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Ms. Kristen Kvam, chair, Justice for Women consulting committee
Ms. Katherine Long, president, European American Association
Pr. O. Dennis Mims, president, African-American Association (*excused*)
Represented by Pr. Darryl Thompson Powell
Mr. Fuad Nijim, president, Arab and Middle Eastern Association (*excused*)
Represented by Mr. Ghassan Khoury
Pr. Paul Ostrem, chair, Church in Society program committee
Mr. Wayne Powell, ELCA colleges and universities
Pr. Mark Ramseth, ELCA seminaries
Pr. Arthur C. (Chris) Repp, chair, Global Mission program committee
Mr. Alfred Sagar, chair, Multicultural Ministries program committee (*excused*)
Mr. Norm Smith, president, Lutheran Men in Mission
Mr. Kai Swanson, chair, Vocation and Education program committee
Ms. Janet Thompson, chair, Augsburg Fortress Board of Trustees (*excused*)
Ms. Deborah Wilson, chair, Evangelical Outreach and Congregational Mission program committee
Ms. Beth Wrenn, president, Women of the ELCA
Pr. Edmond Yee, Asian and Pacific Islander Association

D. Resource People

Office of the Presiding Bishop

Pr. M. Wyvetta Bullock, Executive for Administration
Pr. Marcus Kunz, Executive for Discernment of Contextual and Theological Issues
Pr. Walter May, Executive for Synodical and Constituent Relations
Ms. Myrna J. Sheie, Executive for Governance and Institutional Relations

Section Executives and Staff

Mr. Kenneth W. Inskip, Executive for Research and Evaluation
Pr. Donald J. McCoid, Executive for Ecumenical and Interreligious Relations
Pr. Darrell D. Morton, Assistant to the Presiding Bishop for Federal Chaplaincy Ministries
Pr. Craig Settlage, Director for Mission Support
Ms. Else B. Thompson, Executive for Human Resources
Pr. Robert Schaefer, Executive for Worship and Liturgical Resources

Office of the Secretary

Pr. Ruth E. Hamilton, Executive for Office of the Secretary Administration
Mr. Frank F. Imhoff, Director for Official Documentation
Mr. Phillip H. Harris, General Counsel
Mr. David A. Ullrich, Associate General Counsel

Office of the Treasurer: Section Executives and Staff

Mr. Jonathan Beyer, Executive for Information Technology
Mr. Steve Caputo, Support Specialist, Information Technology
Ms. Karen Rathbun, Executive for Management Services

Program Unit Executives

Pr. Stephen P. Bouman, Executive Director, Evangelical Outreach and Congregational Mission
(Excused Saturday. Represented by Pr. Brenda Smith.)
Ms. Linda Post Bushkofsky, Executive Director, Women of the ELCA
Pr. Sherman Hicks, Executive Director, Multicultural Ministries
Pr. Rebecca S. Larson, Executive Director, Church in Society

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Ms. Beth A. Lewis, President, Augsburg Fortress, Publishers
 Pr. Rafael Malpica-Padilla, Executive Director, Global Mission
 Pr. Stanley N. Olson, Executive Director, Vocation and Education

Service Unit Executives

Ms. Kristi Bangert, Executive Director, Communication Services
 Ms. Cynthia Halverson, Foundation of the ELCA and Executive Director for Development Services
 Mr. John G. Kapanke, President, Board of Pensions
 Mr. Daniel Lehmann, Editor, *The Lutheran* magazine
 Ms. Eva M. Roby, Executive Vice President for Administration, Mission Investment Fund
 Pr. Howie Wennes, Transitional Leader for Mission Advancement unit

E. Press

Mr. John R. Brooks, Director, ELCA News Service
 Ms. Elizabeth M. Hunter, *The Lutheran* magazine
 Ms. Melissa Ramirez-Cooper, Associate Director, ELCA News Service

F. Ecumenical Guests

Pr. Mary Ann Neevel, United Church of Christ
 Ms. Lelanda Lee, The Episcopal Church (*excused*)
 Represented by Ms. Stephanie Cheney
 Moravian Church [position vacant]
 Presbyterian Church U.S.A. [position vacant]
 Reformed Church [position vacant]

G. Adoption of Agenda

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

CC ACTION

Recommended:

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

H. Approval of Minutes

The minutes of the April 9-11, 2010 and August 4, 2010 meetings of the Church Council have been distributed to council members electronically on NetCommunity. Minutes of the open session portions of the meeting on October 8, 2010 will be uploaded to NetCommunity as soon as they are available. Minutes for meetings held in executive session have been added to the protocol file in the Office of the Secretary.

The minutes of the council's Executive Committee meetings on November 18, 2009, January 14, 2010, February 23, 2010, April 9, 2010, June 18, 2010, July 14, 2010 and August 4, 2010 have been distributed electronically to members. Minutes of the open session portions of meetings on September 8, 2010, September 28, 2010 and October 8, 2010 will be distributed to members as soon as they are available. Minutes for meetings held in executive session have been added to the protocol file in the Office of the Secretary.

Please provide in writing for the Executive for Office of the Secretary Administration any

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notations on typographical errors in the distributed text of the minutes. Proper corrections will be entered into the protocol copies of the minutes. Such corrections need not be raised in the plenary session in connection with the approval of the minutes.

CC ACTION

Recommended:

To approve the minutes of the April 9-11, 2010 and August 4, 2010 meetings of the Church Council; and

To ratify actions of the council's Executive Committee as indicated in the minutes of the November 18, 2009, January 14, 2010, February 23, 2010, April 9, 2010, June 18, 2010, July 14, 2010 and August 4, 2010.

II. WRITTEN REPORTS

A. Reports of the Officers

1. Presiding Bishop: Exhibit A, Part 1
Summary of Section Activities: Exhibit A, Part 1a
2. Vice President: Exhibit A, Part 2
3. Secretary: Exhibit A, Part 3
4. Treasurer: Exhibit A, Part 4
Summary of Section Activities: Exhibit A, Part 4a

B. Report of the Conference of Bishops: Exhibit A, Part 5

C. Report of the Executive for Administration: Exhibit E, Part 1

D. Reports of the Churchwide Units

NOTE: Refer to the *Structure of the Agenda* (salmon pages) for specific detail.

1. Reports and Recommendations of Churchwide Program and Service Units
Summary of Unit Activities: Exhibit J, Part 1
Digest of Board Actions: Exhibit J, Part 1a
2. Items for Action: Agenda, Section III
3. Items for *En Bloc* Action: Agenda, Section IV
4. Items for Information: Agenda, Section V

E. Reports of Church Council Committees

NOTE: See Section III for action items; Section IV for *en bloc* action items; and Section V for information items related to these committees. The working schedule for the meeting, printed on green paper, lists specific page numbers and the location of related exhibits.

1. Ad Hoc Committee
2. Board Development Committee
3. Budget and Finance Committee
4. Executive Committee
5. Legal and Constitutional Review
6. Planning and Evaluation Committee
7. Program and Services Committee

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III. ITEMS FOR ACTION

A. Nominations, Appointments, and Elections

1. Election of Executive Directors (*Executive Session*)

According to bylaw 14.21.21. of the *ELCA Constitution, Bylaws, and Continuing Resolutions*: "Unless otherwise specified in this constitution and bylaws, the Church Council shall elect the executive director for each churchwide program unit to a four-year term in consultation with and with the approval of the presiding bishop of this church. Nomination of a candidate for election shall be made by the presiding bishop...."

The Church Council will meet in executive session to receive a nominations from Presiding Bishop Mark S. Hanson for the executive directors for the Global Mission unit and Congregational and Synodical Mission unit. It is anticipated that the election of the executive director for the Mission Advancement unit will be scheduled for the April 2011 meeting of the Church Council.

CC ACTION

Recommended:

To elect the Rev. Rafael Malpica-Padilla to a four-year term as executive director of the Global Mission unit beginning February 1, 2011.

CC ACTION

Recommended:

To elect the Rev. Stephen Bouman to a four-year term as executive director of the Congregational and Synodical Mission unit beginning February 1, 2011.

2. Revision of Continuing Resolution 19.04.A10.

The following amendment to continuing resolution 19.04.A10. provides for the election of sixteen members to each of the program committees. As approved in October 2010, the continuing resolution allowed for only fifteen.

CC ACTION

Recommended: *To approve the following amendment:*

19.04.A10. Implementation Process

To implement the transition in the number of program committees, the Church Council shall take the following actions during its November 2010 meeting:

- a. *invite the duly elected members of the program committee related, as of October 2010, to the Global Mission unit to serve the remainder of their terms;*
- b. *elect from the members of the program committees related, as of October 2010, to the Evangelical Outreach and Congregational Mission unit, the Vocation and Education unit, the Church in Society unit, and the Multicultural Ministries unit, fifteen (15) sixteen (16) people to serve the remainder of their terms as the program committee of the Congregational and Synodical Mission unit;*
- c. *appoint, in accordance with bylaw 16.12.12., one member of the Church Council to serve as a liaison member of the Congregational and Synodical Mission program committee;*
and
- d. *request the Conference of Bishops to select, in accordance with bylaw 16.12.12., one*

bishop to serve as an advisory member of the Congregational and Synodical Mission program committee.

3. Election of Program Committee Members

At its October 2010 meeting, the Church Council approved the following continuing resolution related to unit program committees:

19.04.A10. Implementation Process

To implement the transition in the number of program committees, the Church Council shall take the following actions during its November 2010 meeting:

- a. invite the duly elected members of the program committee related, as of October 2010 to the Global Mission unit to serve the remainder of their terms;
- b. elect from the members of the program committees related, as of October 2010 to the Evangelical Outreach and Congregational Mission unit, the Vocation and Education unit, the Church in Society unit, and the Multicultural Ministries unit, fifteen (15) people to serve the remainder of their terms as the program committee of the Congregational and Synodical Mission unit;
- c. appoint, in accordance with bylaw 16.12.12., one member of the Church Council to serve as a liaison member of the Congregational and Synodical Mission program committee....

At its November 2010 meeting, the Church Council will elect members to the program committees for two program units. The 16 members of the program committee for the new Congregational and Synodical Mission unit will be elected from members of the program committees from the program committees of four former units: Evangelical Outreach and Congregational Mission (EOCM), Vocation and Education, Church in Society, and Multicultural Ministries. Each of these program committees nominated four people from their existing membership. From this slate of nominees, the Church Council will ensure that representational principles are followed for the election.

The existing members of the program unit for Global Mission have been nominated for the new unit's program committee.

CC ACTION

Recommended:

To elect the following people to serve as the program committee for the Global

Mission unit:

- 1. Terry Cole, Albuquerque, NM (2E)**
- 2. Pr. Douglas S. Cox, Excelsior, MN (3G)**
- 3. Pr. Sarah J. Geddada, Floral Park, NY (7C)**
- 4. John A. Henderson, Baltimore, MD (8F)**
- 5. George T ("G.T.") Johnson, Xenia, OH (6F)**
- 6. Sharon Magelssen, Mason City, IA (5F)**
- 7. Pr. Dennis M. Maurer, Pandora, OH (6D)**
- 8. R. Timothy Muth, Delafield, WI (5J)**
- 9. Martha R. Norat, Dorado, PR (9F)**
- 10. Pr. Michelle L. Olson, Wausa, NE (4A)**
- 11. Pr. Brooke N. Petersen, Chicago, IL (6B)**
- 12. Pr. Arthur C. Repp, Carbondale, IL (5C)**
- 13. Pr. Lisa A Smith, Anchorage, AK (1A)**
- 14. Pr. Paula M. Stecker, York, PA (8D)**

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15. Henry T. Tkachuk, Moorhead, MN (3D)
16. Amanda F. Tomkins, Henryville, PA (7E)

CC ACTION

Recommended:

To elect the following people to serve as the program committee for the Congregational and Synodical Mission unit:

1. Pr. Rani R. Abdulmasih, Wyandotte, MI (6A)
2. Julia H. Accola, Rochester, MN (3I)
3. Pr. Megan J. Jones, Chicago, IL (5A)
4. Paul H. Lewellen, Bettendorf, IA (5D)
5. Fumei Liang, Huntington Beach, CA (2C)
6. Kari A. Lipke, Sommerville, MA (7B)
7. Pr. Kevin R. Maly, Denver, CO (2E)
8. Daniel Namarra, Brooklyn Park, MN (3G)
9. Pr. Paul D. Ostrem, Iowa City, IA (5D)
10. Alfred Sagar, Brandon, MS (9D)
11. Pr. Rose Mary Sanchez-Guzman, El Paso, TX (2E)
12. Robert S. Schroeder, Shawnee, KS (4B)
13. Pr. Lori Ann Strang, Toledo, OH (6D)
14. Pr. William O. Voss, Scottsbluff, NE (4A)
15. Pr. Lamont A. Wells, Philadelphia, PA (7F)
16. Deborah Covin Wilson, Ellenwood, GA (9D)

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B. Ad Hoc Committee

Since the Evangelical Lutheran Church in America (ELCA) came into existence in 1988, the ELCA Board of Pensions (BOP) has been a separately incorporated unit of this church. As a Minnesota not-for-profit corporation with its principal place of business in Minneapolis, Minn., its responsibilities include management of the 403(b)(9) defined contribution retirement plan. The Board of Pensions never has had a defined benefit pension plan for its plan members.

In a defined contribution retirement plan, members bear the risk of market fluctuations. In a defined benefit plan, the sponsoring employer bears that risk, and if there is a shortfall in funding, may make contributions to the plan. In a defined contribution retirement plan, the Internal Revenue Code and corresponding Treasury Regulations clearly state that employers and employees can make contributions to member accounts; no other parties are designated as allowed to contribute to a member's retirement account or annuity fund.

One part of the Board of Pensions' defined contribution retirement plan has been the ELCA Participating Annuity and Bridge Fund (PABF).

The financial markets experienced an extreme downturn beginning in September 2008, a major factor in the resultant national and international recession. As a result of the financial crisis, the PABF and other BOP members' retirement accounts lost substantial value. The losses in the PABF were comparable both to losses in other members' funds and to the funds of organizations with similar asset allocations.

In response to the financial crisis and loss of value in the PABF, the board of trustees of the BOP, consistent with its authority, acted to preserve the assets of the PABF by reducing annuity payments to annuitants and by reducing the value of the bridge fund accounts of members.

In 1993, the ELCA Churchwide Assembly created a program to assist retirees who are plan members, including annuitants, who have special needs due to economic distress. The ELCA Special Needs Retirement Fund (SNRF) was established, in part, to provide financial assistance to those plan members who are living in poverty and meet the eligibility criteria. After SNRF was created, the Church Council provided \$500,000 in designated funds for it, and the BOP also has received undesignated gifts, which have been directed or allocated to SNRF. These potentially could be utilized to address, to some extent, the impact of annuity reductions on those most adversely affected by the reductions. SNRF funds are part of the ELCA pooled trust managed by the BOP; SNRF oversight is provided by a Managing Committee comprised of executives from the churchwide organization and the BOP.

In response to the action by the BOP relating to PABF, nine synods passed resolutions addressed to the Church Council. At its meeting on August 4, 2010, the Church Council adopted the following action [CC10.08.33]:

To receive the resolutions of the Minneapolis Area, Texas-Louisiana Gulf Coast, Southwestern Minnesota, South Dakota, Upstate New York, La Crosse Area, Greater Milwaukee, New Jersey, and Northern Illinois synods related to the ELCA Board of Pensions annuity funding;

To establish an Ad Hoc Committee, including the following members:

1. Church Council: David Anderson, Mark Helmke, Ann Niedringhaus, Carlos Peña (convener)
2. Liaison Bishops: Callon Holloway, Jr., Martin Wells

3. Advisory member: Lois O'Rourke, chair, Board of Pensions Board of Trustees
4. Ex-Officio: Christina Jackson-Skelton, ELCA treasurer and David Swartling, ELCA secretary
5. Board of Pensions staff liaison: Robert Berg
6. Churchwide staff liaison: Ruth Hamilton, Office of the Secretary;
To request that the Ad Hoc Committee respond to synodical resolutions related to the ELCA Participating Annuity and Bridge Fund, including but not limited to:
 1. Consultation with the Board of Pensions regarding the background of, reasons for, and implications of the decisions made with respect to the ELCA Participating Annuity and Bridge Fund; and
 2. Exploration of possible:
 - a. alternative ways to restore Fund losses and increase payment levels for annuitants and account values for those with bridge component accounts not yet annuitized;
 - b. steps to mitigate adverse effects of the Fund reductions and possible future reductions, including the expansion and promotion of the ELCA Special Needs Retirement Fund;To request that a report and possible recommendations be brought to the November 2010 meeting of the ELCA Church Council; and
To request that the secretary of this church inform the synods of this action.

In response to the action of the Church Council, Vice President Peña convened the Ad Hoc Committee, which met telephonically on the following days: August 12; August 23; September 7; September 28; October 18; and October 27. The members of the Ad Hoc Committee also exchanged information by e-mail. In the course of its meetings, the Ad Hoc Committee consulted with Board of Pensions personnel regarding the PABF and decisions that were made with respect to it, the chair of the board of trustees of the BOP and members of the Managing Committee of SNRF. The Ad Hoc Committee, with the assistance of ELCA Research and Evaluation, also prepared a questionnaire that was sent to 1500 participants in the PABF. Responses continue to be received, and, as responses are evaluated, will inform the Ad Hoc Committee and the Board of Pensions.

As a result of its evaluation, the Ad Hoc Committee concluded that:

1. The Board of Pensions acted reasonably and promptly and consistent with its obligations in the series of actions taken with respect to the PABF beginning in late 2008; and
2. SNRF represents the most reasonable and appropriate mechanism and the only realistic source of funds available within the ELCA to assist those most profoundly impacted by annuity reductions.

The Ad Hoc Committee brings the following recommended actions, which address both the Church Council and the Board of Pensions.

RECOMMENDATIONS

To the Church Council:

1. Authorize one-time payments from SNRF as soon as realistically possible in 2011 to those most adversely affected by the reduction in annuity payments, drawing both from Church Council funds already designated for SNRF and undesignated funds received by the BOP and allocated to SNRF. Request that, in order to make these payments, the BOP, in consultation with the Managing Committee of SNRF, develop criteria based on need and

- a process for distribution of available funds to those most adversely affected by the reduction of annuity payments.
2. Provide for the expansion of the criteria for eligibility to SNRF and make provision for the possibility of more frequent reviews of eligibility, including periodic comprehensive reviews, to address the needs of plan members in light of economic realities.
 3. Consider increasing the membership of the SNRF Managing Committee to include representation from the Conference of Bishops and the Church Council.
 4. Authorize periodic offerings and appeals designated for SNRF.
 5. Provide a process for regular review of SNRF by the Church Council.
 6. Authorize the Ad Hoc Committee to continue its work, to monitor the implementation of these recommendations and to bring a report and possible recommendations to the April 2011 Church Council meeting.

To the Board of Pensions:

1. Enhance communications to and the education of annuitants and prospective annuitants regarding the PABF and any new annuity products. In so doing:
 - a. Consider and develop additional ways to be proactive in such communication and education efforts; and
 - b. Continue and increase emphasis on assisting members in understanding the aspects of a defined contribution retirement plan, including members' responsibilities and role in decision-making.
2. Consider developing a fund, within SNRF or separate from it, to make available payments to plan members in situations of extraordinary economic distress and develop a process to authorize payments in such cases. Make recommendations, as appropriate, to the Church Council.
3. Enhance communications to and the education of members and sponsors regarding SNRF. Work to ensure that synodical bishops and staff are knowledgeable about SNRF. Make recommendations, as appropriate, to the Church Council.
4. Explore possibilities for voluntary regular contributions by sponsors and members to SNRF, in addition to special gifts from members and sponsors. Make recommendations, as appropriate, to the Church Council.
5. Explore other options for providing funds to SNRF. Make recommendations, as appropriate, to the Church Council.
6. Consider amending the name of the BOP to reflect that it is providing retirement income through annuity payments and investment fund(s) distributions, and not providing pension payments. Additionally, an amended name would reflect more accurately the other services it provides. Make recommendations, as appropriate, to the Church Council.

CC ACTION

Recommended:

To receive with gratitude the report and recommendations of the Ad Hoc Committee in response to the resolutions of the Minneapolis Area, Texas-Louisiana Gulf Coast,

Southwestern Minnesota, South Dakota, Upstate New York, La Crosse Area, Greater Milwaukee, New Jersey, and Northern Illinois synods related to the ELCA Board of Pensions annuity funding;

To authorize one-time payments from the Special Needs Retirement Fund (SNRF) as soon as realistically possible in 2011 to those most adversely affected by the reduction in annuity payments, drawing both from Church Council funds already designated for SNRF and undesignated funds received by the BOP and allocated to SNRF

To request that, in order to make these payments, the BOP, in consultation with the Managing Committee of SNRF, develop criteria based on need and a process for distribution of available funds to those most adversely affected by the reduction of annuity payments;

To provide for the expansion of the criteria for eligibility to SNRF and make provision for the possibility of more frequent reviews of eligibility, including periodic comprehensive reviews, to address the needs of plan members in light of economic realities;

To authorize that the membership of the SNRF Managing Committee be increased to include one representative from the Conference of Bishops and one from the Church Council;

To authorize periodic offerings and appeals designated for SNRF;

To anticipate the development of a process for regular review of SNRF by the Church Council;

To authorize the Ad Hoc Committee to continue its work, to monitor the implementation of these recommendations and to bring a report and possible recommendations to the April 2011 Church Council meeting;

To request that the Board of Pensions:

- 1. Enhance communications to and the education of annuitants and prospective annuitants regarding the ELCA Participating Annuity and Bridge Fund (PABF) and any new annuity products. In so doing:
 - a. Consider and develop additional ways to be proactive in such communication and education efforts; and**
 - b. Continue and increase emphasis on assisting members in understanding the aspects of a defined contribution retirement plan, including members' responsibilities and role in decision-making;****
- 2. Consider developing a fund, within SNRF or separate from it, to make available payments to plan members in situations of extraordinary economic distress and develop a process to authorize payments in such cases and to make recommendations, as appropriate, to the Church Council;**
- 3. Enhance communications to and the education of members and sponsors regarding SNRF; work to ensure that synodical bishops and staff are knowledgeable about SNRF and make recommendations, as appropriate, to the Church Council;**
- 4. Explore possibilities for voluntary regular contributions by sponsors and members to SNRF, in addition to special gifts from members and sponsors; make recommendations, as appropriate, to the Church Council;**

- 5. Explore other options for providing funds to SNRF and make recommendations, as appropriate, to the Church Council;**
- 6. Consider amending the name of the BOP to reflect that it is providing retirement income through annuity payments and investment fund(s) distributions, not providing pension payments, and to reflect more accurately the other services it provides; make recommendations, as appropriate, to the Church Council.; and
To request the secretary of this church to inform the synods of the report of the Ad Hoc Committee and this action.**

C. Board Development Committee

Action items related to meetings of the Board Development Committee are detailed below. Additional items or revised actions will be distributed following the committee's November 12, 2010 meeting.

D. Budget and Finance

Action items related to the November 12, 2010 meeting of the Budget and Finance Committee are detailed below. Additional items or revised actions will be distributed following the committee's meeting.

1. 2011 Expense Authorization: Current Fund and World Hunger

Exhibit F, Part 2a reflects income estimates that have been revised since the 2009 Churchwide Assembly. The revised income estimates also incorporate changes in the churchwide structure, including the operations of the ELCA Foundation, previously not included in the current fund operations. Current income for 2011 is projected to be \$62,614,500, a decrease of \$2,485,500, or 3.8 percent, from the revised 2010 spending authorization and \$14,163,500 less than the budget approved by the 2009 Churchwide Assembly.

The mission support estimate has been revised downward from the current 2010 level of \$51,000,000 to \$48,000,000, a decrease of \$3,000,000, or 5.9 percent. This mission support income estimate is initial and is based on estimates from ELCA synods and recent income trends. It will be revisited in February 2010. In addition to the adjusted mission support estimate, a slight decrease is anticipated in unit designated giving of \$50,000. Increases are anticipated for Vision for Mission (\$100,000); endowment distributions (\$301,000, primarily a result of the ELCA Foundation income and expenses now being included in the current operating fund); rental income (\$100,000 in anticipated lease of unoccupied space); missionary sponsorship (\$50,000) and other miscellaneous income (\$13,500, including fee income on Foundation receipts).

The World Hunger Appeal estimate is being adjusted downward to \$17,000,000, based on current 2010 receipts. This is a reduction of \$1,700,000, or 9.1%, from the current 2010 budget.

Exhibit F, Part 2b reflects the 2011 unit allocations in accordance with to the new organizational structure as approved by the Church Council in October 2010.

Exhibit F, Part 2c is the current working estimate of income for the 2012-2013 biennium. The exhibit anticipates further decline in mission support over the period. These estimates will be reviewed at the close of 2010 and adjusted as appropriate before being considered by the Church Council for forwarding to the 2011 Churchwide Assembly.

CC ACTION

Recommended:

To approve an initial 2011 fiscal year current fund spending authorization of \$62,614,500; and

To approve an initial World Hunger spending authorization for the 2011 fiscal year of \$17,000,000.

2. Synod Mission Support Plans

The ELCA Church Council has responsibility for reviewing and approving or withholding approval for synodical mission support plans. Exhibit F, Part 5b shows the actual mission support received from each synod for 2009 with plans and any revisions for the 2010 and 2011 fiscal years.

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a. Revisions to 2010 Synod Mission Support Plans

Since the April 2010 Church Council meeting, we have received revisions for 2010 mission support plans from 12 synods.

CC ACTION

Recommended:

To affirm with sincere appreciation the increases in the percentage for the sharing of 2010 mission support contributions by congregations for synodical and churchwide ministries of the following synod: North Carolina Synod;

To affirm the revised 2010 mission support dollar estimates for the sharing of mission support contributions by congregations for synodical and churchwide ministries of the following synods: Southwestern Washington; Rocky Mountain; Northwestern Pennsylvania; Allegheny; Southeastern; and Florida-Bahamas synods; and

To acknowledge the percentage change in mission support resulting from revised estimates of congregational mission support for the following synods: Eastern Washington-Idaho; Pacifica; Southeastern Michigan; North/West Lower Michigan; and South Carolina synods.

b. Revisions to 2011 Synod Mission Support Plans

Since the April 2010 Church Council meeting, we have received either original plans or revisions for 2011 mission support plans from 37 synods.

CC ACTION

Recommended:

To affirm with sincere appreciation the increases in the percentage for the sharing of 2011 mission support contributions by congregations for synodical and churchwide ministries of the following synods: Southwestern Washington; Oregon; Western North Dakota; Western Iowa; Southern Ohio; Upstate New York; Virginia; and Caribbean synods;

To affirm the revised 2011 mission support dollar estimates for the sharing of mission support contributions by congregations for synodical and churchwide ministries of the following synods: Alaska; Northwest Washington; Montana; Sierra-Pacific; Southwest California; Pacifica; Northwestern Minnesota; Minneapolis Area; Saint Paul Area; Nebraska; Southwestern Texas; Metropolitan Chicago; Northern Illinois; Northern Great Lakes; Northwest Synod of Wisconsin; Greater Milwaukee; Indiana-Kentucky; Southeastern Pennsylvania; Slovak Zion; Northwestern Pennsylvania; Allegheny; Delaware-Maryland; and West Virginia-Western Maryland synods; and

To acknowledge the percentage change in mission support resulting from revised estimates of congregational mission support for the following synods: Northeastern Iowa; Upper Susquehanna; Metropolitan Washington, D.C.; North Carolina; South

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Carolina; and Florida-Bahamas synods.

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E. Executive Committee

Action items related to the November 12, 2010 meeting of the Executive Committee will be distributed following the committee's meeting.

1. Churchwide Assembly Recommendations: Governing Documents

The Church Council has the responsibility for submitting recommendations for action by the 2011 Churchwide Assembly. For constitutional amendments, a six-month notice to the synods is required for adoption of such amendments in one Churchwide Assembly (churchwide constitutional provision 22.11.a.). Notice of proposed bylaws also is provided to the synods as information. The proposed amendments also are distributed to the voting members in the *Pre-Assembly Report*.

a. Amendments Related to Living into the Future Together (LIFT)

The progress report of the "Living into the Future Together" task force is provided in [Exhibit E, Parts 2a-2d](#). Detailed information related to proposed amendments to the *Constitution, Bylaws and Continuing Resolutions* is included in the section of the report related to "Sustainability, Structure and Governance."

The proposed amendments related to these recommendations of the "Living into the Future Together" (LIFT) task force are provided in [Exhibit G, Part 1a](#).

Please note that the proposed amendments also have been reviewed by the Legal and Constitutional Review Committee.

CC ACTION

Recommended:

To recommend the following for adoption by the 2011 Churchwide Assembly of the Evangelical Lutheran Church in America:

To adopt, with the exception of those amendments that may be considered separately, the amendments to the *Constitutions, Bylaws, and Continuing Resolutions of the Evangelical Lutheran Church in America* as detailed in Exhibit G, Part 1a; and

To authorize the secretary of the Evangelical Lutheran Church in America to make editorial revisions as necessary and report them back to the Church Council at its April 2011 meeting.

2. Appointment of the Memorials Committee

(See agenda page 36)

CC ACTION

Recommended:

To appoint the members of the Memorials Committee for the 2011 ELCA Churchwide Assembly as listed on agenda page 36.

3. Appointment of the Reference and Counsel Committee

(See agenda pages 36-37)

CC ACTION

Recommended:

To appoint the members of the Reference and Counsel Committee for the 2011 ELCA Churchwide Assembly as listed on agenda page 37.

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F. Legal and Constitutional Review Committee

Action items related to the November 12, 2010 meeting of the Legal and Constitutional Review Committee are detailed below. Additional items or revised actions will be distributed following the committee's meeting.

1. Continuing Resolutions Related to Redesign of the Churchwide Organization

Proposed amendments to continuing resolutions related to the redesign of the churchwide organization in October 2010 are provided in [Exhibit G, Part 2b](#).

CC ACTION

Two-thirds vote required

Recommended:

To adopt, with the exception of those amendments that may be considered separately, the amendments to the *Constitutions, Bylaws, and Continuing Resolutions of the Evangelical Lutheran Church in America* as detailed in [Exhibit G, Part 2b](#).

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G. Planning and Evaluation Committee

Action items related to the November 12, 2010 meeting of the Planning and Evaluation Committee are detailed below. Additional items or revised actions will be distributed following the committee's meeting.

1. Living Into the Future Together (LIFT)

The purpose of the "Living into the Future Together: Renewing the Ecology of the ELCA" (LIFT) task force is to "recognize the evolving societal and economic changes of the twenty years since the formation of this church and to evaluate the organization, governance and interrelationships among this church's expressions in light of those changes." The work of the task force has been guided by two questions: 1) What is God calling this church to be and to do in the future? and 2) What changes are in order to accomplish these tasks more faithfully?

To do its work, the task force has focused on seven critical areas, each addressed by a working group: identity, opportunities, interrelationships, congregations, partnerships, financial resources, and structure and governance. The progress report and an executive summary, plus two appendices, are provided in [Exhibit E, Parts 2a-2d](#).

The final report and recommendations of the LIFT task force will be brought to the April 2011 meeting of the Church Council.

CC ACTION

Recommended:

To receive the preliminary report from the Living into the Future Together: Renewing the Ecology of the ELCA Task Force;

To thank the task force for its work to date;

To anticipate that the task force will continue its engagement with this church as we live in changing contexts;

To encourage the task force to explore bold and creative ways that are grounded in the central Lutheran affirmations;

To call this church to participate in God's mission, and to bring a report to the April 2011 Church Council meeting.

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2. Toward Renewed Christian Education in the ELCA

At the April 2010 meeting of the Church Council, Susan McCarver requested that the Church Council consider a way "... to address the issue of Christian Education/Faith Formation more intentionally at the churchwide level, especially in light of recent cuts in positions" Secretary David Swartling suggested that the request be referred to the Administrative Team, in consultation with the Vocation and Education unit, for a report with recommendations to be brought to the November 2010 meeting of the Church Council.

The Administrative Team considered the request and requested that an "audit" of Christian education and faith formation within the churchwide organization be prepared by Evangelical Outreach and Congregational Mission, Vocation and Education and Augsburg Fortress units. The report is provided in [Exhibit L, Part 1](#).

CC ACTION

Recommended:

To receive with gratitude the report on the audit of Christian Education, "Toward Renewed Christian Education in the ELCA," and to acknowledge the importance of these vital ministries within the renewed mission of the Evangelical Lutheran Church in America;

To give thanks for the strong networks that support Christian education throughout this church, including LACE (Lutheran Association of Christian Educators), Vibrant Faith (Youth and Family Institute), seminary Christian educators, lifelong learning networks, synod learning, the Book of Faith Initiative synod advocates, Lifelong Learning Partners, the Evangelical Lutheran Education Association (ELEA), Augsburg Fortress, Publishers, synodical lay schools, synodical mission tables and many others;

To encourage all appropriate churchwide units to attend to the importance of faith education for children, youth and adults;

To seek ways to collaborate with colleges, seminaries, synods, congregations, networks, associations and para-church organizations in addressing this work;

To anticipate the ongoing work of the Congregational and Synodical Mission unit, in collaboration with other partners, toward the possibility of a national "missional school" to focus and calibrate current educational work toward a shared commitment to mission.

3. Communal Discernment Task Force Draft Report

The draft report of the Communal Discernment Task Force is provided in Exhibit Q, Part 1.

CC ACTION

Recommended:

To commend the draft report of the Communal Discernment Task Force to the Churchwide Assembly Planning Team for consideration of its recommendations.

H. Program and Services Committee

Action items related to the November 12, 2010 meeting of the Program and Services Committee are detailed below. Additional items or revised actions will be distributed following the committee's meeting.

1. Message on Disabilities

The 2009 ELCA Churchwide Assembly received memorials from eight synods requesting the development of a social statement on human disability. In response, the Assembly supported the recommendation of the Memorials Committee [CA09.06.37]:

To thank the Alaska, Pacifica, Nebraska, Metropolitan Chicago, Greater Milwaukee, New Jersey, New England, and Southeastern Pennsylvania synods for their call for strengthened awareness within the Evangelical Lutheran Church in America to the particular challenges faced by people living with disability as well as this church's responsibility to address issues of accessibility, accommodation, and welcome;

To acknowledge with gratitude the many resources available through the churchwide organization, synods, social ministry organizations, and congregations and urge their use throughout this church in its ongoing commitment to address both the challenges of stigmatization and discrimination within church and society and the issues of accessibility, accommodation, and welcome; and

To decline to authorize the development of a social statement on human disability, but to request the Church in Society unit to consider development of a message on human disability, as financial and staff resources permit, that would aid awareness, deliberation, and action within this church, giving special attention to the unique issues (e.g., physical, sensory, psychiatric, or intellectual) of the different types of disability.

At its November 2009 meeting, the Church Council referred the action of the Churchwide Assembly to the Church in Society unit in accordance with "Policies and Procedures of the Evangelical Lutheran Church in America for Addressing Social Concerns."

"Policies and Procedures" describes messages as "...normally brief communications that draw attention to a social issue and encourage action on it. They provide this church flexibility to respond on selected occasions with timely and perceptive counsel on new situations and pressing concerns. Messages are communications that the Church Council adopts and are thus distinct from social statements, which are adopted only by the Churchwide Assembly. Messages are not the result of widespread deliberation in this church (as are social statements) but are intended primarily to encourage further discussion and action on specific current social issues among ELCA members. They are not new policy positions of the ELCA but build upon previously adopted social statements and social policy resolutions....Messages are based upon and are consistent with this church's social statements and social policy resolutions....The Church in Society program unit and the Office of the Presiding Bishop shall consult with each other to insure proper coordination in the preparation and distribution of non-policy churchwide messages on social concerns" (pages 20-21).

Background from the Church in Society unit

Following the referral from the Church Council, the program unit for Church in Society contracted with the Rev. Dr. Ronald Duty to take the lead in developing the message in accord with "Policies and Procedures for Addressing Social Issues." A consultation was held in January 2010, followed by the development of a draft based on research and regular consultation with members of the disabilities community. Dr. Duty also prepared a Web site

and authored a background document that sketched previous developments related to disabilities within the ELCA and its predecessors. In June 2010 the background document and a draft of a message on disabilities was posted on the ELCA Web site, allowing comment and suggestions by e-mail or mail. Comments and recommendations for revision were received from over 100 individuals, some representing networks and agencies.

The draft then was revised and a process of review and further revision conducted by Church in Society staff. As prescribed by "Policies and Procedures," this process included review by members of the Theological and Ethical Concerns Committee of the Conference of Bishops and the program committee for the Church in Society unit. The proposed social message, "People Living with Disabilities," has been recommended for adoption by the executive director of Church in Society and submitted for review to ELCA Church Council through the Program and Services Committee.

According to "Policies and Procedures of the Evangelical Lutheran Church in America for Addressing Social Concerns" (page 22): "the Church Council shall act upon the recommendations from the executive director of the Church in Society unit and adopt, modify, or reject the message." The proposed message is provided in [Exhibit K, Part 2](#).

CC ACTION

Recommended:

To adopt "People Living with Disabilities" as a message of the Evangelical Lutheran Church in America;

To express the gratitude of the Church Council for individuals and ministries throughout the Evangelical Lutheran Church in America who have provided not only vital initiatives and innovative models, but also prophetic witness and determined leadership toward the spirit and commitments now expressed in the message, "People Living with Disabilities"; and

To request that the 2011 Churchwide Assembly lift up and acknowledge this message and those who made it possible.

2. Development of Social Statements

At its March 2010 meeting, the ELCA Conference of Bishops raised questions related to the capacity of the Evangelical Lutheran Church in America to deal with the list of pending social documents currently under development. Similar concerns were voiced by members of the ELCA Church Council.

At its April 2010 meeting, the ELCA Church Council voted [CC10.04.15]:

To affirm the current time line for the development of a social statement on genetics for consideration by the 2011 Churchwide Assembly; and

To request the Church in Society program unit to convene conversations related to the development of future social statement and to bring a report and possible recommendations to the November 2010 meeting of the Church Council

As the Church in Society program unit considered the question of capacity, they identified three statements that provide a summary of concerns that have been raised:

1. This church is committed to the practice of moral deliberation and, while not universal, there is increasing appreciation for social documents.
2. Some in this church have described feeling burdened by the rapid succession, overlapping

time lines and controversial aspects of developing documents.

3. Despite a reduction in the number of staff within the churchwide organization responsible for studies, the time line approved prior to the reduction has been maintained.

The Church in Society program unit has indicated that there are many guiding concerns to be considered in the development of social policy documents, including social statements:

1. Maintaining the integrity of the established five-year process for the development of social statements with commitments to:
 - a. A task force-driven process that does not pre-conceive an outcome;
 - b. Broad churchwide participation in a way that continues reasonable quantity and quality of involvement of all stakeholders;
 - c. The following processes, with adjustment as appropriate:
 - 1) Multiple opportunities for input and response;
 - 2) Task forces comprised of a diverse range of competencies;
 - 3) A study;
 - 4) A draft;
 - 5) Hearings on the draft;
 - 6) A proposed document; and
 - 7) Formal involvement by elected churchwide leadership, including the unit program committee and the appropriate committees of the Conference of Bishops and Church Council.
2. Scheduling development of social documents so there is only one major document at any one time involving formal input from the elected churchwide leadership. It is critical to distinguish the capacity of the formal churchwide leadership from the capacity of stakeholders, congregations and other ministry sites, noting that the stakeholders and interest groups vary for each process and often do not overlap.
3. Related assumptions:
 - a. The pending decision of the 2011 Churchwide Assembly related to a proposed triennial Churchwide Assembly cycle would require further adjustment in the schedule.
 - b. Additional staffing reductions would require further adjustment in the schedule.

The following social policy statements currently are in process: message on disabilities (Church Council, November 2010); social statement on genetics (CWA 2011); message on mental health (Church Council, April 2011); social statement on criminal justice (CWA 2013); social statement on justice for women (CWA 2015).

The proposed schedule for consideration by the Church Council will be distributed following the meeting of the Program and Services Committee in [Exhibit K, Part 1](#).

CC ACTION

Recommended:

To request that future social documents be scheduled with sensitivity to the time demands involving elected churchwide leadership, including bishops, Church Council members and synodical leaders;

To acknowledge the preference that only one major document be in process at any one time;

To adopt the schedule provided in Exhibit K, Part 1; and

To request that the Program and Services Committee, at its November 2011 meeting and considering the actions of the 2011 Churchwide Assembly, reassess the revised time line and question of capacity.

3. Revisions to Personnel Policies

ELCA continuing resolution 14.21.07. specifies, “The Church Council shall adopt personnel policies for this church.” In accordance with that provision, the Human Resources section of the Office of the Presiding Bishop has recommended revisions to the Personnel Policies of the Churchwide Organization.

a. ELCA Churchwide Organization Electronic Communications Policy

The Human Resources section of the Office of the Presiding Bishop has recommended an addition to the Personnel Policies of the Churchwide Organization. The new policy is titled, “ELCA Churchwide Organization Electronic Communications Policy” and includes the following sections:

1. Policy Overview
2. Owning and Acquiring Technical Resources
3. Privacy Expectations
4. Prohibited Use
5. Using Personal Computer and Personal E-mail Address
6. Avoiding Harassing Behavior
7. Speaking on Behalf of the Organization and Issues of Confidentiality
8. Posting Recommendations for Colleagues
9. Job Performance
10. Reporting Violations
11. Discipline for Violations

The additional policy has been reviewed by ELCA legal counsel. The new policy is provided in [Exhibit I, Part 1](#).

CC ACTION [EN BLOC]

Recommended:

To approve the addition of the “ELCA Churchwide Organization Electronic Communications Policy” to the ELCA Churchwide Personnel Policies as detailed in Exhibit I, Part 1.

b. Compensation Policy

The Human Resources section of the Office of the Presiding Bishop has recommended revisions to the Personnel Policies of the Churchwide Organization related to the compensation policy. The proposed revisions have been reviewed by ELCA legal counsel and are provided in [Exhibit I, Part 2](#).

CC ACTION [EN BLOC]

Recommended:

To approve the revisions to the compensation policy of the ELCA Churchwide Personnel Policies as detailed in Exhibit I, Part 2.

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IV. ITEMS FOR EN BLOC ACTION

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

Each of the items is noted as [EN BLOC] on pages 30 - 48. On the first day of the Council meeting, the chair will provide an opportunity for members to indicate whether they wish to discuss separately any of the items any of the items listed in the *en bloc* resolution; any such item will be removed from the *en bloc* resolution and discussed at the appropriate point in the agenda.

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

CC ACTION

Recommended:

To take action *en bloc* on the items listed below, the full texts of which are found in the body of the agenda or in the exhibit as noted:

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A. Synodical Resolutions and Churchwide Assembly Actions

1. Synodical Resolutions Directed to the Church Council

Synodical resolutions directed to the Church Council that have been received since the council's April 2010 meeting are provided in Exhibit B, Part 1a. The actions contained in [Exhibit B, Part 1a](#) will be voted *en bloc* unless indicated otherwise.

Exhibit B, Part 1b contains proposed responses to synodical resolutions that were referred to churchwide units at previous Church Council or Executive Committee meetings. The actions contained in [Exhibit B, Part 1b](#) will be voted *en bloc* unless indicated otherwise.

CC ACTION [EN BLOC]

Recommended:

To approve the actions found in Exhibit B, Parts 1a and 1b.

2. Churchwide Assembly Referrals Directed to Church Council

Exhibit B, Part 2b contains proposed responses to referrals from the Church Council to churchwide units in response to actions of the 2009 Churchwide Assembly. The actions in [Exhibit B, Part 2b](#) will be considered *en bloc* unless indicated otherwise.

CC ACTION [EN BLOC]

Recommended:

To approve the actions found in Exhibit B, Part 2b.

3. Congregational Petition Addressed to Church Council

Provision 9.53.07 of the *Constitution, Bylaws, and Continuing Resolutions of the Evangelical Lutheran Church in America* stipulates: "Congregations shall have the right to petition this church." The petition is available in [Exhibit B, Part 3](#).

CC ACTION [EN BLOC]

Recommended:

~~**To approve the action found in Exhibit B, Part 3.**~~

To receive the petition of St. John's Lutheran Church, Cylinder, Iowa, as printed in Exhibit B, Part 3;

To acknowledge the actions of the 2009 ELCA Churchwide Assembly and the subsequent revision of the Ministry Policies of the Evangelical Lutheran Church in America by the Church Council in November 2009;

To further acknowledge that the 2011 Churchwide Assembly is the authorizing body for any action to reconsider the social statement, *Human Sexuality: Gift and Trust*, or the revisions to the ministry policies;

To decline to consider a motion to request reconsideration of *Human Sexuality: Gift and Trust* or the ministry policies at this meeting of the ELCA Church Council; and

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

B. Budget and Finance Committee

Action items recommended by the Budget and Finance Committee for *en bloc* approval following the committee's November 12, 2010 meeting are detailed below.

1. Church Council Designated Funds

The established method for funding the mission plans of the churchwide organization is through the operating budget. The operating budget, developed after review of potential income sources, is used to establish expense dollar guidelines for the various units of the churchwide organization as they provide programs or support outlined in the ELCA governing documents.

The Church council is asked occasionally to establish designated funds for support of certain specific programs or events that may not be included in the "normal" yearly operations of the churchwide organization. Approved requests may be managed in two different ways.

The first way designated funds are managed is through investment in the ELCA Foundation as Church Council designated funds "functioning as endowment." They are reported to the Church Council annually in April.

The second way designated funds are managed is through the ELCA treasury as a designated fund to be used for a specific activity within a given time frame. Exhibit F, Part 4a is a summary exhibit of all active Church Council designated funds, exclusive of those "functioning as endowments." Exhibit F, Parts 4b-4f includes reports for each of the active Church Council designated funds.

a. Youth and Young Adult Ministries Church Council Designated Fund Proposal

The three-year budget for the 2009 ELCA Youth Gathering contained estimates both for registrations and for program and operating expenses. At the close of the Gathering and after payment of all obligations, the budget was favorable in both income and expense variances. After making the necessary allocations for the upcoming Gathering, there are sufficient balances to establish a special Church Council designated fund for additional youth and young adult ministries.

~~More detailed information is included in [exhibit to be provided].~~

CC ACTION [EN BLOC]

Recommended:

To place \$400,000 from the Youth Gathering account into a Church Council designated fund for youth and young adult ministries;

To make income from the funds available for churchwide youth and young adult ministry ventures that are not covered in the general operating budget;

~~To hold the principle long term and to make income from the funds available for churchwide youth and young adult ministry ventures that would not be possible under the general budget;~~

To request that guidelines for distribution be developed by the ~~Vocation and Education program unit or its successor~~ Congregational and Synodical Mission unit in consultation with the treasurer and the executive for administration and that the guidelines focus on youth and young adult leadership development and intentionally

**include multicultural youth and young adult leadership development; and
To authorize that specific distributions be made according to recommendations
by churchwide youth and young adult **program** staff with the approval of the
executive director of ~~Vocation and Education or its successor~~ **the Congregational and
Synodical Mission unit and the treasurer.****

2. ELCA Endowments that benefit Waldorf College

The Board of Trustees of the ELCA Foundation took the following action at its October 2010 meeting:

Whereas, the ELCA holds the Ivan F. and Deloris M. Hunter Endowment Fund that benefits Waldorf College as a seven percent beneficiary of that endowment; and

Whereas, Waldorf College was founded in 1903 by Lutherans as an expression of the Gospel of Jesus Christ and has been a valued leader in Lutheran higher education since that time; and

Whereas, Waldorf College is now owned by Mayes Education, Inc., a subsidiary of Columbia Southern University, and is therefore no longer an eligible 501(c)(3) nonprofit recipient of an ELCA endowment fund; and

Whereas, the Waldorf Lutheran College Foundation has been established as a non-profit 501(c)(3) organization dedicated to securing and stewarding private gifts to support student scholarships, campus ministry, and alumni/community relations; and

Whereas, the Ivan F. and Deloris M. Hunter Endowment Fund Agreement stipulates that if a recipient of the fund ceases to be an eligible or operative beneficiary of the Fund, the Church Council of the ELCA shall have the authority to name a similar or complementary ministry to be the beneficiary of that portion of the Fund; and

Whereas, Waldorf College has been an active partner in ministry to and with the Western Iowa Synod since the founding of that synod;

Whereas, the ELCA Foundation, in consultation with the Vocation and Education Unit, recommends that this occasion afford an opportunity to encourage the Western Iowa Synod to maintain connections with Waldorf College;

NOW THEREFORE, be it resolved that the ELCA Church Council names the Western Iowa Synod as the beneficiary of that portion of the Ivan F. and Deloris M. Hunter Endowment Fund that currently benefits Waldorf College.

FURTHER, be it resolved that endowment distributions from that Fund to the Western Iowa Synod be restricted for the support of campus ministry, with preference through the Waldorf Lutheran College Foundation.

CC ACTION [EN BLOC]

Recommended:

To receive and endorse the recommendation of the Board of Trustees of the ELCA Foundation related to ELCA endowments that benefit Waldorf College;

To name the Western Iowa Synod as the beneficiary of that portion of the Ivan F. and Deloris M. Hunter Endowment Fund that currently benefits Waldorf College; and

To restrict endowment distributions from that Fund to the Western Iowa Synod for the support of campus ministry, with preference through the Waldorf Lutheran College Foundation.

3. ELCA Endowments that benefit Dana College

The Board of Trustees of the ELCA Foundation took the following action at its October 2010 meeting:

Whereas, the ELCA holds the Arnold and Olive Wallander Memorial Endowment Fund that benefits Dana College as a fourteen percent beneficiary of that endowment; and

Whereas, the ELCA holds the Rev. Raymond L. & Nellie Faye Hagberg Endowment Fund that benefits Dana College as an approximately seventeen percent beneficiary of that endowment; and

Whereas, the ELCA holds the Vita M. Jensen Endowment Fund that benefits Dana College as the sole beneficiary of that endowment; and

Whereas, Dana College was founded more than 125 years ago by Danish pioneers and has been affiliated with Lutheran church bodies since its beginning; and

Whereas, the Dana College Board of Regents announced on June 30 that it will commence the closing of the college and it will not reopen for the 2010-11 academic year; and

Whereas, the Arnold and Olive Wallander Memorial Endowment Fund Agreement and the Rev. Raymond L. & Nellie Faye Hagberg Endowment Fund Agreement stipulate that if a recipient of the fund ceases to be an operative beneficiary of the Fund, the ELCA shall have the authority to name a similar or complementary ministry to be the beneficiary of those portions of the Funds; and

Whereas, the Vita M. Jensen Endowment Fund Agreement stipulates that if the recipient ceases to be an operative beneficiary of the Fund, the Board of Trustees of the Endowment Fund of the ELCA shall have the authority to name a similar or complementary ministry to be the beneficiary; and

Whereas, the ELCA Foundation, in consultation with the Vocation and Education Unit, recommends that this occasion affords the opportunity for the ELCA to continue support of Lutheran higher education in Nebraska; and

Whereas, Midland Lutheran University made a commitment to accept all students from Dana College and maintain their academic credits and financial aid;

NOW THEREFORE, be it resolved that the ELCA and the Board of Trustees of the Endowment Fund of the ELCA designate the applicable portions of these Funds that currently benefit Dana College to benefit the ministry of Lutheran higher education, with preference for Midland Lutheran University.

CC ACTION [EN BLOC]

Recommended:

To receive and endorse the recommendation of the Board of Trustees of the ELCA Foundation related to ELCA endowments that benefit Dana College;

To designate the applicable portions of these Funds that currently benefit Dana College to benefit the ministry of Lutheran higher education, with preference for Midland Lutheran University.

4. Report of the Audit Committee

a. Audit Committee Membership

The Audit Committee shall consist of six members. A minimum of two members should be ELCA Church Council Budget and Finance Committee members. Members of the committee shall be appointed by the Budget and Finance Committee and forwarded to the Church Council for approval. Budget and Finance Committee members should be appointed for a two-year term with the possibility of reappointment up to their Church Council term. Non-Church Council members should be appointed for a two-year term, renewable for two

additional terms. Terms need to be staggered in recognition of the need for continuity of committee membership from year to year.

Members of the Audit Committee and current term end date are: Ann F. Niedringhaus (August 2011); John F. Timmer (August 2011); Timothy L. Stephan (August 2011); Deborah Chenoweth, chair (August 2011); Philip W. Bertram (August 2011) and Louise Hemstead (August 2011).

b. Report to the Church Council

At its June 2010 meeting, the ELCA Audit Committee reviewed the audited financial statements for the year ended January 31, 2010. The report is printed in [Exhibit F, Part 6a](#).

CC ACTION [EN BLOC]

Recommended:

To receive and approve the report of the Church Council Audit Committee describing their review of the audited financial statements, management letter and response of management for the fiscal year ended January 31, 2010.

5. Audit Committee Charter

Revisions to the Church Council Audit Committee Charter are highlighted in [Exhibit F, Part 6b](#).

CC ACTION [EN BLOC]

Recommended:

To approve the revision of the Church Council Audit Committee charter as provided in [Exhibit F, Part 6b](#).

6. Policy Reviews and Approvals

In the fall of 2009, the Budget and Finance Committee began a review of various investment and cash management policies of funds under the supervision and management of the ELCA Foundation. Previously, these policies had operated under the investment guidelines of the fixed income and equity portfolio managers, ELCA Board of Pensions and Thrivent Financial for Lutherans, respectively, and had not been reviewed and approved by the ELCA Church Council. The first of the policies approved were centered around the Charitable Gift Annuity (CGA) program.

After review by the staff of the ELCA Foundation and the Office of the Treasurer, four documents are being presented to the Church Council for approval at this meeting. They cover the Deferred Gift Operating Cash Management and Investments and the Charitable Trust and Pooled Income Fund Investments. The policy and guideline documents are found in [Exhibits F, Parts 7a-7c](#).

The Investment Philosophy and Policy Statement has been developed by Foundation staff in consultation with the applicable investment managers and the Office of the Treasurer.

CC ACTION [EN BLOC]

Recommended:

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To approve the addition of commodities to the eligible list of investments of the Charitable Remainder Trusts and Pooled Income Funds programs;

To approve the Investment Policy Statement for the Charitable Trust and Pooled Income Fund Programs; and

To approve the Investment Manager Guidelines for Wells Fargo Private Bank;

To approve the Investment Manager Guidelines for Thrivent Financial; and

To approve the Deferred Gifts Operating Cash Management and Investment Policy.

C. Executive Committee

Action items recommended by the Executive Committee for *en bloc* approval will be distributed following the committee's November 12, 2010 meeting.

1. Appointment of the Memorials Committee

Churchwide bylaw 12.51.21., in regard to the Churchwide Assembly, provides for the appointment of a Memorials Committee to review memorials from synodical assemblies and make recommendations for assembly action. The 15-member committee includes four members of the Church Council, voting members of the assembly and two representatives of the Conference of Bishops. The Church Council appoints the committee at its November meeting prior to the Churchwide Assembly to allow for adequate notice to members for their participation in the meeting of the Memorials Committee subsequent to the completion of the 2011 synodical assemblies.

CC ACTION [EN BLOC]

Recommended:

To appoint the members of the Memorials Committee for the 2011 ELCA

Churchwide Assembly:

- 1. Bp. Elizabeth Eaton (6E)**
- 2. Mr. James Ellefsen (5D)**
- 3. Pr. Khader Khalilia (2A)**
- 4. Pr. Steve Loy (2E) – *co-chair***
- 5. Pr. Heather Lubold (8B) – *co-chair***
- 6. Mr. Evan Moilan, Jr. (4F)**
- 7. Ms. Gail Olson (3H)**
- 8. Bp. Duane Pederson (5H)**
- 9. Ms. Lynette Reitz (8E)**
- 10. Mr. Anthony Rhodes (1B)**
- 11. Ms. Trudi Schmidt (1F)**
- 12. Pr. Jeff Sorenson (3C)**
- 13. Ms. Amanda Tompkins (7E)**
- 14. Ms. Doris Underwood (9D)**
- 15. Mr. Christopher Wertman (9A)**

2. Appointment of Committee of Reference and Counsel

Churchwide bylaw 12.51.11., in regard to the Churchwide Assembly, provides for the appointment of a Committee of Reference and Counsel to review items—proposed resolutions—that are not germane to items contained in the stated agenda of the assembly and also to review all changes or additions to the constitution and bylaws submitted by voting members at the assembly. The 15-member committee includes members of the Church Council, voting members of the assembly and two representatives of the Conference of Bishops.

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CC ACTION [EN BLOC]

Recommended:

To appoint the members of the Committee of Reference and Counsel for the 2011

ELCA Churchwide Assembly:

1. **Bp. Leonard Bolick (9B)**
2. **Mr. Larry Ehrlich (4B)**
3. **Mr. John Emery (5I) – co-chair**
4. **Ms. Louise Hemstead (5L) – co-chair**
5. **Mr. Christian Hicks (7F)**
6. **Pr. Abigail Hoffman (7D)**
7. **Mr. William Horne (9E)**
8. **Pr. Keith Hunsinger (6D)**
9. **Mr. James Hushhagen (1C)**
10. **Ms. Christine Mummert (8D)**
11. **Pr. Gretchen Ritola (4A)**
12. **Ms. Paula Sturgeon (2D)**
13. **Ms. Yolanda Tanner (8F)**
14. **Pr. Jonathan Vehar (3C)**
15. **Bp. Martin Wells (1D)**

3. Appointment of Church Council Liaisons to Unit Program Committees

At its meetings following the 2009 Churchwide Assembly, the Executive Committee reviewed indications from the Church Council for service in a variety of committees, including as liaisons from the Church Council to the five unit program committees: Church in Society; Evangelical Outreach and Congregational Mission; Global Mission; Multicultural Ministries; and Vocation and Education. Based on recommendations from the Executive Committee, the Church Council ratified the following appointments at its November 2009 meeting: Church in Society: David Truland; Evangelical Outreach and Congregational Mission: Ann Niedringhaus; Global Mission: Keith Hunsinger; Multicultural Ministries: Pablo Obregon; and Vocation and Education: David Anderson.

The redesign of the churchwide organization approved by the Church Council at its October 2010 meeting provides for two program units and one service unit: Congregational and Synodical Mission; Global Mission; and Mission Advancement. The Church Council will consider an action to elect members to the program committees for Congregational and Synodical Mission (CSM) and Global Mission. Since the Global Mission program unit will continue, the Executive Committee will recommend that one of the following members serve as liaison to the CSM program committee: David Anderson (VE), Ann Niedringhaus (EOCM), Pablo Obregon (MM), or David Truland (CS). No program committee is anticipated prior to final action by the 2011 Churchwide Assembly.

CC ACTION [EN BLOC]

Recommended:

To appoint **Pablo Obregon to serve as the Church Council liaison to the program committee for Congregational and Synodical Mission for the remainder of the 2009-2011 biennium; and**

To thank the following Church Council members for their serve as liaisons to the

following unit program and advisory committees: Advisory Committee for Corporate Social Responsibility: David Truland; Church in Society: David Truland; Evangelical Outreach and Congregational Mission: Ann Niedringhaus; Global Mission: Keith Hunsinger; Multicultural Ministries: Pablo Obregon; and Vocation and Education: David Anderson.

D. Legal and Constitutional Review Committee

Action items recommended by the Legal and Constitutional Review Committee for *en bloc* approval will be distributed following the committee's November 12, 2010 meeting.

1. Churchwide Assembly Recommendations: Governing Documents

The Church Council has the responsibility for submitting recommendations for action by the 2011 Churchwide Assembly. For constitutional amendments, a six-month notice to the synods is required for adoption of such amendments in one Churchwide Assembly (churchwide constitutional provision 22.11.a.). Notice of proposed bylaws also is provided to the synods as information. The proposed amendments also are distributed to the voting members in the *Pre-Assembly Report*.

a. Amendments Related to Redesign of the Churchwide Organization

Information and the proposed amendments related to the redesign of the churchwide organization in October 2010 are provided in [Exhibit G, Part 2c](#).

CC ACTION [EN BLOC]

Recommended:

To recommend the following for adoption by the 2011 Churchwide Assembly of the Evangelical Lutheran Church in America:

To adopt, with the exception of those amendments that may be considered separately, the amendments to the Constitutions, Bylaws, and Continuing Resolutions of the Evangelical Lutheran Church in America as detailed in Exhibit G, Part 2c; and

To authorize the secretary of the Evangelical Lutheran Church in America to make editorial revisions as necessary and report them back to the Church Council at its April 2011 meeting.

b. Other Amendments

The proposed amendments are provided in [Exhibit G, Part 1b](#).

CC ACTION [EN BLOC]

Recommended:

To recommend the following for adoption by the 2011 Churchwide Assembly of the Evangelical Lutheran Church in America:

To adopt, with the exception of those amendments that may be considered separately, the amendments to the Constitutions, Bylaws, and Continuing Resolutions of the Evangelical Lutheran Church in America as detailed in Exhibit G, Part 1b; and

To authorize the secretary of the Evangelical Lutheran Church in America to make editorial revisions as necessary and report them back to the Church Council at its April 2011 meeting.

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2. Approval of Synod Constitutions

Provision 10.12. of the *Constitution, Bylaws, and Continuing Resolutions of the Evangelical Lutheran Church in America* stipulates: "Each synod shall have a constitution, which shall become effective upon ratification by the Church Council. Amendments thereto shall be subject to like ratification" The amendments to the synod constitutions are available in [Exhibit G, Part 4](#).

CC ACTION [EN BLOC]

Recommended:

To ratify amendments to the constitutions of the following synods: Southwestern Minnesota (3F), Oregon (1E) and Pacifica (2C), as detailed in Exhibit G, Part 4.

3. Manual of Policies and Procedures for the Management of the Rosters

The *Manual of Policies and Procedures for the Management of the Rosters* is a collection of the policies related to rostered ministry categories and procedures that have been adopted over the years by the Church Council, as required by Chapter 7 of the *Constitution, Bylaws, and Continuing Resolutions of the Evangelical Lutheran Church in America*.

The manual is an especially crucial document for synodical bishops and staff members dealing with the call process, rostering matters and responsibilities for oversight.

With approval of the revisions by the Church Council, the revised manual is now ready for distribution and for posting on the ELCA Web site.

An index to the manual is provided in Exhibit G, Part 3a. The full document, with revisions indicated, is provided in Exhibit G, Part 3b (online only). Paper copies are available upon request to John Hessian.

CC ACTION [EN BLOC]

Recommended:

To approve the updated *Manual of Policies and Procedures for the Management of the Rosters of the Evangelical Lutheran Church in America* and authorize its distribution for use by synodical bishops, synodical staff members and others who hold responsibilities for such matters in this church; **and**

To authorize the secretary of the Evangelical Lutheran Church in America to make editorial changes to the manual related to the redesign of the churchwide organization; and

To authorize the secretary of the Evangelical Lutheran Church in America to provide periodic updates reflecting new or revised policies subsequently adopted by the Church Council.

4. Amendments to the Deaconess Community Bylaws

Stanley N. Olson, executive director of the Vocation and Education unit, has requested that the amendments to bylaws for the Deaconess Community of the Evangelical Lutheran Church in America be approved. The revised bylaws, with amendments indicated, are printed in [Exhibit O, Parts 4a \(redline version\) and 4b](#). **Subsequent to the action of the Deaconess Community to revise its bylaws, it has been noted that the redesign of the churchwide organization will require additional minor revisions. Upon request by the Deaconess**

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Community, the Office of the Secretary will make the revisions following this meeting of the ELCA Church Council.

CC ACTION [EN BLOC]

Recommended:

To approve the amendments to the bylaws of the Deaconess Community of the Evangelical Lutheran Church in America as printed in Exhibit O, Part 4b and to authorize the secretary of this church to make editorial changes to the bylaws related to the redesign of the churchwide organization.

5. ELCA Pension and Other Benefits Program

The Board of Trustees of the Board of Pensions of the Evangelical Lutheran Church in America met on August 5-7, 2010 and November 5-7, 2010 in Minneapolis, Minn. The following plan amendments, approved by the Board of Trustees at that time, are recommended for adoption by the Church Council at its meeting on November 12-14, 2010:

1. *Amendment to the ELCA Retirement Plan*
 - a. Eligibility - Definitions: Section 2.19 (*Eligible Employer*) was amended to expand the plan's eligibility to allow additional organizations, such as the North American Lutheran Church (NALC), to sponsor their members in the ELCA Pension and Other Benefits Program.
2. *Amendment to the ELCA Medical and Dental Benefits Plan*
 - a. Eligibility - Definitions: Section 2.01 (*Eligible Employer*) was amended to expand the plan's eligibility to allow additional organizations, such as the NALC, to sponsor their members in the ELCA Pension and Other Benefits Program.
3. *Amendment to the ELCA Survivor Benefits Plan*
 - a. Eligibility - Definitions: Section 2.01 (*Eligible Employer*) was amended to expand the plan's eligibility to allow additional organizations, such as the NALC, to sponsor their members in the ELCA Pension and Other Benefits Program.
4. *Amendment to the ELCA Disability Benefits Plan*
 - a. Eligibility - Definitions: Section 2.01 (*Eligible Employer*) was amended to expand the plan's eligibility to allow additional organizations, such as the NALC, to sponsor their members in the ELCA Pension and Other Benefits Program.

CC ACTION [EN BLOC]

Recommended:

To adopt the eligibility amendment to Section 2.19 of Article II of the ELCA Retirement Plan; Section 2.01 of Article II of the ELCA Medical and Dental Benefits Plan; Section 2.01 of Article II of the ELCA Survivor Benefits Plan and Section 2.01 of Article II of the ELCA Disability Benefits Plan.

6. Proposed Amendments to ELCA Retirement Plan (see agenda page 48)

E. Planning and Evaluation Committee

Action items recommended by the Planning and Evaluation Committee for *en bloc* approval will be distributed following the committee's November 12, 2010 meeting.

F. Program and Services Committee

Action items recommended by the Program and Services Committee for *en bloc* approval will be distributed following the committee's November 12, 2010 meeting.

1. Corporate Social Responsibility

The Evangelical Lutheran Church in America has a long history of working for justice through corporate social responsibility. The Corporate Social Responsibility Program (CSR) of the Evangelical Lutheran Church in America (ELCA) is mandated by the ELCA Constitution (14.21.14):

14.21.14.: The Church Council, acting through the designated churchwide unit, shall have responsibility for the corporate social responsibility of this church and shall have the authority to file shareholder resolutions and cast proxy ballots thereon on stocks held by the churchwide units that are not separately incorporated. In addition, the Church Council may make recommendations to the churchwide units that are separately incorporated concerning the filing of shareholder resolutions and the casting of ballots on stocks held by those units.

16.12.D06.: The Church in Society unit shall assist this church to discern, understand, and respond to the needs of human beings, communities, society, and the whole creation through direct human services and through addressing systems, structures, and policies of society, seeking to promote justice, peace, and the care of the earth. To fulfill these responsibilities, this program unit shall: ...

- i. give expression to this church's concern for corporate social responsibility, both in its internal affairs and its interaction in the broader society. To do so, this program unit will:
 - 1) exercise, at the direction of the Church Council, the rights of this church as a corporate shareholder on issues of social concern on stocks held by the churchwide units that are not separately incorporated. In addition, the Church Council may make recommendations to the churchwide units that are separately incorporated concerning the filing of shareholder resolutions and the casting of proxy ballots on stocks held by those units;
 - 2) facilitate the formation of an Advisory Committee on Corporate Social Responsibility that will include representatives from the Board of Pensions, the Church Council, and other units of this church and that will give counsel and advice to all appropriate units of this church on corporate social responsibility; and
 - 3) work with national ecumenical groups on issues of corporate responsibility.

At its November 2003 meeting, the Church Council voted (CC03.11.68):

To approve the revised governance process for Corporate Social Responsibility in the Evangelical Lutheran Church in America, with the request that:

1. The ELCA Church Council, upon recommendation of the board for the Division for Church in Society:
 - a. review and recommend prioritized focus issues for the attention of this church in Corporate Social Responsibility; and
 - b. recommend a policy framework for each focus issue that will identify and delimit the scope within which resolutions may be filed;

2. The executive director of the Division for Church in Society, within the policy framework, approve individual Corporate Social Responsibility resolutions for filing; and
3. Regular reports be made to the board of the Division for Church in Society, the Conference of Bishops, the ELCA Church Council, and the trustees of the Board of Pensions regarding resolutions that have been filed ; and

To ... anticipate additional issue papers as they are developed ...:

The executive director of the Church in Society program unit, Rebecca Larson, has presented the annual report on Corporate Social Responsibility, which is found in [Exhibit K, Part 3a](#). In addition, four revised issue papers as recommended by the Advisory Committee on Corporate Social Responsibility are presented. The revised papers are provided in Exhibit K, Parts 3b-3e.

CC ACTION [*EN BLOC*]

Recommended:

To approve the amendments to the following Corporate Social Responsibility issue papers, but to request that the wording of the original issue papers be archived for historical and research purposes:

- **Caring for Creation: Global Warming and Climate Change**
- **Caring for Health: International Access to Pharmaceuticals**
- **Caring for Creation: Environmental Topics**
- **Sufficient, Sustainable Livelihood for All: Domestic Access to Capital**

2. Amendments to the Candidacy Manual: Transfer of Candidacy

At three points, the Candidacy Manual approved by the Church Council in April 2010 refers to the role of Candidacy Committees or committee chairpersons in the transfer of candidacy from one synod to another. The three relevant sections are not in agreement regarding whether authorization comes from the bishops and the two chairpersons or the bishops and the committees. Please note the current wording of these sections as detailed below [*emphasis added*]:

Under Management of Candidacy Files, page 14

6. A candidacy file transferred from another synod requires a new congregation registration. Transfer of candidacy is made only when there is *agreement by the bishops and Candidacy Committees of both synods*.

Under Guidelines for Transfer of Candidacy, page 17

To assure full awareness and the sharing of relevant information, *the bishops of both synods and the Candidacy Committee chairpersons of both synods will give written authorization for the transfer*.

Under Guidelines for Reinstatement to the Rosters..., page 21

- C. With the approval of the ELCA secretary, the reinstatement process may be transferred from the synod of previous roster to the synod of current residence, upon the *written concurrence of both Candidacy Committees and both synodical bishops*.

NOTE: according to these policies, transfer normally can be to any other synod. Transfer of a reinstatement process, however, is only to the synod

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of the candidate's current residence. This special restriction seems appropriate, so no change is recommended. (See Exhibit G, Part 3b)

The entire section "Guidelines for Transfer" in the Candidacy Manual (pages 16-17), including the language of the second quotation, was carefully developed by staff and the Conference of Bishops between January and March 2010. The second quote above thus represents the bishops' most recent decision related to this complex question and apparently reflects a consensus that transfer is a serious matter, but is not normally one of the points at which a candidacy would be terminated or prevented. The Vocation and Education Liaison Committee of the Conference of Bishops and the Vocation and Education (VE) staff concur that the following changes should be made to bring the entire Candidacy Manual into conformity with the language developed subsequent to the last revision.

CC ACTION [EN BLOC]

Recommended:

To amend the language on page 14 of the Candidacy Manual as follows:

A candidacy file transferred from another synod requires a new congregation registration. ~~Transfer of candidacy is made only when there is agreement by the bishops and Candidacy Committees of both synods.~~ (See "Guidelines for Transfer of Candidacy" p. 16ff); and

~~**To amend the language on page 21 of the Candidacy Manual as follows,**~~

~~**With the approval of the ELCA secretary, the reinstatement process may be transferred from the synod of previous roster to the synod of current residence upon the written concurrence of both candidacy committees and both synodical bishops. (See "Guidelines for Transfer of Candidacy" p. 16ff).**~~

To authorize the secretary of the Evangelical Lutheran Church in America to make editorial changes to the manual related to the redesign of the churchwide organization.

3. Recommendations of the Public Ministry Consultations Planning Team

In January 2007 a consultation on the ministries of deaconesses, diaconal ministers and associates in ministry was convened by the Vocation and Education unit with funding from the ELCA Deaconess Community. From that very successful gathering grew an *ad hoc* Public Ministry Consultations Planning Team that worked for three years, fostered similar gatherings in eight regions of the ELCA and developed a DVD resource. The team submitted a report early in 2010 to the executive director for Vocation and Education, the secretary of the ELCA, the regional coordinators and the leadership teams of the diaconal ministry community and the Deaconess Community. The report includes nine recommendations, which are detailed below.

The first six recommendations are specifically related to the current rosters for Diaconal Ministers, the Deaconess Community and Associates in Ministry:

1. Address the ELCA Constitution and other governing documents to remove the word "lay" to describe all three of these rosters in public ministry.
2. Articulate a common theological foundation for ministry, reclaiming "diaconia" as the foundation for all three rosters.
3. While recognizing and valuing the differences in tradition and history of these three rosters, we recommend that they become one roster with three expressions.

4. Require basic theological preparation for all three rosters while maintaining flexibility toward goals of effective and diverse mission and ministry.
5. For the sake of good order, examine the titles, symbols and visible signs of each of the three rosters.
6. Vigorously encourage synods, bishops and churchwide staff to communicate more effectively the value of and variety of gifts of these three rosters (e.g. advocate with congregations and agencies as they consider staffing).

The final recommendations relate to *all four* of the current rosters, including those ordained to word and sacrament:

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

The following recommendation is based upon the report of the consultation planning team.

CC ACTION [EN BLOC]

Recommended:

To express the appreciation for the work of the Public Ministry Consultations planning team, acknowledging that their work has assisted the Evangelical Lutheran Church in America to deepen its understanding both of the diaconal work shared by all members and of the public ministries of word and service;

To call upon this church to name these word and service ministries, to affirm their vital roles, to recruit individuals to explore these callings and to assist people in preparing for and being called to specific ministries in the ELCA and in the world we serve;

To request that the ~~Vocation and Education or other appropriate~~ Congregational and Synodical Mission unit, with the appropriate committee of the Conference of Bishops, constitute a small task force on ministries of service (*diakonia*), including at least one teaching theologian, one bishop and one member from each of the four rosters, with this mandate:

- 1. To suggest ways that the leaders and expressions of the ELCA can continue to undergird the ministries of members of the three Word and service rosters and their communities and to facilitate the use of their gifts and called service in ELCA congregations and other ministries, including non-profit, government and public entities;**
- 2. To articulate for the ELCA a fuller theology of word and service ministry that builds upon:**
 - a. This church's diaconal tradition and its complementarity to the theology of word and sacrament ministry, grounding both in the baptismal call to all God's people to serve within the institutional church and in the world;**
 - b. The ELCA's "Together for Ministry" report (1993), the Lutheran World Federation report "Diakonia in Context" (2009), the report and recommendations of Public Ministry Consultations planning team (2010) and other Lutheran and ecumenical studies;**

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3. To consider whether this word and service ministry would be better expressed and the present ELCA mission and ecumenical mission better served by the formation of one new ELCA Word and service roster that incorporates the members and heritage of the three present rosters into a diversified whole with a common entrance rite; and To refer the report to the Conference of Bishops in consultation with the Congregational and Synodical Mission unit; and

To request that any and possible recommendations be brought to the ~~November 2011~~ April 2012 meeting of the ELCA Church Council.

4. Revision of “Policies and Procedures of the ELCA for Addressing Social Concerns”

The Program and Services Committee of the Church Council, in consultation with the Church in Society program unit, guided a comprehensive review and revision of “Policies and Procedures of the ELCA for Addressing Social Concerns” in 2005-2006. The revised document was approved by the Church Council in November 2006 [CC06.11.51].

It has been recommended that the document be revised to reflect the restructuring of the churchwide organization in October 2010.

CC ACTION [EN BLOC]

Recommended:

To request the Office of the Presiding Bishop to review and update “Policies and Procedures of the ELCA for Addressing Social Concerns” to reflect the restructuring of the churchwide organization in October 2010; and

To make the revised document available no later than April 1, 2011.

G. Other Nominations, Appointments, and Elections

1. Social Ministry Organizations

The Evangelical Lutheran Church in America serves as a corporate member of certain inter-Lutheran organizations and affiliated social ministry organizations. The role of corporate members includes the responsibility to elect ELCA representatives to the organization's board of directors as prescribed in the organization's governing documents. The relationship of the ELCA to certain inter-Lutheran organizations and affiliated social ministry organizations currently is expressed through the Church in Society unit.

The ELCA serves as a corporate member of Lutheran Medical Center, Brooklyn, New York; the Evangelical Lutheran Good Samaritan Society, Sioux Falls, S.D.; Lutheran Services in America, Baltimore, Md.; Mosaic, Inc., Omaha, Neb.; and Lutheran Immigration and Refugee Service, Baltimore, Md. In the case of Lutheran Medical Center, Brooklyn, New York, the ELCA's annual election of board members complies with their constitutional requirement that this action constitute an annual meeting of the corporate member. The Church in Society program unit has forwarded to the Church Council the following nominations for positions on the boards of these organizations.

CC ACTION [EN BLOC]

Recommended:

To elect as a member of the board of directors of Mosaic, Omaha, Neb., to a three-year term expiring in 2013: Mr. James Zils.

2. Boards of ELCA Seminaries

Bylaw 8.31.02. outlines basic parameters for the election of members to the boards of ELCA seminaries. Subsection 8.31.02.a. provides for churchwide representation: "At least one-fifth nominated, in consultation with the seminaries, by the appropriate churchwide unit and elected by the Church Council." The following are submitted for election based on a protocol between the seminary and the Vocation and Education program unit.

CC ACTION [EN BLOC]

Recommended:

To elect as a member of the board of directors of the Lutheran Theological Seminary at Gettysburg, Gettysburg, Pennsylvania, to a four-year term expiring in 2014: Mr. David Russell.

3. ELCA Risk Management

ELCA Risk Management (ELCARM) is a corporation related to the Vocation and Education unit that provides insurance services to ELCA colleges, universities and seminaries. ELCARM is governed by a nine-member board of directors. Under the bylaws of the corporation, four directors are elected by colleges, universities and seminaries that are members of the corporation. Five directors are appointed by the ELCA Church Council, with two nominated by Vocation and Education, one by the Office of the Secretary, one by the Council of College and University Presidents and one by the Council of Seminary Presidents. David Hardy, who currently serves as a director nominated by the Vocation and Education

unit, will resign effective at the end of the February 2011 winter meeting of the ELCARM Board of Directors.

After consultation with the presiding bishop and others, the Vocation and Education unit nominates Mr. Bruce Nicholson to fill the vacancy on the ELCARM board. Nicholson retired in 2010 as chairman, president and CEO of Thrivent Financial for Lutherans. He is an active member of an ELCA congregation in the Twin Cities.

CC ACTION [EN BLOC]

Recommended:

To appoint Mr. Bruce Nicholson to the ELCA Risk Management Board of Directors effective at the end of the February 2011 winter meeting of the ELCARM Board.

4. Board of National Lutheran Campus Ministry, Incorporated

At the request of Stanley N. Olson, the executive director of the Vocation and Education unit, the Church Council elects members of the board of National Lutheran Campus Ministry, Inc., as described in ELCA bylaw 14.21.22., “The Church Council shall arrange the process for all elections . . . to assure conformity with established criteria.”

The Vocation and Education unit is responsible for relating to and assisting “ministries, organizations, programs and movements that support members of this church in discerning and practicing their callings under the Gospel; and thereby . . . foster, in coordination with synods, campus ministries at public and non-ELCA colleges and universities, in accordance with the established campus ministry policies and procedures. . . .” Nominations to the board are made by the board of National Lutheran Campus Ministry, Inc., in coordination with unit staff.

CC ACTION [EN BLOC]

Recommended:

To elect to the Board of Directors of National Lutheran Campus Ministry, Inc., in accordance with Article III, Section 3.2 of NLCM’s amended bylaws, “The directors shall be nominated by a nominating committee (consisting of the ELCA Director for Campus Ministry or his or her designee, and two members of the Board of Directors) and elected by the ELCA Church Council...”: Mr. Chuck Frederiksen to a four-year term ending in 2015.

5. Board of Augsburg Fortress Publishers

Between meetings of the Churchwide Assembly, the Church Council has the responsibility of electing people to fill terms on churchwide boards, steering committees of churchwide commissions, and certain advisory committees.

CC ACTION [EN BLOC]

Recommended:

To elect Mr. Robert T. Flynn to the board of trustees of Augsburg Fortress Publishers to fill a three-year term expiring in 2013.

Revised November 11, 2010

6. Proposed Amendments to ELCA Retirement Plan

At its November 2010 meeting, the Board of Trustees of the ELCA Board of Pensions approved amendments to the ELCA Retirement Plan that authorize the reopening of the redesigned ELCA Participating Annuity Fund without the bridge fund component. The amendments ensure that all joint annuities will contain a 15-year minimum payout feature.

The amendments are provided in [Exhibit P, Part 2](#).

CC ACTION [EN BLOC]

Recommended:

To approve the amendments to the ELCA Retirement Plan as detailed in Exhibit P, Part 2.

V. ITEMS FOR INFORMATION

A. Board Development Committee

Information items related to the November 12, 2010 meeting of the Board Development Committee will be distributed following the committee's meeting.

1. Racial Justice Process Observation Training

Process observation will continue at the November 2010 meeting of the Church Council and will be led by the current members of the Racial Justice Working Group: Baron Blanchard, Arielle Mastellar, Ann Niedringhaus, Pablo Obregon, Ivan Perez, Lynette Reitz, Judith Barlow-Roberts, David Truland and Deborah Wilson.

To work toward the goal of training all members of the Church Council in process observation, a training session has been scheduled on Saturday evening, November 13 for members of the Church Council classes of 2013 and 2015. The training will be conducted by the Anti-Racism Team of the Metropolitan Chicago Synod.

CC INFORMATION

2. Church Council Board Development: Primer on Ecclesiology and Polity

The Board Development Committee of the Church Council regularly schedules "primers" on various topics "...to assist the presiding bishop and the Church Council in developing and implementing efforts to help members of the Church council to demonstrate a comprehensive understanding of the council's role and fiduciary responsibility as the board of directors of the Evangelical Lutheran Church in America" (ELCA 14.41.F07).

Building on the Church Council's "mini-retreat" in April 2010 on the topic, "The ELCA: Converted to Mission," the primer at the November 2010 meeting will focus on ecclesiology and polity—the subject of the initial primer in April 2004, which was led by former Presiding Bishop H. George Anderson.

The presenter for the November 2010 primer is Dr. Cheryl M. Peterson, assistant professor of systematic theology at Trinity Lutheran Theological Seminary, Columbus, Ohio. She earned her undergraduate degree from Wittenberg University, her Master of Divinity from the Lutheran School of Theology, Chicago, and her PhD from Marquette University. She has served ELCA congregations in Pennsylvania and Wisconsin prior to joining the Trinity faculty in 2005.

Two papers by Dr. Peterson are provided in [Exhibit B, Parts 7a-7b](#), with "What Does it Mean to be the Church? The ELCA and ELCIC in the 21st Century" as the primary resource. Dr. Peterson's additional paper is "The One Holy, Catholic and Apostolic Church in the North American Context." Bishop Anderson's 2004 paper, "[Ecclesiology, Mission and Structure](#)," which is available under the primers tab on Net Community.

The primer is scheduled on Sunday afternoon, November 14 and will be held by Web-ex.

CC INFORMATION

3. Bible Study: Being a "Book of Faith" Church Council

At each meeting of the Church Council, participants are invited to be part of the Book of Faith initiative. Planning is coordinated by the Board Development Committee.

At its November 2010 meeting, the Bible study will be led by Bishop Herman Yoos, who serves as bishop of the Southeastern Synod and is the liaison bishop representing ELCA Region 9.

The Bible study at the April 2011 meeting will be led by Pastor Dee Pederson, chair of the Living into the Future Together (LIFT) task force.

CC INFORMATION

Revised November 9, 2010

B. Budget and Finance Committee

Information items related to the November 12, 2010 meeting of the Budget and Finance Committee will be distributed following the committee's meeting.

1. 2010 Interim Financial Statements

The Report of the Treasurer summarizing financial results for the eight month period ending September 30, 2010 can be found in Exhibit F, Part 1a. The current operating fund financial results for the period are presented in Exhibit F, Part 1b. Operating results for the World Hunger program for the fiscal year are in Exhibit F, Part 1c. The statements of financial position for the period are reflected in Exhibit F, Part 1d.

CC INFORMATION

2. 2010 Expenditure Authorization

No change to the current 2010 spending authorization is being proposed. The Church Council approved a reduction in the 2010 spending authorization at its August 4, 2010 conference call to \$65,100,000. The revised mission support projections used in establishing the reduced spending authorization have been accurate to date, with the variance to budget less than one percent. However, due to the continued pressure on congregational income, the greater variability historically seen in fourth quarter income and the time-lag between expenditures and reporting of income from synods, churchwide units have been asked to identify potential underspending options amounting to \$2.9 million or 4.5 percent. The reductions identified are primarily in the area of grants. If income holds to estimates and it does not appear necessary to operate under the contingency plans, the grants to partner ministries could be released during the last month of the fiscal year.

World Hunger income results through September are very unfavorable to budget. Units have identified 10-20 percent in underspending, again primarily in grants, that will be released if year-end receipts reach budgeted levels.

CC INFORMATION

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C. Executive Committee

Information items related to the November 12, 2010 meeting of the Executive Committee will be distributed following the committee's meeting.

1. Recipient for Church Council Offering

In preparation for each meeting of the Church Council, the Executive Committee requests a recommendation by the Development Services unit of the offering recipient(s) for the meeting for review and approval by the Executive Committee.

The Executive Committee has recommended that the offering taken at the worship service on Sunday, November 14, 2010 will benefit the Vision for Mission fund, which supports churchwide programs, and the World Hunger Appeal.

Please make checks payable to the ELCA with the notation "Church Council Offering."

CC INFORMATION

2. Update on ELCA Malaria Campaign

At its October 2010 meeting, the ELCA Church Council received a detailed report on the work of the Evangelical Lutheran Church in America related to malaria. The council voted:

To focus the commitment of the Evangelical Lutheran Church in America to address malaria through a rebranded and prioritized ELCA Malaria Campaign throughout this church;

To acknowledge the enthusiasm of this church to meet this commitment, giving thanks to God for:

1. the energy and commitment of the five current pilot synods and the five additional pilot synods eager to begin in 2011;
2. the generous gifts of donors throughout this church;
3. resources prepared and stories told;

To give thanks as well for the enthusiasm with which companion churches in Africa have embraced and have begun to implement a joint effort with the ELCA to roll back malaria, utilizing their personnel, church programs, health ministries and community development programs in this effort;

To focus and expand the work already begun, anticipating an authorizing action to be taken by the 2011 ELCA Churchwide Assembly;

To reaffirm the ongoing core work of ELCA World Hunger and strengthen its capacity through this special giving opportunity that reaches out to new donors and invites current donors to deepen their commitment above and beyond normal World Hunger giving;

To request that, after donors are informed of this church's refocus of its distribution channels for gifts designated for malaria, funds already held by this church and funds to be received with any designation for malaria be distributed to address issues of malaria through Global Mission's ongoing relationships with partner churches;

To authorize continued receipt of designated gifts for malaria under the auspices of the World Hunger Appeal in support of malaria work of this church;

To request that a report and recommendations for a churchwide campaign to address malaria be brought to the April 2011 meeting of the ELCA Church Council for referral to the 2011 Churchwide Assembly;

To acknowledge with gratitude the work begun with Lutheran World Relief (LWR), The Lutheran Church–Missouri Synod (LCMS), and the United Nations Foundation (UNF) through the Lutheran Malaria Initiative (LMI), and to deepen partnerships with LWR among specific partners and ministries, with the Lutheran World Federation, and with other partners; and

To anticipate that this whole church—members of every age, congregations, synods, the churchwide organization, agencies and institutions, the Women of the ELCA, Lutheran Men in Mission, the Lutheran Youth Organization, colleges and universities, seminaries, social ministry

organizations, camping ministries, and all others—will learn about malaria and other diseases intensified by poverty and prayerfully support this commitment as it grows into readiness for a possible major fundraising campaign in synods and congregations following authorizing action by the 2011 Churchwide Assembly.

An update is provided in [Exhibit A, Part 1b](#).

CC INFORMATION

D. Legal and Constitutional Review Committee

Information items related to the November 12, 2010 meeting of the Legal and Constitutional Review Committee will be distributed following the committee's meeting.

E. Planning and Evaluation Committee

Information items related to the November 12, 2010 meeting of the Planning and Evaluation Committee will be distributed following the committee's meeting.

~~1. Update on ELCA Evangelism Strategy Revised November 9, 2010~~

~~The Planning and Evaluation Committee receives regular updates related to the ELCA Evangelism Strategy as part of its ongoing work to “assist the presiding bishop in coordinated, strategic planning for the work of the churchwide organization” (ELCA 14.41.C05). The report is provided as information in [Exhibit E, Part 3](#).~~

CC INFORMATION

1. 2011 Organizational Design Process

At a conference call on October 8, 2010 the ELCA Church Council took action to “affirm the concept proposed by the presiding bishop...to restructure the churchwide organization to reflect missional priorities and economic realities in order to position this church for mission and ministry into the future; and to authorize the officers of the churchwide organization to take steps to the extent possible, including necessary personnel actions, to implement the restructuring proposal before the beginning of fiscal year 2011, consistent with the ELCA constitution and bylaws, churchwide organization policies, and this resolution.” The Church Council also took action to delete continuing resolutions as part of the process of implementing the restructuring proposal.

The report of the Executive for Administration includes an update related to the organizational design process, including appendices, which are provided in [Exhibit E, Part 1](#).

CC INFORMATION

F. Program and Services Committee

Information items related to the November 12, 2010 meeting of the Program and Services Committee will be distributed following the committee's meeting.

1. Report on Campus Ministry Policies and Procedures

At its November 2003 meeting, the Church Council approved "Campus Ministry Policies and Procedures." As requested in the Church Council action (CC03.11.66), the Vocation and Education unit has presented a report on the implementation of the policies. The report is provided in [Exhibit O, Part 1](#)

CC INFORMATION

2. Report on "Stewards of Abundance" Project

An update on the "Stewards of Abundance" project is provided in [Exhibit O, Part 2](#). The project seeks to reduce seminarian student debt, both by strengthening current best practices and designing new initiatives through collaboration with seminaries and other partners.

Funded by a major grant from the Lilly Endowment, the project has three major objectives:

- To bring forth leaders who embody financial wellness, through financial education and counseling of seminarians.
- To support theological students, through increased scholarships and strengthened financial aid programs in ELCA seminaries, colleges and synods.
- To strengthen seminaries and the economy of theological education, through an examination of the existing system of theological education—including current efforts to improve it—with an eye to increasing both the efficiency of the system and its revenue streams, so that student costs do not escalate.

CC INFORMATION

3. Report on Extraordinary Ordinations

Stanley Olson, executive director of the Vocation and Education program unit, has provided a report on extraordinary ordinations authorized under continuing resolution 7.31.17. of the *ELCA Constitution, Bylaws and Continuing Resolutions*. The report is provided in [Exhibit O, Part 3](#)

CC INFORMATION

VI. OTHER CHURCHWIDE ITEMS

A. Reports on Synod Visits

The Church Council of the Evangelical Lutheran Church in America is committed to building relationships between the churchwide organization and synods, congregations, and institutions and agencies. According to the “Report on Governance” prepared for the 2005 ELCA Churchwide Assembly by the Church Council of the Evangelical Lutheran Church in America (2004), “Church Council voting members . . . interact with synods in their region in various ways, including attending at least one synodical council meeting per year, visiting congregations, and participating in synodical assemblies, especially in years when a synod is nominating people to the Church Council.”

At its November 2009 meeting, members of the Church Council prepared assignments for “Church Council contacts with synods: 2009-2011.” A chart with the assignments is located on Net Community under [Current Information](#).

Members are encouraged to report on synod visits regularly. A summary of the reports received since the April 2010 meeting of the Church Council are printed in Exhibit B, Part 5. Also included are previous reports not distributed at the April 2010 meeting. A notebook including the full texts of reports submitted is available on the materials distribution table.

CC INFORMATION

B. Reports from Regional Coordinators

The Church Council annually receives reports from the nine regional coordinators at its fall meeting. The reports are printed in [Exhibit B, Part 6](#).

CC INFORMATION

C. Update on ELCA Constituent Information System

The purpose statement for the new ELCA Constituent Information System (ECIS) is that it “exists to serve the needs of ELCA constituents to have a single, accurate contact record with the ELCA, and to help the ELCA manage that member’s or organization’s data in a responsible way, honoring the needs and preferences of the constituent, synods, users of ECIS, and the constitutional mandates of the ELCA.”

The first phase of the project was completed in September 2010. Patrick Nagaro, project manager for ECIS will provide an update on the project formerly known as the “integrated database,” including an introduction to the database.

CC INFORMATION

D. Update on “Living Lutheran” Web site

Kristi Bangert and Scott Hendrickson from ELCA Communications will provide an update and virtual tour of the newest ELCA online destination, LivingLutheran.com . According to an August 2010 announcement, the site “...will serve up a daily blend of stories, culture and community to ELCA members and friends.

CC INFORMATION

Revised November 5, 2010

E. Update on The Episcopal Church Executive Committee

At the invitation of the The Episcopal Church (TEC) to appoint a member of the Church Council to their Executive Committee, Vice President Carlos Peña appointed Pr. Kathryn Tiede. She will make a brief report during the November 2010 Church Council meeting.

CC INFORMATION

F. Update on Kalos—The ELCA Legacy Society

At its April 2010 meeting, the Church Council received an introduction to Kalos—The ELCA Legacy Society and voted (CC10.04.17):

To receive with gratitude the response of the ELCA Foundation and Development Services unit to the 2009 ELCA Churchwide Assembly motion related to wills and living trusts;

To anticipate the launching of Kalos—the ELCA Legacy Society in 2010 and a wills and bequests campaign in 2011;

To encourage strongly members of the Church Council, Conference of Bishops, synodical officers and other leaders of this church to become charter members of the ELCA Legacy Society—Kalos....

In keeping with the action above, Cynthia Halverson and David Swartling will bring an update to the November 2010 meeting of the Church Council.

CC INFORMATION

G. Update on ELCA World Hunger Appeal

The Church Council will receive an update on the World Hunger Appeal from Daniel Rift, director, during the November 2010 meeting of the Church Council.

CC INFORMATION