

**EVANGELICAL LUTHERAN CHURCH
IN AMERICA**

Church Council

MINUTES

November 7–10, 2019

**Prepared by the
Office of the Secretary**

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**EVANGELICAL LUTHERAN CHURCH IN AMERICA
CHURCH COUNCIL**

**MINUTES
November 7–10, 2019
Chicago, Illinois**

The 96th meeting of the Church Council of the Evangelical Lutheran Church in America (ELCA) was convened in the Council Room of the Lutheran Center in Chicago, Illinois.

The Executive Committee of the Church Council met on Thursday morning, Nov. 7, 2019, followed by worship with Holy Communion in the Chapel of the Lutheran Center. The Rev. Joanne E. Engquist presided, and the Rev. Lamont A. Wells, president of the African Descent Lutheran Association, preached. Mr. David M. Lenz served as assisting minister, and Ms. Tracey A. Beasley was lector. Deacon John E. Weit, program director for music, served as cantor and musician.

Organization of the Meeting

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

Voting members

Officers:

Pr. Elizabeth A. Eaton, presiding bishop
Mr. William B. Horne II, vice president
Deacon Sue E. Rothmeyer, secretary
Ms. Lori S. Fedyk, treasurer

Chair of the Conference of Bishops

Pr. William O. Gafkjen, bishop of the Indiana-Kentucky Synod (*excused*)

Church Council

Mr. Kevin Anderson	Mr. James J.F. Jennings
Ms. Tracey A. Beasley	Ms. Patricia Kluetz
Pr. Marcus A. Bigott	Mr. David M. Lenz
Pr. Nicholas M. Billardello III	Pr. Tara R. Lynn
Ms. Susan Boxberger	Mr. Keoni Newman
Ms. Lisa Burk	Mr. Joseph T. Nolte
Pr. William H. Callister	Mr. Gary A. Pederson
Pr. Karn S. Carroll	Pr. Kjersten L. Priddy
Ms. Cheryl T. Chatman	Pr. Ricardo E. Rivera
Mr. Ismael E. Danforth	Mr. Noah F. Roux
Ms. Divine	Ms. Valerie J. Shaw (<i>excused</i>)
Pr. Joanne E. Engquist	Mr. Loren A. Solberg
Pr. Dena M. Gable	Ms. Loni Taylor
Pr. Emily C. Hartner	Ms. Emma K. Wagner
Pr. Pamela J. Hoh	Mr. Philip Wirtanen
Ms. Cherish Holland	Ms. Sonja Wolfe
Pr. Chad M. Huebner	Ms. Merritt G. Zesinger

Representatives of the Conference of Bishops

Bp. Terry A. Brandt, Region 3	Bp. Donald M. Kreiss, Region 6
Bp. Sue J. Briner, Region 4	Bp. John S. Macholz, Region 7
Bp. H. Jeffrey A. Clements, Region 5 (<i>excused</i>)	Bp. Pedro M. Suárez, Region 9 (<i>excused</i>)
Bp. Barbara J. Collins, Region 8	Bp. Shelley R. Wickstrom, Region 1
Bp. R. Guy Erwin, Region 2	

Resource People

Office of the Presiding Bishop

Pr. M. Wyvetta Bullock, assistant to the bishop and executive for administration
Ms. Deborah Coe, executive for planning, research and evaluation
Ms. Kathryn L. Johnson, director for ecumenical and inter-religious relations
Ms. Rhondean Johnson, executive for human resources
Ms. Kathryn M. Lohre, assistant to the bishop and executive for ecumenical and inter-religious relations and theological discernment
Pr. Walter S. May, assistant to the bishop and executive for synodical relations
Ms. Judith Roberts, program director for racial justice ministries
Deacon Mary Ann Schwabe, natural systems coordinator
Ms. Jodi L. Slattey, assistant to the bishop for governance
Deacon John E. Weit, interim assistant to the bishop and executive for worship
Pr. Roger A. Willer, director for theological ethics

Office of the Secretary

Mr. Thomas A. Cunniff, general counsel
Ms. Aja M. Favors, associate general counsel
Mr. Frank F. Imhoff, interim assistant to the secretary
Ms. Marit E. Johnson, manager for official documentation

Unit staff

Ms. Kathy Freeman Summers, executive director for the Mission Advancement unit
Ms. Jocelyn Fuller, director for strategic communications
Pr. F. Javier Goitía Padilla, program director for theological formation
Pr. Philip C. Hirsch, executive director for the Domestic Mission unit
Mr. Nick Kiger, associate director for Mission Support
Pr. Rafael Malpica-Padilla, executive director of the Global Mission unit
Mr. Dan Michel, director for digital media
Ms. Evelyn B. Soto, director for operations and programs of the Domestic Mission unit
Pr. Albert Starr Jr., director for ethnic specific and multicultural ministries
Pr. David C. Wunsch, director of operations for the Global Mission unit

Separately incorporated ministries

Mr. Timothy Blevins, president and CEO, 1517 Media
Ms. Kathy Freeman Summers, president, ELCA Foundation
Ms. Eva M. Roby, president, Mission Investment Fund
Pr. Martin A. Seltz, vice president for publishing and executive director for ELCA relations, 1517 Media
Ms. Valora Starr, director of discipleship, Women of the ELCA
Pr. Jeffrey D. Thiemann, president, Portico Benefit Services

Press:

Ms. Candice Hill Buchbinder, Mission Advancement

Ethnic specific ministry association guests:

Pr. Joan Conroy, president, American Indian and Alaska Native Lutheran Association
Ms. Jennifer DeLeon, president, Latino Ministries Association of the ELCA
Pr. Khader N. Khalilia, representative, Association of Lutherans of Arab and Middle Eastern Heritage
Ms. Donna Matteis, president, European Descent Lutheran Association for Racial Justice
Pr. M. Gigie Ijera-Grant, president, Asian and Pacific Islander Lutheran Association
Pr. Lamont A. Wells, president, African Descent Lutheran Association

Ecumenical Guests:

Pr. Kennetha Bigham-Tsai, The United Methodist Church
Pr. Rachel Birkhahn-Rommelfanger, The United Methodist Church
Pr. Judy Knopf, Moravian Church in North America
Pr. Daniel Meeter, The Reformed Church in America
Mr. Steven Nishibayashi, The Episcopal Church

Thursday, Nov. 7, 2019
Plenary Session I

CALL TO ORDER AND ADOPTION OF THE AGENDA

(Agenda I.A.)

Background:

Agenda items were distributed electronically. Additional items were distributed at the meeting to Church Council members and invited resource people.

Church Council action:

Mr. William B. Horne II, vice president of the ELCA and the chair of the Church Council, called the meeting to order at 4:00 p.m. He welcomed new council members, visitors, and guests. The Rev. Elizabeth A. Eaton, presiding bishop of the ELCA, opened the meeting with prayer. The vice president then facilitated council introductions with members and liaison bishops.

Vice President Horne drew attention to meeting resource materials and deadlines for proposing new business and for removing items from *en bloc* consideration. He reviewed various elements of the proposed agenda.

A motion was made to adopt the agenda.

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

VOTED:

CC19.11.32a 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 Horne declared that the agenda was adopted.

APPROVAL OF THE MINUTES

(Agenda I.B.)

Background:

The minutes of the April 2019, June 2019, and August 2019 meetings of the Church Council were provided to council members electronically on my.ELCA.org. 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 on April 4, 2019, May 28, 2019, July 8, 2019, Aug. 4, 2019, Sept. 10, 2019, and Oct. 10, 2019, were provided electronically to council members. Minutes for meetings held in executive session were added to the protocol file in the Office of the Secretary.

Opportunity was provided for 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 to 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:

A motion was made to approve the minutes of and to ratify the actions of the Executive Committee.

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

VOTED:

**CC19.11.32b To approve the minutes of the April 4–7, 2019, June 27, 2019, and August 4, 2019 meetings of the Church Council; and
 To ratify actions of the council's Executive Committee as indicated in the minutes of the April 4, 2019, May 28, 2019, July 8, 2019, Aug. 4, 2019, Sept. 10, 2019, and Oct. 10, 2019 meetings.**

REPORT OF THE PRESIDING BISHOP

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

Presiding Bishop Elizabeth A. Eaton opened her report by reviewing the work called for by the 2019 Churchwide Assembly. The assembly passed a resolution condemning white supremacy, adopted a new commemoration and day of repentance for the Emanuel 9, presented a declaration of apology to people of African descent, adopted the social statement *Faith, Sexism, Justice: A Call to Action* as well as “A Declaration of Inter-Religious Commitment,” passed the budget for the 2020–2022 triennium, voted to become a sanctuary denomination, and elected a new secretary. The presiding bishop noted that many of the actions taken at the assembly were significant and received mixed reaction throughout the church. She stressed that the church must find a way for its members to talk and live into these decisions together.

Council members reflected on how Churchwide Assembly actions have been received in their home areas. Some noted actions have caused a lot of anxiety and that members feel that their church is leaving them behind. Another member stated the language used in church documents is challenging; he stressed that documents and initiatives need to be communicated effectively by using understandable and readable language. Other council members rejoiced in actions taken by the assembly and were happy to see the bold actions reflect the “boldness of this church.”

The presiding bishop reflected on voting members’ desire to engage in conversation with each other. Churchwide staff are examining ways to create space for conversations in addition to the legislative work that is required by the constitution. Staff are also researching how to engage voting members and ELCA members not present at the assembly through social media so that all can be involved in “our story” as the ELCA.

She ended her report by giving an update on staff changes in the churchwide office. Ms. Kathy Freeman Summers began her role as the executive director of the Mission Advancement unit and president and CEO of the ELCA Foundation on Oct. 1, 2019. The Rev. Philip C. Hirsch has been the executive director for the Domestic Mission unit since Feb. 1, 2019. Ms. Kathryn L. Johnson, director for ecumenical and inter-religious relations, will retire in the middle of November. The Rev. Carmelo Santos has been hired as the director for theological diversity. He will begin this new role in January 2020 and will relocate to Chicago in summer 2020. This new position will provide stronger connections for the Ecumenical and Inter-Religious and Theological Discernment and Racial Justice Ministries team. After many years of service in the Lutheran Church in America (LCA) and the ELCA, the Rev. M. Wyvetta Bullock, executive for administration, will retire on Feb. 1, 2020. The presiding bishop offered a resolution to give thanks for Pastor Bullock. The council voted in affirmation by applause.

VOTED:

CC19.11.33 To thank the Rev. M. Wyvetta Bullock for her faithful service as the executive for administration from 2007–2020 and for her many years of service to this church since its beginning; and

To extend appreciation for her wisdom and insights which have assisted the Church Council in its work.

ECUMENICAL GREETING

(Agenda I.D.)

Mr. Steven Nishibayashi brought greetings on behalf of The Episcopal Church.

REPORT OF THE VICE PRESIDENT

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

Vice President William B. Horne II opened with prayer and then began his oral report by reading the beginning of his written report. The vice president has made it a priority to visit synod assemblies across this church. He stated he wants to be the vice president of the whole ELCA. In 2019 Vice President Horne attended synod assemblies in the South Dakota Synod, the Central States Synod, and the Southwestern Pennsylvania Synod. All of these synods had bishop elections in 2019. Vice President Horne also meets with synod councils during synod assemblies.

The Conference of Bishops is more diverse with the new class of bishops. At the September 2019 meeting the conference elected the Rev. Tracie L. Bartholomew, bishop of the New Jersey Synod, as chair of the conference and the Rev. Patricia A. Davenport, bishop of the Southeastern Pennsylvania Synod, as vice chair. The conference forwarded a resolution to the Church Council to give priority to the global crisis of climate change.

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With new members in the Conference of Bishops, Church Council, and churchwide organization leadership, Vice President Horne believed that these new members will show God's direction in new and different ways. He closed his report by encouraging council members to find balance with the boldness of actions at the 2019 Churchwide Assembly and the areas ELCA members may be in disagreement with each other.

BREAK

The November 2019 meeting of the Church Council recessed at 5:17 p.m. and reconvened at 5:23 p.m.

REPORT OF THE EXECUTIVE COMMITTEE

RATIFICATION OF APPOINTMENTS TO COMMITTEES

(Agenda I.F.1)

Background:

At its August 2019 meeting, the Church Council ratified provisional membership for the four standing committees of the Church Council: Budget and Finance, Legal and Constitutional Review, Planning and Evaluation, and Program and Services [CC19.08.29c].

Following the elections at the 2019 Churchwide Assembly, newly elected Church Council members indicated their committee preferences. At its September 2019 meeting, the Executive Committee completed its review of the requests and recommended ratification by the Church Council during the first plenary session of its November 2019 meeting [EC19.09.29].

New members of the Board Development Committee for the 2019–2022 triennium were approved by the Executive Committee [CC19.10.33]. Appointments to the Audit Committee would come through the Budget and Finance Committee.

Church Council action:

A motion was made to approve the minutes of and to ratify the appointments to committees.
There being no discussion, Vice President Horne called for the vote.

VOTED:

CC19.11.34 To ratify the appointments to the Church Council standing committees for the 2019–2022 triennium.

PROCESS TO ELECT MEMBERS TO THE EXECUTIVE COMMITTEE

(Agenda I.F.2.)

Background:

At the first meeting after a Churchwide Assembly, the Church Council elects a new Executive Committee. In addition to the four officers of this church and the chair of the Conference of Bishops, seven members of the Church Council serve on this committee for the 2019–2022 triennium.

To facilitate its work between regular meetings by ensuring input and perspective from each of its four standing committees, the chairs are elected to the Executive Committee. This occurred at the April 2019 Church Council meeting [CC19.04.20g].

The remaining three members of the Executive Committee were selected through the following process.

- a. The first ballot was a nominating ballot for each of the following identified categories:
 - 1) Lay Woman (person of color/speaks first language other than English)
 - 2) Lay Man
 - 3) Rostered Man
- b. Anyone wishing to withdraw could do so immediately after the announcement of the first ballot results and before the casting of the second ballot.
- c. Three-fourths of the votes cast on the second ballot were necessary for election.
- d. The third ballot was limited to the two people (plus ties) receiving the greatest number of votes on the second ballot. The one candidate receiving the highest number of votes would be elected.
- e. Upon completion of the balloting, the Executive Committee would be deemed constituted.

Church Council action:

A motion was made to affirm the process for Executive Committee elections.
There being no discussion, Vice President Horne called for the vote.

VOTED:

CC19.11.35 To affirm the process for the election of the Executive Committee for the 2019–2022 triennium.

SYNOD VISITS BY CHURCH COUNCIL MEMBERS

(Agenda I.F.3.)

Background:

Since its November 2005 meeting, the Church Council has committed itself to building relationships between the churchwide organization and synods, congregations, and institutions and agencies.

At its November 2007 meeting, the Church Council voted [CC07.11.65]:

To recall that, concerning changes in governance of this church, the 2005 Churchwide Assembly voted [CA05.06.21]: “To encourage greater interaction of members of the Church Council with synodical councils and synodical assemblies in their respective areas”;

To urge members of the Church Council to accept this responsibility and interact with their own synods and their partner synods in various ways, including attending at least one Synod Council meeting per year and participating in Synod Assemblies, especially in years when a synod is considering nominations to the Church Council; and

To note that expenses for attending Synod Council meetings and Synod Assemblies will be reimbursed by the churchwide organization in accordance with the ELCA travel policy.

Church Council action:

A motion was made to adopt the action regarding synod visits by Church Council members. New council members asked members of the class of 2022 about their experiences of staying in contact with their synod and their partner synod.

When there was no further discussion the vice president called for the vote.

VOTED:

CC19.11.36 To acknowledge the commitment of the Church Council of the Evangelical Lutheran Church in America to have “greater interaction of members of the Church Council with synodical councils and synodical assemblies in their respective areas”;
To urge members of the Church Council to accept this responsibility and interact with their own synods and their partner synods in various ways, including attending at least one synod council meeting per year and participating in synod assemblies, especially in years when a synod is considering nominations to the Church Council; and
To note that expenses for attending synod council meetings and synod assemblies will be reimbursed by the churchwide organization in accordance with the ELCA travel policy.

UPDATE FROM THE TASK FORCE ON A FUTURE CAMPAIGN AND INTEREST STRATEGIES

(Agenda I.G.)

Background:

At the April 2019 meeting, the Church Council affirmed the continuation of the Task Force to Consider a Future Campaign and Income Strategies to consider how to grow resources to support the priorities of the churchwide organization [CC19.04.07].

Church Council action:

Mr. Joseph T. Nolte, chair of the task force, stated that the task force met in September 2019 with Mission Advancement staff and determined four major questions. These questions were:

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- With the campaign for the ELCA coming to a close, what should a new fundraising model look like?
- What would priorities be for the new model?
- What would be 1, 3, and 5-year models for future fundraising?
- What group should this work belong to?

The task force decided that future work should focus on cultivating donors rather than beginning a new campaign immediately after the completion of *Always Being Made New: the Campaign of the ELCA*. The fundraising priorities will be ELCA World Hunger, Lutheran Disaster Response, Fund for Leaders, International Women Leaders, and missionary sponsorship. These areas received the most positive responses during the campaign for the ELCA.

The Mission Advancement unit was restructured to include former campaign staff. The task force encouraged major gift officers to collaborate more with deployed gift planners. Task force members also challenged the Mission Advancement unit to set quantifiable goals. Mr. Nolte stated that the task force recommended the creation of a subcommittee of the Budget and Finance Committee to continue examining revenue and fundraising options. This proposed Resource Development Committee would be voted *en bloc*.

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

VOTED:

**CC19.11.37 To receive with gratitude the update from the Task Force to Consider a Future Campaign and Income Strategies;
To thank the members of the task force for their service; and
To authorize the creation of a Resource Development Committee to continue developing strategies related to funding initiatives and future churchwide appeals, and to request that the Legal and Constitutional Review Committee consider a continuing resolution to that effect.**

PERSONAL REFLECTION ON FAITH

(Agenda I.H.)

Mr. James J.F. Jennings provided a reflection on his faith.

HYMN AND PRAYER

(Agenda I.I.)

The Rev. Dena M. Gable led the council in singing a hymn and closed the day's meeting with prayer.

Mr. Gary A. Pederson provided accompaniment.

RECESS

The November 2019 meeting of the Church Council recessed at approximately 6:00 p.m. for Thursday, Nov. 7, 2019.

**Friday, Nov. 8, 2019
Plenary Session II**

COLLEGE CORPORATION MEETING

The Church Council met as the St. Olaf College corporation at approximately 8:00 a.m. to discuss and vote on items for St. Olaf College in Northfield, Minnesota. Minutes of the meeting were not kept.

COMMITTEE MEETINGS

Members of the Church Council gathered in meetings of the council's Budget and Finance, Legal and Constitutional Review, Planning and Evaluation, and Program and Services committees beginning at approximately 9:00 a.m. in the Lutheran Center. The meetings recessed for a midday prayer service that began at 12:00 p.m. in the Lutheran Center Chapel led by the Rev. Daniel Meeter, representative of the Reformed Church in America.

Committee meetings resumed around 1:30 p.m. and adjourned at approximately 3:00 p.m.

CALL TO ORDER

Vice President William B. Horne II called the second plenary session to order at 3:30 p.m. in the Council Room of the Lutheran Center.

EXECUTIVE SESSION

(Agenda II.A.)

The November 2019 meeting of the Church Council went into executive session for a legal briefing at 3:30 p.m. Minutes for meetings held in executive session are added to the protocol file in the Office of the Secretary.

The council returned to open session at 3:40 p.m.

ECUMENICAL GREETING

(Agenda II.B.)

The Rev. Daniel Meeter extended greetings from the Reformed Church in America.

REPORT OF THE THEOLOGICAL EDUCATION ADVISORY COMMITTEE

(Agenda II.C.)

Background:

The Theological Education Advisory Committee (TEAC) has met as an advisory committee of the Church Council since its establishment in 2016 to address current challenges and opportunities in theological education [CC13.04.12.].

Church Council discussion:

Ms. Emma K. Wagner, Church Council liaison to the committee, provided background information and a timeline on the Theological Education Advisory Committee (TEAC). Ms. Wagner reminded council members that seminaries are separately incorporated organizations. Neither the churchwide organization nor the Church Council can direct seminaries; however, the churchwide organization and the Church Council can provide recommendations. There have been some discussions to create an "ELCA Designated Seminary Policy and Manual" that would create standards for seminaries in order to have official affiliation with the ELCA.

Ms. Wagner invited the Rev. F. Javier Goitía Padilla, director for faith formation, seminaries, and schools, to speak on lay program asset mapping. Almost 60 lay programs have completed a questionnaire; that data has been used to create a database which will soon be finalized and shared as a resource for those interested in lay school programs.

Ms. Wagner ended her report by highlighting the TEAC transition plan for sustaining networks, vocational discernment, and the stability of seminaries. A council member asked how a seminary manual would be developed if the council cannot require seminaries to abide by it. Ms. Wagner noted the manual would be developed in consultation with seminary presidents and would outline consequences for not complying with the manual. Pastor Goitía Padilla emphasized that the council can establish criteria for seminaries but may not specify courses.

There being no further discussion, the vice president asked the Rev. Joanne E. Engquist to lead the council in prayer before voting on the TEAC recommendation.

VOTED:

- CC19.11.38** **To thank the members of the Theological Education Advisory Committee for their faithful service;**
To receive the final Theological Education Advisory Committee report;
To approve the transition plan as submitted; and
To approve the completion of the advisory committee’s work as of Nov. 8, 2019.

FIRST BALLOT FOR AT-LARGE EXECUTIVE COMMITTEE MEMBERS

(Agenda II.D)

Vice President Horne led the council in casting the first ballot for at-large Executive Committee members. The first ballot was a nominating ballot for the three identified categories. He asked Mr. Thomas A. Cunniff, general counsel, and Ms. Aja M. Favors, associate general counsel, to serve as tellers in the election of Executive Committee members. The vice president explained the role of the Executive Committee and how often they meet.

The tellers distributed the first ballot among members of the Church Council; the chair then invited the Rev. Chad M. Huebner to lead members in prayer. After the ballots had been completed and collected, Vice President Horne declared the first ballot closed.

BREAK

The November 2019 meeting of the Church Council recessed at 4:25 p.m. and reconvened at 4:31 p.m.

REPORT FROM THE ADMINISTRATIVE TEAM

(Agenda II.E.)

The Rev. Philip C. Hirsch, executive director for the Domestic Mission unit, pointed to ELCA bylaw 15.11.02, which lists the members of the administrative team. The current focus of the administrative team is on current and future projections of congregational vitality. The ELCA is losing 50,000 members per year. He noted that in order for these trends to change, things must be done differently.

The Leadership Lab is a new effort in the churchwide organization to innovate and adapt to change in a new way. On Oct. 16, 2019, 25 individuals from the churchwide organization met to begin working on new projects and ideas alongside their regular work. Pastor Hirsch hopes to invite Ms. Lette Garcia to consult with the churchwide organization on this initiative. She is currently working with the Vatican to help with innovation.

Council members asked for examples of current projects being conducted and wondered how similar initiatives could be done in their areas. A council member shared her gratitude that many ideas from the Leadership Lab are “people centered.” Another council member shared that while he appreciated the idea of innovating, he believed that the ELCA has a lot of “catching up” to do before it can innovate. He observed that the ELCA is not well known and that updates on congregation and synod websites are first steps that should be fixed. Another council member challenged Pastor Hirsch to go further with the innovation. He was concerned that the churchwide organization might constrain itself with current structures in place. He wondered if there was a need to redefine basic structures such as congregations, synods, bishops, members, etc.

Pastor Hirsch noted that the 25 individuals participating in the lab volunteered to participate. The churchwide organization hopes to expand the Leadership Lab to synods in the near future. An announcement about the lab will be shared with the wider ELCA in December.

BREAK

The November 2019 meeting of the Church Council recessed at 5:20 p.m. and reconvened at 5:30 p.m.

ORDER OF THE DAY: GREETING FROM MS. ROSE SIMMONS

(Agenda II.F.)

Ms. Rose Simmons, daughter of the Rev. Daniel Lee Simmons Sr., brought greetings to the Church Council. Pastor Simmons was one of the Emanuel 9 martyred on June 27, 2015, along with Rev. Clementa Pinckney, Cynthia Marie Graham-Hurd, Susie Jackson, Ethel Lee Lance, Depayne Middleton-Doctor, Tywanza Sanders, Sharonda

Coleman-Singleton, and Myra Thompson while in prayer and Bible study at the historic African-American church, Emanuel African Methodist Episcopal (AME) Church in Charleston, South Carolina.

Ms. Simmons has been sharing the film *Emanuel* to speak openly about gun violence. She stated that there is a need in the United States and around the world for a “pure act of forgiveness” based on the forgiveness of the cross. She encouraged the council to keep pursuing its work because “it will truly change the world.”

PERSONAL REFLECTION ON FAITH

(Agenda II.G.)

Ms. Cheryl T. Chatman gave a personal reflection on her faith.

RESULTS OF THE FIRST BALLOT FOR AT-LARGE EXECUTIVE COMMITTEE MEMBERS

(Reference: Election Results for the First Ballot for Executive Committee Members)

Vice President Horne presented the results of the first ballot for at-large Executive Committee members.

Lay Woman; POC/L

Ms. Cheryl T. Chatman, 15
Ms. Loni Taylor, 12
Ms. Sonja Wolfe, 6
Ms. Divine, 2
Ms. Tracey A. Beasley, 1
Ms. Valerie J. Shaw, 1

Lay Man

Mr. Joseph T. Nolte, 14
Mr. Kevin Anderson, 6
Mr. Ismael E. Danforth, 4
Mr. Keoni Newman, 4
Mr. David M. Lenz, 3
Mr. Loren A. Solberg, 3
Mr. Philip Wirtanen, 2
Mr. Noah F. Roux, 1

Rostered Man

Pr. Marcus A. Bigott, 13
Pr. Nicholas M. Billardello, 11
Pr. Ricardo E. Rivera, 8
Pr. William H. Callister, 5

The vice president noted that nominees could withdraw their names from consideration with Secretary Rothmeyer.

PROCESS OBSERVATION

(Agenda II.H.)

Ms Emma K. Wagner gave a process observation for the day.

ANNOUNCEMENTS

(Agenda II.J.)

Secretary Rothmeyer reminded council members that the deadline to add new business and to remove items from *en bloc* consideration was 12:00 p.m. on Saturday, Nov. 9. She also asked members to complete the committee evaluation form.

HYMN AND PRAYER

(Agenda II.K.)

The Rev. Chad M. Huebner led the council in singing “Spirit of Gentleness” and closed the day’s meeting with prayer. Mr. Gary A. Pederson provided accompaniment.

RECESS

The November 2019 meeting of the Church Council recessed at 6:00 p.m. for Friday, Nov. 8, 2019.

Saturday, Nov. 9, 2019
Plenary Session III

CALL TO ORDER

Vice President William B. Horne II called the third plenary session to order at 9:00 a.m. in the Council Room of the Lutheran Center.

BIBLE STUDY

(Agenda III.B.)

The Rev. Cheryl Pero, Ph.D., led the council in a Bible study focused on baptism using *Luther's Small Catechism with African Descent Reflections* and the hymnal *This Far by Faith*. Deacon John E. Weit served as musician and accompanist.

BREAK

The November 2019 meeting of the Church Council recessed at 9:53 a.m. and reconvened at 9:58 p.m.

REPORT OF THE SECRETARY

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

Deacon Sue E. Rothmeyer, secretary of the ELCA, opened her report by introducing herself and her understanding of vocation. She gave thanks for former Secretary Wm Chris Boerger's years of service and stated her hope to continue the Office of the Secretary's position of being a service unit. The Office of the Secretary welcomed Ms. Jennifer Kenyeri as the new administrative services coordinator and welcomed back Mr. Frank F. Imhoff to serve as the interim assistant to the secretary. Secretary Rothmeyer hopes to host monthly webinars on different services the Office of the Secretary provides. She ended her report by stating she looks forward to working with the council "to be church together for the sake of the world."

SECOND BALLOT FOR AT-LARGE EXECUTIVE COMMITTEE MEMBERS

(Agenda III.C.)

Vice President Horne led the council in casting the second ballot for at-large Executive Committee members. Those who wished to be removed from consideration had done so by speaking with Secretary Rothmeyer.

After the tellers distributed the second ballot, the chair then invited Mr. Keoni Newman to lead members in prayer. Once the ballots had been completed and collected, Vice President Horne declared the second ballot closed.

REPORT OF THE TREASURER

(Agenda III.D.; *Reference*: Report of the Treasurer)

Ms. Lori S. Fedyk, treasurer of the ELCA, reviewed financial results through Sept. 30, 2019. Treasurer Fedyk detailed that the churchwide organization had \$41.8 million in expenses and \$45 million in revenue for a net revenue over expenses of \$3.1 million. Mission Support, the largest source of revenue funding for the churchwide organization, was running below budget. Mission Support represents 61% of budgeted income. Spending in units and offices was at 91.37% of the authorization. ELCA World Hunger received \$10.5 million in gifts and had \$10.1 million in expenses. Lutheran Disaster Response raised \$6.3 million and spent \$10.6 million.

Treasurer Fedyk summarized the results of a survey asking churchwide organization employees how the health insurance change from the Gold+ Portico Benefits Plan to the Silver + plan affected them. Survey results demonstrated that 88% of respondents had previously been on the Gold+ plan; 46% of respondents were satisfied or extremely satisfied with Silver+; 24% were dissatisfied or extremely dissatisfied; and 75% were neutral to satisfied. After reviewing which changes affected churchwide staff the most, the churchwide organization decided to increase HSA funding from 50% to 75% and decrease the cost share for covering spouses and children from 8–15% to 4–13%.

REPORT OF THE BUDGET AND FINANCE COMMITTEE

(Agenda III.E.)

Mr. James J.F. Jennings, chair of the Budget and Finance Committee, explained several items the committee discussed that would require full council action. *En bloc* items included approving the Budget and Finance Committee charter and the Audit Committee charter. He then reviewed the 2020 spending authorization and revised income estimates.

Mr. Jennings moved each spending authorization individually. There being no discussion on either spending authorization, Vice President Horne called for each vote.

VOTED:

CC19.11.39. To approve a 2020 fiscal year current fund spending authorization of \$67,666,652.

VOTED:

CC19.11.40. To approve a 2020 ELCA World Hunger spending authorization of \$21,596,595.

RESULTS OF THE SECOND BALLOT FOR AT-LARGE EXECUTIVE COMMITTEE MEMBERS

(Reference: Election Results for the Second Ballot for Executive Committee Members)

Vice President Horne presented the results of the second ballot for at-large Executive Committee members. He stated that there was no election.

Lay Woman; POC/L

Ms. Loni Taylor, 17
Ms. Sonja Wolfe, 14
Ms. Divine, 4

Lay Man

Mr. Joseph T. Nolte, 14
Mr. Keoni Newman, 7
Mr. Kevin Anderson, 5
Mr. Ismael E. Danforth, 3
Mr. David M. Lenz, 3
Mr. Philip Wirtanen, 3

Rostered Man

Pr. Marcus A. Bigott, 20
Pr. Nicholas M. Billardello, 8
Pr. Ricardo E. Rivera, 5
Pr. William H. Callister, 3

Vice President Horne announced that the two individuals with the highest number of votes in each category would move forward to the third ballot.

BREAK

The November 2019 meeting of the Church Council recessed at 11:03 a.m. and reconvened at 11:12 p.m.

UPDATE ON MISSION SUPPORT EXPERIMENTS

(Agenda III.E.1.)

Background:

At its April 2015 meeting, the Church Council affirmed a three-year experiment which began in 2016 and involved 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 would produce an increase in mission support and more effective management and oversight for the sake of mission. [CC15.04.15].

The experiment timeline was extended to Jan. 31, 2021, at the November 2018 Church Council meeting [CC18.11.22]. A group of bishops and churchwide staff were asked to bring a progress report to the Church Council. At its April 2019 meeting, the Church Council accepted a multi-step process “to measure and communicate the results of the Mission Support Experiment” [CC19.04.13]. One of the steps was “to provide updates at each Church Council and Conference of Bishops meeting between April 2019 and November 2021.”

Discussion:

Treasurer Fedyk gave background information on the Mission Support experiments and reminded the council that no action would be taken until 2021. She noted that this new model may not be rolled out to all 65 synods. Members of synods participating in the experiment then gave examples of how their synod is approaching this project.

REPORT OF THE LEGAL AND CONSTITUTIONAL REVIEW COMMITTEE

(Agenda III.F.)

Mr. Gary A. Pederson, chair of the Legal and Constitutional Review Committee, stated that the committee reviewed its charter and updated the language to be in compliance with current documents. In addition to discussing possible 2022 amendments to the *Constitutions, Bylaws, and Continuing Resolutions of the ELCA*, the committee also reached consensus on the following items which would be voted on *en bloc*:

- Lutheran School of Theology at Chicago constitution and bylaws
- Amendments Portico Benefit Services' "ELCA Survivor Benefits Plan" and "ELCA Retirement Plan"
- Churchwide organization personnel policies
- Language explaining the new Resource Development Committee in the ELCA constitution

ECUMENICAL GREETING

(Agenda III.G.)

The Rev. Judy Knopf extended greetings on behalf of the Moravian Church in North America.

PERSONAL REFLECTION ON FAITH

(Agenda III.H.)

The Rev. Ricardo Rivera gave a personal reflection on his faith.

THIRD BALLOT FOR AT-LARGE EXECUTIVE COMMITTEE MEMBERS

(Agenda III.I.)

Vice President Horne led the council in casting the third ballot for at-large Executive Committee members.

The tellers distributed the third ballot among members of the Church Council; the chair then invited Ms. Divine to lead members in prayer. After the ballots had been completed and collected, Vice President Horne declared the third ballot closed.

ANNOUNCEMENTS AND TABLE PRAYER

(Agenda III.J.)

Secretary Rothmeyer announced that the deadline for new business items and to remove any items from *en bloc* for separate consideration was at 12:00 p.m. Separately incorporated ministries were hosting presentations over the lunch hour.

Ms. Emma K. Wagner offered a table prayer.

BREAK

Council members attended presentations by separately incorporated ministries during lunch. The council recessed for lunch at 11:51 p.m.

Saturday, Nov. 9, 2019
Plenary Session IV

CALL TO ORDER

Vice President William B. Horne II called the third plenary session to order at 1:33 p.m. in the Council Room of the Lutheran Center.

RESULTS OF THE THIRD BALLOT FOR AT-LARGE EXECUTIVE COMMITTEE MEMBERS

(Reference: Election Results for the Third Ballot for Executive Committee Members)

Vice President Horne presented the results of the third ballot for at-large Executive Committee members.

Lay Woman: POC/L

Ms. Loni Taylor, 20

Ms. Sonja Wolfe, 15

Lay Man

Mr. Joseph T. Nolte, 18

Mr. Keoni Newman, 17

Rostered Man

Pr. Marcus A. Bigott, 26

Pr. Nicholas M. Billardello, 9

Vice President Horne declared that Ms. Loni Taylor, Mr. Joseph T. Nolte, and the Rev. Marcus Bigott were elected thus constituting the Executive Committee.

ECUMENICAL GREETING

(Agenda IV.A.)

The Rev. Kennetha Bigham-Tsai brought greetings on behalf of the United Methodist Church. Their General Conference will occur in May 2020 in Minneapolis, Minnesota.

REPORT OF THE PROGRAM AND SERVICES COMMITTEE

UPDATE ON VISION AND EXPECTATIONS/TRUSTWORTHY SERVANTS

(Agenda IV.B.1.)

Ms. Emma K. Wagner, chair of the Program and Services committee, reviewed *en bloc* items the committee discussed in its meeting including corporate social responsibility documents, social teaching document plans, and updated entrance rite worship materials. A social message on vocation and civic engagement will be released in 2020. A task force for a social statement on church and state is currently being assembled.

Ms. Wagner presented background information on *Vision and Expectations* and *Trustworthy and Faithful Servants of the People of God*. After the spring 2019 meeting when the Church Council declined to take action on *Trustworthy Servants* and asked the Domestic Mission unit to rework the document, a listening group of nine people from across the church was created. The listening group decided to ask rostered ministers what this church needs. The group sent out an email to all rostered ministers, conducted listening sessions, and hosted a number of Zoom calls. The Domestic Mission unit has been posting updates of the ongoing process to www.elca.org/rosteredlife.

Respondents to these different listening processes stated that *Vision and Expectations* conflated two needs the church has—a need for discipline and a need to lift up what leadership looks like. The document that should be used as a disciplinary document is *Definitions and Guidelines for Discipline*. Respondents agreed that there should be a disciplinary document to keep the church safe from misconduct and so that leaders are held accountable; however, there was a desire for the new document to help leaders live a fully reflective life and discuss healthy sexuality. The listening group will meet via Zoom video conference in December and will present a new draft at the spring meeting. The final version will be voted on in fall 2020.

The council had a lengthy discussion on how *Vision and Expectations* had been used in the past and continues to be used improperly. The council wondered if there could be a statement released to provide provisional counsel to candidacy committees as *Vision and Expectations* is still in place until the new document is passed. Others felt a statement from the council on how to use *Vision and Expectations* in the meantime would not be received well by the wider ELCA.

A bishop noted the difficulty created in the candidacy process by not passing *Faithful and Trustworthy Servants* as a placeholder while waiting for the new document. A council member wondered whether *Vision and Expectations* could be voted out of effect until a new document was passed. Another bishop noted that only *Guidelines for Discipline* would be available which could lead to harsher unintended consequences. Another council member asked if there

could be a process where candidates for ministry did not have to sign the document acknowledging that they have read and will live by *Vision and Expectations*. The bishop who brought up his original concern stated that putting a pause on accountability documents would force him to push pause on the candidacy process. He would not want to move forward without candidates knowing what standards to which they would be held accountable. A council member reminded the council that while the process to update the new aspirational document may seem slow, it is important to take the time to do this work intentionally and consult different groups this document will affect.

REPORT FROM THE CONFERENCE OF BISHOPS

(Agenda IV.C.; *Reference*: Report from the Conference of Bishops)

The Rev. William O. Gafkjen, bishop of the Indiana-Kentucky Synod and chair of the Conference of Bishops, was not able to be present during the meeting. He submitted his report online and recorded a video greeting for the council's review and discussion. His video highlighted the conference's discussion on the entrance ordination rites for deacons and the conference's role in the ELCA.

RECOMMENDATION ON CLIMATE CHANGE

(Agenda IV.C.1.)

Background:

At its fall 2019 meeting, the Conference of Bishops recommended that the Church Council "work in new and concrete ways to give priority to this church's response to the global crisis of climate change" [CB19.09.26].

Council action and discussion:

The Rev. John Macholz, bishop of the Upstate New York Synod, read the Conference of Bishops minutes from the September 2019 meeting that covered the discussion on the climate change action item. When asked what the churchwide organization currently does for climate change efforts, Presiding Bishop Eaton highlighted the ELCA's social statement *Caring for Creation: Vision, Hope, and Justice* (1993), the efforts the churchwide organization has made to have a Leadership in Energy and Environmental Design (LEED) certification for the Lutheran Center, and the work Ms. Ruth Ivory Moore, program director for environment and corporate social responsibility, does through the ELCA Advocacy office in Washington, D.C. The Rev. Philip C. Hirsch, executive director for the Domestic Mission unit, noted that Lutheran Disaster Response has been changing its response approach for natural disasters because of climate change and just hosted a meeting regarding this. The Rev. Jeffrey D. Thiemann, president and CEO, shared that Portico Benefit Services offers social purpose investments which contribute a significant voice on issues like climate change.

A council member encouraged the churchwide organization to examine income the organization receives through mineral rights. He felt that it was hypocritical to make statements and take positions on climate change when the church is "profiting on the earth's dwindling resources." Another council member stated that the gospel is "not simply for human beings, but for all of creation."

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

VOTED:

CC19.11.41 **To refer the Conference of Bishops recommendation on climate change to the Domestic Mission unit, in consultation with appropriate churchwide units, for a report or for a timeline on when this will receive further attention.**

BREAK

The November 2019 meeting of the Church Council recessed at 3:14 p.m. and reconvened at 3:31 p.m.

Saturday, Nov. 9, 2019
Plenary Session V

CALL TO ORDER

Vice President William B. Horne II called the fifth plenary session to order at 3:31 p.m. in the Council Room of the Lutheran Center.

REPORT OF THE PLANNING AND EVALUATION COMMITTEE

(Agenda IV.D.)

The Rev. Chad M. Huebner, chair of the committee, thanked Ms. Deborah Coe, executive for planning, research, and evaluation, for compiling data for the committee. He noted that the committee had three returning members and five new members. The group reviewed the committee's charter and examined proposed recommendations for the full council. The 2020–2022 Operational Plan was also discussed. A final version of the plan will be presented to the full council at the spring meeting.

UPDATE ON STRATEGY TOWARD AUTHENTIC DIVERSITY

(Agenda IV.D.1.)

Pastor Huebner asked for council members' comments on the matrix developed for the Strategy Toward Authentic Diversity. Council members had a number of questions about how to accomplish ideas presented in the matrix. A council member expressed concern about financially incentivizing predominantly white congregations to call people from marginalized communities. Another council member wondered what it would mean for people of color who are waiting for a call to receive priority. What would that look like? The Rev. M. Wyvetta Bullock, executive for administration, and the Rev. Albert Starr Jr., director for ethnic specific and multicultural ministries, acknowledged that some of the items still need refinement, especially as call processes differ in each synod.

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

VOTED:

CC19.11.42

To receive the matrix report on "Strategy Toward Authentic Diversity" from the Domestic Mission unit and the Office of the Presiding Bishop;

To affirm the approach identified in the matrix chart;

To create an advisory team to receive updates, track progress, and provide periodic reports to the Church Council on the "Strategy Toward Authentic Diversity" recommendations; and

To request the Domestic Mission unit, in consultation with the Office of the Presiding Bishop, to identify possible individuals (including previous members of the Strategy Toward Authentic Diversity Task Force, a bishop, and a Church Council member), and to provide those names to the Executive Committee; and

To authorize the Executive Committee to appoint members to the advisory team.

REPORT OF THE EXECUTIVE COMMITTEE

MEMORANDUM OF MUTUAL RECOGNITION

(Agenda V.A.1.)

Background:

The "Memorandum of Mutual Recognition of Relations of Full Communion" between the churches of *Called to Common Mission* (The Episcopal Church and the ELCA) and the churches of *Called to Full Communion: The Waterloo Declaration* (The Anglican Church of Canada and the Evangelical Lutheran Church in Canada)" proposed to reach across a national border to strengthen ties between the two U.S. churches and the two in Canada.

At the 2019 Churchwide Assembly, the ELCA approved a constitutional change (bylaw 8.19.02.) which provided that the "ecumenical availability of ministers of Word and Sacrament under relations of full communion" shall apply to "churches who have established a full communion relationship with a member church of The Lutheran World

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Federation provided that church is a member of a Christian World Communion that has a member church that is in full communion with this church.”

The Conference of Bishops received a report on the memorandum and commended it for Church Council’s adoption [CB19.09.20].

Discussion and Church Council action:

Presiding Bishop Eaton stated the “Memorandum of Mutual Recognition” would allow the ELCA to be in full communion relationship with the Anglican Church of Canada and open other opportunities around the world. The bylaw passed by the 2019 Churchwide Assembly allows for the same practices of full communion partnership.

Ms. Kathryn L. Johnson, director for ecumenical and interreligious relations, read from the memorandum to demonstrate how these four churches hope to work together.

Furthermore, these four churches are increasingly mindful of the wisdom of Indigenous Peoples who have continually inhabited the land that many call Turtle Island, also now known as North America. These First Peoples are not and have not been divided by national borders established by colonialist power; many hold to the Indigenous principle that “on this land we are all related”—an invitation for all to work toward more responsible, reciprocal, and loving relationships.

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

VOTED:

CC19.11.43

**To adopt the “Memorandum of Mutual Recognition of Relations of Full Communion” (Niagara Falls Ontario, 2018) between the churches of *Called to Common Mission* (The Episcopal Church and the Evangelical Lutheran Church in America) and the churches of *Called to Full Communion: The Waterloo Declaration* (The Anglican Church of Canada and the Evangelical Lutheran Church in Canada);
**To acknowledge with gratitude the affirmations of this memorandum by the Anglican Church of Canada and the Evangelical Lutheran Church in Canada; and
To recognize that the relations of this church with the Anglican Church of Canada serve as full communion as established in bylaw 8.19.02.****

STEWARDSHIP CONVERSATIONS

(Agenda V.B.)

Mr. Joseph T. Nolte shared that stewardship is an opportunity to be faithful servants of God in action through sharing resources. He then presented a video that explained how offering and Mission Support monies are used. He asked council members to prayerfully consider making a monthly gift. He highlighted areas on the pledge form where members could designate their gifts to the following categories:

- Where needed most
- International Women Leaders
- ELCA World Hunger
- Missionary Sponsorship
- Fund for Leaders
- Lutheran Disaster Response
- Young Adults in Global Mission (YAGM)

Mr. Nolte encouraged members to connect with their local mission funding director and to consider adding one of the churchwide priority categories to their estate plans.

Mr. Dan Michel, director for digital media, announced 2019 was the first year that more than 70% of staff donated to the organization on a monthly basis.

NEW BUSINESS

(Agenda V.C.)

Vice President Horne announced there were no new business items for discussion.

PROCESS OBSERVATION

(Agenda V.D.)

Ms. Lisa Burke gave a process observation for the day.

ANNOUNCEMENTS

(Agenda V.E.)

Secretary Sue E. Rothmeyer shared that the Sunday morning offering would be designated for the International Women Leaders Program.

HYMN AND PRAYER

(Agenda V.F.)

Ms. Sonja Wolfe led the council in singing “One Thing Remains (Your Love Never Fails)” and closed the day’s meeting with prayer. Mr. Gary A. Pederson provided musical accompaniment.

RECESS

The November 2019 meeting of the Church Council recessed at 4:29 p.m. for Saturday, Nov. 9, 2019.

Sunday, Nov. 10, 2019
Plenary Session VI

The newly constituted Executive Committee of the Church Council met at 7:30 a.m. for business items that would be presented at the day's full council meeting. Church Council members gathered at 9:00 a.m. in the Chapel of the Lutheran Center for a service of Holy Communion. The Rev. Shelley R. Wickstrom, bishop of the Alaska Synod, presided, and the Rev. M. Gigie Ijera-Grant, president of the Asian and Pacific Islander Lutheran Association, preached. Mr. Keoni Newman served as assisting minister, and Ms. Lisa Burk was lector. Some participants of the meeting sang in the Church Council choir. Deacon John E. Weit, interim assistant to the bishop for worship, served as musician. An offering of \$1,531.00 was received for International Women Leaders.

CALL TO ORDER

Vice President William B. Horne II called the sixth plenary session to order at 10:30 a.m. in the Council Room of the Lutheran Center.

REPORT OF THE BOARD DEVELOPMENT COMMITTEE

(Agenda VI.A)

Ms. Cheryl T. Chatman, chair of the committee, stated the committee reviewed its charter and examined former Church Council member's evaluations. The committee is exploring ways to incorporate feedback and evaluations before the end of council members' terms. She noted a large increase in completed process observation forms and encouraged members to continue submitting feedback.

Ms. Chatman said that there will be a few items for consideration for the "Governance Policy Manual." These will be considered at a future meeting. She asked members to submit topics they would like to learn more about in primers. A council member suggested doing primers on the separately incorporated ministries.

UNFINISHED BUSINESS

(Agenda VI.B.)

Vice President Horne presented two recommendations from the Executive Committee to approve the revised charters for the Executive Committee and the other Church Council committees. There being no discussion, Vice President Horne called for the votes.

VOTED:

CC19.11.44 To approve the revised Executive Committee Charter.

VOTED:

CC19.11.45 To approve the revised committee charters.

EN BLOC APPROVAL OF CERTAIN ITEMS

(Agenda VI.D.)

Background:

An *en bloc* resolution was presented to the Church Council of routine or noncontroversial actions prepared by the council's committees (*En Bloc* Items). Responses to synod memorials and responses to Churchwide Assembly actions were consent calendars of recommendations from staff of the churchwide organization regarding specific synod 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.

Church Council action:

Secretary Rothmeyer stated that no items were removed from *en bloc*. A motion was made to take *en bloc* action on the recommendations on the consent calendars.

As the items were voted *en bloc* there was no discussion; the vice president called for the vote.

VOTED: **TWO-THIRDS VOTE**
CC19.11.46 **To take action *en bloc* for continuing resolution amendments to the *Constitution, Bylaws, and Continuing Resolutions of the Evangelical Lutheran Church in America* as listed in *En Bloc* Items.**

NEW COMMITTEE

A. Proposed amendments to the *Constitution, Bylaws, and Continuing Resolutions of the Evangelical Lutheran Church in America*

Background:

The Task Force to Consider a Future Campaign and Income Strategies recommended a new Resource Development Committee be created to continue developing strategies related to funding initiatives and future churchwide appeals.

The process for continuing resolutions is specified in Chapter 22 of the ELCA Constitution.

EN BLOC

To adopt the following amendment to the *Constitution, Bylaws and Continuing Resolutions of the Evangelical Lutheran Church in America*.

14.41.G19. Resource Development Committee *A Resource Development Committee – composed of eight to ten members, at least one of whom shall be a member of the Budget and Finance Committee, and appointed by the Executive Committee – shall assist the Budget and Finance Committee and the Church Council in developing strategies related to funding initiatives and churchwide appeals. This committee shall oversee how to grow resources to support the ministries and priorities of the churchwide organization. The treasurer and executive director of the Mission Advancement unit shall serve as ex officio members of the committee. Church Council members shall be appointed for three-year terms, renewable for so long as they are on Church Council. Non-Church Council members, who shall be members of an ELCA congregation, shall be appointed for three-year terms with the possibility of two consecutive re-appointments. No member shall serve more than nine consecutive years. This committee shall have staff services provided by the Office of the Presiding Bishop and the Mission Advancement unit and shall relate to the work of the Office of the Treasurer.*

VOTED:
CC19.11.47 **To take action *en bloc* on the remaining items listed in *En Bloc* Items, Unfinished Churchwide Assembly Business, and Responses to Churchwide Assembly Actions.**

A. Audit Committee Membership

Background:

ELCA continuing resolution 14.41.E 15. states:

An Audit Committee—composed of 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.

VOTED: *EN BLOC*
CC19.11.47a To approve the appointment of Mr. Kevin Anderson, Ms. Tracey Beasley, and Mr. Keoni Newman as members to the ELCA Audit Committee for a two-year, renewable term beginning November 2019.

B. Audit Committee Report

VOTED: *EN BLOC*
CC19.11.47b To approve the report of the ELCA Audit Committee describing its review of the audited financial statements, management letter, and response of management for the churchwide organization's fiscal year ended January 31, 2019.

C. Audit Committee Membership

VOTED: *EN BLOC*
CC19.11.47c To approve the engagement of Crowe LLP and Capin Crouse LLP to perform the audit service plan for the churchwide organization's year ending January 31, 2020.

D. Revisions to Resolutions Regarding Authority to Act in Financial Matters

Background:

In April 2019, the Church Council adopted CC19.04.20.d. regarding the appointment of assistant officers. A revision was proposed to update the appointments.

VOTED: *EN BLOC*
CC19.11.47d **RESOLVED**, that for the sole purpose of executing, when necessary, documents approved and authorized in accordance with actions of the Church Council, the following are hereby appointed as assistant vice presidents of this corporation: M. Wyvetta Bullock, Walter S. May, Kathryn M. Lohre, and Jodi L. Slattery, to serve until replaced or removed by subsequent appointments, with such subsequent appointments to be based upon the nomination and recommendation of the Presiding Bishop;

RESOLVED, that for the sole purpose of executing, when necessary, documents approved and authorized in accordance with actions of the Church Council, the following are hereby appointed as assistant treasurers of this corporation: Cecilia Favela, ~~Christina Jackson-Skelton~~, ~~Kathy Freeman Summers~~, Santiago Padilla, and Annette Roman, to serve until replaced or removed by subsequent appointments, with such subsequent appointments to be based upon the nomination and recommendation of the Treasurer;

RESOLVED, that for the sole purpose of executing or attesting, when necessary, documents approved and authorized in accordance with actions of the Church Council, the following are hereby appointed as assistant secretaries of this corporation: Thomas A. Cunniff, ~~Sue E. Rothmeyer~~, and Aja M. Favors, to serve until replaced or removed by subsequent appointments, with such subsequent appointments to be based upon the nomination and recommendation of the Secretary.

RESOLVED, that prior resolutions adopted by this Council, including CC15.04.31b and the prior actions identified in CC15.04.31b, addressing the appointment of assistant officers are hereby rescinded and replaced by this action.

E. Changes to Investment Policy

VOTED: *EN BLOC*
CC19.11.47e **To approve the revisions to the Cash Management Policy;**
 To approve the revisions to the Operating Investment Policy; and
 To approve the revisions to the Core Investment Policy.

F. Lutheran School of Theology at Chicago

Background:

Bylaw 8.21.02 states: “Amendments to the governing documents of each separately incorporated seminary and each seminary cluster shall be submitted, upon recommendation of the appropriate unit of the churchwide organization, to the Church Council for approval...”

The Lutheran School of Theology at Chicago submitted proposed amendments to its bylaws and Articles of Incorporation through the Domestic Mission unit in consultation with the Office of the Secretary.

VOTED: *EN BLOC*
CC19.11.47f **To approve the revised Bylaws and Articles of Incorporation of the Lutheran School of**
 Theology at Chicago, Chicago, Illinois.

G. Amendments to ELCA Retirement Plan and ELCA Survivor Benefits Plan

Background:

In accordance with bylaw 17.20.02., Church Council “shall review policy established by the board and take action on any policy that would change significantly the documents establishing and governing the Pension and Other Benefits Program.”

Portico Benefit Services proposed changes to the ELCA Survivor Benefits Plan and the ELCA Retirement Plan, which received the approval of Portico Benefit Services board of trustees in August 2019.

VOTED: *EN BLOC*
CC19.11.47.g1 **To approve the amendments to the ELCA Survivor Benefits Plan effective Jan. 1, 2020.**

VOTED: *EN BLOC*
CC19.11.47.g2 **To approve the amendments to the ELCA Retirement Plan effective Jan. 1, 2020.**

H. Churchwide Organization Personnel Policies

Background:

In November 2018, the Church Council received a resolution from the North Carolina Synod on “Parental Leave Policy” and referred it the Office of the Presiding Bishop [CC18.11.23v]. After review of the policy, the recommendation is to increase parental leave from four weeks to eight weeks.

A further review of the policies resulted in several other proposed amendments to sections dealing with such matters as equal employment opportunity, working hours, compensation and benefits, time away from work, and performance and behavior expectations. The ELCA Biometric Information Security Policy is included as an appendix to the personnel policies.

Employees of the churchwide organization of the ELCA are expected to read, understand, and comply with the Personnel Policies of the Churchwide Organization, which are adopted by the Church Council in accordance with 14.21.06.

VOTED: *EN BLOC*
CC19.11.47h **To approve the amended Churchwide Organization Personnel Policies.**

I. Corporate Social Responsibility documents

Background:

The Church Council is responsible for reviewing this church's ongoing work in corporate social responsibility. The Program and Services Committee reviewed three issue papers and two social criteria investment screens. These were also reviewed by the Theological and Ethical Concerns Committee of the Conference of Bishops.

VOTED: *EN BLOC*
CC19.11.47i **To approve the amendments to the following corporate social responsibility documents to serve as the basis for ongoing corporate social responsibility work in this church:**

- **Non-Discrimination in Business Issue Paper**
- **Violence in Our World Issue Paper**
- **Human Rights Issue Paper**
- **Tobacco Social Criteria Investment Screen**
- **Alcohol Social Criteria Investment Screen; and**

To request that the original issue papers be archived for historical and research purposes.

J. Update to ordination and installation ministry rites

Background:

The actions of the 2019 Churchwide Assembly, specifically constitutional changes identifying ordination as the entrance rite for ministers of Word and Service, necessitated updates to the existing ministry rites for pastors and deacons. Feedback was received by the Conference of Bishops at its fall 2019 meeting on the proposed changes.

VOTED: *EN BLOC*
CC19.11.47j **To authorize the following services as the appropriate forms to be used in the Evangelical Lutheran Church in America, effective January 1, 2020: Ordination to the Ministry of Word and Service; Ordination to the Ministry of Word and Sacrament; Installation of a Deacon; Installation of a Pastor.**

K. Church Council liaison to the Justice for Women Consulting Committee

Background:

In accordance with 14.22.01, the Church Council appoints individuals to fill a vacancy on a committee. The Justice for Women Consulting Committee is supported through the Office of the Presiding Bishop and recommended Ms. Tracey Beasley as the Church Council liaison. Ms. Beasley has agreed to serve.

VOTED: *EN BLOC*
CC19.11.47k **To appoint Ms. Tracey Beasley as Church Council liaison to the Justice for Women Consulting Committee for a term ending in August 2025.**

L. Church Council nominations and elections

Background:

The Church Council has the responsibility of electing people to fill vacancies on the governing bodies of separately incorporated ministries, certain social ministry organizations, and seminaries. Bylaw 8.21.03. outlines basic parameters for the election of members to the boards of ELCA seminaries. Pursuant to 14.22. of the *Constitution, Bylaws, and Continuing Resolutions of the Evangelical Lutheran Church in America*, the Church Council is also to elect nominees to a vacancy on a board or committee of the churchwide organization.

VOTED: *EN BLOC*
CC19.11.47.l1 **To elect to the board of trustees of the Board of Pensions of the ELCA — Portico Benefit Services — to fill a vacancy with a term ending in 2022: The Rev. Thomas P. Schlotterback.**

VOTED: *EN BLOC*
CC19.11.47.12 To elect to the board of directors of National Lutheran Campus Ministry, Inc. to an initial four-year term on the board, beginning in March 2020 and concluding in March 2024: The Rev. Carol L. Schneider.

VOTED: *EN BLOC*
CC19.11.47.13 To reelect to the board of directors of Wartburg Theological Seminary to a six-year term expiring in 2025: Mr. David L. Horstmann.
To elect to the board of directors of Wartburg Theological Seminary to a six-year term expiring in 2025: Ms. Stacy L. Martin.

VOTED: *EN BLOC*
CC19.11.47.14 To elect to the advisory council of Lutheran Theological Southern Seminary of Lenoir-Rhyne University to a four-year term expiring in 2024: the Rev. Angela Ford Nelson.

VOTED: *EN BLOC*
CC19.11.47.15 To elect to the board of directors of Trinity Lutheran Seminary at Capital University to a three-year term expiring in 2022: Ms. Melissa Sims.

VOTED: *EN BLOC*
CC19.11.47.16 To elect to the Committee of Hearing Officers for a six-year term expiring in 2025: the Rev. Jessica Crist, Ms. Linda Marousek, Ms. Lori Brown, Mr. John Emery, and Mr. Carl J. Turnquist.

VOTED: *EN BLOC*
CC19.11.47.17 To elect to the Committee on Appeals for a term expiring in 2022: Mr. Murray G. Sagsveen.

RESPONSES TO SYNOD MEMORIALS

M. Earth Charter

Churchwide Assembly action [CA19.02.09c]

To receive with gratitude the memorials from the Texas-Louisiana Gulf Coast, New England, Upstate New York, and Southeastern Pennsylvania synods concerning endorsement of the “The Earth Charter”;

To endorse the Earth Charter;

To reaffirm the commitment of this church to engage in creation care through principles of sufficiency, sustainability, solidarity, and participation; and

To refer to the Domestic Mission unit for implementation consistent with this memorial.

Executive Committee action [EC19.09.28.a2]

To refer the 2019 Churchwide Assembly action on the “Earth Charter” to the Domestic Mission unit for a report or for a timeline on when this will receive further attention; and

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

Response from the Domestic Mission unit (November 2019)

The ELCA endorsed the Earth Charter on Oct. 4, 2019. Endorsement of the Earth Charter means that the ELCA will support the charter’s implementation, values, and principles and will work with others toward the same goal. Endorsers are expected to contribute to the charter initiative and to charter-inspired action projects, implement the charter in its professional work, and agree with this endorsement statement: “We, the undersigned, endorse the Earth Charter. We embrace the spirit and aims of the document. We pledge to join the global partnership for a just, sustainable, and peaceful world and to work for the realization of the values and principles of the Earth Charter.”

To raise awareness of this endorsement, the Earth Charter logo and a link will be added to the elca.org/environment webpage. In early 2020, ELCA Advocacy will convene a staff team to develop a high-

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level formalized plan promoting the transition to sustainable ways of living into forthcoming resource development and projects. These will center on the Earth Charter action guidelines:

1. Respect and care for the community of life
2. Ecological integrity
3. Social and economic justice
4. Democracy, nonviolence, and peace

A progress report will be brought to the Fall 2020 Church Council meeting.

VOTED:

CC19.11.47m

**To receive the response on “Earth Charter” from the Domestic Mission unit;
To receive a progress report at Church Council’s Fall 2020 meeting; and
To request that the secretary of this church inform the synods of this action.**

EN BLOC

N. Carbon Fee and Dividend

Churchwide Assembly action [CA19.02.09d]

To receive with gratitude the memorial from the South-Central Synod of Wisconsin concerning Carbon Fee and Dividend;

To reaffirm the commitment of this church to engage in advocacy that seeks sufficient, sustainable livelihood for all; and

To refer to the Domestic Mission unit for the development of a plan that promotes educational resources on Carbon Fee and Dividend to assist in forming the basis for any potential advocacy strategy.

Executive Committee action [EC19.09.28.a3]

To refer the 2019 Churchwide Assembly action on “Carbon Fee (and Dividend)” to the Domestic Mission unit for a report or for a timeline on when this will receive further attention; and

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

Response from the Domestic Mission unit (November 2019)

Reducing greenhouse gas (GHG) emissions into the atmosphere require multiple approaches which include carbon pricing, setting emissions performance standards, or GHG mitigation technologies.

Carbon pricing is generally believed by economists to be the best tool for having the greatest impact in the near-term to spur GHG emission reduction mitigation efforts. Carbon pricing can take many forms, with the most familiar being an emissions trading system (ETS) or a carbon fee or tax. This memorial’s focus is on a carbon fee with dividends.

The Domestic Mission unit through ELCA Advocacy will implement this action with deliverables along the following timeline:

- 11/14/2019 Develop a primer on this memorial entitled “Carbon Pricing Basics” with principles as a basis for ELCA endorsement of potential legislation.
Develop a Frequently Asked Questions Resource document for use by constituents in advocating for or against a carbon tax.
- 11/19/2019 Publish a blog post to introduce the carbon fee resources available for carbon fee and dividend.
- 12/1/2019 Develop criteria for comparison of the federal bills that address carbon pricing and post a comparison of the bills.
- 2/15/2020 Host a webinar on carbon pricing.

VOTED:

CC19.11.47n

**To receive the response on “Carbon Fee and Dividend” from the Domestic Mission unit;
To affirm the proposed timeline on the deliverables and to receive a final report on the implementation of the action at the Church Council’s Fall 2020 meeting; and
To request that the secretary of this church inform the synod of this action.**

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O. Ethiopian Suffering

Churchwide Assembly action [CA19.02.09b]

- To receive with gratitude the memorial from the Northeastern Minnesota Synod concerning Ethiopian suffering;
- To encourage ELCA synods, congregations, members, and the churchwide organization to advocate for robust funding of humanitarian and development assistance programs to Ethiopia and other low-income countries; and
- To direct the churchwide organization to encourage the U.S. government to support the Ethiopian government in its efforts to undertake political, economic, and social improvements on behalf of its citizens.

Executive Committee action [EC19.09.28.a1.]

- To refer the 2019 Churchwide Assembly action on “Ethiopian Suffering” to the Domestic Mission unit, in consultation with the Global Mission unit, for a report or for a timeline on when this will receive further attention; and
- To request that the secretary of this church inform the synod of this action.

Response from the Domestic Mission unit (November 2019)

Advocacy for robust development and humanitarian assistance to low-income countries is a foreign policy priority in the ELCA public policy agenda in Washington, D.C. This funding includes U.S. Agency for International Development (USAID) activities and initiatives in Ethiopia addressing agriculture, health, education, relief, community development, education, and more. ELCA Advocacy influences this funding process through building relationships on Capitol Hill with members of Congress to generate understanding of and increase support for such programs. The ELCA will continue to give priority to education opportunities for women and girls, thus working toward alleviating poverty in low-income countries. When appropriate, ELCA Advocacy sends action alerts to ELCA members encouraging them to urge their representatives and senators to support these efforts. In 2019–2020, ELCA Advocacy staff will meet with members of the House Foreign Affairs and Senate Foreign Relations Committees and other members of Congress to encourage congressional support of the Ethiopian government as it strives to implement economic, social, and political reforms. Staff will also seek meetings with USAID and the State Department to express these concerns.

VOTED:

EN BLOC

CC19.11.47o

**To receive the response on “Ethiopian Suffering” from the Domestic Mission unit; and
To request that the secretary of this church inform the synod of this action.**

P. 50th Anniversary of Ordination of Women to Word and Sacrament Ministry

Churchwide Assembly action [CA19.05.30]

To receive with gratitude the memorials from the Oregon, Southwest California, Western North Dakota, Northeastern Minnesota, Minneapolis Area, Saint Paul Area, Nebraska, Central States, Arkansas-Oklahoma, Northern Illinois, Southeastern Iowa, Western Iowa, North/West Lower Michigan, Northeastern Ohio, New Jersey, New England, Metropolitan New York, Upstate New York, Southeastern Pennsylvania, Allegheny, and Virginia synods concerning the 50th anniversary of the ELCA’s ordination of women to the ministry of Word and Sacrament;

To encourage all synods and congregations to commemorate the 50th anniversary of the ELCA’s ordination of women in 2020 and the occasion of the 40th anniversary of the ordination of women of color in the Lutheran tradition in the United States and the 10th anniversary of the ELCA’s decision to remove the barriers to ordination for people in same-gendered relationships and recognize the diversity of gifts that women’s ordination brings to this church;

To call upon synods, congregations and the churchwide organization to recognize the need for repentance and continued examination regarding equity for ministerial leadership and to collaborate in systemic work to address disparities based on gender and race for people in rostered ministry;

To direct the Office of the Presiding Bishop, in consultation with other churchwide units, to conduct a gap analysis of rostered women, with a particular focus on the challenges faced by rostered women of color; and

To recognize the implementing resolutions for the proposed social statement “Faith, Sexism, and Justice: A Lutheran Call to Action” as a response to the sexism and racism concerns raised by these memorials.

Executive Committee action [19.09.28.a14]

To refer the 2019 Churchwide Assembly action on “50th Anniversary of the Ordination of Women” to the Ministry of Word and Sacrament to the Office of the Presiding Bishop, in consultation with appropriate churchwide organization units, for a report or for a timeline on when this will receive further attention; and

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

Response from the Office of the Presiding Bishop (November 2019)

The Office of the Presiding Bishop has been directed, in consultation with other churchwide units, to conduct a gap analysis of rostered women, with a particular focus on the challenges faced by rostered women of color; and to recognize the implementing resolutions for the social statement *Faith, Sexism, and Justice: A Call to Action* as a response to the sexism and racism concerns raised by this memorial.

A research project has been planned to survey a large sample of rostered ministers (with women of color and younger people to be oversampled) to update research conducted five years ago and to determine to what extent opportunity and pay gaps exist, based on gender and race. A report will be released in July 2020 to coincide with the planned 50th anniversary of the ordination of women events, the Women of the ELCA triennial gathering, and the Rostered Ministers Gathering.

VOTED:

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CC19.11.47p To receive the response on “50th Anniversary of Women Ordination” from the Office of the Presiding Bishop;

To request that a report on the gap analysis results with possible recommendations be provided to the Church Council’s Spring 2021 meeting; and

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

Q. Binary Designations

Churchwide Assembly action [CA19.02.09y]

To receive with gratitude the memorial from the New Jersey Synod concerning the use of nonbinary gender designations or references in ELCA constitution, other governing documents, candidacy manual and mobility documents;

To request the Office of the Presiding Bishop, in consultation with the Conference of Bishops Domestic Mission: Leadership Committee, to update mobility documents to allow for nonbinary gender designations and/or references;

To acknowledge the recent updates to the candidacy manual and scheduled updates to candidacy forms; and

To refer to the Church Council consideration of a continuing resolution that would identify the unnamed 10% in constitutional provisions naming 45% women/45% men as “women, men and gender nonbinary.”

Executive Committee action [EC19.09.28.a15]

To refer the 2019 Churchwide Assembly action on “Binary Designations” to the Office of the Presiding Bishop, in consultation with the Conference of Bishops Domestic Mission: Leadership Committee and other appropriate churchwide organization offices and units, for a report or for a timeline on when this will receive further attention; and

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

Response from Office of the Presiding Bishop, Synod Relations (November 2019)

The Synod Relations staff in the Office of the Presiding Bishop have consulted with the Conference of Bishops’ Leadership Committee, the program director of racial justice ministries, and the information technology staff in the Office of the Treasurer in order to adjust the title and gender options available within the mobility paperwork of the ELCA database (ECIS) to include nonbinary designations. A new “Mx.” title option and an “Other” gender option will be available for the next iteration of mobility documentation, to be implemented as soon as possible.

The candidacy manual has been reviewed and pronouns have been removed. The document is gender neutral. The hope is that it will be posted online as of Oct. 15, 2019. Domestic Mission staff will begin to edit and update the candidacy forms once ECIS has the capability to receive the new code tables or support the changes to the code tables associated with titles.

The Office of the Secretary will be reviewing the request for the continuing resolution and making a recommendation for the Legal and Constitutional Review Committee to consider and refer to the Church Council.

VOTED: *EN BLOC*
CC19.11.47q **To receive the response on “Binary Designations” from the Office of the Presiding Bishop;**
 To commend the ongoing work of updating mobility documents and candidacy forms;
and
 To request that the secretary inform the synod of this action.

R. Deportation

Churchwide Assembly action [CA19.02.09f]

To receive with gratitude the memorial from the Greater Milwaukee Synod concerning deportations;

To reaffirm the long-term and growing commitment of this church to migrants and refugees and to the policy questions involved, as exemplified most recently in the comprehensive strategy Accompanying Migrant Minors with Protection, Advocacy, Representation and Opportunities (AMMPARO);

To call congregations, synods and the churchwide organization to speak in opposition to the inhumane policies of harassment, detention and deportation implemented by the U.S. government; and

To request that appropriate staff in AMMPARO and the Domestic Mission, Global Mission, and Mission Advancement units develop a plan for additional tools that provide for education and discernment around deportation.

Executive Committee action [EC19.09.28.a5]

To refer the 2019 Churchwide Assembly action on “Deportation” to the Global Mission and Domestic Mission units, in consultation with the AMMPARO (Accompany Migrant Minors with Protection, Advocacy, Representation and Opportunities) team and other appropriate churchwide organization units, for a report or for a timeline on when this will receive further attention; and

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

Response from the AMMPARO team (November 2019)

After reviewing the action from the 2019 Churchwide Assembly, the AMMPARO team recommended the production of a resource to help people in congregations understand deportation and removal orders, discern what steps a congregation can take to effectively assist someone with a deportation order, and provide information to a family facing the loss of a member.

The resource is expected to be available in the spring of 2020.

VOTED: *EN BLOC*
CC19.11.47r **To receive the response on “Deportation” from the AMMPARO (Accompanying Migrant**
 Minors with Protection, Advocacy, Representation and Opportunities) team;
 To affirm the plan to produce a resource on deportation; and
 To request that the secretary inform the synod of this action.

S. Migrants

Churchwide Assembly action [CA19.05.31]

To receive with gratitude the memorial from the Delaware-Maryland Synod concerning migrants and refugees;

To reaffirm the long-term and growing commitment of this church to migrants and refugees and to the policy questions involved, as exemplified most recently in the comprehensive strategy Accompanying Migrant Minors with Protection, Advocacy, Representation and Opportunities (AMMPARO);

To encourage members of this church to review existing social teaching and policy and use these guides to take additional action toward addressing harmful political rhetoric against migrants and refugees; and

To request that appropriate staff in the Domestic Mission, Global Mission, and Mission Advancement units develop a plan for additional tools that provide for education and discernment specifically directed to political rhetoric and the accurate portrayal of migrants and refugees.

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Executive Committee action [EC19.09.28.a7]

To refer the 2019 Churchwide Assembly action on “Migrants” to the Global Mission and Domestic Mission units, in consultation with the AMMPARO (Accompany Migrant Minors with Protection, Advocacy, Representation and Opportunities) team and other appropriate churchwide organization units, for a report or for a timeline on when this will receive further attention; and

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

Response from the AMMPARO team (November 2019)

After reviewing the decision by the 2019 Churchwide Assembly and in accordance with the action to develop a plan for additional tools, the AMMPARO (Accompanying Migrant Minors with Protection, Advocacy, Representation and Opportunities) staff (comprised of staff from the Domestic Mission and Global Mission units of the churchwide organization) recommends the production of two resources.

The first will be a study guide that helps members explore ELCA social teaching and policy as set forth in the social message on “Immigration” (updated in 2018) and the major social policy resolution of 2009, entitled “Toward Compassionate, Just, and Wise Immigration Reform.” Other social policy resolutions would also be considered, but these two documents provide the information needed to better address today’s context. This study guide will be a collaboration between AMMPARO and the Theological Discernment teams and could be available as early as 2021.

A second resource will be developed on responding faithfully to immigration issues in a divided political context through a deliberative model based on listening and discerning faithful responses to politicized or divisive rhetoric. This resource could be available in mid-2020 when it might be most urgently needed.

VOTED:

EN BLOC

CC19.11.47s

To receive the response on “Migrants” from the AMMPARO (Accompanying Migrant Minors with Protection, Advocacy, Representation and Opportunities) team;

To affirm the plan proposed in the response to develop two resources to guide and support this church’s members, congregations, and synods; and

To request that the secretary inform the synod of this action.

T. Sanctuary

Churchwide Assembly action [CA19.03.11]

To receive with gratitude the memorial from the Metropolitan New York Synod concerning sanctuary;

To reaffirm the long-term and growing commitment of this church to migrants and refugees and to the policy questions involved, as exemplified most recently in the comprehensive strategy “Accompanying Migrant Minors with Protection, Advocacy, Representation and Opportunities” (AMMPARO);

To recognize that the ELCA in congregations, synods and the churchwide organization are already taking the actions requested by this memorial; and

To request that appropriate staff on the AMMPARO team, LIRS, and the Domestic Mission, Global Mission, and Mission Advancement units review the existing strategies and practices by the five current sanctuary synods and develop a plan for additional tools that provide for education and discernment around sanctuary;

To declare the Evangelical Lutheran Church in America a sanctuary church body; and

To request the ELCA Church Council, in consultation with the appropriate churchwide units and offices, provide guidance for the three expressions of this church about what it means to be a sanctuary church body and provide a report to the 2022 Churchwide Assembly.

Executive Committee action [EC19.09.28.a6]

To refer the 2019 Churchwide Assembly action on “Sanctuary” to the Global Mission and Domestic Mission units, in consultation with the AMMPARO (Accompany Migrant Minors with Protection, Advocacy, Representation and Opportunities) team, LIRS and other appropriate churchwide organization units, for a report or for a timeline on when this will receive further attention; and

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

Response from the AMMPARO team (November 2019)

There are essentially three requests from the 2019 Churchwide Assembly for further action:

- 1) educational materials for congregations and synods;
- 2) guidance for the three expressions of this church on what it means to be a sanctuary church body from the Church Council in consultation with the churchwide organization; and
- 3) a report to the 2022 Churchwide Assembly.

In terms of educational materials, the churchwide office has already produced talking points, an overview of sanctuary, and a video answering frequently asked questions. A new congregational study titled “Transformed Communities: Freed for Radical Welcome,” originally produced by Lutheran Outdoor Ministries, has been edited by Lutheran Immigration and Refugee Services (LIRS) with significant input by AMMPARO (Accompanying Migrant Minors with Protection, Advocacy, Representation and Opportunities) staff as a Bible study for congregations to begin to discern their work with migrants, refugees, and asylum-seekers. More materials will continue to be produced.

In order to provide the requested guidance for the three expressions on what sanctuary means, AMMPARO staff, as well as others at the churchwide office, have reached out to other denominations who have supported sanctuary congregations to receive any materials and resolutions that they have produced. A small group of churchwide staff have been assembled as an advisory team to the AMMPARO Sanctuary team to oversee this process and recommends the following five-step process:

- 1) Convene the five sanctuary synods and selected sanctuary hosting congregations to receive their guidance and suggestions in January 2020. Representatives from LIRS and churchwide staff will be included.
- 2) Get feedback, if possible, on preliminary conclusions at the March 2020 joint meeting of the Church Council and Conference of Bishops.
- 3) Present a draft of the final report to the Fall 2020 Conference of Bishops meeting for feedback.
- 4) Present the definitions and final report to the Church Council at its fall 2020 meeting.
- 5) Release the definitions, together with tools for synods and congregations, to use following the Church Council’s action. These tools will be guides for those who wish to engage around sanctuary. Resources will be available shortly after the approval of the definitions by the Church Council.

A report will be presented at the Spring 2022 Church Council meeting with a final report presented to the 2022 Churchwide Assembly.

VOTED:

EN BLOC

- CC19.11.47t** **To receive the response on “Sanctuary” from the AMMPARO (“Accompanying Migrant Minors with Protection, Advocacy, Representation and Opportunities”) team;**
To affirm the timeline proposed in the response;
To request that the definitions and guidelines about what it means to be a sanctuary church body for the three expressions of this church be provided to the Church Council’s Fall 2020 meeting;
To request a final report be provided to the Church Council’s Spring 2022 meeting in anticipation of the 2022 Churchwide Assembly; and
To request that the secretary inform the synod of this action.

U. Unaltered Augsburg Confession

Churchwide Assembly action [CA19.02.09q]

To receive with gratitude the memorials from Allegheny and Southeastern synods concerning renewed awareness and use of the Unaltered Augsburg Confession; and

To refer the proposed actions to the Office of the Presiding Bishop, in consultation with 1517 Media, Mission Advancement unit and other units, for additional analysis and planning in the churchwide organization for a report and possible recommendations to the Church Council.

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Executive Committee action [EC19.09.28.a11]

To request that the Office of the Presiding Bishop, in consultation with 1517 Media and other appropriate churchwide organization units, provide a report or a timeline on when the Unaltered Augsburg Confession will receive further attention; and

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

Response from the Office of the Presiding Bishop (November 2019)

In relation to the churchwide organization's most immediate priorities for the coming year, the memorials concerning the Unaltered Augsburg Confession referred by the Churchwide Assembly to the Office of the Presiding Bishop are important but not urgent.

On the one hand, the Augsburg Confession is a foundational theological statement for the ELCA's life and ministry and a significant reference point for its ecumenical relationships (see 2.03 and 8.64 of the ELCA constitution). On the other hand, the 500th anniversary of the Augsburg Confession's composition and presentation to the Emperor Charles in 1530 is still a decade away.

In view of this important, but not yet urgent, status, appropriate first steps in the coming year could include:

- clarifying or defining the purpose of any organized action by the churchwide organization in the years leading to the 500th anniversary of the Augsburg Confession;
- assessing what resources already are or will be available and what activities will likely be planned and undertaken by other organizations (for example, resources already available or planned by the ELCA publishing house; activities that may be undertaken by theological faculties and or ecumenical groups);
- considering which, if any, of the actions requested in the memorials are appropriate for the churchwide organization to undertake itself or to coordinate with or among others, and considering what other actions related to the Augsburg Confession may be beneficial in the next decade; and
- making a report and possible recommendations for next steps to the Spring 2021 Church Council meeting.

While it may be most convenient and expedient for churchwide staff to undertake these first steps alone, it is likely wiser and more beneficial for staff members to undertake them in partnership with a consulting group or series of consultations. Those consulted could include persons from the Church Council and the ELCA publishing house, as well as those who have responsibility for teaching the Augsburg Confession, for teaching in congregations, for preparation for ministry and for ecumenical relationships, and persons with other expertise and experiences. Those with responsibility for teaching could include not only those teaching at ELCA seminaries, colleges, and universities, but also those teaching elsewhere or engaged in independent research, as well as ecumenical partners and persons of non-European descent. Full attention to the letter and spirit of the ELCA's representational principles in the recruiting and convening of a consulting group or consultations will serve this undertaking well (see 5.01.e in the ELCA constitution).

VOTED:

EN BLOC

**CC19.11.47u To receive the response on "Unaltered Augsburg Confession" from the Office of the Presiding Bishop;
 To request that a report with possible recommendations be provided to the Church Council's Spring 2021 meeting; and
 To request that the secretary of this church inform the synods of this action.**

V. Augusta Victoria Hospital

Churchwide Assembly action [CA19.02.09i]

To receive with gratitude the memorials from the Southeastern Iowa, Southeast Michigan, New England, and Lower Susquehanna synods concerning Augusta Victoria Hospital;

To request the presiding bishop, ELCA synods, and congregations to petition the U.S. president and all relevant legislators to release FY2018 funding intended by Congress to support the East Jerusalem hospitals in FY2018, and continue funding at previous levels until the Israeli/Palestinian conflict is resolved;

To request the presiding bishop, ELCA synods, and congregations to petition the U.S. president and all applicable legislators to restore FY 2018 funding to the United Nations Relief and Works Agency for Palestine Refugees in the

Near East (UNRWA) and beyond, and continue funding at previous levels until the Israeli/Palestinian conflict is resolved; and

To request the presiding bishop, ELCA synods, and congregations to petition the U.S. president and all relevant legislators to amend the Anti-Terrorism Clarification Act of 2018 in order to remove legislative barriers to future funding of humanitarian aid to the Palestinian Authority.

Executive Committee action [EC19.09.28.a9]

To refer the 2019 Churchwide Assembly action on “Augusta Victoria Hospital” to the Office of the Presiding Bishop, in consultation with appropriate churchwide organization offices and units, for a report or for a timeline on when this will receive further attention; and

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

Response from the Office of the Presiding Bishop (November 2019)

In response to the actions requested in this memorial, ELCA Presiding Bishop Elizabeth A. Eaton and Bishop William O. Gafkjen, representing the Conference of Bishops as its chair, sent a letter on Oct. 1, 2019, to the U.S. president to release FY2018 funding to the East Jerusalem hospitals, which includes Augusta Victoria Hospital. The letter was copied to U.S. Secretary of State Mike Pompeo and relevant legislators. A similar letter with ecumenical colleagues from The Episcopal Church and the U.S. Conference of Catholic Bishops will be sent in fall 2019. ELCA staff will follow-up with advocacy alerts on the issue.

The Office of the Presiding Bishop, in consultation with other churchwide organization units, will continue to monitor key moments in the coming year to send additional petitions to the U.S. president and relevant legislators regarding FY 2018 funding to the United Nations Relief and Works Agency for Palestine Refugees in the Near East (UNRWA) and beyond, as well as to amend the Anti-Terrorism Clarification Act of 2018.

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**CC19.11.47v To receive the response on “Augusta Victoria Hospital” from the Office of the Presiding Bishop;
To commend the ongoing advocacy and to encourage the continued efforts on this action; and
To request that the secretary of this church inform the synods of this action.**

W. Church and State

Churchwide Assembly action [CA19.05.29]

To receive with gratitude the memorial from the Minneapolis Area Synod requesting a social statement on the role of government, the nature of civic engagement, and the relationship of church and state; and

To authorize the development of an ELCA social statement on government, civic engagement and the relationship of church and state that will allow thorough attention to scriptural, historical, theological, and social issues as a means to probe shared convictions and establish this church’s comprehensive teaching in accordance with “Policies and Procedures of the Evangelical Lutheran Church in America for Addressing Social Concerns” (2018); and

To urgently request the ELCA Church Council to authorize a social message as a priority in the development of a social statement; this message would elaborate in one place what this church already holds regarding issues such as public church, the vocation of citizenship, the relation of church and state in accordance with “Policies and Procedures of the Evangelical Lutheran Church in America for Addressing Social Concerns” (2018).

Executive Committee action [EC19.09.28.a16]

To refer the 2019 Churchwide Assembly action on “Church and State” to the Office of the Presiding Bishop, in consultation with appropriate churchwide organization offices and units, for a report or for a timeline on when this will receive further attention; and

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

Response from the Office of the Presiding Bishop (November 2019)

ELCA social teaching and policy result from an extensive, inclusive, and accepted process of deliberation throughout this church. The development, adoption, application, and interpretation of social teaching entails a shared responsibility across all three expressions of this church in which various actors carry out specific roles as spelled out in “Policies and Procedures for Addressing Social Concerns” (2018) [www.elca.org/socialstatements].

In the development of social statements, the primary role of the Church Council is that of process oversight since statements are authorized and adopted by the ELCA Churchwide Assembly. Reports to Church Council on the process of the development of a social statement on government will be given regularly.

Church Council’s role in the development of social messages includes oversight; however, this role also is more proactive since the Church Council serves as the ELCA’s interim legislative body. Social messages are adopted by Church Council action and the council’s responsibility includes determination both of whether and when requests will be authorized. This background provides necessary information to aid the Church Council in its determination of what social message should be authorized.

As evident in the document titled “Social Teaching Writing Projections,” there now are five standing requests for social messages from various sources, each urging the Church Council to authorize development. It also denotes the other writing projects for which the theological ethics desk has responsibility. The general capacity of the theological ethics desk for writing projects during any given year is that of work on one social statement, one social message, and one study resource.

The term “general capacity” factors in staff capacity (1.3 people) and expected budget levels for program and needed contract staff. It also implies the level of available time and energy of the review bodies, such as the Conference of Bishops and the Church Council. This understanding about capacity has been constant since 2014.

In light of these capacity factors, the decision facing the Church Council at this juncture is to determine which one, if any, of the five social message requests should be authorized for development in the coming year.

The recommendation of the director for theological ethics calls for the authorization of a social message on the vocation of citizenship and civic engagement. This judgment follows from the plenary debate at 2019 Churchwide Assembly and discussions with various “consultants” including other churchwide office staff and the Theological and Ethical Concerns Committee of the Conference of Bishops.

The primary factors that support this recommendation include:

- The capacity level indicated above, which means only one social message—in conjunction with the social statement process on government—can be initiated next budget year.
- The overwhelming urgency expressed during the Churchwide Assembly from many speakers that ELCA members need this social message “now!”
- The relevance that 2020 is, in fact, widely agreed to be a particularly significant electoral cycle.

VOTED:

EN BLOC

**CC19.11.47w To authorize the development of a social message on the vocation of citizenship, civic engagement, and church and state as requested by the 2019 Churchwide Assembly, in light of existing social teaching, in accordance with “Policies and Procedures of the Evangelical Lutheran Church in America for Addressing Social Concerns” (2018); and
To request that the secretary of this church inform the synod of this action.**

X. Gun Policy

Churchwide Assembly action [CA18.02.09m]

To receive with gratitude the memorial from the Metropolitan Chicago Synod concerning gun violence and gun policy;

To reaffirm the ELCA’s long-standing teaching, policy, and pastoral address to gun violence, public policy, and the complex issues of which they are a part;

To encourage synods and congregations to dedicate a time of study and exhortation to action on the issue of gun violence and public policy on guns; and

To request that the Church Council consider authorizing development of a social message on gun violence and public policy that points to human suffering, grave injustice, pending danger, public health and social perplexity.

Executive Committee action [EC19.09.28.a18]

To refer the 2019 Churchwide Assembly action on “Gun Policy” to the Office of the Presiding Bishop, in consultation with appropriate churchwide organization offices and units, for a report or for a timeline on when this will receive further attention; and

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

Response from Office of the Presiding Bishop (November 2019)

The 2019 Churchwide Assembly action encourages synods and congregations to dedicate a time of study and exhortation to action. From mid-June to the end of the 2019 Churchwide Assembly, the churchwide office offered an easy to use program entitled “A 60-Day Journey Toward Justice in a Culture of Gun Violence.” These materials remain online as simple means for synods and congregations to draw from.

The assembly action also requests the development of a social message. It is the case that there are five requests pending Church Council decision. Social messages are adopted only by Church Council action and the council’s responsibility includes determination of whether or not and when requests will be authorized, in accordance with “Policies and Procedures of the ELCA for Addressing Social Concerns” (2018).

As evident in the document entitled “Social Teaching Writing Projections,” there are now five standing requests for social messages from various sources, each urging the Church Council to authorize development. It also denotes the other writing projects for which the theological ethics desk has responsibility. The general capacity of the theological ethics desk each year for writing projects is work on one social statement, one social message, and one study resource. The term “general capacity” factors in staff capacity (1.3 people), expected budget levels for program and needed contract staff, as well as the available time and energy of review bodies such as the Conference of Bishops and the Church Council itself. For nearly six years the capacity of the ELCA as a deliberative body also has been managed at one social message per year.

The recommendation of the director for theological ethics is to authorize a social message on civic engagement, the vocation of citizenship and church and state. This judgment is consistent with the plenary debate at 2019 Churchwide Assembly and discussions with various “consultants” including other churchwide staff and the Theological and Ethical Concerns Committee of the Conference of Bishops.

Following the social message on civic engagement, the director for theological ethics will reassess each remaining issue, staff capacity, and finances and provide a recommendation to the Fall 2020 Church Council meeting.

VOTED:

EN BLOC

**CC19.11.47x To receive the response on “Gun Policy” from the Office of the Presiding Bishop; and
To defer the questions of developing a social message on U.S. National Drug Policy, aging, gender identity, or gun policy until the Fall 2020 Church Council meeting when a new assessment of each issue, staff capacity, and finances will be brought to the council; and
To request that the secretary of this church inform the synod of this action.**

Y. Palestine (No Way to Treat a Child)

Churchwide Assembly action [CA19.02.09h]

To receive with gratitude the memorials from the Northwest Washington, Rocky Mountain, Metropolitan Chicago, Southeastern Iowa, Western Iowa, South-Central Synod of Wisconsin, Southeast Michigan, New England, and Delaware-Maryland synods concerning protecting the human rights of Palestinian children;

To urge ELCA members and the presiding bishop to correspond with the U.S. president, the U.S. Department of State and members of Congress, asking them to:

- a) urge the State of Israel to guarantee basic due process rights in the Israeli military court system; respect the absolute prohibition against torture and ill-treatment in accordance with international law; and carry out its operations and procedures, from the moment of arrest, in accordance with international juvenile justice standards; and
- b) fully implement and enforce established law, including the U.S. Foreign Assistance Act, by monitoring and tracking gross human rights violations committed by Israeli armed forces and police and ensuring that the U.S. military and financial assistance is provided to the government of Israel in accordance with internationally recognized human rights standards;

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To request that the “Peace Not Walls” campaign create a resource enabling congregations to learn more about the lives of Palestinian children and how Israel is spending U.S. military assistance to detain Palestinian children; and

To urge the presiding bishop and the bishops and staff of every ELCA synod to advocate with federal elected officials, encouraging them to:

- a) ensure that U.S. taxpayer funds not support military detention, interrogation, abuse or ill-treatment of Palestinian children, and
- b) support legislation, such as H.R. 2407 (116th Congress), that prohibits U.S. foreign aid to be used in ways that violate human rights for Palestinian children.

Response from Global Mission unit (November 2019)

Churchwide staff issued action alerts to ELCA members about child detention in Palestine in June 2018 and May 2019, the latter of which mentioned the current version of the legislation, H.R. 2407. The matters raised in the second resolve could be combined with the actions requested in the final resolve.

Before the end of this year, the Faith Forum on the Middle East, which seeks to coordinate ecumenical messaging to Congress on Israel-Palestine and other regional issues, plans to request heads of communion or organizations send a letter to Congress on this subject and follow that up with another action alert. The letter also could include the points raised in the second resolve. The request for a letter will be submitted to Presiding Bishop Elizabeth A. Eaton for her consideration. The letter could be copied to the administration or a separate one could be developed. The action alert could be sent to each synod bishop with a request for similar action.

Regarding the request for a resource, staff have gathered existing resources on the matter of the military detention of Palestinian children. At present, staff are preparing a resource toolkit to be completed in 2020 that could include:

Promotional resources

1. Bulletin inserts
2. Posters
3. Social media graphics
4. Prayers

Content resources

1. Create a photo exhibit about child detention (which also explains the problem of child detention)
2. Use shorter videos prepared by Defense for Children International–Palestine (DCI-P) and discussion guide for a youth/adult study
3. Propose a screening of *Imprisoning a Generation* video, created by a YAGM alumnus, and encourage discussion
4. Encourage advocacy related to HR 2407, using action alerts and/or postcards
5. Devotional resource

VOTED:

CC19.11.47y

EN BLOC

To receive the response on “Palestine (No Way to Treat a Child)” from the Global Mission unit; and

To affirm the work on the resource toolkit to enable congregations to learn more about the matter of military detention of Palestinian children;

To commend the ongoing advocacy and to encourage the continued efforts on this action; and

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

Z. Gender Identity

Churchwide Assembly action [CA19.02.09I]

To receive with gratitude the memorial from the Sierra Pacifica Synod concerning development of a social statement on gender identity and gender expression;

To request the Office of the Presiding Bishop provide materials to facilitate education among ELCA members so as to build awareness of the broad varieties of gender identity, gender expression, and sexual orientation among God's people, as well as to provide pastoral care insights regarding concerns and issues of the transgender experience and gender nonconformity; and

To request that the Church Council consider authorizing development of a social message on gender identity and gender expression.

Executive Committee action [EC19.09.28.a17]

To refer the 2019 Churchwide Assembly action on “Gender Identity” to the Office of the Presiding Bishop, in consultation with appropriate churchwide organization offices and units, for a report or for a timeline on when this will receive further attention; and

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

Response from Office of the Presiding Bishop (November 2019)

Staff from the Office of the Presiding Bishop are providing this response in a good faith effort to chart a course. It must be noted, however, that additional consultation will be needed in order to adequately respond to the breadth and depth of a memorial that asks for attention to “varieties of gender identity, gender expression, and sexual orientation among God’s people, as well as to provide pastoral care insights regarding concerns and issues of the transgender experience and gender nonconformity...” Each in this extensive list is complex and significant. This response sketches first the question of a social message and then attends to the resolve regarding materials to facilitate education.

In accordance with “Policies and Procedures of the ELCA for Addressing Social Concerns” (2018), a social message would be framed by existing social documents as it establishes and explores what the ELCA can say about gender identity and expression. Key social documents for this message include *Faith, Sexism and Justice: A Call to Action* and *Human Sexuality: Gift and Trust*, as well as several social policy resolutions. Social messages are adopted only by Church Council action, and the council’s responsibility includes determination of whether and when such requests will be authorized.

As evident in the document entitled “Social Teaching Writing Projections,” there are now five standing requests for social messages from various sources, each urging the Church Council to authorize development. The general capacity of the theological ethics desk each year for writing projects is work on one social statement, one social message, and one study resource. The term “general capacity” factors in staff capacity (1.3 people), expected budget levels for program, and needed contract staff. It also takes into account the time and energy available for discernment and review bodies such as the Conference of Bishops and the Church Council. For nearly six years this capacity of the ELCA as a deliberative body has been gauged at one social message per year.

The recommendation of the director for theological ethics is that Church Council authorize for fiscal year 2020 a social message requested to address topics such as public church, the vocation of Christian citizenship, and government. This judgment follows from the clear emphasis on this topic in the plenary debate at 2019 Churchwide Assembly and subsequent discussions with various “consultants” including other churchwide staff and the Theological and Ethical Concerns Committee of the Conference of Bishops.

Following completion of this social message, the director for theological ethics will provide a recommendation for action to the Church Council—likely in fall 2020—regarding the remaining requests in light of urgency, staff capacity, finances, etc. at that time. (The protocol for such recommendations presumes consultation with relevant church leaders.)

The Churchwide Assembly action also requests educational materials from the Office of the Presiding Bishop. Staff have identified some existing resources that could be drawn upon. These include the late summer 2018 Church Council primer on gender identity and gender expression with Dr. Mary E. Lowe; various elements of *Faith, Sexism, and Justice: A Call to Action*; elements of the official study document, *Faith, Sexism, Justice: Conversations Towards a Social Statement*; and workshop materials from the spring session of the 2015 Church Council dedicated to justice for women.

Because of the intersectional nature of sexism, some of the concerns reflected in this adopted memorial fall within the commission of the desk of justice for women (Office of the Presiding Bishop), which works on gender justice broadly speaking. A discussion of additional educational resources and some thought toward timeline are on the agenda for the Justice for Women Consulting Committee at its January 2020 meeting. This conversation will consider what tools for education engagement might be possible, drawing from existing resources and the principles in existing social teaching.

VOTED:

EN BLOC

- CC19.11.47z** **To receive the response on “Gender Identity” from the Office of the Presiding Bishop; and**
 To defer the questions of developing a social message on U.S. National Drug Policy, aging, gender identity, or gun policy until the Fall 2020 Church Council meeting when a new assessment of each issue, staff capacity, and finances will be made; and
 To request that the secretary of this church inform the synod of this action.

AA. Health Care Benefits

Churchwide Assembly action [CA19.06.33]

RESOLVED, that the ELCA in assembly direct the Church Council, in partnership with the Conference of Bishops and Portico Benefit Services, to review the current Church Council’s recommendation for the Gold+ coverage for all rostered ministers and employees of the church and that they develop a recommendation for the whole church for health insurance coverage by the spring meeting of the Church Council in 2020 for the 2021 enrollment.

To request the churchwide organization survey employees to understand the impact on staff and identify any modifications that can be made within budgeted funds for 2020; and

To encourage Portico to continue to provide educational tools to assist employees of the churchwide organization which thoroughly explain the different plans.

Executive Committee action [EC10.09.28.a19]

To refer the 2019 Churchwide Assembly action on “Health Care Benefits” to the Office of the Treasurer, in consultation with Conference of Bishops, Portico Benefit Services, and other appropriate churchwide organization offices and units, for a report or for a timeline on when this will receive further attention; and

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

Response from the Office of the Treasurer (November 2019)

Gold+ coverage is the current Church Council’s recommendation for all rostered ministers and employees of this church. The Rev. Jeffrey D. Thiemann, president and CEO of Portico Benefit Services, gathered input from the Conference of Bishops at their September 2019 meeting on an engagement approach. Portico Benefit Services will do a comprehensive review leading up to the Spring 2020 Church Council meeting around financial implications, plan differences, compensation guidelines, industry trends, and education options. Following a review of the research, in partnership with the Conference of Bishops, the churchwide organization, and other key stakeholders, a report and recommendation will be provided for the Spring 2020 joint meeting of the Church Council and Conference of Bishops.

The survey to churchwide organization employees was completed in September 2019. The Planning, Research, and Evaluation team conducted and summarized the results of the survey. The survey had a 62% response rate and, based on a comparison of the respondent demographic data to the churchwide organization population demographic data, the leadership staff believe it is representative. Based on the survey, 46% of respondents were satisfied or extremely satisfied with the Silver+ plan, 30% were neither satisfied nor dissatisfied, and 24% were dissatisfied or extremely dissatisfied. The churchwide organization will continue to offer the Silver+ plan as the standard plan for 2020 but will invest \$200,000 to enhance the benefits for churchwide organization staff based on feedback from the survey. The survey responses and planned changes were shared with the churchwide organization staff and Portico Benefit Services in October 2019.

The Office of the Treasurer has shared the survey and verbatim open-ended comments with Portico Benefit Services to assist in development of educational materials to be shared with churchwide organization staff. In addition, Portico Benefit Services staff will be present in Chicago during two days of annual enrollment to answer individual questions.

VOTED:

EN BLOC

- CC19.11.47aa** **To receive the response on “Health Care Benefits” from the Office of the Treasurer;**
 To anticipate a report and recommendation for this church on health insurance coverage at the Spring 2020 Church Council meeting; and
 To request that the secretary of this church inform the synod of this action.

RESPONSES TO CHURCHWIDE ASSEMBLY ACTIONS

BB. Establish June 17 as Emanuel 9 Day of Repentance (Motion A)

Churchwide Assembly action [CA19.04.17]

To adopt Motion A as amended.

RESOLVED, that the Evangelical Lutheran Church in America reaffirm its commitment to repentance from racism by:

1. Commemorating June 17th as a day of repentance in the ELCA for the martyrdom of the Emanuel 9; and
2. Having the names of the Emanuel 9 (Clementa C. Pinckney, Cynthia Marie Graham Hurd, Susie Jackson, Ethel Lee Lance, Depayne Middleton-Doctor, Tywanza Sanders, Daniel L. Simmons, Sharonda Coleman-Singleton, and Myra Thompson) added to future ELCA publications to venerate their martyrdom and lead us to repentance because of the white supremacy and racism in our church; and
3. Calling for this commemoration be grounded in prayer as the Emanuel 9 were murdered while in prayer at the end of the bible study; and
4. Directing the Office of the Presiding Bishop to help develop future worship prayers and litanies around repentance from racism; and
5. To encourage giving both prayer and financial support the memorial to be built in remembrance of the Emanuel 9 (<https://www.emanuelnine.org/>); and
6. Be in deeper conversations with the AME church on ways of reconciliation and repentance on the matters of white supremacy and racism.

Executive Committee action [EC19.09.28.a12]

To refer the 2019 Churchwide Assembly action on Motion A to the Office of the Presiding Bishop, in consultation with appropriate churchwide organization units, for a report or for a timeline on when this resolution will receive further attention.

Response from the Office of the Presiding Bishop (November 2019)

As the resolves of this motion cover a variety of areas, a team including the executive for worship, the executive for ecumenical and inter-religious relations and theological discernment, the program director for racial justice ministries, and the director for ethnic specific and multicultural ministries is coordinating action and implementation.

In early 2020, the presiding bishop will convene a consultation via video conference to include representation from churchwide staff, authors of this resolution, the African Descent Lutheran Association, the Conference of International Black Lutherans, and the European Descent Lutheran Association for Racial Justice. The purpose of this consultation will be to review and coordinate efforts in the churchwide organization and other grassroots work related to worship resource development as called for in the resolution. This work comes alongside strengthening ecumenical relations (both grassroots and church-to-church) with the African Methodist Episcopal church.

VOTED:

EN BLOC

**CC19.11.47bb To receive the response on “Motion A: Establish June 17 as Emanuel 9 Day of Repentance” from the Office of the Presiding Bishop; and
To request that a report on the implementation of this resolution be provided at the Fall 2020 Church Council meeting.**

CC. Social Statement on *Abortion* (Motion C)

Background:

This unfinished Churchwide Assembly item was forwarded for Church Council action.

Submitted by: Mr. Jon E. Hale [Southern Ohio Synod, 6F]

WHEREAS, the Evangelical Lutheran Church in America adopted a social statement in 1991 in which the ELCA “...opposes ending intrauterine life when a fetus is developed enough to live outside a uterus with the aid of reasonable and necessary technology. If a pregnancy needs to be interrupted after this point, every reasonable and necessary effort should be made to support this life, unless there are lethal fetal abnormalities indicating that the prospective newborn will die very soon.”; and

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WHEREAS, this 1991 social statement was reaffirmed in its entirety by the Evangelical Lutheran Church in America 1999 Churchwide Assembly; and

WHEREAS, there has been no formal reaffirmation of either the original 1991 Social Statement on Abortion or the 1999 reaffirmation for the past 20 years by the Evangelical Lutheran Church in America; and

WHEREAS, at least seven states currently have no prohibition against late-term abortion, and several states are currently considering or have adopted dropping all laws prohibiting late-term abortion for any reason, up to and including during the birthing process itself; therefore, be it

RESOLVED, that the Evangelical Lutheran Church in America reaffirms the church's commitment to and support of the 1991 social statement on *Abortion*, especially that of Section IV.B entitled "Ending a Pregnancy" as it applies to "This church opposes ending intrauterine life when a fetus is developed enough to live outside the uterus with the aid of reasonable and necessary technology. If a pregnancy needs to be interrupted after this point, every reasonable and necessary effort should be made to support this life..." and Section V.C entitled "The Regulation of Abortion," as it applies to "... this church supports legislation that prohibits abortions that are performed after the fetus is determined to be viable, except when the mother's life is threatened...", and as reaffirmed by the 1999 Churchwide Assembly;

To commend the social statement on *Abortion* which was adopted by the 1991 Churchwide Assembly and reaffirmed by the 1999 Churchwide Assembly, as a resource to our pastors and members dealing with this issue;

To continue to oppose legislation that permits abortions that are performed after the fetus is determined to be viable outside the uterus; and

To oppose legislation that permits willful neglect of otherwise viable babies during delivery or post-delivery.

VOTED:

EN BLOC

CC19.11.47cc

BE IT RESOLVED to lift up to members, congregations and ministers the value of reviewing our social statements as a resource for deepening and broadening moral deliberation in personal and public life. (The social statements and messages are found at: <https://www.elca.org/Faith/Faith-and-Society/Social-Statements> <https://www.elca.org/Faith/Faith-and-Society/Social-Messages>)

To commend the social statement on *Abortion* for reading or rereading as the debate and discussion in public intensifies. (It was adopted by the 1991 Churchwide Assembly and reaffirmed by the 1999 Churchwide Assembly as a resource to members, congregations and ministers.)

DD. Disregard *Vision and Expectations* (Motion D)

Background:

This unfinished Churchwide Assembly item was forwarded for Church Council Action.

Submitted by: The Rev. Gretchen Rode [Minneapolis Area Synod, 3G]

WHEREAS, a new document is being drafted to replace *Vision and Expectations*; and

WHEREAS, *Vision and Expectations* has caused harm to candidates and rostered leaders, especially people of color, LGBTQIA people, people with disabilities, retired people, and single people; and

WHEREAS, while *Vision and Expectations* is in place, it will continue to be used against rostered leaders and cause additional harm; therefore, be it

RESOLVED, that the Churchwide Assembly encourage candidacy committees and bishops to disregard *Visions and Expectations* while working with candidates and rostered leaders, as an act of true repentance of the harm done to candidates and rostered leaders, especially causing pain to people of color, LGBTQIA people, people with disabilities, retired people, and single people, who more often than not it has been used against.

VOTED:

EN BLOC

CC19.11.47dd

To refer the resolution to the Domestic Mission unit of the churchwide organization.

EE. Assistant Program Director, Justice for Women (Motion F) [2019 Churchwide Assembly]

Churchwide Assembly action [CA19.04.15]

To refer Motion F to the Office of the Presiding Bishop.

RESOLVED, that, should the proposed social statement pass, \$100,000 be allocated from budget line item “address social issues and work for justice” to the Office of the Presiding Bishop for Justice for Women to monitor, assess, and ensure the fulfillment of proposed commitments.

Executive Committee action [EC19.09.28.a13]

To request that the Office of the Presiding Bishop, in consultation with the Office of the Treasurer, to provide a report or timeline on when Motion F will receive further attention.

Response from the Office of the Presiding Bishop (November 2019)

Justice for Women is part of the work of the Theological Discernment team in the Office of the Presiding Bishop. Staffing currently includes a director and the partial time of the theological discernment coordinator. In January 2020, the Justice for Women Consulting Committee, which serves to advise the director, will gather for its bi-annual meeting. The agenda will include the prioritization and strategy for undertaking the work of the implementing resolutions of the social statement, *Faith, Sexism, and Justice: A Call to Action*. Motion F rightly anticipates that current staff capacity presents limitations to a robust implementation plan. The executive for theological discernment, in consultation with the executive for administration and the presiding bishop, will utilize the work of the committee and the input of the director to more fully assess staff capacity and consider any necessary adjustments or requests for additions to staffing, in response to Motion F.

VOTED:

EN BLOC

CC19.11.47ee

**To receive the response on “Motion F: Assistant Program Director, Justice for Women” from the Office of the Presiding Bishop; and
To affirm the approach proposed in the response.**

FF. Call Process (Motion F) [2016 Churchwide Assembly]

Churchwide Assembly action [CA16.06.35]

RESOLVED, that the assembly asks the ELCA Church Council, in consultation with the Conference of Bishops, to initiate a conversation including synod leadership regarding rostered minister vacancies throughout this church; and be it further

RESOLVED, that the assembly encourages the Conference of Bishops to continue their work of facilitating and always reforming the call process for congregations and institutions in our changing contexts; and be it further

RESOLVED, that regions, institutions, synods, and congregations be encouraged to raise up leaders in this church for rostered leadership with the encouragement and oversight of the Theological Education Advisory Committee of the Church Council; and be it further

RESOLVED, that the Conference of Bishops communicate with the ELCA Church Council and mutually review the status of this work every year and a half for three years.

Response from the Conference of Bishops (November 2016)

The Executive Committee of the Conference of Bishops has not yet had a chance to consider a response to “Resolution on Call Process” (Motion F) [CA16.06.35], which was passed at the 2016 Churchwide Assembly and for which the Conference of Bishops has been designated to take the lead. In consultation with the Office of the Presiding Bishop, Domestic Mission and the Church Council, we will establish a working group at the Spring 2017 meeting of the Conference of Bishops with the expectation of an initial report, including a plan for addressing the resolution, at the Fall 2017 Conference of Bishops meeting to be presented, in turn, to the November 2017 Church Council meeting.

Church Council action (CC16.11.46ff)

To receive the response from the Conference of Bishops and to anticipate a report with possible recommendations by the November 2017 Church Council meeting.

Response from the Conference of Bishops (November 2017)

The Executive Committee of the Conference of Bishops (COB) discussed Motion F further at its meeting in the fall of 2017. Rather than establish a working group to address this motion, the Executive Committee report recommended the following:

Resolved #1: The Conference of Bishops has regular conversations “regarding rostered minister vacancies throughout this church” as part of its work as a conference. Unless the Church Council desires to initiate a different conversation, we believe this aspect of the resolution is being addressed and will continue to be addressed in the course of Conference of Bishops meetings as well as other meetings of bishops with one another and with churchwide and synod leadership.

Resolved #2: Again, the continuation of the COB’s “work of facilitating and always reforming the call process for congregations and institutions in our changing contexts” is an on-going conversation and task of the COB. We are also working on related concerns in our intentional partnership with seminary leaders. All conversations about call processes are rooted in an understanding that local context plays a significant role in evoking different forms of reform of call processes across the synods.

Resolved #3: Members of the Conference of Bishops regularly encourage the raising up of rostered leaders. The call to prayer issued last spring is one aspect of this encouragement. Most bishops and other synod leaders encourage the raising up of rostered leaders in many other ways in their local contexts. The remainder of this aspect of the resolution seems to be directed to TEAC.

Resolved #4: The Executive Committee of the COB will welcome conversation, even guidance, from the Church Council about what communication with the ELCA Church Council and mutual review of the status of this work every year and a half for three years would look like or what form would be most helpful and fruitful.

Church Council action [CC17.11.33aa]

To receive the report from the Conference of Bishops Executive Committee regarding “Resolution on Call Process”;

To encourage the Conference of Bishops to continue to engage in conversation regarding rostered minister vacancies throughout this church as part of its work as a conference;

To encourage the Conference of Bishops to continue to engage in conversation regarding the work of facilitating and always reforming the call process for congregations and institutions in changing contexts;

To commend the Conference of Bishops for its call to prayer and ongoing work in raising up leaders for this church; and

To ask the Executive Committee of the Church Council and the Executive Committee of the Conference of Bishops to discuss how and in what form a mutual review of the status of this work every year and a half for three years would be most helpful and fruitful.

Response from Conference of Bishops (2018)

The Executive Committee of the Conference of Bishops believes that as we consider response to this resolution it is important to keep in mind that the forms of accountability it assumes are not the way the relationships between ELCA Church Council, Conference of Bishops, and others are actually structured. For example, the conference is not structured for the sort of mutual review that is called for every one-and-a-half years for three years. In addition, while the Church Council’s Executive Committee suggested that the report of the COB Chair to the November 2017 Church Council regarding Motion F was inadequate (viz. did not contain enough detail about activities of the COB in relation to the motion), no mechanism for the Church Council to report its work and responses to Motion F to the Conference of Bishops in a way that allows for a similar sort of accountability has been engaged.

Secondly, the Executive Committee is concerned that clarity about which entity is responsible for each aspect of this resolution has not been achieved and, consequently, mutual accountabilities between the entities regarding Motion F also remain foggy.

Response from the Conference of Bishops (November 2019)

This final report on Motion F (2016) reasserts most of what was asserted in the November 2017 report as noted above.

The Conference of Bishops continues to engage both formal and informal conversation about “rostered minister vacancies.” Much of the conversation has included the challenges faced by members of particular communities (e.g.

people of color, LGBTQ, gender identity). Bishops continue to share best practices around these concerns in the context of also addressing the growing number of congregations that cannot afford a pastor on their own or who face significant challenges around missional vitality and sustainability. The newly established retreat setting in the midst of Conference of Bishops meetings is a primary place in which these conversations have been taking place. Topics related to Motion F were discussed during the spring 2019 retreat in which the focus was what five synods are doing to cultivate congregational vitality and during the fall 2019 retreat in which the focus was on the work going on in four synods to address leadership needs and concerns, including call process.

While there are some core shared practices and principles for call process across the church, the details of call processes differ in significant ways synod by synod. There has been some conversation about how the processes work variously across synods, the sharing of best practices, and exploration of ways in which more uniform practices across this church might be helpful.

The assignment consultation and process are not part of this motion. Nevertheless, the Conference of Bishops has been working through the bishops and candidacy coordinators who are part of the assignment consultation to do deep dives into the challenges that current practices with assignments present for candidates and for this church and its congregations. Working with some changes initiated by an Assignment Process Task Force, established by the Conference of Bishops three or more years ago, this group continues to work with churchwide staff to experiment with changes in the process in the hope of making it more flexible and more attentive to the particular needs of candidates while also honoring the shared commitments of being church together in connection with the significant differences across the church in the particular needs and contexts of synods and their congregations regarding leadership and ministry.

At this time, there has not been agreement between the Church Council and the Conference of Bishops regarding appropriate processes for the mutual review of the status of this work every year-and-a-half for three years. Reports from the chair of the Conference of Bishops have not been sufficient. In fact, this may be a moot point as three years have passed since the adoption of this motion. This, of course, is unless the Church Council would like to reset the clock and start over in addressing this motion in different ways.

VOTED: *EN BLOC*
CC19.11.47ff **To receive the final report on “Motion F: Resolution on Call Process” (2016) from the Conference of Bishops;**
 To urge the Conference of Bishops, churchwide organization, and Church Council to continue their conversation and work to address rostered minister vacancies throughout this church; and
 To encourage institutions, churchwide organization, synods, and congregations to raise up leaders in this church for rostered ministry.

GG. Appreciation for Church Council Members Ending Terms of Service in 2019 (Motion L)

Background:

This unfinished Churchwide Assembly item was forwarded for Church Council action.

VOTED: *EN BLOC*
CC19.11.47gg **We, the members of the 2019 Churchwide Assembly of the Evangelical Lutheran Church in America, give thanks to God for the members of the Church Council who will be concluding their six-year terms at this assembly. We wish to thank these 22 individuals for their dedicated service to this church during their terms, and to acknowledge that their service included membership on task forces, ad hoc committees, attendance at synod assemblies, and representation of this church in global, national, and local forums.**
 We appreciate their tireless work of renewing and growing the church’s mission. We continue to keep them and their work, which is our work, in prayer.

HH. Appreciation for Churchwide Staff

Background: This unfinished Churchwide Assembly item was forwarded for Church Council action.

VOTED:

EN BLOC

CC19.11.47hh The members of the 2019 Churchwide Assembly of the Evangelical Lutheran Church in America gathered in Milwaukee, Wisconsin, thank the churchwide organization and staff for their hard work and dedication to the mission of Christ in this church. We thank God for their willingness to serve as a part of the everyday lifeblood of this church both here in the United States and globally.

We thank each of the offices and units of the churchwide organization:

- Office of the Presiding Bishop
- Office of the Secretary
- Office of the Treasurer
- Mission Advancement
- Domestic Mission
- Global Mission

We are church together in Christ because of this churchwide organization's willingness to continue renewing and growing our church in both acceptance of others and what it means to truly live the Gospel.

II. Appreciation and Thanksgiving for Hospitality

Background: This unfinished Churchwide Assembly item was forwarded for Church Council action.

VOTED:

EN BLOC

CC19.11.47ii The members of the 2019 Churchwide Assembly of the Evangelical Lutheran Church in America deeply thank the City of Milwaukee and the Greater Milwaukee Synod for hosting this assembly, for their drinks of barley and hops, and for their cheese curds. Our host synod is truly living the Miller High Life.

As we join in fellowship together, we are reminded of the indigenous history of the land we are on, and the Algonquian name of Milwaukee as the "gathering place." We give thanks for the Menominee, Fox, Mascouten, Sauk, Potawatomi, Ojibwa, and other American Indian tribes that called this land home.

We are appreciative to the City of Milwaukee for allowing us the ability to walk in the Word together on Wednesday to and from the ICE detention center.

We give thanks for the Wisconsin Center for their accommodations, their assistance in helping us assemble together in prayer and business, facilitating our ability to worship boldly, for providing us with laughs in their lifelike—and creepy—police officer statue, and for serving as a focal point in the work of this church.

We give thanks for the Hyatt Regency and Hilton hotels for giving us a place to rest and reflect on our time together. We also give thanks to the hotel staff, Wisconsin Center staff, and restaurant workers of Milwaukee for their hard work.

The City of Milwaukee embodies a beautiful expression of what it means to be church, and we thank them for welcoming us into their city so warmly.

DEBRIEF OF THE 2019 CHURCHWIDE ASSEMBLY

(Agenda VI.E.)

Vice President Horne led the council in a conversation about the 2019 Churchwide Assembly. Many council members noted that voting members seemed to be frustrated with the procedures, rules, and structures at the 2019 Churchwide Assembly. Voting members appeared to want swift action and more time for discussion. Some voting members wondered if eucharist could be limited to a few days of the assembly rather than at noon every day. Presiding Bishop Eaton noted that her predecessor, Presiding Bishop Mark S. Hanson, started the tradition of having eucharist at noon so that it would be the center of the assembly's time together.

A council member who was on the Memorials Committee encouraged council members to have synod assemblies consider cost implications when forwarding memorials to the Churchwide Assembly. She also wondered about ways to better educate voting members about proposed memorials before attending the Churchwide Assembly. One possibility could be a video that would explain how the Memorials Committee sorted memorials into groupings and how recommendations for each memorial came to be.

A council member inquired about Church Council members' role as voting members at the Churchwide Assembly. He noted that while the council will forward recommended actions to the assembly, not all those votes on recommendations will be unanimous. While a vote with a voting machine is anonymous, would a council member be allowed to go to the mic to speak against a motion the Church Council had recommended? Vice President Horne noted that there is language in the "Governance Policy Manual" that asks council members to support the actions and decisions of the Church Council. The vice president stated that this topic should have more discussion so the council can decide how to move forward.

Another council member greatly appreciated the live stream of the assembly since he could not be physically present. It helped him to feel fully engaged with the church. He gave thanks for pauses to pray so that the larger church could join in prayer with the assembly.

PERSONAL REFLECTION ON FAITH

(Agenda VI.F.)

Ms. Emma K. Wagner provided a reflection on her faith.

PROCESS OBSERVATION

(Agenda II.H.)

Mr. James J.F. Jennings gave a process observation for the meeting. He thanked council members for completing process observation forms; the return rate for completed forms was four times higher than the spring 2019 meeting.

EVALUATION AND DEBRIEFING

(Agenda VI.H.)

Vice President Horne asked council members to complete an online survey to provide their evaluation of the meeting.

HYMN AND PRAYER

(Agenda VI.J.)

Mr. Gary A. Pederson sang a song he composed as a prayer and then led the council in singing "Sent Forth by God's Blessing."

ADJOURNMENT

The November 2019 meeting of the Church Council adjourned at 12:09 p.m. on Sunday, Nov. 10, 2019.

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