14.41.A~~10~~15. *Budget and Finance Committee*

A Budget and Finance Committee shall be composed of members of the Church Council elected by the council and t. The treasurer of this church shall serve as an ex officio member of the committee. This committee shall have staff services provided by the Office of the Presiding Bishop and the Office of the Treasurer. The committee shall prepare and present a comprehensive budget to the Church Council for its consideration and presentation to the Churchwide Assembly. The committee shall relate to the work of the Office of the Treasurer.

14.41.B~~0~~515. *Legal and Constitutional Review Committee*

A Legal and Constitutional Review Committee shall be composed of members of the Church Council elected by the council, shall include t. The secretary of this church shall serve as an ex officio member of the committee, and. This committee shall have staff services provided by the Office of the Secretary. This committee shall provide ongoing review of legal and constitutional matters. It shall review all proposed amendments to the constitutions, bylaws, and continuing resolutions.

14.41.E~~0~~215. *Audit Committee*

An Audit Committee—composed of six-five to seven members appointed by the Budget and Finance Committee and approved by the Church Council for two-year, renewable terms—shall assist the Budget and Finance Committee and the Church Council in fulfilling oversight of the

churchwide organization's accounting and financial reporting, internal control systems, and audit functions, consistent with its responsibilities as specified in the charter recommended by the Audit Committee, reviewed by the Budget and Finance Committee, and approved by the Church Council. A minimum of two members of the Audit Committee shall be members of the Budget and Finance Committee. The chair of the Audit Committee shall be a member of the Budget and Finance Committee and shall be appointed by the chair of the Budget and Finance Committee. In consultation with the executive for administration, the Audit Committee approves the appointment and dismissal of the director for internal auditing.

There being no discussion, the chair called for the vote by show of hands.

VOTED:

TWO-THIRDS VOTE

CC15.04.30

To approve *en bloc* the following amendments to continuing resolutions of the Constitution, Bylaws, and Continuing Resolutions of the Evangelical Lutheran Church in America.

14.41.A~~10~~15. *Budget and Finance Committee*

A Budget and Finance Committee shall be composed of members of the Church Council elected by the council ~~and t.~~ The treasurer of this church shall serve as an ex officio member of the committee. This committee shall have staff services provided by the Office of the Presiding Bishop and the Office of the Treasurer. The committee shall prepare and present a comprehensive budget to the Church Council for its consideration and presentation to the Churchwide Assembly. The committee shall relate to the work of the Office of the Treasurer.

14.41.B~~05~~15. *Legal and Constitutional Review Committee*

A Legal and Constitutional Review Committee shall be composed of members of the Church Council elected by the council, shall include t. The secretary of this church shall serve as an ex officio member of the committee, and. This committee shall have staff services provided by the Office of the Secretary. This committee shall provide ongoing review of legal and constitutional matters. It shall review all proposed amendments to the constitutions, bylaws, and continuing resolutions.

14.41.E~~02~~15. *Audit Committee*

An Audit Committee—composed of ~~six-five to seven~~ members appointed by the Budget and Finance Committee and approved by the Church Council for two-year, renewable terms—shall assist the Budget and Finance Committee and the Church Council in fulfilling oversight of the churchwide organization's accounting and financial reporting, internal control systems, and audit functions, consistent with its responsibilities as specified in the charter recommended by the Audit Committee, reviewed by the Budget and Finance Committee, and approved by the Church Council. A minimum of two members of the Audit Committee shall be members of the Budget and Finance Committee. The chair of the Audit Committee shall be a member of the Budget and Finance Committee and shall be appointed by the chair of the Budget and Finance Committee. In consultation with the executive for

administration, the Audit Committee approves the appointment and dismissal of the director for internal auditing.

Vice President Peña declared the motion was adopted.
Secretary Boerger made the following motion.

Moved;

Seconded: To take action *en bloc* on the remaining items listed in *En Bloc* Items, Responses to Synodical Resolutions and Responses to Churchwide Assembly Actions not requiring a two-thirds vote.

There being no discussion, the chair called for the vote.

VOTED:

CC15.04.31 To take action *en bloc* on the following items listed in *En Bloc* Items, Responses to Synodical Resolutions and Responses to Churchwide Assembly Actions not requiring a two-thirds vote.

Vice President Peña declared the motion was adopted.

A. AUDIT COMMITTEE REPORT

VOTED:

EN BLOC

CC15.04.31a To approve the report of the ELCA Audit Committee describing their review of the audited financial statements, management letter, and response of management for the Endowment Fund Pooled Trust's year ending December 31, 2014.

B. APPROVAL OF SIGNATORIES

In April 1990, the Church Council adopted a resolution [CC90.04.31] authorizing signatures by assistant vice presidents and assistant secretaries for the execution of documents on behalf of the Evangelical Lutheran Church in America. Personnel changes necessitated action to update that resolution.

VOTED:

EN BLOC

CC15.04.31b *To adopt the following resolution:*

WHEREAS, in the opinion of legal counsel (Faegre Baker Daniels LLP), the Minnesota Nonprofit Corporation Act authorizes the Church Council as the board of directors of this corporation to appoint additional officers; and

WHEREAS, this corporation previously has authorized execution of various documents, when necessary, by two assistant vice presidents in the absence of the bishop, vice president, secretary and treasurer (CC90.4.31*); and

WHEREAS, this corporation previously has appointed various persons to be assistant vice presidents and assistant secretaries of this corporation; therefore, be it

RESOLVED, that the previous appointments of assistant vice presidents and assistant secretaries of this corporation (CC90.04.32, CC92.11.103, CC96.11.61b,

CC03.11.85, CC07.11.90, CC08.11.52, CC09.03.39, CC11.08.60, CC12.11.44hh) be and are hereby rescinded; and be it further

RESOLVED, for the sole purpose of executing documents, as specified in CC90.04.31, that the following be and are hereby appointed as assistant vice presidents of this corporation: Pr. M. Wyvetta Bullock, Pr. Marcus R. Kunz, Pr. Walter S. May and Ms. Jodi L. Slattery; and be it further

RESOLVED, for the sole purpose of executing documents, as specified in CC90.04.31, that the following be and are hereby appointed as assistant secretaries of this corporation: Mr. Phillip H. Harris, Ms. Laura L. Knitt, Ms. Mary Beth Nowak, Ms. Sue E. Rothmeyer and Mr. Thomas A. Cunniff.

C-F. CHURCH COUNCIL NOMINATIONS AND ELECTIONS

(Reference: Biographies)

ELCA bylaw 8.31.03. outlines basic parameters for the election of members to certain governing boards of ELCA seminaries.

The Churchwide Assembly elects trustees to the boards of the ELCA Board of Pensions, Publishing House of the ELCA and Mission Investment Fund of the ELCA. As this church transitions from biennial to triennial assemblies, these separately incorporated ministries requested that the Church Council elect new trustees to a one-year term or authorize current trustees to serve an extended term until the 2016 Churchwide Assembly conducts elections.

VOTED:

EN BLOC

CC15.04.31c

To elect to the board of directors of Lutheran Theological Seminary at Gettysburg to a four- year term expiring in 2019: Mr. Tommie L. Robinson Jr. and Ms. Cheryl H. Williams.

To elect to the board of directors of the Lutheran School of Theology at Chicago, to a three-year term expiring in September 2018: Ms. Rebecca R. Pallmeyer.

To elect to the board of directors of Trinity Lutheran Seminary, to a one-year term expiring in 2016: Mr. Aaron Schmalzle;

To elect to the board of directors of Trinity Lutheran Seminary, to a two-year term expiring in 2017: The Rev. Gus Vinajeras and Ms. Danette Miller; and

To elect to the board of directors of Trinity Lutheran Seminary, to a three-year term expiring in 2018: Ms. Judy K. Leidy, Ms. Barbara J. Burgie, and Mr. Roderick G.W. Chu.

VOTED:

EN BLOC

CC15.04.31d

To authorize the following members of the Board of Pensions (Portico Benefit Services) Board of Trustees to continue serving for 2015-2016: Ms. Janette E. Drew, Ms. Lisa A. Kro, Ms. Kathleen K. Mooney and Ms. Jill A. Schumann.

VOTED:

EN BLOC

CC15.04.31e

To elect Mr. Daniel G. Currell to the Publishing House of the ELCA (Augsburg Fortress, Publishers) Board of Trustees to a one-year term expiring August 2016; and

To authorize the following members of the Publishing House of the ELCA (Augsburg Fortress, Publishers) Board of Trustees to continue serving from August 2015 to August 2016: Mr. Robert D. Hahn, Ms. Rosemary R. Ohles and the Rev. Winston D. Persaud.

VOTED: *EN BLOC*
CC15.04.31f To authorize the following member of the Mission Investment Fund Board of Trustees to continue serving for 2015-2016: Mr. Warren Hanson.

G. MISSION FUNDING MONITOR REMITTANCE SYSTEM OF MIF/MONITOR PILOT PROGRAMS

[For additional background, see the presentation of the presiding bishop's think tank on mission funding beginning on page 8 of these minutes.]

In November 2012, the Church Council voted [CC12.11.32]:

To request that the Mission Investment Fund explore the development of a remittance process system that would improve the process for transmitting mission support and other funds designated for synod and churchwide ministries, strengthen financial controls, enhance financial reporting and access to timely information, and to invite and encourage synods to explore the possibility of participating in such a system; and

To request that the Conference of Bishops and the Church Council monitor the pilot programs established by synods and the development of a remittance process system for synods by the Mission Investment Fund for the purpose of making a report and possible recommendations to the 2016 Churchwide Assembly.

Response from the Mission Investment Fund (April 2015)

At the request of Church Council at its fall 2012 meeting, the Mission Investment Fund (MIF) began exploring an administrative process for handling payments from congregations to synods. Last spring, MIF informed the Church Council that handling only those payments would not be a feasible business model.

However, MIF believes that a full-service Financial Services Organization (FSO) could be beneficial to the synods. A full-service FSO could handle all accounting-related activities for each of the synods — including cash management, accounts receivable, accounts payable, payroll, and accounting and reporting. Benefits would include the reduction of overall costs or reallocation of resources to program activities; improved internal financial controls; reduction in the cost of synod audits; consistent individual synod data; and aggregate data for comparison and trend analysis.

As such, MIF has proposed an FSO pilot implementation of six to eight synods to begin in 2016. MIF invited a small group of bishops to discuss a potential pilot FSO during the Conference of Bishops meeting in Chicago in early March 2015, and MIF has scheduled additional detailed discussions with six synods for the upcoming weeks.

We look forward to these discussions with the synods and hope to sign on the appropriate number to begin the pilot.

VOTED: *EN BLOC*
CC15.04.31g To receive the response from the Mission Investment Fund regarding a remittance process system;
To affirm the experiment of a full-service Financial Services Organization pilot program with certain synods; and
To thank the Mission Investment Fund for its ongoing work to improve and strengthen this church's financial capacity to serve God's mission.

H. PORTICO BENEFIT SERVICES COVERING HEARING AIDS

Delaware-Maryland Synod (8F) [2014]

The 2014 Delaware-Maryland Synod Assembly referred the following resolution to the Delaware-Maryland Synod Council, which forwarded the resolution to the Church Council's Executive Committee for proper referral and disposition under the bylaws and continuing resolutions of this church.

RESOLVED, that the Delaware-Maryland Synod memorialize the Evangelical Lutheran Church in America in assembly to instruct Portico Benefits Services to provide full insurance coverage for hearing aids for the rostered professionals and its members.

Executive Committee action (EC14.10.24)

To receive the resolution from the Delaware-Maryland Synod concerning the insurance coverage of hearing aids; and

To refer the resolution to Portico Benefit Services for a report, or for a timeline on when this resolution will receive further attention, to be presented to the April 2015 Church Council meeting.

Response from Portico Benefit Services (April 2015)

Today's ELCA-Primary health benefits help rostered leaders, church workers and their family members identify potential hearing concerns early and help pay for hearing aids and related costs.

- Annual preventive hearing screenings are covered 100 percent under the medical benefit administered by Blue Cross and Blue Shield of Minnesota (Blue Cross).
- Our hearing discount program, administered by HearPO, provides discounts on diagnostic tests and hearing aids at 2,700 locations across the United States, including:
 - Discounts on 1,000+ models of digital hearing aids from leading manufacturers
 - 40 percent discount on hearing diagnostic testing, including advanced audiology tests
 - 60-day free trial with no restocking fee
 - Free batteries for two years with new hearing aid purchase (maximum 160 cells per hearing aid)
 - One year of free aftercare services
- Wellness dollars can be spent on hearing aids. ELCA-Primary members and spouses can each earn \$500 in "wellness dollars" in 2015 by completing the Mayo Clinic health assessment and follow-up activities.
- Tax-advantaged accounts, including a health flexible spending account (FSA) or health savings account (HSA), enable members to set aside money on a pretax basis to pay for eligible medical expenses such as hearing aids.

While ELCA-Primary health benefits provide the preventive services and savings opportunities described above, hearing aids are not fully covered. In response to the resolution from the Delaware-Maryland Synod, Portico contacted Blue Cross to understand our options and potential costs to add full hearing aid coverage to the ELCA-Primary medical benefit. In summary, we found:

- **Options:** Most plans with hearing aid coverage place a limit on the annual benefit, for example \$500. When Blue Cross covers hearing aids, plan members must purchase their hearing aid from a network provider in order to receive the benefit.
- **Potential cost:** The cost to the ELCA Health Plan to add unlimited hearing aid coverage would depend upon utilization, but is expected to be significant. Since the benefit is not currently covered, data is not available to determine a membership specific cost projection. However, it is reasonable to assume that the cost would be much higher than a typical employer plan; given the average age of our sponsored membership is 53, eight years older than the average American worker.

While we understand that some of our members need to use hearing aids, Portico is currently unable to add full coverage for hearing aids to ELCA-Primary health benefits. As a self-insured community health plan, all members and sponsors share in our collective health care costs.

Adding full hearing aid coverage would necessitate a higher increase to health contributions in 2016, especially if coverage were added without a benefit maximum. If coverage were added with a benefit maximum, members would still be responsible for some of their costs and could have fewer choices than today, given the Blue Cross requirement to

purchase from a network provider. In our ministry role as stewards of the ELCA's shared health plan dollars, Portico believes our community is best served by continuing to offer free preventive screenings via Blue Cross, our hearing discount program via HearPO, and opportunities for members to reduce their out-of-pocket costs by earning wellness dollars and using tax-advantaged accounts.

VOTED:

EN BLOC

CC15.04.31h To receive with gratitude the response from Portico Benefit Services concerning the insurance coverage of hearing aids;
To decline to initiate or propose amendments to the ELCA Pension and Other Benefits Program concerning full insurance coverage for hearing aids for rostered professionals and other members; and
To request that the secretary of this church inform the synod of this action.

I. ISRAEL AND PALESTINE

Churchwide Assembly action (CA13.06.27)

To receive with gratitude the memorials of the Southwestern Texas, Saint Paul Area, Rocky Mountain, Southeast Michigan, Oregon, Sierra Pacific, Northwest Washington, Greater Milwaukee, Southwest California, Southeastern Iowa, New England, Northeastern Pennsylvania, Indiana-Kentucky, Lower Susquehanna, Upper Susquehanna, and Metropolitan Washington, D.C., synods related to Peacemaking with Justice in Israel and Palestine;

To reaffirm the commitment of this church to:

- Continue its awareness-building, accompaniment, and advocacy on behalf of a peaceful resolution of the conflict between Israel and Palestine;
- Learn more about the experiences of both Israelis and Palestinians and their mutual fears, aspirations, and hopes;
- Work to convey the concerns and perspectives of Palestinians and Israelis that dispel stereotypes and caricatures and promote better understanding;
- Lift up the voices within both communities, especially those of victims of violence, that seek peace with justice through nonviolent responses to the Israeli-Palestinian conflict;
- Continue to help alleviate the humanitarian needs of all of those affected by the conflict;
- Support U.S. funding that promotes peace and cooperation for all parties to the conflict; and
- Continue to pray for the Evangelical Lutheran Church in Jordan and the Holy Land;

To reaffirm the 2011 Churchwide Assembly action [CA 11.04.27] "to commend the policy, 'ELCA Economic Social Criteria Investment Screens,' to the members, congregations, synods, and agencies of this church; and to decline to undertake a review of the investment of funds managed within the ELCA but to commend these recommendations to the Office of the Treasurer, the Office of the Secretary, the Congregational and Synodical Mission unit, the Mission Advancement unit, and the ELCA Board of Pensions for consideration;"

To refer to the Global Mission unit, the Congregational and Synodical Mission unit, the Mission Advancement unit, the Office of the Secretary, the Office of the Treasurer, and Portico Benefit Services the matter of evaluating possibilities for investing in specific Palestinian economic endeavors and other projects that would promote peace and cooperation between Israelis and Palestinians; and to provide a report with recommendations to the April 2014 meeting of the Church Council.

Response from the Global Mission unit (April 2014)

At this time, our progress report is that conversations are ongoing with the various churchwide units as well as Portico Benefit Services. We would appreciate the opportunity to make a fuller report, including a comprehensive strategy, to a subsequent meeting of the Church Council.

Church Council action (CC14.04.13e)

To receive the response from Global Mission and to grant an extension for a final report and possible recommendations; and

To request that the secretary of this church inform the synods of this action.

Response from the Global Mission unit (April 2015)

The 2013 Churchwide Assembly action [CA13.06.27] requested, among other things, that a number of churchwide offices and units evaluate “possibilities for investing in specific Palestinian economic endeavors and other projects that would promote peace and cooperation between Israelis and Palestinians.” The offices and units were the Global Mission unit (convener), the Congregational and Synodical Mission unit, the Mission Advancement unit, the Office of the Secretary, the Office of the Treasurer and Portico Benefit Services. Global Mission convened representatives of these entities and the Mission Investment Fund on March 9, 2015.

In addition to those entities mentioned above, Global Mission requested a member of its staff with accounting expertise and who resides in Jerusalem to undertake an initial informal survey of Palestinian investment possibilities. Other Global Mission and Congregational and Synodical Mission staff collected information about the activities of other churches and church-related organizations with respect to Palestinian investment. The information and findings were shared with those attending the March 9, 2015, meeting.

Staff also held an initial conversation with Bishop Munib Younan of the Evangelical Lutheran Church in Jordan and the Holy Land (ELCJHL) in January and consultation will continue with him prior to the preparation of a final report. Among the topics discussed on March 9 were: background on earlier policy statements about economic measures; definitions of “investment” (economic, social, etc.) in this context; the range of recent financial support to the region by the ELCA; a continuum of possible economic instruments or measures that should be examined; and an outline of investment initiatives by other church-related entities in the region.

Staff of the Global Mission unit will continue to study these and other topics, and in the context of a small working group, craft language for the representatives of this ad hoc committee to review and discuss for a final report.

In consultation with Bishop Younan of the ELCJHL, the *ad hoc* committee, through the Global Mission unit as convener, will bring a final report and possible recommendations to the Church Council meeting in fall 2015.

VOTED:

EN BLOC

**CC15.04.31i To receive the progress report from the Global Mission unit regarding Israel and Palestine; and
To request that a final report with possible recommendations be presented to the Church Council at its November 2015 meeting.**

J. IMMIGRATION REFORM-WELCOMING MIGRANTS AND REFUGEES

Churchwide Assembly action (CA13.03.09)

To receive with gratitude the memorial from the Metropolitan Washington, D.C., Synod related to 75 years of welcoming immigrants and refugees through Lutheran Immigration and Refugee Service (LIRS);

To declare Sunday, June 22, 2014, as Refugee Sunday; and

To request the presiding bishop to:

- invite congregations to tell the stories of their acts of welcome to refugees and immigrants — signs of witness, mercy, and life together;
- utilize ELCA communications mechanisms to share these stories and inspire action throughout 2014; and
- encourage congregations and organizations to engage with and support the LIRS mission of welcoming the stranger through gifts of time, talent, and treasure.

Church Council action (CC13.11.69i)

To request the Office of the Presiding Bishop, in consultation with the Congregational and Synodical Mission unit and the Lutheran Immigration and Refugee Service, to bring a report on its activities related to welcoming migrants and refugees by the April 2015 meeting of the Church Council.

Response from the Office of the Presiding Bishop (April 2015)

On June 22, 2014, congregations throughout the Evangelical Lutheran Church in America commemorated the day as Refugee Sunday. Other congregations celebrated Refugee Sunday on another Sunday that worked better for their local communities. This commemoration was an opportunity to engage more intentionally with ELCA congregations and encourage them to share their stories of their acts of welcome to refugees and immigrants. We are grateful to the Metropolitan Washington, D.C., Synod for bringing this memorial to the 2013 Churchwide Assembly and to the assembly for boldly declaring June 22 as Refugee Sunday. This is a report on the activities related to welcoming migrants and refugees as part of that commemoration.

Lutheran Immigration and Refugee Service (LIRS) staff and churchwide organization staff met in the fall of 2013 to discuss various strategies to engage Lutherans in Refugee Sunday. One of the ways was the creation of the Refugee Sunday kit, which served as a free resource for congregations to fully experience the event. It was mailed to each congregation and distributed at ELCA events such as synod assemblies. It included a signed letter by Presiding Bishop Elizabeth A. Eaton, posters, suggestions for worship and celebration, stories of refugee journeys and more.

The worship resources provided in the kits enabled congregations to make Refugee Sunday a part of their service. Many people reported enjoying the hymn suggestions and sermon notes, which set the tone and enriched the church service. Hymn choices were cited as the most used piece of worship activities. Litany for Refugees was used widely among participating congregations, but the “return information” slips produced fewer than 30 new contacts.

A second letter was signed by Presiding Bishop Eaton, Ms. Linda Hartke, president of LIRS, the Rev. Stephen P. Bouman, executive director of the Congregational and Synodical Mission unit, the Rev. E. Roy Riley, former bishop of the New Jersey Synod, and the Rev. Michael W. Rinehart, bishop of the Texas-Louisiana Gulf Coast Synod, encouraging congregations to engage with Refugee Sunday.

We also spread the word about Refugee Sunday across our networks such as Women of the ELCA, LivingLutheran.org, Seeds for the Parish and the LIRS blog series. LIRS also created a video, available through the LIRS website, to inspire participation and to use as a resource. The video titled, “Courageous Journeys,” featured Syrian refugee Omar al-Muqdad. It shares the story of LIRS, lifts up the 75th anniversary of LIRS and promotes a ministry of welcome. “Courageous Journeys” was shown at Refugee Sunday celebrations and synod assemblies across the country.

An ELCA news story (<http://www.ELCA.org/News-and-Events/7678>) was written promoting June 22 as Refugee Sunday. It included ways that congregations are welcoming migrants in their communities and shared that the ELCA is addressing the crisis of the thousands of unaccompanied minors coming to the United States to escape violence and dangerous situations in their home countries.

LIRS representatives raised awareness of 2014 Refugee Sunday through their presence at:

- a. Northern Texas-Northern Louisiana Mission Area Assembly, April 25-27
- b. Western Iowa Synod Assembly, May 2-4
- c. South Central Wisconsin Synod Assembly, May 3-4
- d. Texas-Louisiana Gulf Coast Synod Assembly, May 8-10
- e. Southeastern Synod Assembly, May 30-June 1
- f. Metropolitan New York Synod Assembly, May 30-June 1
- g. New Jersey Synod Assembly, May 30-June 1
- h. Florida-Bahamas Synod Assembly, June 20-22
- i. Women of the ELCA Triennial Gathering, July 24-27

LIRS reported 3,403 Refugee Sunday web page views and 990 ELCA kit web page views. The Refugee Sunday web materials included links to video, sermon notes, digital version of kit materials, Bible study activities and announcements.

There have been several stories posted on the Lutheran Disaster Response blog about congregations sharing their stories of acts of welcome as well as social ministry organizations that are providing services to refugees and immigrants. LivingLutheran.org also has a number of stories. These are indeed signs of our witness, mercy and life together.

Important lessons were learned from the first Refugee Sunday. LIRS plans in the future to explore ways to support local congregations as they learn about Refugee Sunday and incorporate it into the congregation's year of worship. LIRS envisions three areas of focus to engage a wider swath of the Lutheran community: involvement of youth and young adults; grow congregation participation; and expand promotion to increase awareness. ELCA has given \$20,000 in 2014 year-end funding to LIRS for Refugee Sunday materials in 2015. Refugee Sunday can be celebrated on June 21, 2015 or any Sunday that works for congregations.

VOTED:

EN BLOC

**CC15.04.31j To receive the report of the Office of the Presiding Bishop regarding Refugee Sunday and activities related to welcoming migrants and refugees; and
To give thanks to the Office of the Presiding Bishop, the Congregational and Synodical Mission unit and the Lutheran Immigration and Refugee Service for their ongoing work in engaging and supporting congregations and organizations to be places of welcome for refugees and migrants.**

K. CONFIRMATION (MOTION O)

RESOLVED, that the ELCA discontinue published use of the term "confirmation" as it relates to the education tradition of the ELCA from all future publications (curricula, model constitutions, hymnals, etc.); and be it further

RESOLVED, that the congregations of the ELCA discontinue practice of "confirmation" as it relates to the ritual of passage for youth or young adults into voting membership in congregations; and be it further

RESOLVED, that the ELCA fully implement Luther's doctrine of vocation as the rationale and basis for preparation for lifelong discipleship; and be it further

RESOLVED, that the ELCA encourage congregations to develop and establish rituals of passage into adult discipleship and ministry, such that those congregations' baptized members who recognize and who are able to articulate God's call to practice their various vocations and Spiritual gifts as disciples of Christ in the world also receive the public recognition and affirmation of those gifts and vocations by the congregations into which and among whom those individuals live out their vocations and Spiritual gifts; and be it further

RESOLVED, that the congregations of the ELCA become centers of lifelong and intergenerational study of Scripture and catechesis, worship and service, prayer and giving; and be it further

RESOLVED, that the congregations of the ELCA end "confirmation" as ritualized right of youth who have completed required steps and requirements.

Churchwide Assembly action (CA13.06.32)

To refer Motion O to the Church Council in consultation with the Conference of Bishops.

Church Council action (CC13.11.69m)

To refer Motion O: Confirmation to the Office of the Presiding Bishop, in consultation with the Conference of Bishops and the Congregational and Synodical Mission unit; and

To request that a report and possible recommendations be presented to the April 2015 meeting of the Church Council.

Response from the Office of the Presiding Bishop (April 2015)

Motion O from the 2013 Churchwide Assembly was referred to the Office of the Presiding Bishop for a report and possible recommendations to the April 2015 meeting of the Church Council.

In the third, fourth and fifth resolved clauses, the resolution requests actions that many ELCA congregations have already undertaken and that the ELCA churchwide organization and synods through directors for evangelical mission are actively encouraging. The first, second and sixth resolved clauses ask for the ELCA as a corporate body to act in a way that does not honor the principle of interdependence, specifically congregational decision-making about effective ministry in local contexts.

For these reasons the Office of the Presiding Bishop, after consulting with the Conference of Bishops and the Congregational and Synodical Mission unit, recommends no additional action.

VOTED:

EN BLOC

- CC15.04.31k To receive the response from the Office of the Presiding Bishop regarding confirmation;**
To acknowledge the continued work undertaken by ELCA congregations and synods in equipping people for lifelong discipleship and ministry;
To decline to discontinue the use of the term “confirmation” in ELCA publications;
To decline to discontinue the practice of confirmation as it relates to the ritual of passage for youth or young adults into voting membership in congregations; and
To decline to ask congregations of the ELCA to end “confirmation” as a ritualized right of youth who have completed required steps and requirements.

L. VOTING RIGHTS

Churchwide Assembly action (CA13.06.29)

RESOLVED, that the Evangelical Lutheran Church in America call upon local, state, and federal governments to guarantee the right to vote to all citizens and to discourage or eliminate all laws, ordinances or regulations that would have the effect of racial and ethnic discrimination in the exercise of that right; and be it further

RESOLVED, that the Presiding Bishop and synodical bishops of this church be urged to support publically and stand as an advocate to proposed local, state, or federal legislation and regulations that, consistent with this church’s social teaching, seek to guarantee to all citizens the right to vote; and be it further

RESOLVED, that the Conference of Bishops be requested to include, as part of one of its 2014 meetings, an educational session on voting rights; and be it further

RESOLVED, that members, congregations, and synods of this church be encouraged to “promote public life worthy of the name” by speaking out as an advocate and engaging in local efforts such as voter registration and supporting legislation to guarantee the right to vote to all citizens; and be it further

RESOLVED, that appropriate churchwide staff be requested to identify and publicize resources for members, congregations, and synods of this church to advocate for voting rights for all citizens.

Church Council action (CC13.11.69i)

To refer Motion H: A Social Policy Resolution Concerning the Guarantee of Voting Rights to All Citizens to the Office of the Presiding Bishop, in consultation with the Conference of Bishops and the Congregational and Synodical Mission unit; and

To request that a report be presented by the April 2015 Church Council meeting.

Response from the Office of the Presiding Bishop (April 2015)

In response to the voting rights resolution, the ELCA Conference of Bishops had an educational session about the voting rights legislation at its 2014 fall meeting. Ms. Julie A. Fernandes, a senior policy analyst at the Open Society Foundations, joined the Conference of Bishops meeting by video conference to speak to the voting rights legislation.

Ms. Kwame L. Pitts, the author of the resolution and a student at the Lutheran School of Theology at Chicago, was present at the Conference of Bishop's educational session. Ms. Pitts described her personal interest in the history of the Voting Rights Act, the effects of a Supreme Court decision declaring a key part of the act unconstitutional and renewed efforts to guarantee the voting rights of all citizens. Members of the conference found it interesting and helpful to hear her reasoning for why she wrote the resolution.

Ms. Fernandes spoke of the history of voting rights in the United States of America and the authority of the government to decide who gets to vote both by limiting access to the ballot box or by discarding certain ballots. In the Voting Rights Act, Congress assumed the authority to protect voting rights against racial discrimination by applying special scrutiny to states with a history of voter suppression. The U.S. Supreme Court declared the law could not be applied only to certain states. As a result, some legislators began drafting a bill to continue to protect voting rights, which was introduced in the U.S. House of Representatives. Another result was that states and local governments began introducing legislation to suppress certain voting rights, which has prompted litigation across the country. Voter fraud is often cited to justify making it more difficult for certain citizens to vote. Ms. Fernandes also outlined the activities of religious organizations, especially in coalitions, to address election reform.

Members of the conference discussed details of the bill that Congress was considering, its effects on legislation being enacted locally to limit voting rights and the manner in which it would comply with the Supreme Court standards. The synod bishops also spoke of their synods' involvement in dealing with voting limitations in the states in their territories. The bishops appreciated the educational session and were engaged in the discussion. The Bishops' Ready Bench (an advocacy 'team' focused on a specific area of policy), Justice is Not Just Us, continues discussion and advocacy on issues of racial justice, including voting rights for African Americans and Native Americans.

Public policies and practices still privilege some while limiting access and opportunities to others. Today, we are still facing voter disenfranchisement through public policies in the form of preserving state's rights (through) voter identification legislation and the criminal justice system that can temporarily or permanently deny access to the ballot. Presiding Bishop Elizabeth A. Eaton sent a pastoral message on racial equity in March 2015 (<http://www.ELCA.org/News-and-Events/7732>) to members of this church and in the letter urged us to advocate for local, state and federal legislation and regulations that guarantee to all citizens the right to vote. Included with the letter was a listing of additional resources for members, congregations and synods to continue to engage in the work of racial justice.

Ms. Judith Roberts, ELCA program director for racial justice ministries, continues to help members of the ELCA engage in the ongoing work of racial justice. March 7-8, 2015, she accompanied a group of members of the ELCA in Alabama to commemorate the 50th anniversary of the Selma-to-Montgomery civil rights march. In the ELCA news story (<http://www.ELCA.org/News-and-Events/7728>), Ms. Roberts said, "This moment in our current history is about lifting up the values of living in an electoral democracy where every citizen should have the right to cast a ballot for the elected officials that will represent their communities. This church adopted a social statement policy to ensure just that."

ELCA advocacy (<http://www.capwiz.com/ELCA/home/>) is most effective when Lutherans across the country are involved and active. The ELCA has professional policy staff to help facilitate Lutheran advocacy efforts, but members of Congress want to hear from their constituents. The stories, experiences and influence of ELCA members impact their decisions. The churchwide organization's work will continue with ELCA members, congregations and synods to advocate for the voting rights for all citizens as well as work directly on issues related to equality and access for all.

VOTED:

EN BLOC

CC15.04.311 To receive the report from the Office of the Presiding Bishop regarding voting rights;

To thank the Conference of Bishops for its active engagement on the issue of voting rights; and

To affirm the resolve by the 2013 Churchwide Assembly that the members, congregations, and synods of this church be encouraged to speak out as advocates, engage in local efforts such as voter registration, and support legislation to guarantee the right to vote for all citizens.

NEW BUSINESS

GRATITUDE FOR PASTOR MCCOID AND THOSE COMPLETING THEIR SERVICE AS LIAISON BISHOPS

(Agenda VI.F.)

Vice President Carlos E. Peña recognized the Rev. Stephen R. Herr, who made the following motion.

Moved;

Seconded: The Church Council gives thanks to God for the service of the Rev. Donald J. McCoid and liaison bishops — the Rev. Shelley R. Wickstrom [Region 1], the Rev. Marcus C. Lohrmann [Region 6], the Rev. Ralph E. Jones [Region 8] and the Rev. Michael L. Burk [Region 5]. As these persons conclude their service with the council, the council extends to them its appreciation for their faithfulness, wisdom and insights which have assisted the council in its work.

There being no discussion, the chair asked those named in the motion to stand and called for the vote by applause.

VOTED:

CC15.04.32

The Church Council gives thanks to God for the service of the Rev. Donald J. McCoid and liaison bishops — the Rev. Shelley R. Wickstrom [Region 1], the Rev. Marcus C. Lohrmann [Region 6], the Rev. Ralph E. Jones [Region 8] and the Rev. Michael L. Burk [Region 5]. As these persons conclude their service with the council, the council extends to them its appreciation for their faithfulness, wisdom and insights which have assisted the council in its work.

Vice President Peña declared the motion was adopted.

FEEDBACK FROM THE CHURCH COUNCIL CLASS OF 2015

(Agenda VI.C.1.; *Reference:* Summary of CC Class of 2015 Comments)

Vice President Carlos E. Peña asked those members of the Church Council whose term ended on Aug. 31, 2015 — Ms. Marit L. Bakken, Mr. Nicholas A. Barber, the Rev. Karsten Decker, Ms. Louise A. Hemstead, Mr. William B. Horne II, the Rev. Carla J. Johnsen, Ms. Susan W. McArver, Mr. Fernando Mercado, the Rev. Raymond A. Miller Jr., the Rev. Kathryn A. Tiede and Ms. Man Hei Yip — to reflect on their experience as council members.

Church Council members talked about making difficult decisions, the council becoming more participatory than it was in earlier years, the specialized training council members receive, the importance of a retreat, gratitude for the hospitality and competence of churchwide staff, the council not being a “rubber stamp” committee, being ambassadors for the ELCA, getting to know and trust the other members of the council, veteran council members serving as mentors for new members and becoming familiar with the governance of this church beyond the congregation.

Other council members spoke of the roles members of the class of 2015 played in serving as mentors and discussed what can be done to mentor new Church Council members.

Vice President Peña concluded the discussion with an expression of gratitude for all ELCA members, especially the council members. He reminded the Church Council members that there was no promise the work would be easy, but it would be fulfilling. He invited everyone to continue their service as ambassadors of the ELCA.

Presiding Bishop Elizabeth A. Eaton thanked the class of 2015 and commented on her experiences while serving on the Church Council.

ANNOUNCEMENTS

Presiding Bishop Elizabeth A. Eaton expressed the gratitude of the Crumley family for the Church Council's resolution [CC15.04.03] honoring the life and faithful service of former Bishop James R. Crumley. The presiding bishop had attended the funeral of Bishop Crumley on Saturday, April 11, 2015, at Bethel Lutheran Church, White Rock, S.C.

The Rev. Elizabeth E. Ekdale serves on the steering committee of *Always Being Made New: The Campaign for the ELCA*. She announced that 80 percent of the Church Council had made pledges to the campaign, and she invited all council members to make pledges.

CHURCH COUNCIL JOYS AND CONCERNS

(Agenda VI.G.)

Vice President Carlos E. Peña called on Mr. Paul G. Archer, who asked specific people how the Church Council may pray for them.

EVALUATION AND DEBRIEFING

(Agenda VI.H.)

Vice President Carlos E. Peña reminded Church Council members to complete and submit evaluation forms that were available on Net Community. He mentioned that the evaluations were used to improve future council meetings.

PROCESS OBSERVATIONS

(Agenda VI.I.)

Vice President Carlos E. Peña asked Ms. Marjorie B. Ellis to present process observations.

ANNOUNCEMENTS

Vice President Carlos E. Peña announced that PowerPoint presentations given during the meeting were available on Net Community

Secretary Wm Chris Boerger asked that expense reports be submitted promptly. He noted that a summary of the meeting would be emailed the next day.

Vice President Peña introduced Mr. Joseph W. Schmidt, who began 2015 as administrative services coordinator in the Office of the Presiding Bishop. Mr. Schmidt prepared the documents for the meeting. The vice president thanked the Church Council members and staff of the churchwide organization for their assistance with conducting this meeting.

HYMN AND PRAYER

(Agenda VI.J.)

Vice President Carlos E. Peña invited Mr. Nicholas A. Barber to close the meeting with prayer and to lead the Church Council in singing a hymn. Mr. Clarence M. Smith accompanied on the piano.

ADJOURNMENT

(Agenda VI.K.)

The eighty-fourth meeting of the Church Council of the Evangelical Lutheran Church in America adjourned Sunday, April 12, 2015, at 3:02 p.m.

APPENDIX

CONSTITUTION AND BY-LAWS
OF
TRINITY LUTHERAN SEMINARY

*Approved by the Board of Directors
November 2008*

INTRODUCTION

Trinity Lutheran Seminary was the first seminary owned and operated jointly by the Lutheran Church in America and The American Lutheran Church. Trinity Lutheran Seminary is institutional evidence of the deep unity of faith, doctrine, and life which has bound the LCA, ALC, and AELC together into the Evangelical Lutheran Church in America (ELCA), and which binds all Lutherans together. It is meant to be a living expression of the unity of the Lutheran family and of the one mission in Christ's church.

CONSTITUTION

ARTICLE 1. NAME AND ORGANIZATION

- 1.1 The name of this institution shall be "Trinity Lutheran Seminary."
- 1.2 Trinity Lutheran Seminary, sometimes hereinafter called the seminary or the corporation, is the legal and historic successor of the "Evangelical Lutheran Theological Seminary" organized in 1830, a seminary of The American Lutheran Church, and "Hamma School of Theology" of Wittenberg University, organized in 1845, a seminary of the Lutheran Church in America.
- 1.3 This seminary is organized under the Agreement of Consolidation effective September 1, 1978.

ARTICLE 2. PURPOSE

- 2.1 The purpose of this seminary is to train committed and competent men and women for the ministry of Jesus Christ in the Lutheran Church and other Christian communions so they are able to relate the Gospel to those whose lives they touch with clarity, power and sensitivity. Such ministry includes ordained ministry, non-ordained professional ministry and the equipping of lay persons for Christian service, as well as continuing education for professional ministry. The seminary is also a resource for congregations in their understanding of Christian faith and their faithful fulfillment of their missions under Christ.

ARTICLE 3. RELATIONSHIPS AND MEMBERSHIP

- 3.1 Trinity Lutheran Seminary is affiliated with the Evangelical Lutheran Church in America (ELCA). No provision of the Constitution or By-Laws shall be inconsistent with the Constitution, Bylaws, and Continuing Resolutions of the Evangelical Lutheran Church in America and policies established by the ELCA Church Council. The Trinity Lutheran Seminary Constitution, Bylaws and all amendments must be approved by the ELCA Church Council, upon recommendation of the ELCA Vocation and Education unit appropriate churchwide unit. Trinity Lutheran Seminary shall be governed by its elected Board of Directors.
- 3.2 The members of the Board of Directors of the seminary shall be the members of the corporation.

ARTICLE 4. DOCTRINAL BASIS

- 4.1 The faith and life of this seminary shall be in harmony with the confessional commitments of the Evangelical Lutheran Church in America.

ARTICLE 5. GOVERNANCE

- 5.1 This seminary shall be governed by a Board of Directors consisting of the following persons 15 persons as follows:
- At least one-fifth of the membership of the Trinity Lutheran Seminary Board of Directors shall be nominated, in consultation with Trinity Lutheran Seminary, by the Vocation and Education unit and elected by the ELCA Church Council.
 - Bishops of the Synods of Region VI shall serve as members of the Board of Directors, with three having vote at any one meeting. Those having vote shall be determined from among their numbers.
 - Six clergy, one elected/appointed by each Synod of Region VI;
 - Twelve laypersons—one lay male and one lay female elected/appointed by each Synod of Region VI;
 - Six (6) of the members, one from each Synod, shall be appointed by each Synod of Region VI in consultation with the seminary's board chair and president or other such person appointed by the seminary board.
 - Two (2) of the members shall be ELCA Bishops from among the Synods of Region VI. The Bishops shall select among themselves.
 - Seven (7) of the members shall be nominated, in consultation with the seminary's board chair and president, or other such person appointed by the seminary board, by the appropriate churchwide unit and elected by the ELCA Church Council.
 - At least one-third and no more than 40 percent of the board, including the Bishops, shall be clergy;
 - At least 60 percent and no more than two-thirds of the board's members shall be lay persons.
 - Each gender shall have a representation of a minimum of six (6) person on the board.
 - At least three (3) persons on the board shall be persons of color or whose primary language is other than English, at least one of whose primary language is Spanish.

The President of the Seminary shall serve ex officio, with voice but no vote, as shall the three synodical bishops not elected to voting positions. At least 10 percent of the members of the Board shall be persons of color or persons whose primary language is other than English. Representatives from synods shall be so arranged as to provide an equitable rotation of numbers and qualifications among the synods.

Persons enrolled as students or who are employed by Trinity Lutheran Seminary are not eligible to serve as voting members.

- 5.2 The term of each elected director shall be four three years, renewable once. Appointment or election to a major portion more than 2 years of an unexpired term shall be construed as one full term. Initial terms shall be arranged in such manner as to provide for the election of a portion of the board every year.
- 5.2.1 The Academic Dean, a faculty representative, a student representative, the chief business financial officer, vice president for advancement, an Alumni Council representative, the bishops of the synods of Regions VI and a representative of the Vocation and Education appropriate churchwide unit of the Evangelical Lutheran Church in America shall be advisory members of the Board of Directors with voice but without vote.
- 5.2.2 A director shall serve until a successor is elected. If a member of the Board of Directors shall resign, be removed as hereinafter provided, die, be adjudged mentally incompetent, or be absent from two consecutive meetings without excuse, the office shall be declared vacant. Any director may resign by giving written notice to the chairperson or the secretary of the Board of Directors and to the electing entity. Such resignation shall take effect at the time specified therein, unless otherwise specified therein, and the acceptance of a resignation shall not be necessary to make it effective. Any director

- may be removed, either with or without cause, at any time by that entity of the church that elected the person being removed. Vacancies on the Board of Directors shall be filled by that entity of the church which elected the person being replaced.
- 5.3 The Board of Directors shall hold at least two regular meetings each year, one of which shall be the annual meeting. The annual meeting shall be the first meeting following the beginning of the fiscal year. Notice of regular meetings shall be given at least two weeks prior to the meeting date. The agenda shall be distributed at least ten days prior to the meeting. Special meetings of the Board of Directors may be called by the chair and shall be called by the chairman upon written request of any nine members. *Robert's Rules of Order*, latest edition, shall be observed in the conduct of the business. All meetings of the Board of Directors shall be held at such place or places within or without the State of Ohio as may, from time to time, be fixed by the Board of Directors or, if not so fixed, then as shall be specified in the respective notices or Waiver of Notice thereof. Any action which by virtue of any provision of the laws of Ohio, the Articles, this Constitution, or the By-Laws, may be taken at a meeting of the directors, may be taken without a meeting if authorized by a writing signed by all of the directors.
- 5.4 A majority of the voting members of the Board of Directors shall constitute a quorum. In the absence of a quorum, a majority of those present may adjourn a meeting from time to time until a quorum is had. Notice of any adjourned meeting need not be given.
- 5.5 The Board of Directors shall elect a chairperson, a vice-chairperson/recording secretary, and a treasurer financial secretary annually following the guidelines specified in the By-laws. In addition, the Board of Directors may elect one or more assistant treasurers and one or more assistant secretaries one assistant recording secretary and one assistant financial secretary. No person may be a vice chairperson/recording secretary or financial secretary or an assistant to any of these positions while he or she is chairperson. Any person may hold two or more offices and perform the duties thereof, except that no person may be a vice chairperson, secretary or assistant secretary while he or she is chairperson, and no person may at the same time be treasurer and an assistant treasurer or secretary and assistant secretary. If one Any person is elected to the offices of secretary and treasurer vice chairperson/recording secretary and any person elected to the position of financial secretary, such person shall be known as the secretary/treasurer and shall have all of the duties and authority assigned to and all of the references made to both the recording secretary and treasurer financial secretary in this Constitution and in the By-Laws shall apply to the secretary/treasurer. Only the chair and the vice-chair need be members of the Board of Directors.
- 5.5.1 The chairperson, vice-chairperson, four members The three (3) officers, namely the chairperson, the vice-chairperson/recording secretary and the financial secretary, elected by the Board of Directors, and President (ex officio) shall serve as the Executive Committee. The board may, upon its discretion appoint up to two additional persons from among its members to serve on the Executive Committee. The President as an ex officio member of the Executive Committee, shall serve with voice, but without vote. The meetings of the Executive Committee may be called by either the chairperson or the President. The Executive Committee shall have the power to act on behalf of the Board of Directors between meetings. All actions of the Executive Committee are subject to review by the Board of Directors.
- 5.5.2 Such committees of the Board of Directors as are needed may be authorized at any meeting of the Board of Directors. Committees shall be task specific and function-driven and thus there shall be no term limits for serving on a committee. The chairperson, in consultation with the President, shall appoint the chairpersons of the committees from among the members of the Board of Directors. Each committee chairperson shall appoint persons to serve on that committee. Said members of the committees do not have to be members of the Board of Directors. All work done by the committee must obtain final approval of the Board of Directors. The chairperson in consultation with the President shall appoint the chairperson and members of the committees.

- 5.6 Duties and powers of the Board of Directors shall include:
- 5.6.1 ~~To be committed to the advancement of the mission of Trinity Lutheran Seminary: To form leaders for Christ's church at work in the world.~~
 - 5.6.2 ~~To be committed to the vision of Trinity Lutheran Seminary.~~
 - 5.6.3 ~~To be advocates and deployed workers for the recruitment of students and the seminary's development efforts.~~
 - 5.6.4 To oversee and direct the management of all real and personal property of whatsoever nature of the seminary; to authorize officers or agents of the seminary to receive gifts, devises or bequests on behalf of the seminary; and to authorize the registration and holding of property of the seminary in the name of the seminary, in bearer form, or in the name of a nominee of the seminary.
 - 5.6.5 To authorize the purchase, acquisition, sale, assignment, transfer, conveyance, exchange, lease, mortgage, pledge, abandonment or other disposition of real and personal property of whatsoever nature.
 - 5.6.6 To set salaries of administrative officers, faculty, and staff positions.
 - 5.6.7 To adopt policy statements for the internal operation of the seminary after consultation with the faculty, students, and administrative officers, such policies to have the same authority as the By-laws.
 - 5.6.8 To elect the President, academic dean and faculty members according to the process described in the By-laws, and to discipline, suspend, or discharge them in accordance with provisions of adopted policy statements.
 - ~~5.6.7. To recruit students throughout the whole of the Evangelical Lutheran Church in America.~~
 - 5.6.9 To approve and authorize such degrees as are properly granted by the seminary upon recommendation of the faculty.
 - 5.6.10 To approve the educational policies and programs as recommended by the faculty in consultation with students and representatives of the ~~ELCA Vocation and Education Unit~~ appropriate churchwide unit of the ELCA.
 - 5.6.11 To provide for the financial resources and fiscal contracts required to operate the seminary, to oversee the financial affairs of the seminary, and to establish policy guidelines for the endowment and for all investments, and, with the approval of the ~~ELCA Vocation and Education unit~~ appropriate churchwide unit of the ELCA, major fund raising efforts.
 - 5.6.12 To adopt and as necessary amend the annual budget.
 - 5.6.13 To receive and review reports from the administration.
 - 5.6.14 To determine and review periodically the ~~purpose and mission~~ and vision of the seminary and to insure that there is a sound institutional planning process, including the adoption and review on a continuing basis of long range goals and short range objectives.
 - 5.6.15 To develop policies that assist the seminary to achieve its ~~purpose and~~ mission and vision.
 - 5.6.16 To report regularly to the constituency of the seminary.

ARTICLE 6. ADMINISTRATION

- 6.1 The President shall be the Chief Executive Officer of the seminary. The President shall be a member of the Evangelical Lutheran Church in America, nominated and elected in the manner prescribed in the By-laws. The President shall have faculty rank and status.
- 6.2 The Academic Dean shall be elected in the manner prescribed in the By-laws and shall have faculty rank and status.
- 6.3 The President shall appoint a library director and other administrative personnel with academic responsibilities in consultation with the faculty and with the approval of the Board of Directors. The library director may have faculty rank and status upon recommendation of the President.
- 6.4 The President shall appoint all personnel without academic responsibilities in consultation with the Board of Directors and determine appropriate titles and job descriptions.

ARTICLE 7. FACULTY

- 7.1 Faculty members shall be elected according to the process described in the By-Laws.
- 7.2 Upon the recommendation of the President, the Board of Directors may appoint a faculty member over retirement age on an annual basis as the needs of the seminary may require.

ARTICLE 8. STUDENTS

- 8.1 This seminary shall be open to such students as meet the established qualifications for entrance and agree to the policies of the seminary.
- 8.2 Students may be suspended or dismissed by the faculty according to the policies adopted by the Board of Directors.

ARTICLE 9. INDEMNIFICATION

- 9.1 The seminary shall indemnify or agree to indemnify any person who was or is a party, or is threatened to be made a party, to any threatened, pending, or completed civil, criminal, administrative, or investigative action, suit, or proceeding, other than action by or in the right of the seminary, by reason of the fact that he or she is or was a director, officer, employee, or agent of or a volunteer of the seminary, or is or was serving at the request of the seminary as a director, officer, employee, or agent of or a volunteer of another domestic or foreign nonprofit corporation or corporation for profit, or a partnership, joint venture, trust, or other enterprise, against expenses, including attorney's fees, judgments, fines, and amounts paid in settlement actually and reasonably incurred by him or her in connection with such action, suit or proceeding, if he or she acted in good faith and in a manner he or she reasonably believed to be in or not opposed to the best interests of the seminary, and, with respect to any criminal action or proceeding, if he or she had no reasonable cause to believe his or her conduct was unlawful. The termination of any action, suit, or proceeding by judgment, order, settlement, or conviction, or upon a plea of *nolo contendere* or its equivalent, shall not create, of itself, a presumption that the person did not act in good faith and in a manner he or she reasonably believed to be in or not opposed to the best interests of the seminary, and, with respect to any criminal action or proceeding, a presumption that the person had reasonable cause to believe that his or her conduct was unlawful.
- 9.2 The seminary shall indemnify or agree to indemnify any person who was or is a party, or is threatened to be made a party, to any threatened, pending, or completed action or suit by or in the right of the seminary to procure a judgment in its favor, by reason of the fact that he or she is or was a director, officer, employee, or agent of or a volunteer of the seminary, or is or was serving at the request of the seminary as a trustee, director, officer, employee, or agent of or a volunteer of another domestic or foreign nonprofit corporation or corporation for profit, or a partnership, joint venture, trust, or other enterprise, against expenses, including attorney's fees, actually and reasonably incurred by him or her in connection with the defense or settlement of such action or suit, if he or she acted in good faith and in a manner he or she reasonably believed to be in or not opposed to the best interests of the seminary, except that no indemnification shall be made in respect of any of the following:
 - 9.2.1 Any claim, issue, or matter as to which such person is adjudged to be liable for negligence or misconduct the performance of his or her duty to the seminary unless, and only to the extent that, the court of common pleas or the court in which the action or suit was brought determines, upon application, that, despite the adjudication of liability but in view of all the circumstances of the case, such person is fairly and reasonably entitled to indemnity for such expenses as the court of common pleas or such other court considers proper.
 - 9.2.2 Any action or suit in which liability is asserted against a director and that liability is asserted only pursuant to Section 1702.55 of the Ohio Revised Code.
- 9.3 To the extent that a director, officer, employee, agent, or volunteer has been successful on the merits or otherwise in defense of any action, suit or proceeding referred to in paragraph 9.1 or 9.2 of this Article, or in

- defense of any claim, issue, or matter in such an action, suit, or proceeding, he or she shall be indemnified against expenses, including attorney's fees, actually and reasonably incurred by him or her in connection with that action, suit or proceeding.
- 9.4 Unless ordered by a court and subject to paragraph 9.3 of this Section, any indemnification under paragraph 9.1 or 9.2 of this Article shall be made by the seminary only as authorized in the specific case, upon a determination that indemnification of the director, officer, employee, agent or volunteer is proper in the circumstances because he or she has met the applicable standard of conduct set forth in paragraph 9.1 or 9.2 of this Article. Such determination shall be made in any of the following manners:
- 9.4.1 By a majority vote of a quorum consisting of directors of the seminary who were not and are not parties to or threatened with the action, suit, or proceeding referred to in paragraph 9.1 or 9.2 of this Article;
- 9.4.2 Whether or not a quorum as described in paragraph 9.4.1 of this Article is obtainable, and if a majority of a quorum of disinterested directors so directs, in a written opinion by independent legal counsel other than an attorney, or a firm having associated with it an attorney, who has been retained by or who has performed services for the seminary or any person to be indemnified within the past five years;
- 9.4.3 By the Evangelical Lutheran Church in America;
- 9.4.4 By the court of common pleas or the court in which the action, suit or proceeding referred to in paragraph 9.1 or 9.2 of this Article was brought.
- 9.5 If an action or suit by or in the right of the seminary is involved, any determination made by the disinterested directors under paragraph 9.4.1 of this Article or by independent legal counsel under paragraph 9.4.2 of this Article shall be communicated promptly to the person who threatened or brought the action or suit under paragraph 9.2 of this Article, and, within ten days after receipt of such notification, such person shall have the right to petition the court of common pleas or the court in which such action or suit was brought to review the reasonableness of such determination.
- 9.6 Unless, at the time of a director's or volunteer's act or omission that is the subject of any action, suit, or proceeding referred to in paragraph 9.1 or 9.2 of this Article, the Articles or By-Laws of the seminary state, by specific reference to this paragraph, that its provisions do not apply to the seminary, or unless the only liability asserted against a director in an action, suit, or proceeding referred to in paragraph 9.1 or 9.2 of this Article is pursuant to Section 1702.55 of the Ohio Revised Code, or unless paragraph 9.7 of this Article applies, the expenses incurred by the director or volunteer in defending the action, suit, or proceeding, including attorney's fees, shall be paid by the seminary. Upon the request of the director or volunteer and in accordance with paragraph 9.8 of this Article, those expenses shall be paid as they are incurred, in advance of the final disposition of the action, suit or proceeding.
- 9.7 Notwithstanding paragraph 9.6 of this Article, the expenses incurred by a director or volunteer in defending an action, suit or proceeding referred to in paragraph 9.1 or 9.2 of this Article, including attorney's fees, shall not be paid by the seminary upon the final disposition of the action, suit or proceeding, or, if paid in advance of the final disposition of the action, suit or proceeding, shall be repaid to the seminary by the director or volunteer, if it is proved, by clear and convincing evidence, in a court with jurisdiction that the act or omission of the director or volunteer was one undertaken with a deliberate intent to cause injury to the seminary or was one undertaken with a reckless disregard for the best interests of the seminary.
- 9.8 Expenses, including attorney's fees, incurred by a director, officer, employee, agent, or volunteer in defending any action, suit, or proceeding referred to in paragraph 9.1 or 9.2 of this Article may be paid by the seminary as they are incurred, in advance of the final disposition of the action, suit or proceeding, as authorized by the directors in the specific case, upon receipt of an undertaking by or on behalf of the director, officer, employee, agent or volunteer to repay the amount if it ultimately is determined that he is not entitled to be indemnified by the seminary.
- 9.9 The indemnification authorized by this Article is not exclusive of, and shall be in addition to, any other rights granted to those seeking indemnification, pursuant to the Articles, the By-Laws, any agreement, a vote of the Evangelical Lutheran Church in America or disinterested directors, or otherwise, both as to action in their

official capacities and as to action in another capacity while holding their offices or positions, and shall continue as to a person who has ceased to be a director, officer, employee, agent or volunteer and shall inure to the benefit of the heirs, executors, and administrators of such a person.

ARTICLE 10. CONFLICT OF INTEREST

- 10.1 Unless otherwise provided in the Articles or the By-Laws:
- 10.1.1 No contract, action, or transaction is void or voidable with respect to the seminary because the contract, action, or transaction is between or affects the seminary and one or more of its directors or officers, or is between or affects the seminary and any other person in which one or more of the seminary's directors or officers are directors, trustees, or officers, or in which one or more of the seminary's directors or offices have a financial or personal interest, or because one or more interested directors or officers participate in or vote at the meeting of the directors or a committee of the directors that authorizes the contract, action, or transaction, if any of the following applies:
- 10.1.1.1 The material facts as to his, her or their relationship or interest and as to the contract, action, or transaction are disclosed or are known to the directors or the committee, and the directors or committee, in good faith reasonably justified by the material facts, authorizes the contract, action, or transaction by the affirmative vote of a majority of the disinterested directors, even though the disinterested directors constitute less than a quorum of the directors or the committee;
- 10.1.1.2 The material facts as to his, her or their relationship or interest and as to the contract, action, or transaction are disclosed or are known to the members entitled to vote on the contract, action, or transaction, and the contract, action, or transaction is specifically approved at a meeting of the members held for the purpose of voting on the contract, action, or transaction, by the affirmative vote of a majority of the voting members of the seminary who are not interested in the contract, action, or transaction.
- 10.1.1.3 The contract, action, or transaction is fair as to the seminary as of the time it is authorized or approved by the directors, a committee of the directors, or the members.
- 10.1.2 Common or interested directors may be counted in determining the presence of a quorum at a meeting of the directors, or of a committee of the directors, that authorizes such a contract, action, or transaction.
- 10.1.3 The trustees, by the affirmative vote of a majority of those in office, and irrespective of any financial or personal interest of any of the trustees, shall have authority to establish reasonable compensation, which may include pension, disability, and death benefits, for services to the corporation by directors and officers, or to delegate that authority to establish reasonable compensation to one or more officers or directors.
- 10.2 Divisions 10.1.1 and 10.1.2 of this Article do not limit or otherwise affect the liability of directors under Section 1702.55 of the Ohio Revised Code.
- 10.3 For purposes of paragraph 10.1 of this Article, a director is not an interested director solely because the subject of a contract, action, or transaction may involve or effect a change in control of the seminary or his continuation in office as a director of the seminary.
- 10.4 For purposes of this Article, "action" means a resolution that is adopted by the directors or a committee of the directors.

ARTICLE 11. DISCRIMINATION PROHIBITED

- 11.1 Trinity Lutheran Seminary offers equal opportunity in hiring and student admissions to persons regardless of their race, age, gender, color, national origin, disability, sexual orientation, marital status, social class, and, with the exception of the applicable doctrinal standards of the Evangelical Lutheran Church in America, religion.

ARTICLE 12. DISSOLUTION

- 12.1 Upon the dissolution of the corporation, the Board of Directors shall, after paying or making provision for payment of all of the liabilities of the corporation, dispose of all the assets of the corporation exclusively for the purposes of the corporation in such manner, or to such organization or organizations organized and operated exclusively for charitable, educational, religious or scientific purposes as shall at the time qualify as an exempt organization or organization under Section 501 (c) (3) of the Internal Revenue Code of 1954 (or the corresponding provision of any future United States Internal Revenue Law in accordance with a formula agreed upon by the Church Council of the Evangelical Lutheran Church in America and the synods or their successors assigned by the Evangelical Lutheran Church in America to support the corporation at the time of the dissolution, and if they are unable to agree or are not in existence at the time of the dissolution, as the Church Council of the Evangelical Lutheran Church in America or its successors shall determine.

ARTICLE 13. BY-LAWS AND AMENDMENTS

- 13.1 Amendments to this Constitution may be adopted by a two-thirds vote of the members of the Board of Directors present and voting at any meeting, provided, however, that notice of the proposed change shall have been mailed to each member of the Board of Directors, together with a copy of the proposed change, within the same time and in the same manner as notices of meetings are required to be given.
The seminary shall be governed consistent with policies established by the ELCA Church Council upon recommendation of the appropriate unit of the churchwide organization. Proposed amendments to this Constitution may be adopted by a two-thirds vote of the members of the Board of Directors present and voting at any meeting, provided however, that notice of the proposed change shall have been mailed to each member of the Board of Directors, together with a copy of the proposed change, within the same time and in the same manner as notices of meetings are required to be given.
- 13.2 The Board of Directors may adopt proposed By-laws not in conflict with this Constitution by a two-thirds vote of the members of the Board of Directors present and voting at any meeting. Such By-laws may be amended by a two-thirds vote of the members of the Board of Directors present and voting at any meeting.
- 13.3 This Constitution, and any subsequent By-laws and amendments, are subject to approval by the Church Council of the Evangelical Lutheran Church in America.
Such proposed amendments shall not be effective unless and until they are approved by the ELCA Church Council.

BY-LAWS

SECTION 1. THE BOARD OF DIRECTORS

- 1.1 The Synods of Region VI as designated by the Evangelical Lutheran Church in America to Trinity Lutheran Seminary shall elect six (6) members of the Board of Directors, as follows (effective June 30, 1996):
- Synod VI.A - Southeast Michigan 3
 - Synod VI.B - North/West Lower Michigan 3
 - Synod VI.C - Indiana-Kentucky 3
 - Synod VI.D - Northwestern Ohio 3
 - Synod VI.E - Northeastern Ohio 3
 - Synod VI.F - Southern Ohio 3
- Bishops of the Synods of Region VI shall serve as members of the Board of Directors, with three having vote at any meeting. Those having vote shall be determined from among their numbers.
- In addition, at least one-fifth of the membership of the Trinity Lutheran Seminary Board of Directors shall be nominated, in consultation with Trinity Lutheran Seminary, by the Vocation and Education unit and elected by the ELCA Church Council.

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- 1.1 Newly elected members of the board shall begin their terms of service at the first regular meeting of the board after July 1 following their election.
 - 1.2 Officers of the Board of Directors:
 - 1.2.1 The officers shall each serve for a period of one year or until their successors are duly elected, and, except for the Treasurer financial secretary, shall be eligible for election to not more than four consecutive full terms.
 - 1.2.2 The chairperson shall appoint a nominating committee prior to each election of officers, which shall present not more than two nominations for each officer to be elected. Additional nominations from the floor shall be in order.
 - 1.2.3 The chairperson shall fulfill the responsibilities prescribed in the Constitution and the following other duties:
 - 1.2.3.1 Preside at all meetings of the Board of Directors and the Executive Committee.
 - 1.2.3.2 Prepare the agenda for all meetings of the Board of Directors and Executive Committee in consultation with the President.
 - 1.2.3.3 Whatever may be prescribed by the Board of Directors from time to time.
 - 1.2.4 The secretary vice-chairperson/recording secretary shall also perform the duties of the chairperson in the event of the chairperson's inability to act, and when so acting shall have all the powers and duties conferred upon the chairperson. The vice-chairperson/recording secretary shall perform other duties as may from time to time be assigned by the chairperson, the Executive Committee, or the Board of Directors. The secretary vice-chairperson/recording secretary shall keep the minutes of the Board of Directors and the Executive Committee and perform the following other duties:
 - 1.2.4.1 Receive and file for record reports of the committees.
 - 1.2.4.2 See that all notices are duly given in accordance with the Constitution and these By-laws.
 - 1.2.4.3 See that the seal of the corporation is affixed to all official documents, the execution of which on behalf of the seminary is duly authorized in accordance with the provisions of the Constitution and these By-laws.
 - 1.2.4.4 Keep a register of the post office addresses of each member of the Board of Directors.
 - 1.2.4.5 Whatever may be assigned by the chairperson or the Board of Directors or the Executive Committee from time to time.
 - 1.2.5 The treasurer financial secretary shall have charge and custody and be responsible for the safekeeping of funds and securities of the seminary and perform the following other duties:
 - 1.3.6.1 Give bond for faithful discharge of responsibilities in such sum and substance and with such surety as the Board of Directors shall determine; receive and give receipt for monies due and payable to the seminary from any source whatever.
 - 1.3.6.2 Deposit monies in the name of the seminary in such banks and other depositories as shall be selected by the Board of Directors.
 - 1.3.6.3 Present to the Board of Directors at the end of each fiscal year and when otherwise requested, a full statement of the financial condition of the seminary.
 - 1.3.6.4 Whatever may be prescribed by the chairperson and the Board of Directors or the Executive Committee from time to time.
 - 1.2.6 The assistant secretary(s) and assistant treasurer(s) shall perform all duties as assigned by the secretary and treasurer, respectively, by the President or by the Board of Directors. The Board of Directors has the discretion to elect an assistant recording secretary and an assistant financial secretary.
 - 1.3 The policies for internal operation of the seminary shall be adopted and revised by a majority vote of the Board of Directors and may include such items as the following:
 - 1.3.1 Position descriptions for the President, Academic Dean, and administrative personnel.
 - 1.3.2 Academic freedom.
 - 1.3.3 Professional ethics.

- 1.3.4 Evaluation of administrative and faculty personnel.
- 1.3.5 Appointment, renewal, promotion, and tenure.
- 1.3.6 Termination of service.
- 1.3.7 Leaves, sabbaticals and other.
- 1.3.8 Financial affairs and investment policies of the seminary.
- 1.3.9 Discipline, subject to the policies and procedures of the Evangelical Lutheran Church in America.
- 1.3.10 Financial exigency.
- 1.3.11 Admission and dismissal of students.
- 1.3.12 Human subjects research.
- 1.3.13 Faculty handbook.
- 1.3.14 Such other items as from time to time are necessary.
- 1.4 The Board of Directors shall be the final arbiter of all appeals brought by students or faculty, except those regarding academic matters, including suspension or dismissal of students for cause, which are the prerogative of the faculty. Such appeals shall be heard only after:
 - 1.4.1 In the case of misconduct, the procedures of the “Policy and Procedures Regarding Misconduct” (Faculty Handbook) have been followed.
 - 1.4.2 In other cases, relevant procedures of the Faculty Handbook, or other procedures specified by the Board of Directors, have been followed.

SECTION 2. COMMITTEES

~~Persons on Committees shall be appointed for terms of two years.~~

- 2.1 The Executive Committee shall be constituted in accordance with Article 5.5.1 of the Constitution.
 - 2.1.1 Its duties and powers shall include:
 - 2.1.1.1 To receive reports from all standing and special committees.
 - 2.1.1.2 To consult with and assist the President.
 - 2.1.1.3 To be concerned with long-range planning.
 - 2.1.1.4 To be concerned with relationships to the Evangelical Lutheran Church in America and its financial support.
 - 2.1.2 It shall not rescind or contravene earlier actions of the Board of Directors.

[Note: The following duties have been absorbed by the Executive Committee with the changes noted.]

- 2.1.3 To engage in short- and long-range study of Board personnel needs with regard to the abilities and experience needed for optimum fulfillment of the Board’s various responsibilities, including the membership of its working committees.
- 2.1.4 To develop a process for and to nominate qualified candidates for Board membership to the respective electing bodies of the church.
- ~~2.1.5 To interest prospective Board members in Trinity’s mission and in the activities of the Board of Directors.~~
- 2.1.5 To develop and implement a program of orientation for new Board members.
- ~~2.6.5 To develop a Board Enrichment Program through planned involvement with faculty, students, and staff.~~
- 2.1.6 To develop an on-going Program of Education for Board members in such areas as trends in theological education, trends in theology, and issues in church and society which affect theological education.
- 2.1.7 To propose periodic Board retreats or other special events to enhance Board morale and effectiveness.

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- 2.1.8 To develop a plan for monitoring of seminary strengths and weaknesses and for evaluation of Board meetings and the performances of Board members.
 - 2.1.9 To review and recommend to the Board of Directors policies that insure that conflict of interest situations are disclosed, reported, evaluated and reviewed.
- 2.2 The ~~Academic Affairs~~ Committee ~~on Academics~~ shall exercise the following duties and powers:
- 2.2.1 To keep the Board of Directors informed as to trends in theological education.
 - 2.2.2 To keep the Board of Directors informed as to the seminary's academic policies and make recommendations to the Board of Directors.
 - 2.2.3 To review Board of Directors' policy on tenure and advancement in academic rank, as well as sabbatical and other leaves for faculty members.
 - 2.2.4 To participate with faculty members in curricular studies and changes.
 - 2.2.5 To perform such other duties as may be assigned to it from time to time by the Board of Directors or the Executive Committee.
 - 2.2.6 To recommend to the Board of Directors appropriate policies intended to afford equal education opportunities to all students or prospective students who meet admissions guidelines.
- 2.3 The Committee on ~~Community Life, Mission, and Ministry~~ ~~Leadership Formation in Community~~ shall exercise the following duties and powers:
- 2.3.1 To keep the Board of Directors informed of student and seminary life and make recommendations to the Board.
 - 2.3.2 To participate with student body officers and other representatives in on-going review of community life, mission, and ministry.
 - 2.3.3 To develop an on-going program that enriches the relationship of the Board of Directors and the seminary community.
 - 2.3.4 To recommend to the Board of Directors appropriate policies that enhance or support the community life of the seminary.
 - 2.3.5 To perform such other duties as may be assigned to it from time to time by the Board of Directors or the Executive Committee.
- 2.4 The ~~Finance and Properties~~ Committee ~~on Operations~~ shall exercise the following duties and powers:
- 2.4.1 Re: Finance
 - 2.4.1.1 To recommend fiscal policies to the Board of Directors.
 - 2.4.1.2 To receive reports from the ~~treasurer-financial secretary~~ and assist the ~~treasurer-financial secretary~~ in the management of the finances of the seminary.
 - 2.4.1.3 To annually appoint an Investment Subcommittee which shall have authority to make investments of Seminary funds on behalf of the Board of Directors under guidelines approved by the Board of Directors. The Subcommittee shall have authority to retain and select manager(s), advisor(s), and custodian(s) for the funds. The Subcommittee shall be responsible to review the investment portfolio performance and policy quarterly and to report at least semi-annually to the Board of Directors through the ~~Finance and Properties~~ ~~Operations~~ Committee. The Subcommittee shall consist of the President, the chief business officer of the Seminary, the Chair of the ~~Finance and Properties~~ ~~Operations~~ Committee, one other member of the Board of Directors, and at least two persons not members of the Board of Directors with investment expertise. The President shall select a faculty person to act as faculty liaison to the Subcommittee.
 - 2.4.1.4 To review for the Board of Directors, prior to presentation to the Board of Directors, the annual budget prepared by the administration.
 - 2.4.1.5 To annually appoint an Audit Subcommittee to assist the board in fulfilling its oversight responsibilities for the accounting and auditing practices and internal control procedures of the Seminary and the audit of its financial statements which shall report its recommendations

and findings annually to the Board of Directors through the ~~Finance and Properties~~ **Operations** Committee. In addition, the subcommittee shall review and approve the Conflict of Interest Policy of the seminary and its risk management procedures and policies. In carrying out its responsibilities, the subcommittee shall adopt a charter which shall be approved by the Board of Directors and shall review the charter annually for adequacy and recommend any necessary changes to the Board of Directors. The subcommittee shall consist of at least two members of the Board of Directors and a person not a member of the board with financial expertise. All committee members shall be approved by the Board of Directors and free of any relationship that in the opinion of the board would interfere with the exercise of independent judgment as a subcommittee member or give the appearance of lack of independence. The President shall select a person to act as staff liaison to the subcommittee.

2.4.1.6 To recommend salaries for faculty and administrative officers.

2.4.1.7 To provide an annual review of insurance coverage for Trinity Lutheran Seminary.

2.4.1.8 To perform such other duties as may be assigned to it from time to time by the Board of Directors or the Executive Committee.

2.4.2 Re: Properties

2.4.2.1 To study the physical needs of the campus of the seminary.

2.4.2.2 To recommend to the Board of Directors such repairs, improvements, or replacements of or additions to property and equipment as it deems necessary or advisable, and between meetings of the Board of Directors to initiate such changes as can be made within budgetary limits, subject to later approval by the Board of Directors.

2.4.2.3 To perform such other duties as may be assigned to it from time to time by the Board of Directors or the Executive Committee.

2.5 The Committee on ~~Seminary Development Advancement~~ shall exercise the following duties and powers:

2.5.1 To review and recommend to the Board of Directors policies, goals, and programs for fund-raising, alumni, public relations activities, and student recruitment.

2.5.2 To coordinate and evaluate the progress of fund-raising, constituency relations, public relations and recruitment programs in order to help assure their success.

2.5.3 To participate in approved fund-raising and public relations programs of the seminary and to provide opportunities for other directors to be directly involved with the development and public relations programs of the seminary.

~~2.6 The Board Affairs Committee shall exercise the following duties and powers:~~

[Note: The duties of the Board Affairs Committee have been absorbed and noted to section 2.1.3]

SECTION 3. ADMINISTRATION

3.1 The President's administrative authority and duties shall include but not be limited to the following:

3.1.1 To supervise and maintain the seminary and its program.

3.1.2 To implement the policies approved by the Board of Directors.

3.1.3 To develop an annual budget, and approve expenditure of funds in accordance with, and up to the limit of the adopted budget.

3.1.4 To administer the educational program including responsibility for oversight and supervision of faculty in determining the educational policies of the seminary.

3.1.5 To serve as chairperson of the faculty.

3.1.6 To represent the seminary at meetings of the ~~Vocation and Education~~ **appropriate churchwide unit** of the Evangelical Lutheran Church in America.

3.1.7 To fulfill the position description for the office as adopted by the Board of Directors.

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- 3.2 The Academic Dean shall report to the President. The duties of the Academic Dean shall include but not be limited to the following:
- 3.2.1 To arrange, in cooperation with the faculty, courses of study and class schedules.
 - 3.2.2 To supervise academic relationships within the faculty and between the faculty and students.
 - 3.2.3 To enforce the academic rules and policies adopted by the faculty and Board of Directors.
 - 3.2.4 To exercise general supervision over the academic program.
 - 3.2.5 To provide leadership in the development of the academic program.
 - 3.2.6 To fulfill the position description as adopted by the Board of Directors.
- 3.3 The Archivist shall be a member of the faculty appointed by the Board of Directors on recommendation of the President. The duties of the Archivist include the following:
- 3.3.1 To receive, classify, and preserve non-current official records of the seminary. Access to such records shall be restricted to authorized seminary staff and to qualified researchers in accordance with policies established by the Board of Directors.
 - 3.3.2 To solicit and receive manuscripts and other materials relating to the seminary, its faculty, its students, or its alumni. He/she shall preserve such material in the archives, limiting access to such collections in accord with any agreement established between the donor and the seminary.

SECTION 4. FACULTY

- 4.1 The faculty of the seminary shall consist of the President, the Academic Dean, those persons recognized as members of the faculty in these By-laws and the Faculty Handbook, and other administrative officers as the Board of Directors may designate.
- 4.2 The academic rank and status of faculty members shall be determined by the Board of Directors upon recommendation of the President after the President's consultation with the faculty.
- 4.3 The faculty shall determine the time, place and manner of holding its meetings, elect a secretary, and keep proper records. A majority shall constitute a quorum.
- 4.4 In addition to its teaching responsibilities, the duties and powers of the faculty shall include:
- 4.4.1 To be responsible for the spiritual and pastoral formation of students.
 - 4.4.2 To participate with the synods in the process for endorsement and approval of candidates for ministry as specified in the candidacy and mobility policies and procedures of the Evangelical Lutheran Church in America.
 - 4.4.3 To establish academic policies.
 - 4.4.4 To determine the curriculum.
 - 4.4.5 To determine and maintain academic standards and grading policies.
 - 4.4.6 To admit students according to adopted policy.
 - 4.4.7 To recommend candidates for degrees.
 - 4.4.8 To suspend or dismiss students for cause.
 - 4.4.9 To establish the academic calendar.
 - 4.4.10 To serve in graduate and continuing education programs and on committees of the seminary and of the Evangelical Lutheran Church in America.
 - 4.4.11 To prepare a faculty handbook for approval by the Board of Directors which shall set forth faculty responsibilities and shall be adopted as provided in Section 1.4 of the By-laws. The Faculty Handbook, as approved by the Board of Directors, shall have the status of By-laws to the Constitution of Trinity Lutheran Seminary. It may be amended according to the procedure of Article 13.1 of the Constitution.

SECTION 5. ELECTIONS AND TERMINATION

- 5.1 Searches for President, academic dean, and faculty members involving tenure or eligibility for tenure shall be conducted by the Board in consultation with the **Bishop-presiding bishop** of the Evangelical Lutheran Church in America and the **Vocation and Education-appropriate churchwide** unit. Members of the search committee shall be the President, except in the case of a search for President, the academic dean, three faculty members, two students, and four board members. The board chairperson shall appoint the faculty, student, and board representatives in consultation with these groups.
- 5.2 The Board of Directors shall elect the President in consultation with the **Bishop-presiding bishop** of the Evangelical Lutheran Church in America and board of the **Vocation and Education-appropriate churchwide** unit.
- 5.3 The election of the Academic Dean and faculty members shall be by the Board of Directors of the seminary. A two-thirds vote of the members present and voting shall be required for election.
- 5.3.1 The term of the President shall be six years, the term of the Academic Dean four years, and the term of the Archivist four years, all renewable by a two-thirds vote of the Board of Directors. The President, the Academic Dean, or the Archivist may be terminated by a three-fourths vote of the electors specified in Section 5.2 and according to procedures adopted by the Board of Directors under the provisions of Section 1.4 of these By-laws. Faculty not elected to a tenured position will be elected for an initial three year, tenure-eligible term call. Reappointment to additional three year term calls or promotion to tenure will be in accordance with the provisions of the Faculty Handbook.
- 5.4 The termination of faculty members for cause shall be according to the procedures adopted by the Board of Directors under the authority of Section 1.4 of these By-laws and Appendix D of the Faculty Handbook. Termination of unrostered faculty members for disciplinary reasons shall be according to the procedures adopted by the Board of Directors under the authority of Section 1.4 of these By-laws.

SECTION 6. FINANCIAL MATTERS

- 6.1 The fiscal year of the seminary shall begin on July 1 and end on the following June 30.
- 6.2 Checks may be signed by any officer or official authorized to do so by the Board of Directors. All drafts, notes, and other evidences of indebtedness of the seminary shall be signed by two officers, one of whom shall be the treasurer.

APPENDICES TO BY-LAWS

APPENDIX A

[No amendments]

APPENDIX B

STATEMENT OF QUALIFICATIONS AND RESPONSIBILITIES OF THE PRESIDENT OF TRINITY LUTHERAN SEMINARY

1. POSITION DESCRIPTION

The President of Trinity Lutheran Seminary shall be the chief executive officer of the institution who is responsible for directing the spiritual life and for managing the academic, business, and financial operations in accordance with the Constitution and Bylaws and under the direction of the Board of Directors. The President shall be a member of the Evangelical Lutheran Church in America, and shall be nominated and elected for six-year terms in the manner prescribed in the By-laws. The President shall have faculty status and serve as chairperson of the faculty. The President shall be expected to have the requisite skills to lead the seminary in implementing its strategic plan, especially in the areas of finance, enrollment and administration.

2. QUALIFICATIONS AND RESPONSIBILITIES

2.1 Christian Faith and Life

The President of Trinity Lutheran Seminary shall:

- 2.1.1 Be of mature Christian faith and life;
- 2.1.2 Be characterized by personal integrity as well as acceptance of and respect for the integrity of all those to whom the President must relate;
- 2.1.3 Assure the commitment of the entire seminary community to understanding and fulfilling the purposes and goals of the seminary as prescribed in the Constitution.

2.2 Church Leadership

The President of the seminary shall evidence:

- 2.2.1 An understanding and appreciation of the Lutheran biblical, confessional and ecclesiastical heritage;
- 2.2.2 A knowledge of the scope and direction of the church's ministries, particularly that of the parish;
- 2.2.3 A theological competence which includes prophetic leadership in the application of theology to contemporary life.

2.3 Personal Leadership

The President of the seminary shall:

- 2.3.1 Inspire the confidence and support of the constituency of the seminary;
- 2.3.2 Facilitate good relations among faculty, staff and students; stimulate personal and professional growth; and be sensitive to their needs;
- 2.3.3 Direct the attention of the seminary community to its local, regional, national, and world responsibilities;
- 2.3.4 Assist the faculty to give aggressive and evangelical drive to personal and community pastoral ministry;
- 2.3.5 Articulate a vision of what the seminary aspires to be in terms of its contribution to the Lutheran Church and the ecumenical scene.

2.4 Administrative Leadership

The President of the seminary shall:

- 2.4.1 Provide leadership for, supervise and maintain the seminary and its programs;
- 2.4.2 Recommend educational and administrative policies to the Board and implement the policies established by the Board of Directors;
- 2.4.3 Serve as chairperson of the faculty;
- 2.4.4 Prepare an annual budget for submission to the Board and approve expenditures of funds in accordance with the budget adopted by the Board of Directors;
- 2.4.5 Control the general operation and management of the seminary and all its units to assure its financial soundness;
- 2.4.6 Provide leadership for facilitating and planning the future development of the seminary--its programs, facilities and resources;
- 2.4.7 Assure that the seminary meets the academic standards of its accrediting agencies;
- 2.4.8 Appoint a library director and other administrative personnel with academic responsibilities in consultation with the Academic Dean, the faculty and with the approval of the Board of Directors;
- 2.4.9 Appoint administrative personnel without academic responsibilities;
- 2.4.10 Recommend to the Board academic rank and status for faculty members after consultation with the faculty;
- 2.4.11 Recommend to the Board guidelines and standards for endowed chairs and professorships;
- 2.4.12 Present to the Board a semi-annual written report on the state of the seminary;
- 2.4.13 Provide leadership for and participate in the development program of the seminary;

- 2.4.14 Represent the seminary on formal official occasions and enhance the public image of the seminary;
- 2.4.15 Designate the academic dean to be the acting chief executive officer in the absence of the President.
- 2.5 Educational Leadership
 - The President of the seminary shall:
 - 2.5.1 Promote the development and implementation of a sound and innovative theological curriculum, including various forms of continuing education for clergy and lay persons; the educational program and curriculum shall be in harmony with the confessions of the Lutheran Church and yet open to the ecumenical responsibilities implied by the Gospel;
 - 2.5.2 Staff the faculty with dedicated and competent personnel;
 - 2.5.3 Inspire creativity in research, teaching and learning;
 - 2.5.4 Cultivate scholarship and the life of faith within the seminary community;
 - 2.5.5 Relate effectively with other Lutheran seminaries;
 - 2.5.6 Represent the seminary at meetings of the appropriate churchwide Vocation and Education unit of the Evangelical Lutheran Church in America; and
 - 2.5.7 Articulate the global vision and responsibility of the seminary and its community.
- 2.6 Credentials
 - The President of the seminary shall:
 - 2.6.1 Be a member of a congregation of the Evangelical Lutheran Church in America;
 - 2.6.2 Be a member of the active ordained roster of the ELCA.
 - 2.6.3 Have a record of service to the church at the regional or national level;
 - 2.6.4 Possess expertise in theology and administration;
 - 2.6.5 Demonstrate leadership in an academic environment, with an earned doctorate preferred; and
 - 2.6.6 Evidence spiritual maturity.
- 2.7 Rights of the Office
 - The President of Trinity Lutheran Seminary shall:
 - 2.7.1 Be a voting member of the faculty;
 - 2.7.2 Be entitled to six weeks vacation per year with a requirement that at least two weeks be taken consecutively during each year;
 - 2.7.3 Be empowered to delegate responsibilities and duties to appropriate academic or administrative officers;
 - 2.7.4 Be an advisory member of the Board of Directors with voice but without vote;
 - 2.7.5 Serve as a member of the Executive Committee of the Board with voice but without vote;
 - 2.7.6 Serve as a member of the standing committees of the Board of Directors with voice but without vote;

APPENDIX C

[No amendments]

APPENDIX D

[No amendments]

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