

The revised document was reviewed by the Conference of Bishops at its August 1990 meeting and by the board of the Division for Ministry at its October 1990 meeting.

Chair Grumm called upon the Rev. Joseph M. Wagner, executive director of the Division for Ministry, to introduce the Vision and Expectations document. He indicated that it is a "positive and broader statement of some of the same issues that were covered in the discipline statement, which was approved by the Church Council . . . in November of last year." Pastor Wagner noted several editorial corrections, and introduced the Rev. A. Craig Settlage, director for candidacy for ordained ministry in the Division for Ministry, who was responsible for the preparation of the document. Pastor Settlage provided additional background information and reviewed the content of the document, noting that the Conference of Bishops had recommended its adoption without dissent.

During discussion, Bishop Robert W. Kelley suggested several editorial corrections. The Rev. James G. Cobb inquired in what sense is the document to be considered policy. Pastor Wagner indicated that "it is not a juridical document that is to be used in an official sort of way. It is rather a document that describes the behavior of clergy. It is not a prescriptive document." Pastor Settlage termed the document "a teaching resource." It provides "a teaching opportunity about the shared expectations, which this church has of its ordained ministers," he said. The Rev. George W. Forell noted that many seminary students do not have a Lutheran background, and that a clear-cut statement of expectations is needed. Bishop Paul M. Werger indicated that "there is strong affirmation on the part of all the bishops that we have this kind of a document." William E. Diehl suggested that the document be distributed to all congregations and that it be commended to congregation councils for information and study. Bishop Harold R. Lohr recommended that a companion piece be developed for lay persons. The Rev. Rafaela Hayde Morales Rosa observed that in spite of the positive comments that have been made during this discussion, many people are "very distressed . . . about the kind of document that we are presenting." "I do not think that the bishops have heard that. . . . We need to look at that part, too," she said. The Rev. Barbara K. Lundblad noted that, while the draft document had received considerable critique, the present version has been revised substantially in light of responses received. Pastor Settlage concurred, saying, "What we have before us now, I believe, does indeed express a broad sense--a shared sense--of expectations of ordained ministers."

Kathy J. Magnus moved adoption of the document:

**VOTED:**

**CC90.10.84 To adopt the document, "Vision and Expectations: Ordained Ministers in the Evangelical Lutheran Church in America" (Agenda Exhibit R, Part 1) and to authorize its distribution to congregations, pastors, and seminaries of the Evangelical Lutheran Church in America.**

**POLICY STATEMENT ON APPOINTMENT AND TERMINATION OF ASSOCIATES IN MINISTRY**

(Agenda IX.E.1.)

In keeping with S14.22. of the Constitution for Synods, which calls for the development of provisions by the Division for Ministry governing synodical relationships with associates in ministry, the following policy has been developed by the Division for Ministry to be recommended to the synods, the associates in ministry on their roster, and the congregations that those associates in ministry serve. This policy statement has been reviewed by the Conference of Bishops, and was formally recommended by the Division for Ministry board on October 20, 1990, for adoption by the