



Report of the Church Council

Summary of Meetings August 11–14, 2013

The eightieth meeting of the Church Council of the Evangelical Lutheran Church in America (ELCA) was convened on Sunday, August 11, 2013, in the Allegheny II Ballroom of The Westin Convention Center Pittsburgh, 1000 Penn Avenue, Pittsburgh, Pa. Mr. Carlos E. Peña, vice president of the ELCA and chair of the Church Council, called the meeting to order at 2:50 p.m. (Eastern Daylight Time).

Voted: **CC13.08.36**
To adopt the agenda and to permit the chair to call for consideration of agenda items in the order the chair deems most appropriate.

Voted: **CC13.08.37**
To receive the report and recommendations of the Portico Benefit Services' board of trustees endorsing and recommending approval of the ELCA Philosophy of Benefits;
To thank the staff of Portico Benefit Services for their diligent follow-through in providing educational opportunities and inviting conversation and input about the ELCA Philosophy of Benefits at Synod Assemblies and in other venues;
To approve the ELCA Philosophy of Benefits (*Appendix A*); and
To encourage and invite plan members, congregations, synods, the churchwide organization, other ELCA-related agencies and institutions, and other employers to reflect upon, discuss, and employ the ELCA Philosophy of Benefits when they evaluate and implement benefit programs and engage in employment decisions involving benefits.

Voted: **CC13.08.38**
To receive the report and recommendations of Portico Benefit Services' board of trustees endorsing and recommending approval of ELCA Medical and Dental Benefits plan amendments implementing four health plan benefit options and alternate pricing structure, including age rating, as well as the extension of the seminary pilot plan;
To express gratitude and appreciation to the staff and board of trustees of Portico Benefit Services for their continued faithfulness, imagination, insight, creativity and compassion in designing, testing, rolling out, evaluating, and anticipating the implementation of four health plan benefit options, which both reflect the principles underlying the ELCA Philosophy of Benefits and recognize the complexities of implementing health care reform;
To approve the four proposed health plan benefit options and pricing alternatives, identified and described as the Bronze+, Silver+, Gold+, and Platinum+ plan options, including the age rating pricing structure;
To affirm the endorsement of the Gold+ option as the benchmark and recommended health plan benefit option because it approximates the level of medical and dental benefits and expense allocation provided by the current ELCA Medical and Dental Benefits Plan, and to encourage congregations, synods, the churchwide organization, other ELCA-related institutions and agencies to advocate for selection of the Gold+ plan option;
To approve the continuation for one year of the seminary pilot plan option; and
To approve the amendments to the ELCA Medical and Dental Benefits Plan that incorporate the plan design options and pricing alternatives in the Bronze+, Silver+, Gold+, and Platinum+ options as well as the one-year continuation of the seminary pilot (*Appendix B*).

Voted: **CC13.08.39**
To receive the report and recommendation from the Portico Benefit Services' board of trustees endorsing and recommending approval of proposed revisions to the ELCA Survivor Benefits Plan; and
To approve proposed amendments to the ELCA Survivor Benefits Plan (*Appendix C*).

Voted:

CC13.08.40

To approve amendments to the Restated Bylaws of The Board of Pensions of the Evangelical Lutheran Church in America (*Appendix D*), subject to approval by the Churchwide Assembly of proposed amendments to the *Constitution, Bylaws, and Continuing Resolutions of the Evangelical Lutheran Church in America* regarding election issues.

The appendices mentioned in the previous four actions are available online
<http://www.ELCA.org/en/Resources/Church-Council>
as appendices to the minutes of the August 2013 meeting the Church Council.

Voted:

CC13.08.41

To acknowledge the decision of the following synods to maintain the percentage of sharing of 2013 mission support contributions by congregations for synodical and churchwide ministries but estimating an adjustment in the estimated amount to be shared: Alaska; Rocky Mountain; Northwestern Minnesota; Northern Illinois; Northern Great Lakes; Northwestern Ohio; and Northwestern Pennsylvania synods;

To acknowledge that circumstances in the following synods have led to decisions to seek a decrease from prior levels in the percentage of sharing of 2013 mission support contributions by congregations for synodical and churchwide ministries; to encourage each synod to continue to work to grow mission support in the synod; and to request that each synod develop a plan, in consultation with the churchwide organization, to restore or surpass the previous level of mission support sharing: South Dakota; Minneapolis Area; Southeastern Pennsylvania; and, North Carolina synods;

To acknowledge the decision of the following synods to increase the percentage of sharing of 2013 mission support contributions by congregations for synodical and churchwide ministries: Arkansas-Oklahoma and Delaware-Maryland synods; and

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

Voted:

CC13.08.42

To acknowledge that circumstances in the following synods have led to decisions to seek a decrease from prior levels in the percentage of sharing of 2014 mission support contributions by congregations for synodical and churchwide ministries; to encourage each synod to continue to work to grow mission support in the synod; and to request that each synod develop a plan, in consultation with the churchwide organization, to restore or surpass the previous level of mission support sharing: Southwest California; Minneapolis Area; Saint Paul Area; Southeastern Pennsylvania; and North Carolina synods;

To acknowledge the decision of the following synods to increase the percentage of sharing of 2014 mission support contributions by congregations for synodical and churchwide ministries: Eastern North Dakota; Arkansas-Oklahoma, Metropolitan Chicago; and Lower Susquehanna synods;

To acknowledge the decision of the following synods to maintain the percentage of sharing of 2014 mission support contributions by congregations for synodical and churchwide ministries: Alaska; Southwestern Washington; Rocky Mountain; Northwestern Minnesota; Northern Illinois; Central/Southern Illinois; Southeastern Iowa; Indiana-Kentucky; Northwestern Ohio; Southern Ohio; Northwestern Pennsylvania; Allegheny; Upper Susquehanna; and, Delaware-Maryland; and West Virginia-Western Maryland synods; and

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

Voted:

CC13.08.43

To take action *en bloc* on the following items.

Voted: En Bloc

CC13.08.43a

To authorize the continuing members of the Executive Committee to serve as the Executive Committee of the Church Council between the close of the Churchwide Assembly on August 17, 2013, and the November 2013 meeting of the Church Council; and

To declare that the newly elected chairs of the Budget and Finance Committee, the Legal and Constitutional Review Committee, the Planning and Evaluation Committee, and the Program and Services committee shall be members of the Executive Committee of the Church Council beginning at the close of the Churchwide Assembly on August 17, 2013.

Voted: En Bloc

CC13.08.43b

To receive the written report of the Office of the Secretary on nominees for the churchwide Nominating Committee;

To note that bylaw 19.21.01. states in regard to the Nominating Committee: “The Church Council shall place in nomination the names of two persons for each position. The committee shall consist of at least one member but no more than three members from any region. Nominations from the floor shall be permitted, but each floor nomination shall be presented as an alternative to a specific category named by the Church Council and shall therefore meet the same criteria as the persons against whom the nominee is nominated. In the materials provided in advance to each member of the assembly, the Church Council shall set forth the criteria applicable to each category that must be met by persons nominated from the floor;” and

To request that the Church Council transmit the following replacement to the slate of nominees previously forwarded to the 2013 Churchwide Assembly:

CHURCHWIDE NOMINATING COMMITTEE

Lay Male

- A. Mr. Brandon Graves [to replace the resignation of Mr. David Hawkins]
- B. Mr. Jordan Krey

Voted:

CC13.08.44

To ratify the following appointments of continuing members of the ELCA Church Council to Church Council committees for the 2013–2016 time period:

Budget and Finance Committee: Pr. Elizabeth E. Ekdale, Mr. Gary D. Gabrielson, Pr. Vicki T. Garber, and Ms. Louise A. Hemstead (*chair*);

Legal and Constitutional Review Committee: Ms. Marjorie B. Ellis, Pr. Stephen R. Herr, Pr. Raymond A. Miller (*chair*), and Pr. Robert G. Moore;

Planning and Evaluation Committee: Ms. Marit L. Bakken, Ms. Christine P. Connell, Pr. Amsalu T. Geleta, Mr. William B. Horne II (*chair*), Mr. John M. Pederson, and Ms. Feronika A. Raming;

Program and Services Committee: Mr. Paul G. Archer, Mr. Nicholas A. Barber, Bp. Jessica R. Crist, Pr. Yvonne I. Marshall, Ms. Susan W. McArver (*chair*), Ms. Pamela E. Pritt, Pr. Laurie F. Skow-Anderson, and Pr. Kathryn A. Tiede.

Voted:

CC13.08.45

To approve the following citation:

WHEREAS, Secretary David D. Swartling has shown signs, both literally and figuratively, of his deep faith, passionate sense of vocation, and love of this church;

WHEREAS, Secretary Swartling has demonstrated repeatedly that the constitutions of the ELCA are missional documents;

WHEREAS, Secretary Swartling has embraced the sense of interdependence between the three expressions of this church called forth in those missional documents in his responsiveness to congregations and his collegiality with members of the Conference of Bishops and synod officers and staff;

WHEREAS, Secretary Swartling has contributed valuable insight to the boards of Augsburg Fortress, Publishers, and Portico Benefit Services;

WHEREAS, Secretary Swartling has both modeled and preached the joy of stewardship in a Christian’s life;

WHEREAS, Secretary Swartling has highlighted the vitality of lay leadership within the ELCA;

WHEREAS, Secretary Swartling has exuded brilliance in his willingness to provide feedback whenever asked, write a report, review a resolution, revise governing documents, give a last-minute presentation, and brainstorm new ways to embrace technology while at the same time continuously supporting colleagues;

WHEREAS, Secretary Swartling has modeled health and wellness in his daily living, while simultaneously instituting the annual staff outing in search of the best Chicago hot dog;

WHEREAS, Secretary Swartling has exhibited shared leadership, full of collegiality, charm, integrity, and grace; therefore, be it

RESOLVED, that this church expresses its deepest appreciation to David D. Swartling for the many ways in which he has lived out his vocation in this church through the years, but particularly as secretary of this church; and be it further

RESOLVED, that the Evangelical Lutheran Church in America, upon action of the Church Council, confers upon Mr. David D. Swartling, secretary of the Evangelical Lutheran Church in America, 2007–2013, the *Servus Dei* Medal; and be it further

RESOLVED, that we give thanks to God for this dedicated servant of the Gospel who is deeply rooted, yet always being made new!

Voted:

CC13.08.46

To present the following citation to Presiding Bishop Mark S. Hanson on the occasion of receiving the Servus Dei Award at the 2013 Churchwide Assembly in Pittsburgh, Pa.

The call to be the presiding bishop of the Evangelical Lutheran Church in America is a call to serve as this church's chief pastor, teaching the faith of the one, holy, catholic, and apostolic Church while offering both courageous leadership and untiring encouragement for witness and service throughout the congregations, synods, churchwide ministries, and related institutions and agencies of this church.

The call to be presiding bishop is a summons to proclaim the promise of God's steadfast love, unending mercies, and enduring hope.

The call to be presiding bishop combines, on the one hand, detailed administrative duties in leading and overseeing the programs, activities, and commitments of the ELCA's churchwide ministries and, on the other hand, vast responsibilities in nurturing profound relationships with companion Lutheran churches as well as ecumenical and inter-religious partners in the U.S.A. and throughout the world.

The call to be presiding bishop carries with it the duty to be the chief steward of the resources available for the witness, outreach, and service of this church.

At his installation as presiding bishop on October 6, 2001, the Reverend Dr. Mark Stephen Hanson was asked, "Will you discharge your duties in accordance with the Holy Scriptures and the Confessions of the Lutheran Church, and in harmony with the constitution of this church?" He has done so with diligence and distinction, giving eloquent witness to the Gospel and courageous leadership for the work of this church.

He was asked at his installation, "Will you pray for God's people, nourish them with the Word and Holy Sacraments, and lead them by your own example in faithful service and holy living?" He has done so thoughtfully with a spirit of both adventure and humility.

He was asked at his installation, "Will you give faithful witness in the world, that God's love may be known in all that you do?" He has done so with untiring dedication, creative insight, and evangelical imagination. He has been a constant advocate for renewal of this church's witness and engagement in the public arena, seeking reconciliation, healing, and justice in both church and society.

Throughout his twelve years of service as presiding bishop, he has led during times of tumult and enormous change. He demonstrated courage in the face of difficulties, insight in the midst of his duties, and dedication to fulfillment of the heavy burdens of office.

In the midst of his responsibilities as presiding bishop, he was elected president of the Lutheran World Federation, becoming the first North American Lutheran leader in more than four decades to hold that position. He served as a focused and thoughtful leader throughout his 2003–2010 term in wise care on behalf of that communion of most Lutheran churches in the world.

For his service as a dedicated church leader since his ordination 39 years ago, including as a pastor of three congregations, synodical bishop, and presiding bishop, the thirteenth Churchwide Assembly of the Evangelical Lutheran Church in America expresses the heartfelt gratitude of the members of this church for the life and ministry of Presiding Bishop Mark S. Hanson. Well done, good and faithful servant!

The blessing of Almighty God—Father, Son, and Holy Spirit—be with you and sustain you in hope and peace throughout all of the years to come.

Upon action and approval of the Church Council of the Evangelical Lutheran Church in America, the *Servus Dei* Medal is conferred upon the Reverend Dr. Mark Stephen Hanson, presiding bishop of the Evangelical Lutheran Church in America (November 1, 2001–October 31, 2013).

The eightieth meeting of the Church Council of the ELCA adjourned at 6:43 p.m. on Wednesday, August 14, 2013.

November 8–10, 2013

The eighty-first meeting of the Church Council of the ELCA was convened Friday, November 8, 2013, in the Council Room of the Lutheran Center at Chicago, Ill. Vice President Carlos E. Peña called the meeting to order at 2:30 p.m. (Central Standard Time).

Voted: **CC13.11.47**
To adopt the agenda and to permit the chair to call for consideration of agenda items in the order the chair deems most appropriate.

Voted: **CC13.11.48**
To approve the minutes of April 5–7, 2013, July 11, 2013, and August 11, 2013, meetings of the Church Council; and
To ratify actions of the council’s Executive Committee as indicated in the minutes of the April 4, 2013, June 10, 2013, July 11, 2013, August 11, 2013, September 25, 2013, and October 25, 2013, meetings.

Voted: **CC13.11.49**
To elect the Rev. Loren D. Mellum, Moorhead, Minn., (3D) to the Church Council for a term ending in 2017; and
To elect the Rev. Carla J. Johnsen, Dunlap, Iowa, (5E) to the Church Council for a term ending in 2015.

Voted: **CC13.11.50**
To ratify the appointments to the Church Council committees and other advisory responsibilities for the 2013–2016 triennium as detailed below.

EXECUTIVE COMMITTEE

Elizabeth Eaton, Presiding Bishop
Chris Boerger, Secretary
Linda Norman, Treasurer
Carlos Peña, Vice President and Chair
Jessica Crist, Chair of the Conference of Bishops
Louise Hemstead
Bill Horne
Susan McArver
Raymond Miller
[Additional members elected at 11/13 CC]

AUDIT COMMITTEE

Marjorie Ellis (8/15) (to be appointed by CC)
Louise Hemstead (8/15) “
Deborah Hopkins (8/15) “
Clarance Smith (8/15) “
Ingrid S. Stafford (8/15) “
James Zils (11/14)
Staff: Robert Benson, Jon Beyer, Wyvetta Bullock, Kathy Fry, Linda Norman, Diane Snopek

BOARD DEVELOPMENT COMMITTEE

2015: Bill Horne
Susan McArver
Kathryn Tiede (chair)
2016: Kayla Koterwski
2017: Paul Archer
Stephen Herr
2019: James Utt
Michael Ward
Staff: Wyvetta Bullock, Jodi Slattery

BUDGET AND FINANCE COMMITTEE

Treasurer: Linda Norman
2015: Louise Hemstead (chair)
2017: Elizabeth Ekdale
Gary Gabrielson
Vicki Garber
2019: Hans Becklin
Peder Johanson
Meri Jo Petrivelli
Clarance Smith
Ingrid Sponberg Stafford
William Voss
Michael Ward
Liaison bishops: Claire Burkat, Ralph Jones
Staff: Robert Benson, Wyvetta Bullock, Christina Jackson-Skelton, Walter May

LEGAL AND CONSTITUTIONAL REVIEW COMMITTEE

- 2015: Raymond Miller (chair)
- 2017: Marjorie Ellis
Stephen Herr
- 2019: Amanda Briggs
Maren Hulden
James Hushagen
John Lohrmann
Michael Mason

Liaison bishops: Michael Burk, David Zellmer
Staff: Chris Boerger, Phil Harris, Laura Knitt, Sue Rothmeyer, David Ullrich

PLANNING AND EVALUATION COMMITTEE

- 2015: Marit Bakken
Amsalu Geleta
Bill Horne (chair)
Feronika Raming
- 2017: Christine Connell
John Pederson
- 2019: Allan Bieber
Reid Christopherson
William Flippin
Joyce Graue
Linda Nou
Jonathan Splichal Larson
James Utt

Liaison bishops: Brian Maas, Stephen Talmage,
Shelley Wickstrom
Staff: Wyvetta Bullock, Kenneth Inskip, Walter May

PROGRAM AND SERVICES COMMITTEE

- 2015: Nick Barber
Jessica Crist
Susan McArver (chair)
Kathryn Tiede
- 2016: Kayla Koterwski
Oliver Thul
- 2017: Paul Archer
Loren Mellum
Robert Moore
Pamela Pritt
- 2019: Cynthia Gustavson
Leslie Swenson

Liaison bishops: Marcus Lohrmann, Herman Yoos
Staff: Jodi Slattery

Church Council Task Forces

PRAYER TEAM

- Paul Archer
- Hans Becklin
- Vicki Garber
- Cynthia Gustavson
- Kayla Koterwski
- Raymond Miller
- Robert Moore
- Linda Nou

SOCIAL JUSTICE WORKING GROUP

- | | |
|---------------------|--------------------------|
| Hans Becklin | Maren Hulden |
| Allan Bieber | Peder Johanson |
| Amanda Briggs | Kayla Koterwski |
| Reid Christopherson | Michael Mason |
| Christine Connell | Linda Nou |
| Marjorie Ellis | Feronika Raming |
| William Flippin | Jonathan Splichal Larson |
| Gary Gabrielson | Leslie Swenson |
| Vicki Garber | James Utt |
| Cynthia Gustavson | |

Church Council liaison positions

**THE EPISCOPAL CHURCH EXECUTIVE COMMITTEE
LIAISON**

Stephen Herr (Term expires August 2015)

JUSTICE FOR WOMEN ADVISORY COMMITTEE
Pamela Pritt (Term expires August 2016)

THE LUTHERAN MAGAZINE
Cynthia Gustavson (Term expires August 2016)

THE MORAVIAN CHURCH LIAISON
Susan McArver (Term expires August 2015)

PRESBYTERIAN CHURCH USA LIAISON
Vicki Garber (Term expires November 2015)

REFORMED CHURCH IN AMERICA LIAISON
Paul Archer (Term expires August 2017)

UNITED CHURCH OF CHRIST LIAISON
Marjorie Ellis (Term expires November 2013)

UNITED METHODIST CHURCH LIAISON
William Flippin (Term expires November 2015)

Voted:

To reaffirm the process for the election of the Executive Committee for the 2013–2016 triennium.

CC13.11.51

Voted: **CC13.11.52**

To acknowledge the commitment of the Church Council of the Evangelical Lutheran Church in America to have “greater interaction of members of the Church Council with Synod Councils and Synod Assemblies in their respective areas;”

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

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

Voted: **CC13.11.53**

To elect the Rev. M. Wyvetta Bullock as the executive for administration for a term coterminous with the term of the presiding bishop, as provided in churchwide continuing resolution 15.12.A10.

Voted: **CC13.11.54**

To re-elect Mr. Daniel J. Lehmann as editor of *The Lutheran* magazine for a four-year term beginning January 1, 2014.

Voted: **CC13.11.55**

To acknowledge that circumstances in the following synod have led to the decision to seek a decrease from prior levels in the percentage of sharing of 2013 mission support contributions by congregations for synodical and churchwide ministries; to encourage the synod to continue to work to grow mission support in the synod; and to request that the synod develop a plan, in consultation with the churchwide organization, to restore or surpass the previous level of mission support sharing: Northwestern Minnesota Synod; and

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

Voted: **CC13.11.56**

To acknowledge that circumstances in the following synod have led to a decision to seek a decrease from prior levels in the percentage of sharing of 2014 mission support contributions by congregations for synodical and churchwide ministries; to encourage each synod to continue to work to grow mission support in the synod; and to request that each synod develop a plan, in consultation with the churchwide organization, to restore or surpass the previous level of mission support sharing: Northwestern Minnesota Synod; and

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

Voted: **CC13.11.57**

To refer to the Congregational and Synodical Mission and Mission Advancement units, in consultation with the Conference of Bishops, ministry partners, and others as they deem appropriate, the actions taken on the floor by the Churchwide Assembly to amend the Campaign for the ELCA to add \$4 million for formation, recognition, and encouragement of lay young adult and youth leaders and \$4 million for disability ministries, for the purpose of evaluating how to implement and integrate these amendments into the campaign (including an assessment of the goal feasibility, budget, staffing, timeline, programs to be supported, and other impacts of the amendments); and

To request that a report and possible recommendations relating to these issues and an update on the campaign as a whole be brought to the April 2014 meeting of the Church Council.

Voted: **CC13.11.58**

To elect the Rev. Barbara R. Rossing and Mr. Andrew Merritt to the Advisory Committee of *The Lutheran* magazine for a term to end in 2019.

Voted: **CC13.11.59**

To affirm the strategic intent of Part A of the 2014–2016 Churchwide Operational Plan.

Voted: **CC13.11.60**
To elect Ms. Marjorie B. Ellis and Mr. Paul G. Archer to the Executive Committee of the Church Council for a term ending in 2016.

Voted: **CC13.11.61**
To elect Ms. Maren Hulden to the Executive Committee of the Church Council for a term to end in 2016.

Voted: **CC13.11.62**
To elect Ms. Lynn M. Bullock to the Advisory Committee of *The Lutheran* magazine for a term to end in 2019.

Voted: **CC13.11.63**
To thank the ELCA Task Force on Women and Justice: One in Christ for directing the attention of this church to the levels of gender-based violence in U.S. society and globally; and
To authorize staff of the theological discernment team, in accordance with “Policies and Procedures of the Evangelical Lutheran Church in America for Addressing Social Concerns” (2011), to initiate an ELCA social message development process on gender-based violence with council action to be taken at the November 2014 Church Council meeting.

Voted: **CC13.11.64**
To affirm the 2013 Churchwide Assembly action to invite and encourage conversations and resource sharing among this church’s congregations, rostered and lay leaders, and the Conference of Bishops on changing family configurations and their impact on society and the ministry of this church;
To authorize a working group to explore this social concern and to bring recommendations regarding appropriate next steps in carrying out these commitments to pastoral care for same-gender couples and their families;
To request a sub-group of the Program and Services Committee of the Church Council, in consultation with the Conference of Bishops and Office of the Presiding Bishop, to identify and recommend individuals to serve on a working group, with voices representing the breadth of viewpoints identified in the social statement, *Human Sexuality: Gift and Trust*, and including, specifically, representation by members of the LGBTQ community;
To authorize the Executive Committee to appoint a working group; and
To request that the working group bring progress reports to the Conference of Bishops and Church Council beginning in fall 2014 and that a final report and possible recommendations be brought to the November 2015 Church Council meeting.

Voted: **CC13.11.65**
To thank the Word and Service Task Force for its ongoing work to manage the transition from three lay rosters to one unified Word and Service roster;
To receive the request of the task force to appoint a separate working group to consider the question of ordination for this roster;
To request the Congregational and Synodical Mission unit, in consultation with the Conference of Bishops and Office of the Presiding Bishop, to identify possible individuals, including bishops, to serve on a working group and to provide those names to the Executive Committee;
To authorize the Executive Committee to appoint a working group to consider the question of ordination of the unified Word and Service roster; and
To request that the working group bring progress reports to Conference of Bishops and Church Council beginning in fall 2014.

Voted: **CC13.11.66**
To go into a committee of the whole for a period of 40 minutes to discuss board governance and leadership matters as it pertains to the Church Council retreat and to be led by the Board Development Committee. During the committee of the whole no parliamentary motions will be in order and no votes will be taken.

Voted: **CC13.11.67**
To approve the amended bylaws of Luther Seminary, with the exception of amendments to Articles IV and V; and

To authorize the Executive Committee, in consultation with the Legal and Constitutional Review Committee and the appropriate churchwide unit, to approve any changes to the seminary bylaws that are submitted prior to the spring 2014 Church Council meeting.

Voted: Two-Thirds Vote Required

CC13.11.68

To approve the continuing resolution amendments to the *Constitution, Bylaws, and Continuing Resolutions of the Evangelical Lutheran Church in America* as listed below.

7.52.A0513. Sources of Calls for Associates in Ministry, Deaconesses, and Diaconal Ministers

- ...
4.0 Churchwide ministry
4.1 Officer's staff Church Council
4.2 Unit executive director Church Council
4.3 ~~Section executive~~ Church Council
~~4.4 Other churchwide unit staff~~ Church Council
...

14.41.F0713. Board Development Committee

A Board Development Committee—composed of six to eight members, at least one of whom shall be a member of the Executive Committee, and of which at least two shall be from each elected class of the Church Council—shall be appointed by the Executive Committee of the Church Council for two-year, renewable terms 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. ...

16.12.B1013. Global Mission Unit

The Global Mission unit shall provide integrated support of this church's work in other countries and be the means through which churches in other countries engage in mission to this church and society.

- a.** The Global Mission unit shall build capacity and provide support for mission in the following areas:
- a1.** Global Community: maintaining church-to-church relationships and mutual endeavors for evangelical witness, leadership development, sharing of mission personnel, and collaborative work;
 - b2.** Mission Formation and Relationships: mutual learning and growth with companion churches and ELCA synods and congregations in the accompaniment model for mission, companion synod relationships, young adults in global mission, relationships with independent Lutheran organizations related to global mission, and mission efforts for full communion partners;
 - c3.** Diakonia: meeting human need and working collaboratively with partners toward the flourishing of human community through engagement in international development and disaster response.
- b.** The Global Mission unit will develop personnel policies for long-term and other missionaries in consultation with the Human Resources of the Office of the Presiding Bishop, and administer such policies after their approval by the Church Council.

20.61.A0913. Rules of the Committee on Appeals

- ...
q. See 20.52.A9211. and 20.53.A9211. for additional rules of procedure applicable in proceedings for recall or dismissal.
...

Voted:

CC13.11.69

To take action *en bloc* on the remaining items listed below.

Voted: En Bloc

CC13.11.69a

To thank the Southwest California Synod for its resolution related to New Mission Starts and Redevelopment;

To acknowledge the work of the New and Renewing Congregations Working Group;
To request that the Congregational and Synodical Mission unit implement the recommendations provided in the New and Renewing Congregations Working Group report as financial and personnel resources become available;
To request the Congregational and Synodical Mission unit provide a progress report on the implementation of the recommendations by the November 2014 Church Council meeting; and
To request that the secretary of this church inform the synod of this action.

Voted: En Bloc

CC13.11.69b

To receive the response from the Office of the Secretary;
To postpone the report with recommendations to the April 2014 Church Council meeting; and
To request the secretary of this church to inform the synod of this action.

Voted: En Bloc

CC13.11.69c

To receive the response from the Congregational and Synodical Mission unit and to thank the Metropolitan Chicago Synod for their resolution on Boy Scouts of America units sponsored by congregations of the ELCA;
To acknowledge that there is no formal relationship between the ELCA as a church body and the Boy Scouts of America;
To encourage each congregation which charters a Boy Scouts of America unit to engage unit leaders at the time of charter renewal to speak for itself by responding on the basis of the congregation's own understanding of Boy Scouts of America policies and of the congregation's own teaching and practice as a community of Christian faith; and
To request the secretary of this church to inform the synod of this action.

Voted: En Bloc

CC13.11.69d

To receive the response from the Congregational and Synodical Mission unit;
To refer the resolution to the Office of the Presiding Bishop, in consultation with the Conference of Bishops, Augsburg Fortress, and the Congregational and Synodical Mission unit;
To request that a report with possible recommendations be brought by the April 2014 meeting of the ELCA Church Council; and
To request that the secretary of this church inform the synod of this action.

Voted: En Bloc

CC13.11.69e

To receive the response from the Congregational and Synodical Mission unit;
To postpone the Congregational and Synodical Mission unit report, with possible recommendations, to the April 2014 meeting of the ELCA Church Council; and
To request that the secretary of this church inform the synod of this action.

Voted: En Bloc

CC13.11.69f

To ask the Congregational and Synodical Mission Unit, in consultation with the Office of the Presiding Bishop, to bring a report on the ELCA advocacy activities related to Gender Identity Discrimination by the November 2014 meeting of the Church Council.

Voted: En Bloc

CC13.11.69g

To ask the Office of the Presiding Bishop, in consultation with the Congregational and Synodical Mission Unit, to bring a report on its activities related to Uniting American Families Act by the April 2014 meeting of the Church Council.

Voted: En Bloc

CC13.11.69h

To ask the Congregational and Synodical Mission Unit, in consultation with the Office of the Presiding Bishop and the Lutheran Immigration and Refugee Service, to bring a report on the ELCA advocacy activities related to comprehensive immigration reform by the November 2014 meeting of the Church Council.

Voted: En Bloc

CC13.11.69i

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

Voted: En Bloc

CC13.11.69j

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

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

Voted: En Bloc

CC13.11.69k

To refer Motion I: Term Limits to the Office of the Secretary, in consultation with the Conference of Bishops and the Office of the Presiding Bishop; and

To request that a report with possible recommendations be brought to the November 2015 meeting of the Church Council.

Voted: En Bloc

CC13.11.69l

To refer Motion N: American Indian and Alaska Native Peoples to the Congregational and Synodical Mission unit, in consultation with the Global Mission unit and the working group of the ELCA American Indian and Alaska Native Ministries Program; and

To request that a report and possible recommendations be presented to the November 2014 meeting of the Church Council.

Voted: En Bloc

CC13.11.69m

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

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

Voted: En Bloc

CC13.11.69n

To receive the response from the Office of the Presiding Bishop;

To affirm that the ELCA is deeply committed to a life of daily prayer, seeking the guidance of the Holy Spirit; and

To encourage ELCA synods, congregations, and members to continue to engage in daily prayer practices through small groups, meetings, and other possible venues.

Voted: En Bloc

CC13.11.69o

To receive the response from the Congregational and Synodical Mission unit; and

To postpone the Congregational and Synodical Mission unit report with possible recommendations to the November 2014 meeting of the ELCA Church Council.

Voted: En Bloc

CC13.11.69p

To receive the response from the Congregational and Synodical Mission unit;

To postpone the Congregational and Synodical Mission unit report with possible recommendations to the April 2014 meeting of the ELCA Church Council; and

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

Voted: En Bloc

CC13.11.69q

To receive the response from the Congregational and Synodical Mission unit;

To postpone the Congregational and Synodical Mission unit response of the fourth resolve including possible recommendations to the April 2014 meeting of the ELCA Church Council; and

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

Voted: En Bloc

CC13.11.69r

To elect Ms. Marjorie B. Ellis, Ms. Louise A. Hemstead, Ms. Debra R. Hopkins, Mr. Clarence M. Smith, and Ms. Ingrid S. Stafford to the ELCA Audit Committee for two-year terms beginning November 2013.

Voted: En Bloc

CC13.11.69s

To receive and approve the report of the ELCA Audit Committee describing their review of the audited financial statements, management letter, and response of management for the fiscal year ended January 31, 2013.

Voted: En Bloc

CC13.11.69t

To thank the ELCA Consultative Panel on Lutheran-Jewish Relations for their ongoing work to assist the various expressions of the ELCA to increase cooperation and understanding between Lutheran Christians and the Jewish community;

To affirm the charter for the ELCA Consultative Panel on Lutheran-Jewish Relations; and
To request that the secretary of this church inform the consultative panel of this action.

Voted: En Bloc

CC13.11.69u

To approve the revised Executive Committee Charter; and
To approve the revised committee charters as amended.

Voted: En Bloc

CC13.11.69v

To approve the amendments to the bylaws of the Deaconess Community of the Evangelical Lutheran Church in America as printed below.

BYLAWS
of

The Deaconess Community of the Evangelical Lutheran Church in America

PREAMBLE OF HISTORICAL ANTECEDENTS

The Deaconess Community of the Evangelical Lutheran Church in America expresses the continuity of deaconess work in the Lutheran Church in America (a) as conceived in an agreement dated January 13, 1966, among three corporations existing at that time, viz. Mary J. Drexel Home and Philadelphia Motherhouse of Deaconesses, The Baltimore Lutheran Deaconess Motherhouse and School, Inc., and the Board of College Education and Church Vocations and its successor, the Division for Professional Leadership, both of the Lutheran Church in America, and (b) as of September 7, 1965, by joining with the sisterhood previously affiliated with the Immanuel Deaconess Institute of the former Augustana Lutheran Church. This continuity is particularly defined and shaped by the actions pertaining to deaconess work of the 1978 convention of the Lutheran Church in America and by the official documents of the Evangelical Lutheran Church in America.

ARTICLE 1: NAME AND INCORPORATION

This document records the bylaws which regulate the corporation known as The Deaconess Community of the Evangelical Lutheran Church in America which will be referred to herein as the “Deaconess Community.” The corporation so named was formed by decree of the Court of Common Pleas of Montgomery County, Pennsylvania, dated August 5, 1966, approving the articles of incorporation. The decree, together with the articles of incorporation, was recorded on August 8, 1966, in the Office for the Recording of Deeds for Montgomery County, Pennsylvania, in Charter Book 14, at pages 301 and 302. The Deaconess Community, through corporate merger, is successor to The Baltimore Lutheran Deaconess Motherhouse and School, Inc., and The Mary J. Drexel Home and Philadelphia Motherhouse of Deaconesses. In 1988, the name was changed from the Deaconess Community of the Lutheran Church in America to The Deaconess Community of the Evangelical Lutheran Church in America.

- 1.1 Registered office: The registered office of the Deaconess Community shall be at such location in Pennsylvania as the directors may from time to time determine.
- 1.2 Other offices: The Deaconess Community may also have offices at such other places as the directors may select and the business of the community shall require.

ARTICLE 2: CHURCH RELATIONSHIP

The Deaconess Community, affirmed by and under the direction of the Evangelical Lutheran Church in America referred to herein as the “ELCA,” is subject to policies established by that church including actions of the ELCA’s Congregational and Synodical Mission Unit* taken under the official documents of the church.

ARTICLE 3: PURPOSE, MEMBERSHIP, AND FUNCTIONS

- 3.1 The Deaconess Community has been formed in order that skilled and committed women serving through community may complement the ministry of Word and Sacrament as well as the ministry of the whole people of God. This ministry is exercised within the context of the church’s mission to proclaim the Gospel, to relate the Gospel to human need in every situation, and to extend the ministry of the Gospel to all the world.
- 3.2 The Deaconess Community consists of women who have been consecrated to and continue as deaconesses in the ELCA or in the Evangelical Lutheran Church in Canada, referred to herein as the “ELCIC,” together with those of its candidates who have met preparatory standards and publicly participated in the service of mutual affirmation known as investiture. Members are committed to full-time service and are strengthened for service through the Deaconess Community. If full-time service is not feasible, a deaconess may serve in an appropriate position on a part-time basis, as provided in the “Standards for Members of the Deaconess Community of the Evangelical Lutheran Church in America,” which will be referred to herein as the “standards.”
- 3.3 In order to proclaim the Word directly and indirectly through the church’s specialized ministries, the Deaconess Community shall support its members as follows:
 - 3.3.1 encourage spiritual, professional, educational and personal growth;
 - 3.3.2 provide mutual support in call, service and retirement;
 - 3.3.3 recommend to the ELCA’s Congregational and Synodical Mission Unit the standards; and
 - 3.3.4 enter into arrangements with the ELCA through the Congregational and Synodical Mission Unit for promotion and interpretation of deaconess work throughout the church and for the recruitment and education of candidates.

ARTICLE 4: THE DEACONESS ASSEMBLY

- 4.1 The Deaconess Assembly is the gathering of the members of the Deaconess Community. Membership in good standing shall be defined in the standards. Voice and vote in sessions of the Deaconess Assembly shall be limited to those who are members in good standing. All members are obligated to attend sessions of the Deaconess Assembly unless duly excused.
- 4.2 The Deaconess Assembly shall be the highest authority within the Deaconess Community.
- 4.3 The Deaconess Assembly shall meet annually to review the work of the Deaconess Community and to plan for the future; its programs shall also include elements of inspiration, fellowship and education.
- 4.4 The Deaconess Assembly shall be called into session at a time and place determined by it or by the board of directors.
- 4.5 The directing deaconess shall chair sessions of the Deaconess Assembly. A vice chairperson and a secretary for each session of the Deaconess Assembly may be approved by the board of directors from among the members in good standing of the Deaconess Community.

- 4.6 The members present shall constitute a quorum provided that the entire membership has been notified by mail at least two months prior to the opening of a session.
- 4.7 The Deaconess Assembly shall elect members of the board of directors as provided in Article 5.
- 4.8 The executive director of the ELCA's Congregational and Synodical Mission Unit, or the director's designee, shall be invited to attend each meeting of the Deaconess Assembly.
- 4.9 *Robert's Rules of Order*, latest edition, shall be the governing parliamentary law of the Deaconess Assembly except as provided in these bylaws.

ARTICLE 5: THE BOARD OF DIRECTORS

- 5.1 The board of directors shall be elected by the Deaconess Assembly, and shall consist of six deaconesses and five other persons from the membership of the ELCA and/or the ELCIC. A majority of the directors shall be members of the ELCA. Biographical information, including the gifts and skills each prospective director offers to the board, shall be given to the Assembly so that the Assembly may make an informed vote. The nomination slate presented by the Governance Committee may consist of two candidates for each deaconess position and a single candidate for each non-deaconess position. The executive director of the ELCA's Congregational and Synodical Mission Unit, or the director's designee; the directing deaconess, the director of vocation and education, and the **director of operations executive director**, shall have seat and voice on the board of directors.
 - 5.1.1 A majority of the voting members shall constitute a quorum for any board meeting.
- 5.2 The term of a director shall be four years, and the terms shall be arranged so that approximately half of the directors are elected every two years. No director shall serve more than two terms consecutively. Terms of newly elected directors shall begin on January 1st of the calendar year following their election, except that a person selected to fill a vacancy ad interim shall begin upon his or her acceptance of selection. Outgoing directors shall continue in office until their elected successors begin service on January 1st of the calendar year following their election.
 - 5.2.1 Interim appointments. When a board vacancy is to be filled between elections, the Committee on Governance shall select a candidate to fill the unexpired term and submit that person's name to the Deaconess Community for a mail vote. A simple majority of members in good standing is required to affirm the appointment. In computing an interim appointee's eligibility for continued board membership, service which precedes a full term without interruption shall be disregarded if less than half a term.
- 5.3 The board of directors shall be accountable to the Deaconess Assembly for the management of the affairs of the Deaconess Community and to the ELCA for policies relating to the Deaconess Community. The board of directors shall act for the Deaconess Community in the interim between sessions of the Deaconess Assembly, but may not act contrary to the Deaconess Assembly's decisions or those of the ELCA. Specifically, the board of directors shall:
 - 5.3.1 carry out corporate responsibilities on behalf of the Deaconess Community;
 - 5.3.2 have power to authorize contracts;
 - 5.3.3 plan and provide for the conduct and evaluation of all Deaconess Community programs including interpretation and the recruitment and education of candidates, and cooperate therein as appropriate with the ELCA's Congregational and Synodical Mission Unit and synodical candidacy committees of the ELCA and the ELCIC;
 - 5.3.4 provide general oversight for the service of all members and develop guidelines for their temporal support;
 - 5.3.5 oversee the responsibilities of the Deaconess Community to those retired under the cooperative plan;
 - 5.3.6 exercise responsibility for all properties owned or leased by the Deaconess Community;
 - 5.3.7 establish policy for the management of the financial resources of the Deaconess Community;
 - 5.3.8 adopt annual current budgets which project no deficit spending;
 - 5.3.9 determine staff structure for the Deaconess Community, and in consultation with the **senior** leadership team, employ executive and program staff;

- 5.3.10 determine the inability of a director to carry out his or her responsibilities, e.g., is absent from two consecutive meetings of the board of directors without cause;
- 5.3.11 determine the inability of the directing deaconess or any executive or program staff elected by the board of directors to carry out his or her responsibilities (see 5.4);
- 5.3.12 report annually to the members of the Deaconess Community and to the ELCA's Congregational and Synodical Mission Unit;
- 5.3.13 guide planning for sessions of the Deaconess Assembly;
- 5.3.14 carry out such other responsibilities as the Deaconess Assembly may assign from time to time.

5.4 The board of directors, having determined that a director is unable to carry out his or her responsibilities, may elect to remove that director from the board in accordance with these by-laws after giving at least 30 days' prior notice to the secretary of the ELCA. The decision to remove a director shall be reported to the Church Council by the ELCA secretary.

The dismissal of a board member may be effected:

- a. for willful disregard or violation of the by-laws of this Community;
- b. for absence without cause from three consecutive board meetings;
- c. for such physical or mental disability as renders the director incapable of performing the duties of the office;
or
- d. for such conduct as would subject the board member to disciplinary action as a member of a roster of the ELCA or ELCIC, or as a member of a congregation of one of these church bodies.

5.5 Should the directing deaconess die, resign or be unable to serve, its chairperson shall convene the board of directors to arrange for the appropriate care of the responsibilities of the directing deaconess until an election of a new directing deaconess can be held or until the directing deaconess is able to serve again. The term of the successor directing deaconess, elected by the next Deaconess Assembly, or a special meeting of the Deaconess Assembly called for the purpose of election, shall be four years, with the subsequent election to take place at the assembly closest to the expiration of such a term.

The executive committee of the board of directors, in consultation with the rostering bishop, shall determine whether the directing deaconess is unable to serve. The directing deaconess may appeal the decision of the executive committee by requesting a hearing before the board of directors. A meeting to determine the ability of the directing deaconess to serve shall be called upon the request of at least two members of the executive committee. Prior notice of the meeting shall be given to the directing deaconess.

Should a **senior** leadership team or program staff person die, resign, or be unable to serve, the remaining **senior** leadership team, with the approval of the executive committee of the board of directors, shall arrange for the appropriate care of the responsibilities of the staff person until a new staff person can be appointed or until the staff person is able to serve again.

The dismissal of the directing deaconess or a member of the **leadership team executive** or program staff may be effected:

- a. for willful disregard or violation of the bylaws of this Community;
- b. for such physical or mental disability as renders the directing deaconess or staff person incapable of performing the duties of office; or
- c. for such conduct as would subject the directing deaconess or staff person to disciplinary action as a member of the roster of the ELCA or ELCIC, or as a member of a congregation of one of these church bodies.

If dismissal of a rostered member of the ~~leadership team executive~~ or program staff (other than the directing deaconess) is to be effected under this article, any disciplinary action, including a decision to dismiss, should be undertaken in consultation with the staff member's rostering bishop.

Proceedings for dismissal of the directing deaconess shall be instituted at petition by:

- a. the board of directors on a vote of at least two-thirds of its members; and
- b. the Deaconess Assembly on a vote of at least two-thirds of its members.

5.6 The officers of the board of directors shall be a chairperson, a vice chairperson, a secretary and a treasurer. They shall be elected biennially at the last board meeting of each calendar year in which directors are elected by the Deaconess Assembly. Their respective terms shall begin the first day of the following calendar year, and shall expire no later than the conclusion of their respective terms on the board. Their duties and responsibilities shall be those customary to their respective offices and as set forth in Article 6, below.

5.6.1 The treasurer may be chosen from outside the membership of the board of directors if necessary to provide for the requisite financial expertise. If so chosen, he or she shall also be elected biennially by the directors at the last board meeting of each calendar year in which directors are elected by the Deaconess Assembly. A treasurer chosen from outside the board membership shall not serve more than four two-year terms consecutively. An outside treasurer shall have seat and voice, but not vote, in meetings of the board of directors and of the executive committee.

5.7 The board of directors shall meet twice annually, and at such other times as it may deem necessary. The chairperson or the executive committee may call meetings of the board of directors. The chairperson shall call a meeting when requested to do so in writing by five members of the board of directors or by a majority of members in good standing of the Deaconess Community. Notice of a meeting shall be mailed or sent electronically at least three weeks prior to its meeting date.

5.7.1 A majority of the directors in office shall constitute a quorum for any board meeting. The acts of a majority of the directors present at a meeting at which a quorum is present shall be the acts of the board of directors.

5.7.2 Teleconference meetings: One or more directors may participate in a meeting of the board of directors, or any committee thereof, by means of a conference telephone or similar communications equipment by which all persons participating in the meeting can hear one another.

5.7.3 Action by written consent: Any action which may be taken at a meeting of the board of directors may be taken without a meeting, provided that the action is set forth in writing and all of the directors in office give their written consent. The record of such action shall be filed with the board secretary and distributed to all parties who receive the minutes of regular board meetings.

ARTICLE 6: OFFICERS

6.1 Vacancies

A vacancy in any office may be filled by the board of directors for the unexpired portion of the term.

6.2 The Chairperson

The Chairperson shall:

6.2.1 preside at all meetings of the board of directors and of the executive committee;

6.2.2 be responsible for the development of an agenda for each meeting;

6.2.3 be responsible that the provisions of these bylaws are observed and that the enactments of the board of directors are carried out;

6.2.4 have general charge of and control over the affairs and property of the corporation and general supervision over its officers and agents, subject to the direction of the board of directors;

6.2.5 have seat and voice in all meetings of each standing committee and of all other committees of the board; and

6.2.6 have such other powers and perform such other duties as may be incidental to this office, as are given by these bylaws, or as from time to time may be assigned by the board.

6.3 The Vice-Chairperson

The Vice-Chairperson shall:

6.3.1 in the absence of the chairperson preside at all meetings of the board of directors and the executive committee; and

6.3.2 perform such other duties as from time to time may be assigned by the board of directors or the chairperson.

6.4 The Secretary

The Secretary shall:

6.4.1 record the minutes of the meeting of the board of directors and the executive committee;

6.4.2 file with the minutes of the board of directors or the executive committee, as the case may be, the resolutions by which any actions taken without a meeting are authorized, together with the consents to such action;

6.4.3 transmit promptly a copy of the minutes of each meeting of, and a copy of each resolution by which action is taken without a meeting by the board of directors or the executive committee to each director;

6.4.4 cause notices to be duly given in accordance with the provision of these bylaws and as required by law;

6.4.5 see that all reports and other documents and records required by law are properly filed and kept;

6.4.6 have custody of the records and seal of the corporation and cause the seal to be affixed as authorized; and

6.4.7 have such other powers and perform such other duties as are given by the board of directors or the chairperson.

6.5 The Treasurer

The Treasurer shall:

6.5.1 be bonded;

6.5.2 be the chief fiscal officer of the board;

6.5.3 have responsibility for the receipt and distribution of all moneys, and for the safekeeping of moneys and securities, of the corporation;

6.5.4 keep an accurate account of all financial transactions and report thereon at each meeting of the board of directors; and

6.5.5 have such other powers and perform such other duties as from time to time may be assigned by the board of directors or the chairperson.

6.6 Resignations

Any officer may resign at any time by giving notice in writing to the board of directors or the chairperson. Unless otherwise specified in the notice, the resignation shall take effect upon delivery.

6.7 Removal

Any officer or agent may be removed at any time, either for or without cause, by the board of directors.

6.8 Signing Authority

Each contract or other financial instrument shall be executed by any one of the following: directing deaconess, ~~director of operations~~ executive director, chairperson, vice chairperson, or treasurer. If the amount of any instrument exceeds FIVE THOUSAND DOLLARS (\$5,000.00), it shall be executed by any two of the above.

ARTICLE 7: COMMITTEES

7.1 Committees of the board of directors shall be appointed by the ~~board~~ chairperson with the concurrence of the board of directors, except for the executive committee, ~~which is elected by the board~~. Each committee shall have at least one director included in its membership, who will serve as its liaison to the board. Except for the executive committee, each committee may include non-board members for their special competence, experience, and interest. At least two members of each committee shall be members in good standing of the Deaconess Community.

- 7.1.1 Members of each committee shall be appointed for a four-year term, and are eligible to serve one additional consecutive four-year term. A member may be appointed to a subsequent four-year term on the same committee after four or more years' break from service.
- 7.1.2~~1~~ The chair of each committee shall be appointed biennially by the board of directors at the last board meeting of each calendar year in which directors are elected by the Deaconess Assembly. A committee chair's term shall not exceed his or her term on the committee.
- 7.1.3~~2~~ A majority of the voting members shall constitute a quorum for any committee meeting. The acts of a majority of the voting members present at a meeting at which a quorum is present shall be the acts of the committee.
- 7.1.4~~3~~ Teleconference meetings: One or more committee members may participate in a meeting by means of a conference telephone or similar communications equipment by which all persons participating in the meeting can hear one another.
- 7.1.5 The dismissal of a committee member may be effected:
- a. for willful disregard or violation of the by-laws of this Community;
 - b. for absence without cause from three consecutive committee meetings;
 - c. for such physical or mental disability as renders the member incapable of performing the duties of the office; or
 - d. for such conduct as would subject the member to disciplinary action as a member of a roster of the ELCA or ELCIC, or as a member of a congregation of one of these church bodies.
- 7.2 The board of directors shall have general oversight of the work of each committee, establishing policy as appropriate. Each committee shall report, after each meeting, to the board of directors. If a committee's chair is not a director, a board member who serves on that committee shall be its liaison to the board, and shall give a report to the board at its next scheduled meeting.
- 7.3 The executive committee shall consist of the officers except that, if the treasurer is not a member of the board of directors, one additional "at large" director shall be elected to the committee by the board of directors. This committee shall have the power to act on behalf of the board of directors in instances requiring interim action, except that it shall not have power to modify any prior action of the board of directors. The executive committee shall also act as the Personnel Committee of the board. Actions of the executive committee shall be reported by mail to the entire board of directors within ten days.
- 7.4 The Committee on Finance and Budget shall consist of at least two directors and three other persons chosen for their competence in finance. The treasurer shall be included in its membership. This committee shall report to the board of directors on all matters concerning fiscal management and shall be responsible for the presentation of annual budgets to the board. It shall supervise the investments of the Deaconess Community under policies adopted by the board of directors.
- 7.5 The Committee on Community Life shall consist of at least one director and four other persons. In cooperation with the directing deaconess, it shall seek to enhance the life of the Deaconess Community through programs and events which emphasize spiritual growth, nurture, support, and fellowship among the members. It shall serve in an advisory relationship to the directing deaconess in matters related to community life, and shall appoint the planning committee for meetings of the Deaconess Assembly.
- 7.6 The Committee on Vocation and Education shall consist of at least one director and three other persons. This committee shall deal with all matters related to the candidacy process and continuing education for the Deaconess Community. The director of vocation and education shall have seat and voice on this committee.

- 7.7 The Committee on Communications shall consist of at least one director and three other persons. This committee shall develop a communication plan and oversee its implementation. The ~~coordinator-director~~ of communication shall be included in its membership.
- 7.8 Committee on Mission Support. The Committee on Mission Support shall consist of at least one director and four other persons. It shall assist the Deaconess Community in seeking, responding to, evaluating, and selecting mission support opportunities that will facilitate, fulfill, and further its vision and mission.
- 7.9 Committee on Governance. The Committee on Governance shall consist of at least one director and four other persons. It shall deal with all matters relating to a) the creating and updating of the Deaconess Community's governing documents; b) the screening and selection of candidates for election to positions on the board of directors; c) the screening and selection of candidates for election as directing deaconess; and d) recommendations for appointment of standing committee chairs and members.
- 7.10 The board of directors may establish other committees from time to time as it deems necessary.

ARTICLE 8: STAFF

- 8.1 The Deaconess Assembly shall elect a directing deaconess for a term of four years, renewable by election for one additional term. The term of office shall ordinarily begin ninety (90) days following election, or at such other time as may be determined by the board of directors. The directing deaconess shall be chosen from among those who are members in good standing of the Deaconess Community and who are consecrated deaconesses. The process for electing the directing deaconess shall be approved by the board of directors pursuant to paragraph 7.9 of these bylaws. No less than three months before the Deaconess Assembly at which a directing deaconess will be elected, all members in good standing shall be provided notice regarding the election.
- 8.2 The three ~~senior~~ leadership ~~team~~ staff members (being the directing deaconess, the ~~executive director~~ director of operations, and the director of vocation and education) shall be responsible to the Deaconess Community, ~~the and~~ board of directors, ~~and one another~~ for their respective leadership accountabilities. Each shall have seat and voice in all committees and the board of directors, providing assistance, counsel and guidance as appropriate. They shall work in partnership with the board, program staff, and one another, to provide leadership, vision, and direction for the organization.
- 8.2.1 The directing deaconess shall be elected by the Deaconess Community with responsibility for overseeing the pastoral and spiritual care of the individual sisters and the Community as a whole. She serves as the Deaconess Community's ambassador and liaison to the church and the world.
- 8.2.2 The ~~executive director~~ director of operations shall be appointed by the board of directors with responsibility for oversight of the management and administration of the finances, programs, and operations of the Deaconess Community. The ~~executive director~~ director of operations hires, supervises and ~~provides for performance appraisals~~ evaluates of all support staff, and develops and implements organizational strategy.
- 8.2.3 The director of vocation and education shall be appointed by the board of directors with responsibility for implementing, in cooperation with the Committee on Vocation and Education, the candidacy process and continuing education for candidates and deaconesses. The director of vocation and education serves as the Community's primary liaison with the ELCA and ELCIC directors for candidacy, seminaries, and synod staffs, to interpret and inform them regarding the community's candidacy process.
- 8.2.4 Background checks and screening shall be required and completed for persons nominated to become directing deaconess or recommended for appointment to a leadership team position, prior to their election or appointment if possible, or as soon as practical thereafter. The specific procedures and timing of background checks and screening shall be determined by the Committee on Governance.

- 8.3 After consultation with the ~~senior~~ leadership team, the board of directors shall periodically review all ~~senior~~ leadership team position descriptions, outlining specific responsibilities and accountabilities. The board of directors shall provide for periodic performance ~~evaluation appraisal~~ of the ~~senior~~ leadership team. In consultation with the board of directors, the ~~executive director~~ director of operations shall periodically review all support staff position descriptions, outlining specific responsibilities and accountabilities. ~~The executive director shall provide for performance evaluation of all support staff.~~

ARTICLE 9: FISCAL MATTERS

- 9.1 The fiscal year shall be the calendar year.
- 9.2 The Deaconess Community shall not incur deficits in current operations.
- 9.3 The support of retired deaconesses who were admitted to the cooperative plan prior to July 1, 1978, and who served under it throughout their years in the diaconate shall have priority in the allocation of the financial resources of the Deaconess Community.
- 9.4 The sale or purchase of real estate, the encumbrance of assets exceeding FIFTY THOUSAND DOLLARS (\$50,000.00), and the financing of capital improvements exceeding FIFTY THOUSAND DOLLARS (\$50,000.00), shall require approval by two-thirds of votes cast by the Deaconess Assembly or by two-thirds of votes cast by mail from the members in good standing of the Deaconess Community.
- 9.5 No part of the net earnings of the corporation shall inure to the benefit of any private individual, corporation or other organization. No substantial part of the activities of the corporation shall be to carry on propaganda, or otherwise attempt to influence legislation. The corporation shall not participate in, or intervene in any political campaign on behalf of any candidate for public office, including publishing or distributing statements for the candidate.

ARTICLE 10: INDEMNIFICATION

To the full extent permitted from time to time by law, each person who is or was made or threatened to be made a party to any proceeding by reason of the present or former capacity of that person as a member, director, officer, employee, or committee member of this church shall be indemnified against judgments, penalties, fines, settlements, excise taxes, and reasonable attorneys fees and disbursements incurred by that person in connection with the proceeding. This Deaconess Community may purchase and maintain insurance on behalf of itself or any person entitled to indemnification pursuant to this chapter against any liability asserted against and incurred by this Deaconess Community or by such other person in or arising from a capacity described above.

ARTICLE 11: DISSOLUTION

Should the corporation cease to act and be dissolved, all of its property and assets remaining after the payment of its liabilities shall be paid and distributed to the Evangelical Lutheran Church in America, a Minnesota nonprofit corporation, or its successor or assigns, provided, however, that payment shall be made hereunder only to corporations, trusts, foundations, or other organizations which are organized and operated exclusively for charitable or religious purposes and which shall then be exempt from Federal income tax under Section 501 (a) of the Internal Revenue Code of 1954, as amended, as organizations described in Section 501(c)(3) thereof (references to include corresponding provisions of any future revenue law).

ARTICLE 12: AMENDMENTS

- 12.1 Amendments to these bylaws may be presented: (a) by the board of directors or (b) in writing by five members in good standing of the Deaconess Community. When presented by five members, amendments shall be referred immediately to the board of directors which shall promptly submit its recommendations thereon to the Deaconess Assembly if it is in session or otherwise in writing to the members of the Deaconess Community immediately following the next meeting of the board of directors.

- 12.2 Amendments to Articles 1, 2, 3, 4.1, and 9 shall be adopted by majority vote of the Deaconess Assembly. Amendments to other articles may be adopted by the same procedure or by mail vote with approval by two-thirds of the members in good standing of the Deaconess Community.
- 12.3 Before becoming effective, all amendments shall be submitted, through the ELCA's Congregational and Synodical Mission Unit, to the ELCA Church Council or its executive committee for approval.

As adopted by the Deaconess Community of the Lutheran Church in America, In Assembly, December 30, 1978
 And
 As amended October 1, 1994, by the Deaconess Community of the Evangelical Lutheran Church in America
 And
 As amended May 16, 2004, by the Deaconess Assembly, approved by the Division for Ministry Board, June 2, 2004
 And
 As amended by the Deaconess Assembly, May 6, 2006 and approved by the ELCA Church Council Executive Committee July 28, 2006. **EC06.07.25**. Note: The ELCA Office of the Secretary interprets the Community's amended bylaws to mean that all amendments are to be submitted through the Vocation and Education unit to the Church Council or its Executive Committee for approval."
 And
 As amended by the Deaconess Assembly, April 26, 2008 and approved by the ELCA Church Council Executive Committee July 25, 2008. **EC08.07.16b**. Note: The ELCA Office of the Secretary interprets the Community's amended bylaws to mean that all amendments are to be submitted through the Vocation and Education unit to the Church Council or its Executive Committee for approval.
 And
 As amended by the Deaconess Assembly, September 29, 2010, submitted by the ELCA Vocation and Education Unit, and approved by the ELCA Church Council, November 13, 2010. **CC10.11.78**.

***NOTE:** Church Council action **CC10.11.78** also authorized the ELCA Secretary "to make editorial changes to the bylaws related to the redesign of the churchwide organization." These changes, which consisted of replacing references to the ELCA's Vocation and Education Unit with the name of the new Congregational and Synodical Mission Unit, which replaced it in the redesign, have been incorporated into these bylaws.
 And
 As amended by the Deaconess Assembly, October 2, 2011, submitted to the ELCA Office of the Presiding Bishop, and approved by the ELCA Church Council, November 13, 2011. **CC11.11.83u**.
 And
 As amended by the Deaconess Assembly, September 24, 2012, submitted to the ELCA Office of the Presiding Bishop, and approved by the ELCA Church Council, November 11, 2012. **CC12.11.44v**.
 And
 As amended by the Deaconess Assembly, September 28, 2013, submitted to the ELCA Office of the Presiding Bishop, and approved by the ELCA Church Council, November 10, 2013. **CC13.11.69v**.

Voted: En Bloc **CC13.11.69w**
 To acknowledge, in accordance with bylaw 14.21.16. of the *Constitution, Bylaws, and Continuing Resolutions of the Evangelical Lutheran Church in America* and the "Policy on Relationships of Churchwide Units with Independent Lutheran Organizations," the Lutheran Suicide Prevention Ministry as an Independent Lutheran Organization which will relate to the Evangelical Lutheran Church in America through the Congregational and Synodical Mission unit.

Voted: En Bloc **CC13.11.69x**
 To approve the amended Articles of Incorporation of Evangelical Lutheran Church in America.

ARTICLE VII

~~The Church Council shall consist of thirty-seven (37) persons. The names and addresses of the members of the Church Council and the expiration date of their respective terms of office, are as follows:~~

	Expiration Date of Term
	Close of the Church's

Name _____ Post Office Address _____ Convention in the Year:

Names of the members of the Church Council elected at the Constituting Convention of the Evangelical Lutheran Church in America and, in the case of the treasurer, at the first meeting of the Church Council, were filed in the Restated Articles of Incorporation and appear in the minutes of the convention and council meeting.

The voting members of the Church Council shall consist of the four churchwide officers, the chair of the Conference of Bishops, and at least 33 and not more than 45 other persons elected by the Churchwide Assembly.

Voted: En Bloc

CC13.11.69y

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

- Pornography Social Criteria Screen
- Sufficient Sustainable Livelihood for All: Codes of Conduct
- Caring for Health: Domestic Access to Health Care
- Freed in Christ: Nondiscrimination in Business Activities; and

To acknowledge and affirm that the interim process for addressing issues of corporate social responsibility approved by the Church Council in April 2012 [CC12.04.09] will continue until a long-term recommendation is adopted by the Church Council in 2014.

Voted: En Bloc

CC13.11.69z

To acknowledge both the existing limited staff capacity and the continuing presence of important moral and social questions around regenerative medicine; and

To postpone a report and possible recommendations from the Theological Discernment Team staff in the Office of the Presiding Bishop regarding the feasibility of developing a social message on regenerative medicine, including, but not limited to, a range of stem cell technologies, until the November 2014 meeting of the Church Council.

Voted: En Bloc

CC13.11.69aa

To elect as members of the Board of Trustees of the Endowment Fund of the Evangelical Lutheran Church in America to six-year terms expiring in 2019: The Rev. Kenneth J. Feinour Jr., Ms. Anna L. Geleske, The Rev. Ruth Ann Loughry and Ms. Lauren M. Williams; and

To elect as members of the Committee of Hearing Officers to one six-year term expiring in 2019: The Rev. Lowell G. Almen, Ms. Jewelie A. Grape, and Mr. Mark S. Helmke.

The eighty-first meeting of the Church Council of the Evangelical Lutheran Church in America adjourned Sunday, November 10, 2013, at 2:28 p.m.

April 4–6, 2014

The eighty-second meeting of the Church Council of the ELCA was convened Friday, April 4, 2014, in the Council Room of the Lutheran Center at Chicago, Ill. Vice President Carlos E. Peña called the meeting to order at 3:31 p.m. (Central Daylight Time).

Voted: ***CC14.04.01***

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

Voted: ***CC14.04.02***

To approve the minutes of the November 8–10, 2013, meeting of the Church Council; and
To ratify actions of the council's Executive Committee as indicated in the minutes of the November 8–10, 2013, January 21, 2014, February 20, 2014, and March 24, 2014, meetings.

Voted: ***CC14.04.03***

To elect Mr. Fernando Mercado, Warrenton, Ill. (5A), to the Church Council for a term ending in 2015;
To elect the Rev. Karsten Decker, Paget, Bermuda (8G), to the Church Council for a term ending in 2015; and
To elect Ms. Man Hei Yip, North Quincy, Mass. (7B), to the Church Council for a term ending in 2015.

Voted: ***CC14.04.04***

To go into a committee of the whole for a period of 30 minutes to discuss the creation of a unified Word and Service ministry roster and to be led by the members and staff of the Word and Service Task Force. During the committee of the whole no parliamentary motions will be in order and no votes will be taken.

Voted: ***CC14.04.05***

To reaffirm the commitment of the Church Council to the completion of a social message on gender-based violence that speaks carefully and comprehensively to the issues;
To extend the time for the development of the social message until the April 2015 Church Council meeting; and
To ask staff to provide progress reports to the fall 2014 meetings of the Conference of Bishops and the Church Council.

Voted: ***CC14.04.06***

To authorize the Executive Committee, in consultation with the Legal and Constitutional Review Committee and the appropriate churchwide unit, to approve any changes to the Restated Bylaws of Luther Seminary.

Voted: ***CC14.04.07***

To acknowledge the correction by the following synod in the percentage of sharing of 2014 mission support contributions by congregations for synodical and churchwide ministries: Lower Susquehanna Synod;
To acknowledge that circumstances in the following synod has led to the decision to seek a decrease from prior levels in the percentage of sharing of 2014 mission support contributions by congregations for synodical and churchwide ministries; to encourage the synod to continue to work to grow mission support in the synod; and to request that the synod develop a plan, in consultation with the churchwide organization, to restore or surpass the previous level of mission support sharing: South Carolina Synod; and
To thank the bishops and synod leaders of every synod as they strive to be faithful to shared commitments within the ELCA, and to direct synod and churchwide staff, including the directors for evangelical mission, to deepen their partnership in efforts to strengthen financial support for the Evangelical Lutheran Church in America.

Voted: ***CC14.04.08***

To acknowledge the decision of the following synods to increase the percentage of sharing of 2015 mission support contributions by congregations for synodical and churchwide ministries: Western North Dakota, Arkansas-Oklahoma, Southwestern Texas, Slovak Zion, Delaware-Maryland, Alaska, Montana, Western Iowa, Northern Great Lakes, and Northeastern Pennsylvania;

To acknowledge the decision of the following synods to maintain the percentage of sharing of 2015 mission support contributions by congregations for synodical and churchwide ministries: Oregon, Grand Canyon, Rocky Mountain, Northern Texas-Northern Louisiana, Central/Southern Illinois, La Crosse Area, Southeast Michigan, Southern Ohio, New Jersey, Metropolitan New York, Upstate New York, Northwestern Pennsylvania, Southwestern Pennsylvania, Southeastern, Florida-Bahamas, and North/West Lower Michigan;

To acknowledge that circumstances in the following synods have led to decisions to seek a decrease from prior levels in the percentage of sharing of 2015 mission support contributions by congregations for synodical and churchwide ministries; to encourage each synod to continue to work to grow mission support in the synod; and to request that each synod develop a plan, in consultation with the churchwide organization, to restore or surpass the previous level of mission support sharing: Northwestern Minnesota, South Carolina, Caribbean, and Northwest Synod of Wisconsin;

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

To request that all synods submit their 2015 mission support plans prior to their 2014 synod assemblies.

Voted: **CC14.04.09**
To approve the Planning and Reporting Framework of the Churchwide Organization Operational Plan.

Voted: **CC14.04.10**
To receive with gratitude the Living into the Future Together (LIFT) II final report and to express appreciation for the diligent and thoughtful work of the members of the committee.

Voted: **CC14.04.11**
To refer this matter [a resolution from the Virginia Synod on “The Isolation of Individuals Living in Our Communities”] to the Congregational and Synodical Mission unit for further work.

Voted: Two-Thirds Vote **CC14.04.12**
To approve the following amendment to the *Constitution, Bylaws and Continuing Resolutions of the Evangelical Lutheran Church in America*.

10.91.B¹³¹⁴. *Organization of the Conference of Bishops*
The Conference of Bishops may establish committees as the members, from time to time, may determine to assist in fulfillment of assigned responsibilities. Quadrennially, the Conference of Bishops shall elect a chair and vice chair to preside at meetings and serve as ex officio members of the executive committee of the conference with the presiding bishop and secretary. Three synodical bishops also shall be elected by the conference as members of the executive committee. The Conference of Bishops shall establish criteria and terms for three synodical bishops to be elected by the conference as members of the executive committee.

Voted: **CC14.04.13**
To take action *en bloc* on the remaining items listed below.

Voted: En Bloc **CC14.04.13a**
To receive the response from the Congregational and Synodical Mission unit and to thank the Southeastern Minnesota Synod for their resolution on Confirmation Resources; and
To request that the secretary of this church inform the synod of this action.

Voted: En Bloc **CC14.04.13b**
To receive the response from the Office of the Secretary and to thank the Lower Susquehanna Synod for its resolution on Parental Leave for Rostered Persons; and
To request that the secretary of this church inform the synod of this action.

Voted: En Bloc

CC14.04.13c

To request the Congregational and Synodical Mission unit, in partnership with ELCA seminaries, to work with Educational and Institutional Insurance Administrators, Inc. (EIIA) and Portico Benefit Services in order to develop a robust strategy to engage seminarians at this church's seminaries in opportunities to understand the advantages and disadvantages of various health insurance options;

To affirm EIIA's intent to incorporate the ELCA Seminary Student Insurance Plan with its other seminary plans;

To encourage the Congregational and Synodical Mission unit to develop a strategy to ensure that every candidacy committee has basic knowledge of health insurance issues and the options available to their candidates, with at least one member of each committee participating in an annual webinar or other training;

To request during the 2014-2015 academic year that the Congregational and Synodical Mission unit, the ELCA seminaries, and Portico Benefit Services continue to explore the feasibility of allowing ELCA seminarians to enroll into health coverage through Portico Benefit Services at an appropriate point of candidacy (e.g. at endorsement);

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

Voted: En Bloc

CC14.04.13d

To receive the response from the Office of the Presiding Bishop and to thank the Metropolitan New York Synod for their resolution on Adult Catechism;

To encourage the Office of the Presiding Bishop to continue in its conversations regarding the development of resources for the renewal of faith formation; and

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

Voted: En Bloc

CC14.04.13e

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

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

Voted: En Bloc

CC14.04.13f

To receive the response from the Office of the Presiding Bishop;

To express appreciation for this church's ongoing work on the issue of immigration reform that includes the principles of the Uniting American Families Act; and

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

Voted: En Bloc

CC14.04.13g

To receive the response of the Congregational and Synodical Mission unit;

To commend the development of educational resources on issues of violence in society in order that this church may continue to foster moral deliberation on the issue of reducing gun violence and creating a culture of peace;

To decline to develop additional investment screens on the topic of handgun control; and

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

Voted: En Bloc

CC14.04.13h

To receive with gratitude the memorial of the Upper Susquehanna Synod concerning Holy Communion and to affirm its commendation of faithful and joyful reception of this sacrament;

To affirm the projects underway that will lift up this normative practice;

To decline to develop additional plans beyond those in process; and

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

Voted: En Bloc

CC14.04.13i

To take seriously the invitation to engage one another in conversation and study of *The Use of the Means of Grace*;

To request the Congregational and Synodical Mission unit to provide resources that will help facilitate that conversation;

To encourage others to develop and share resources more locally, while guiding people to *The Use of the Means of Grace* with the invitation to read and share it;

To let the conversation regarding *The Use of the Means of Grace* serve as the initial step in a process of review, but to delay any further development or implementation of a process until research is done to assess the nature and extent

of changing practices, and until a director for worship formation and liturgical resources at the ELCA churchwide organization is in place and prepared to oversee the design of such a process, both in scope and hoped-for outcomes; and
To request that the secretary of this church inform the synod of this action.

Voted: En Bloc

CC14.04.13j

To place twenty-five percent of the proceeds retained by the ELCA from the sale of the Tonner Collection into a Church Council designated fund functioning as endowment;
To make income from the fund available for support of regional archives;
To request that guidelines for distribution be developed by the Office of the Secretary in consultation with the treasurer and executive for administration; and
To authorize that distributions from the fund be made with the approval of the secretary of this church.

Voted: En Bloc

CC14.04.13k

To approve the revisions to the ELCA Global Mission Unit Personnel Policies and Expectations as detailed in Exhibit J, Part 1.

The revisions to the ELCA Global Mission Unit Personnel Policies and Expectations are available online
<http://www.ELCA.org/en/Resources/Church-Council>
as an appendix to the minutes of the April 2014 meeting the Church Council.

Voted: En Bloc

CC14.04.13l

To elect to the Publishing House of the ELCA (Augsburg Fortress, Publishers) Board of Trustees to a two-year term expiring in 2016: the Rev. Clint A. Schnekloth;
To elect to the Board of Directors of Lutheran Theological Seminary at Gettysburg to a four-year term expiring in 2018: Mr. David A. Russell;
To elect to the Board of Directors of Lutheran Theological Seminary at Philadelphia to three-year terms expiring in 2016: the Rev. Audrey E. Moody and Mr. Robert J. Smith; and
To elect to the Advisory Board of Pacific Lutheran Theological Seminary to six-year terms expiring in 2020: the Rev. Anne T. Carlson and Ms. Gladys Chow; and
To re-elect to the Advisory Board of Pacific Lutheran Theological Seminary to a six-year term expiring in 2020: the Rev. Ruben F. Duran; and
To elect to the Committee of Hearing Officers to a three-year term expiring in 2017: Mr. David D. Swartling.

Voted:

CC14.04.14

To approve the amendments to the Lutheran Services in America governing documents.

The amendments to the Lutheran Services in America bylaws are available online
<http://www.ELCA.org/en/Resources/Church-Council>
as Exhibit H, Part 2, of the April 2014 meeting the Church Council.

The eighty-second meeting of the Church Council of the ELCA adjourned Sunday, April 6, 2014, at 2:21 p.m.

November 7-10, 2014

The eighty-third meeting of the Church Council of the ELCA was convened Friday, November 7, 2014, in the Council Room of the Lutheran Center at Chicago, Ill. Vice President Carlos E. Peña called the meeting to order at 3:00 p.m. (Central Standard Time).

Voted: **CC14.11.15**

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

Voted: **CC14.11.16**

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

Voted: **CC14.11.17**

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

Voted: **CC14.11.18**

To approve the Private Prisons Social Criteria Investment Screen; and
To approve the amendments to the following corporate social responsibility issue paper and economic social criteria investment screens, but to request that the original issue papers be archived for historical and research purposes:

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

Voted: **CC14.11.19**

To affirm the proposed succession plan as a necessary next step in joint planning around corporate social responsibility work between the churchwide organization and Portico Benefit Services; and
To request the Congregational and Synodical Mission unit and Portico Benefit Services to provide a progress report in the April 2015 meeting of the Church Council and a final report with recommendations no later than the November 2015 meeting of the Church Council.

Voted: **CC14.11.20**

To receive the Disability Ministries Case Statement from the Congregational and Synodical Mission unit;
To thank the advisory team for its imaginative, thoughtful and diligent work to form and equip the ministries of the ELCA to reach more people with the good news of Jesus Christ;
To approve the implementation of the Disability Ministries program into Always Being Made New: The Campaign for the ELCA as detailed in the case statement; and
To encourage all expressions of this church to continue to consider ways to support the Campaign for the ELCA in order for the ELCA to be better-positioned to do God's work in Jesus' name throughout the world, for decades to come.

Voted: **CC14.11.21**

To acknowledge the decision of the following synods to maintain the percentage of sharing of 2014 mission support contributions by congregations for synodical and churchwide ministries but estimating an adjustment in the projected amount to be shared: Grand Canyon and Northern Illinois synods; and
To thank the bishops and synod leaders of every synod as they strive to be faithful to shared commitments within the ELCA, and to direct synod and churchwide staff, including the directors for evangelical mission, to deepen their partnership in efforts to strengthen financial support for the Evangelical Lutheran Church in America.

Voted: **CC14.11.22**

To acknowledge the decision of the following synods to maintain the percentage of sharing of 2015 mission support contributions by congregations for synodical and churchwide ministries: Southwestern Washington, Pacifica,

Southwestern Minnesota, Minneapolis Area, Nebraska, Central States, Northern Illinois, Southeastern Iowa, Greater Milwaukee, South-Central Wisconsin, Indiana-Kentucky, Northwestern Ohio and Upper Susquehanna synods;

To acknowledge the decision in the following synods to increase the percentage of sharing of 2015 mission support by congregations for synodical and churchwide ministries: Northwest Washington, Eastern Washington-Idaho, Southwest California, Eastern North Dakota, Metropolitan Chicago, Northeastern Ohio, Lower Susquehanna and Virginia synods;

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

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

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

Voted: ***CC14.11.23***

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

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

Voted: ***CC14.11.24***

To go into a committee of the whole for a period of 45 minutes to discuss the work of the Theological Education Advisory Council and to be led by the co-chairs of the Theological Education Advisory Council. In addition, during the committee of the whole no parliamentary motions will be in order and no votes will be taken.

Voted: ***CC14.11.25***

To receive with appreciation the “Youth and Young Adult Ministries Case Statement” prepared by youth and young adults and their stakeholders;

To affirm the objectives listed in that case statement as a list of potential efforts that could form the ministry and vision for how the churchwide expression could support youth and young adult engagement across this church;

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

To request that the goal be set at \$2 million for current fund gifts for Youth and Young Adults Ministries as part of Always Being Made New: The Campaign for the ELCA and the goal of \$2 million be set for the creation of a permanent endowment to support youth and young adult ministries into the future; and

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

Voted: ***CC14.11.26***

To go into a committee of the whole for a period of 30 minutes to discuss new congregational development in the ELCA led by Congregational and Synodical Mission unit staff. In addition, during the committee of the whole no parliamentary motions will be in order and no votes will be taken.

Voted: ***CC14.11.27***

To approve the amended Churchwide Organization Personnel Policies.

Voted: ***CC14.11.28***

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

Voted: ***CC14.11.29***

To give thanks to God for the life and service of David A. Ullrich;

To note with appreciation his distinguished service as associate general counsel for the ELCA, his service and wise counsel to the Church Council, and his work with the Legal and Constitutional Review Committee and the Office of the Secretary; and

To continue to offer its prayers for comfort and peace for his family and colleagues.

Voted:

CC14.11.30

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

[Presiding Bishop Elizabeth A. Eaton recused herself from the previous vote.]

Voted:

CC14.11.31

To thank the Virginia Synod for encouraging congregations and individuals to reach out to those living in isolation;
To receive the responses from the Congregational and Synodical Mission unit;
To encourage congregations and individuals to use the mental health message congregational study guide to engage in conversations about isolation;
To encourage congregations and individuals to utilize the resources provided through Lutheran Suicide Prevention Ministry; and
To request that the secretary of this church inform the synod of this action.

Voted:

CC14.11.32

To thank the Virginia Synod for its resolution on aging;
To receive the response from the Office of the Presiding Bishop;
To ask that the term “social statement” be avoided in the work of the synodical committee drafting a synod document on aging for the sake of clarity regarding the technical meaning “social statement” as used in “Policies and Procedures of the ELCA for Addressing Social Concerns;”
To acknowledge both the continuing limited staff capacity as well as the continuing presence of important social questions around aging;
To invite an assessment and possible recommendation from the Theological Discernment Team staff in the Office of the Presiding Bishop regarding the feasibility of developing a social message on aging that includes attention to the 1978 LCA statement, “Aging and the Older Adult”; and
To request that the secretary of this church inform the synod of this action.

Voted:

CC14.11.33

To take action *en bloc* on the items listed below.

Voted: En Bloc

CC14.11.33a

To thank the Northern Great Lakes Synod for its resolution on the future of ELCA seminaries;
To receive the response from the Congregational and Synodical Mission unit;
To acknowledge the ongoing work of the Theological Education Advisory Council in addressing the concerns expressed in the resolution; and
To request that the secretary of this church inform the synod of this action.

Voted: En Bloc

CC14.11.33b

To receive the response from the Office of the Secretary and to thank the Grand Canyon Synod for its resolution on Constitutional Provision on Limited Voting Rights;
To acknowledge such a provision could be considered for the Model Constitution for Congregations and will be incorporated into the overall constitutional review work of the Legal and Constitutional Review Committee;
To request the Office of the Secretary consider the constitutional provision as it reviews possible amendments to the Constitutions, Bylaws, and Continuing Resolutions of the Evangelical Lutheran Church in America; and
To request that the Secretary of this church inform the synod of this action.

Voted: En Bloc **CC14.11.33c**

To receive the response from the Office of the Secretary and to thank the Metropolitan New York Synod for its resolution on Transparent and Accountable Congregation Management;

To acknowledge such an amendment could be considered for the Model Constitution for Congregations and will be incorporated into the overall constitutional review work of the Legal and Constitutional Review Committee;

To request the Office of the Secretary consider the amendment as it reviews possible amendments to the Constitutions, Bylaws, and Continuing Resolutions of the Evangelical Lutheran Church in America; and

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

Voted: **CC14.11.34**

To take action *en bloc* on the items listed below.

Voted: En Bloc **CC14.11.34a**

To receive the report from the Office of the Presiding Bishop in response to the 2011 Churchwide Assembly action related to the implementing resolutions for the social statement, Genetics, Faith and Responsibility.

Voted: En Bloc **CC14.11.34b**

To receive the report from the Office of the Presiding Bishop in response to the 2013 Churchwide Assembly action related to the implementing resolutions for the social statement, The Church and Criminal Justice: Hearing the Cries.

Voted: En Bloc **CC14.11.34c**

To receive the report and thank Augsburg Fortress, Publishers, and the Congregational and Synodical Mission unit for their ongoing work to help individuals and congregations throughout the Evangelical Lutheran Church in America to open Scripture and join the conversation.

Voted: En Bloc **CC14.11.34d**

To thank the Congregational and Synodical Mission unit for its response;

To acknowledge the challenges of accomplishing the broad scope of the work due to diminished staff capacity;

To encourage the Congregational and Synodical Mission unit to continue its ongoing efforts in implementing the recommendations outlined in its response, including establishment of an AIAN working group; and

To encourage all expressions of the ELCA to work on renewed, healthy and responsible relationships with American Indian and Alaska Native Peoples.

Voted: En Bloc **CC14.11.34e**

To receive the response from the Congregational and Synodical Mission unit; and

To affirm the continued efforts in supporting and encouraging all expressions of this church to reduce their use of fossil fuels and improve their stewardship of energy resources.

Voted: En Bloc **CC14.11.34f**

To receive the response from the Congregational and Synodical Mission unit; and

To encourage the educational efforts in addressing the issues surrounding hydraulic fracturing.

Voted: En Bloc **CC14.11.34g**

To receive the report from the Congregational and Synodical Mission unit on current ELCA advocacy activities related to comprehensive immigration reform; and

To affirm the ongoing work of this church and Lutheran Immigration and Refugee Services on this issue.

Voted: En Bloc **CC14.11.34h**

To receive the response from the Congregational and Synodical Mission unit; and

To request the ELCA Advocacy Office continue its efforts in supporting legislation and policies to protect civil rights and to prohibit discrimination in housing, employment and public services.

Voted: En Bloc **CC14.11.34i**

To receive the response from the Office of the Secretary; and

To decline to amend this church's constitutions by striking the word 'state' and substituting the word 'commonwealth.'

Voted: En Bloc

CC14.11.34j

To receive the response from the Office of the Secretary; and
To decline to amend the ELCA Constitution to establish term limits for churchwide officers.

Voted:

CC14.11.35

To approve Definitions and Guidelines for Discipline as follows.

DEFINITIONS AND GUIDELINES FOR DISCIPLINE OF ORDAINED MINISTERS

As an expression of its life in the gospel of Jesus Christ, this church embraces disciplinary processes of counseling, admonition and correction, with the objective of forgiveness, reconciliation and healing.

Simultaneously, out of deep concern for effective extension of the gospel, this church remains alert to the high calling of discipleship in Jesus Christ. The ordained ministers of this church, as persons charged with special responsibility for the proclamation of the Gospel, are to seek to reflect the new life in Christ, avoiding that which would make them stumbling blocks to others. To that end, this church recognizes that there is behavior that is deemed to be incompatible with ordained ministry and that calls for disciplinary action.

The following definitions and guidelines do not set forth the high expectations this church has of its ordained ministers. "Vision and Expectations: Ordained Ministers in the Evangelical Lutheran Church in America" has been developed for that purpose. The normative expectations of this church for its ordained ministers focus upon faithful and effective exercise of ministerial leadership. In all matters of morality and personal ethics, this church expects its ordained ministers to be exemplary in conduct.

These definitions and guidelines describe the grounds for which ordained ministers may be subject to discipline according to the practice of this church. Their purpose is juridical: to assist in the processes of consultation, discipline and appeals.

Grounds for discipline of ordained ministers are as follows:

- A. Preaching or teaching in conflict with the faith confessed by this church** is grounds for discipline of ordained ministers. A summary of the faith confessed by this church is found in Chapter 2 of this church's constitution.
- B. Conduct incompatible with the character of the ministerial office** is grounds for discipline of ordained ministers. These guidelines define and describe kinds of behavior which are incompatible with the character of the ministerial office.
 - 1. Confidential Communications:** Ordained ministers must respect privileged and confidential communication and may not disclose such communication, except with the express permission of the person who has confided it or if the person is perceived to intend great harm to self or others.
 - 2. Integrity:** Ordained ministers must be honest and forthright in their dealings with others while protecting privileged and confidential communications. Dishonesty, deception, duplicity, or the manipulation of others for personal benefit or gain is incompatible with the character of the ministerial office.
 - 3. Professional Attention to Duties:** An ordained minister of this church has made commitments through ordination and through acceptance of a letter of call. Continued neglect of or indifference toward such duties constitutes conduct incompatible with the character of the ministerial office.
 - 4. Relationship to Family:** This church is committed to the sanctity of marriage and the enhancement of family life. Ordained ministers of this church are expected to uphold this church's ideals of marriage, family and relationship in their public ministry as well as in private life. Spouse or same-gender partner and children, if any, are to be regarded with love, respect and commitment. Departure from this standard may be considered conduct incompatible with the character of the ministerial office. Such departure might include any of the following:
 - a. Separation, divorce, or termination of same-gender relationship that occurs without consultation with the synodical bishop's office and appropriate implementation of such consultation;
 - b. Desertion or abandonment of spouse, same-gender partner, or children;

- c. Abuse of spouse, same-gender partner, or children;
 - d. Repeated failure to meet legally determined family support obligations.
5. **Sexual Matters:** The expectation of this church is that an ordained minister is to lead a chaste and decent life in word and deed. In keeping with this expectation, chastity and abstinence are required outside of marriage or outside publicly accountable, lifelong, monogamous, same-gender relationships, and chastity and fidelity are required within marriage or within such same-gender relationships. Adultery, infidelity, casual sexual relationships, promiscuity, the sexual abuse of another, or the misuse of the pastoral relationship for sexual activity constitute conduct that is incompatible with the character of the ministerial office.
 6. **Addiction and Substance Abuse:** Any addictive behavior that impairs the ability of an ordained minister to perform effectively the duties of the office or the misuse of alcohol, drugs, medications, sex, gambling, or pornography is incompatible with the office of pastoral ministry. The approach of this church to such a problem may be to insist upon effective treatment or to initiate immediate discipline. Refusal to accept treatment or failure to abide by the terms of such treatment is conduct incompatible with the character of the ministerial office.
 7. **Fiscal Responsibilities:** Ordained ministers of this church are expected to conduct their fiscal affairs in accordance with ethical and legal requirements. Among those fiscal activities that may be considered conduct incompatible with the character of the ministerial office are:
 - a. Indifference to or avoidance of legitimate and neglected personal debts;
 - b. Embezzlement of money or improper appropriation of the property of others;
 - c. Using the ministerial office improperly for personal financial advantage.
 8. **Membership in Certain Organizations:** This church has specifically declared in 7.47.01. that discipline may be administered to any of its ordained ministers who belong to any organization other than the Church which claims to possess in its teaching and ceremonies that which the Lord has given solely to the Church.
 9. **Conviction of a Felony:** The society in which this church ministers has placed a high premium upon the role of law in regulating the rights and duties of individuals to promote the common good. This includes laws which define certain conduct as felonies. Pleading guilty to, or being convicted of, a felony is grounds for discipline as conduct incompatible with the character of the ministerial office but may not be grounds for discipline in those instances where the violation of law was to protest or to test a perceived unjust law or as an expression of civil disobedience.
- C. **Willfully disregarding or violating the functions and standards established by this church for the office of Word and Sacrament** is grounds for discipline of ordained ministers. Such functions and standards established by this church are found in Section 7.20. through 7.47.01. of this church's constitution, bylaws and continuing resolutions.
- D. **Willful disregard of the constitution or bylaws of this church** is grounds for discipline of ordained ministers.

DEFINITIONS AND GUIDELINES FOR DISCIPLINE OF ASSOCIATES IN MINISTRY, MEMBERS OF THE DEACONESS COMMUNITY AND DIACONAL MINISTERS

As an expression of its life in the Gospel of Jesus Christ, this church embraces disciplinary processes of counseling, admonition and correction, with the objective of forgiveness, reconciliation and healing.

Simultaneously, out of deep concern for effective extension of the Gospel, this church remains alert to the high calling of discipleship in Jesus Christ. The individuals on the official rosters of laypersons of this church, as persons charged with special responsibility for the Gospel in the ministries to which they are called, are to seek to reflect the new life in Christ, avoiding that which would make them stumbling blocks to others. To that end, this church recognizes that there is behavior that is deemed to be incompatible with the standards for the rostered ministries of this church and that calls for disciplinary action.

The following definitions and guidelines do not set forth the high expectations this church has of individuals on the official rosters of laypersons of this church. "Vision and Expectations: Associates in Ministry, Deaconesses and Diaconal Ministers in the Evangelical Lutheran Church in America" has been developed for that purpose. The normative expectations of this church for individuals on the official rosters of laypersons of this church focus upon faithful and effective exercise of their leadership. In all matters of morality and personal ethics, this church expects individuals on the official rosters of laypersons of this church to be exemplary in conduct.

These definitions and guidelines describe the grounds for which individuals on the official rosters of laypersons of this church may be subject to discipline according to the practice of this church. Their purpose is juridical: to assist in the processes of consultation, discipline and appeals.

Grounds for discipline of individuals on the official rosters of laypersons of this church (commissioned associates in ministry, consecrated deaconesses and consecrated diaconal ministers) are as follows:

- A. Confessing or teaching in conflict with the faith confessed by this church** is grounds for discipline of individuals on the official rosters of laypersons of this church. A summary of the faith confessed by this church is found in Chapter 2 of this church's constitution.
- B. Conduct incompatible with the standards for the rostered ministries of this church** is grounds for discipline of individuals on the official rosters of laypersons of this church. These guidelines define and describe kinds of behavior which are incompatible with the standards for these rostered ministries.
 - 1. Professional Attention to Duties:** An individual on the official rosters of laypersons of this church has made commitments through the appropriate liturgical rite and through acceptance of a letter of call. Continued neglect of or indifference toward such duties constitutes conduct incompatible with the standards for the rostered ministries of this church.
 - 2. Integrity:** Individuals on the official rosters of laypersons must be honest and forthright in their dealings with others. Dishonesty, deception, duplicity, or the manipulation of others for personal benefit or gain is incompatible with the standards for the rostered ministries of this church.
 - 3. Relationship to Family:** This church is committed to the sanctity of marriage and the enhancement of family life. Individuals on the official rosters of laypersons of this church are expected to uphold this church's ideals of marriage, family and relationship in their public ministry as well as in private life. Spouse or same-gender partner and children, if any, are to be regarded with love, respect and commitment. Departure from this standard may be considered conduct incompatible with the standards for the rostered ministries of this church. Such departure might include any of the following:
 - a. Separation, divorce, or termination of same-gender relationship that occurs without consultation with the synodical bishop's office and appropriate implementation of such consultation;
 - b. Desertion or abandonment of spouse, same-gender partner, or children;
 - c. Abuse of spouse, same-gender partner, or children;
 - d. Repeated failure to meet legally determined family support obligations.
 - 4. Sexual Matters:** The expectation of this church is that an individual on an official roster of laypersons is to lead a chaste and decent life in word and deed. In keeping with this expectation, chastity and abstinence are required outside of marriage or outside publicly accountable, lifelong, monogamous, same-gender relationships, and chastity and fidelity are required within marriage or within such same-gender relationships. Adultery, infidelity, casual sexual relationships, promiscuity, the sexual abuse of another, or the misuse of ministry relationships for sexual activity constitutes conduct that is incompatible with the standards for the rostered ministries of this church.
 - 5. Addiction and Substance Abuse:** Any addictive behavior that impairs the ability of an individual on an official roster of laypersons of this church to perform effectively the duties of the office or the misuse of alcohol, drugs, medications, sex, gambling, or pornography is incompatible with the office of lay ministry. The approach of this church to such a problem may be to insist upon effective treatment or to initiate immediate discipline. Refusal to accept treatment or failure to abide by the terms of such treatment is conduct incompatible with the standards for the rostered ministries of this church.
 - 6. Fiscal Responsibilities:** Individuals on the official rosters of laypersons of this church are expected to conduct their fiscal affairs in accordance with ethical and legal requirements. Among those fiscal activities that may be considered conduct incompatible with the standards for the rostered ministries of this church are:
 - a. Indifference to or avoidance of legitimate and neglected personal debts;
 - b. Embezzlement of money or improper appropriation of the property of others;
 - c. Using one's position improperly for personal financial advantage.
 - 7. Conviction of a Felony:** The society in which this church ministers has placed a high premium upon the role of law in regulating the rights and duties of individuals to promote the common good. This includes laws which define certain conduct as felonies. Pleading guilty to, or being convicted of, a felony is grounds for discipline as conduct incompatible with the standards for the rostered ministries but may not be grounds for discipline in

those instances where the violation of law was to protest or to test a perceived unjust law or as an expression of civil disobedience.

- C. **Willfully disregarding or violating the functions and standards established by this church for the rostered ministries of this church** is grounds for discipline of individuals on the official rosters of laypersons of this church. Such functions and standards established by this church are found in Section 7.52. through 7.53. of this church's constitution, bylaws and continuing resolutions.
 - D. **Willful disregard of the constitution or bylaws of this church** is grounds for discipline of individuals on the official rosters of laypersons of this church.
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DEFINITIONS AND GUIDELINES FOR DISCIPLINE OF CONGREGATIONS

- A. **Departing from the faith confessed by this church** is grounds for discipline of a congregation of this church. A summary of the faith confessed by this church is found in Chapter 2 of this church's constitution.
 - B. **Willfully disregarding or violating any of the criteria for recognition as congregations of this church** is grounds for discipline of a congregation of this church. These criteria are set forth in 9.21. and 9.22. of this church's constitution.
 - C. **Willfully disregarding or violating the provisions of the constitution or bylaws of this church** is grounds for discipline of a congregation of this church.
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DEFINITIONS AND GUIDELINES FOR DISCIPLINE OF MEMBERS OF CONGREGATIONS

- A. **Persistent and public denial of the Christian faith by a member of a congregation of this church** is grounds for disciplinary action against the member. The Christian faith as confessed by this church is expressed in Chapter 2 of the constitution for congregations. A congregation member who persists in denial of this faith and seeks to convince others to do so, may be subject to discipline. In order to warrant discipline, such behavior must be more than occasional expressions of doubt or private comments and conduct contrary to the Christian faith; the behavior must be seen to bring harm to the faith of others and detract from the mission and ministry of the congregation.
 - B. **Willful or criminal conduct grossly unbecoming a member of the Church of Christ** is grounds for disciplinary action against a congregation member. Commission of murder, attempted murder, rape, sex crimes or hate crimes, child abuse, spousal and elder abuse, public and profane obscenity and vulgarity, and similar conduct seen as reprehensible to the Christian community may warrant discipline. Persons deemed guilty of such behavior remain in need of pastoral care and compassion.
 - C. **Continual and intentional interference with the ministry of the congregation** is grounds for discipline of a member engaging in such behavior. A congregation member who repeatedly interrupts the congregation's gatherings, worship services, fellowship and educational activities, congregational and council meetings, or disparages the congregation or its ministry to others in ways that damage or destroy the ability of other members to carry out the church's mission may be disciplined by the church. In order to warrant discipline, such conduct must be more serious than a member merely expressing disagreement, being impolite, or even exhibiting anger. The member must have engaged in a course of conduct and communication so persistent, inappropriate and objectionable, that the congregation's ability to perform ministry is being impaired.
 - D. **Willful and repeated harassment or defamation of member(s) of the congregation** are grounds for discipline of a member. If the treatment of another by a member of the congregation repeatedly devolves into slanderous, vicious, or intentionally hurtful communications, no matter the means of such communications, the behavior is unacceptable and may warrant disciplinary action. Similarly, if any members are being constantly harassed by another member for any reason, whether such harassment is based upon gender, race, sexual orientation, or any other reason, perceived or real, the behavior may warrant discipline without regard to the nature of the harassment. The use of phone, email, text messages, or other means of communication, and behaviors including anything from shouting and gestures to actual stalking, may all be means of unacceptable defamatory or harassing behavior between members.
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Voted: **CC14.11.36**
To take action *en bloc* on the remaining items listed below.

Voted: En Bloc **CC14.11.36a**
To place the proceeds from the sale of the missionary apartments into a Church Council designated fund functioning as endowment entitled ELCA Missionary Housing Support Fund;
To make income from the fund available to support subsidized costs for Global Mission personnel housing needs during home assignment and/or reintegration;
To request that guidelines for distribution be developed by the Global Mission unit in consultation with the treasurer and executive for administration; and
To authorize that specific distributions from the fund be made upon approval of the executive director for Global Mission unit.

Voted: En Bloc **CC14.11.36b**
To place the proceeds from the sale of the ELCA's interest in the Country Club Mobile Homes Estates into a Church Council designated fund functioning as endowment entitled Dorrer Legacy Fund; and
To utilize distributions from the fund to support current fund expenses of the Global Mission unit.

Voted: En Bloc **CC14.11.36c**
To elect Mr. James Zils and Mr. Richard Wehrheim to the ELCA Audit Committee for two-year renewable terms ending November 2016.

Voted: En Bloc **CC14.11.36d**
To approve the report of the ELCA Audit Committee describing their review of the audited financial statements, management letter, and response of management for the Churchwide Organization's fiscal year ended January 31, 2014 and the Endowment Fund Pooled Trust's year ending December 31, 2013.

Voted: En Bloc **CC14.11.36e**
To approve the revised ELCA Cash Management Policy;
To approve the revised ELCA Operating Investment Policy; and
To approve the revised ELCA Core Investment Policy.

Voted: En Bloc **CC14.11.36f**
To approve the revised ELCA Investment Philosophy and Policy Statement for the Charitable Gift Annuity Program.

Voted: En Bloc **CC14.11.36g**
To approve the revised committee charters for the Audit Committee, Program and Services Committee and Legal and Constitutional Review Committee as amended.

Voted: En Bloc **CC14.11.36h**
To allocate for the 2016 Churchwide Assembly one additional voting member to the Alaska Synod (1A), Arkansas-Oklahoma Synod (4C), and West Virginia-Western Maryland Synod (8H), making a total of six voting members per synod; and
To allocate for the 2016 Churchwide Assembly two additional voting members to the Caribbean Synod (9F) and Slovak Zion Synod (7G), making a total of six voting members per synod.

Voted: En Bloc **CC14.11.36i**
To ratify the following amendments to the Rocky Mountain, Southwestern Minnesota, Minneapolis Area, Northern Texas-Northern Louisiana, Southeastern Iowa, Indiana-Kentucky, Northwestern Ohio, New England and Upper Susquehanna synod constitutions.

Voted: En Bloc **CC14.11.36j**
To acknowledge both the continuing limited staff capacity and the continuing relevance of important moral and social questions around regenerative medicine; and

To postpone until the November 2015 meeting of the Church Council a report and possible recommendations from the Theological Discernment Team staff in the Office of the Presiding Bishop regarding the feasibility of developing a social message on regenerative medicine, including, but not limited to, a range of stem cell technologies.

Voted: En Bloc

CC14.11.36k

To affirm the charter developed by the Ministry to and with Same-Gender Families working group.

Voted: En Bloc

CC14.11.36l

To appoint the Rev. Linda Nou as the Church Council advisor to the Justice for Women Consulting Committee for a two-year term beginning November 2014.

Voted: En Bloc

CC14.11.36m

To re-elect to the board of directors of National Lutheran Campus Ministry, Inc. to a three-year term expiring in 2018: Mr. Wayne C. Hanson;

To elect to the board of directors of National Lutheran Campus Ministry, Inc. to three-year terms expiring in 2018: The Rev. Galen F. Hora and the Rev. Jeff R. Johnson;

To elect to the board of directors of Mosaic, Inc. to a three-year term expiring in October 2017: Ms. Lisa Negstad;

To elect to the board of directors of Lutheran Theological Seminary at Philadelphia to a three-year term expiring in 2018: The Rev. Charles Miller; and

To elect to the board of directors of Wartburg Theological Seminary to a six-term expiring in 2020: The Rev. J. Mamy Ranaivoson.

The eighty-third meeting of the Church Council of the ELCA adjourned Monday, November 10, 2014, at 11:53 a.m.

April 9-12, 2015

The eighty-fourth meeting of the Church Council of the ELCA was convened Thursday, April 9, 2015, in the Council Room of the Lutheran Center at Chicago, Ill. Vice President Carlos E. Peña called the meeting to order at 4:31 p.m. (Central Daylight Time).

Voted: **CC15.04.01**

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

Voted: **CC15.04.02**

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

Voted: **CC15.04.03**

To adopt the following resolution:

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

Voted: **CC15.04.04**

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

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

Voted: **CC15.04.05**

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

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

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

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

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

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

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

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

Voted: **CC15.04.06**

To acknowledge with appreciation the action of the following synods to maintain the percentage of sharing of 2015 mission support contributions by congregations for synodical and churchwide ministries but estimating an adjustment in the projected amount to be shared; and

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

Voted:

CC15.04.07

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

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

Voted:

CC15.04.08

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

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

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

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

Voted:

CC15.04.09

To approve a revised 2015 fiscal year current fund spending authorization of \$69,323,020; and

To approve a revised 2015 fiscal year ELCA World Hunger spending authorization of \$20,600,000.

Voted:

CC15.04.10

To thank Presiding Bishop Elizabeth A. Eaton for initiating the bishops' think tank on mission funding;

To receive with gratitude the bishop's think tank on mission funding report and recommendations and thank the think tank for its work;

To affirm the intention of Presiding Bishop Eaton to convene a team to generate recommendations to sharpen the priorities of this church and bring greater clarity about what this church will do and will not do in order to serve God's mission more faithfully and effectively in the years to come; and

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

Voted:

CC15.04.11

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

To acknowledge that uniform percentage guidelines (i.e., 55/45) for mission support are no longer appropriate across all synods;

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

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

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

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

Voted:

CC15.04.12

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

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

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

Voted:

CC15.04.13

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

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

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

Voted:

CC15.04.14

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

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

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

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

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

Voted:

CC15.04.15

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

Voted:

CC15.04.16

To affirm and acknowledge the efforts of various synods in deepening and strengthening relationships among the expressions of this church;

To encourage every synodical bishop and synod council to seek regular opportunities to build relationships and engage in discussions with congregations about the financial implications of how we are church together; and

To invite the Conference of Bishops, the Budget and Finance Committee and the Church Council to continue consideration of mission support experiments, especially those that are intentionally geared to supporting synods that are the most financially vulnerable.

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

Voted: Two-Thirds Vote **CC15.04.18**
To amend ELCA continuing resolution 17.30.A11. (which will be redesignated as 17.30.A15.) by adding paragraph h.
h. offer financial management and consulting services to synods including, for example, banking and treasury management services, accounting services, payroll management services, audit coordination, financial reporting services, and budgeting services.

Voted: **CC15.04.19**
To approve the amended bylaws of Trinity Lutheran Seminary, Columbus, Ohio.

The amended bylaws of Trinity Lutheran Seminary are available online
<http://www.ELCA.org/en/Resources/Church-Council>
as an appendix to the minutes of the April 2015 meeting the Church Council.

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

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

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

Voted: **CC15.04.23**
On behalf of the class of 2015, we extend our gratitude to the Board Development Committee and to the churchwide staff for the creative, inventive and imaginative celebration held Saturday evening, April 11, 2015. In particular we express our appreciation to Mr. Paul G. Archer, the Rev. Stephen R. Herr, Mr. Jared Herr, Ms. Jodi L. Slattery, Ms. Mary Beth Nowak, Ms. Sue E. Rothmeyer, our synodical bishops and other members of the churchwide staff who contributed so much to create a joyous evening. Throughout our time on council, it has been our honor to work with the talented, dedicated, committed and devoted administrative officers and staff in the churchwide office. As we leave Church Council, we rejoice that under the guidance of the Holy Spirit, this church stands under the care and direction of such capable and gifted hands.

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

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

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

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

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

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

Voted: Two-Thirds Vote **CC15.04.30**
To approve *en bloc* the following amendments to continuing resolutions of the Constitution, Bylaws, and Continuing Resolutions of the Evangelical Lutheran Church in America.

14.41.A **015**. *Budget and Finance Committee*
A Budget and Finance Committee shall be composed of members of the Church Council elected by the council ~~and~~ t. The treasurer of this church shall serve as an ex officio member of the committee. This committee shall have staff services provided by the Office of the Presiding Bishop and the Office of the Treasurer. The committee shall prepare and present a comprehensive budget to the Church Council for its consideration and presentation to the Churchwide Assembly. The committee shall relate to the work of the Office of the Treasurer.

14.41.B **0515**. *Legal and Constitutional Review Committee*
A Legal and Constitutional Review Committee shall be composed of members of the Church Council elected by the council, ~~shall include~~ t. The secretary of this church shall serve as an ex officio member of the committee, ~~and~~ . This committee shall have staff services provided by the Office of the Secretary. This committee shall provide ongoing review of legal and constitutional matters. It shall review all proposed amendments to the constitutions, bylaws, and continuing resolutions.

14.41.E **0215**. *Audit Committee*
An Audit Committee—composed of ~~six five to seven~~ members appointed by the Budget and Finance Committee and approved by the Church Council for two-year, renewable terms—shall assist the Budget and Finance Committee and the Church Council in fulfilling oversight of the churchwide organization's accounting and financial reporting, internal control systems, and audit functions, consistent with its responsibilities as specified in the charter recommended by the Audit Committee, reviewed by the Budget and Finance Committee, and approved by the Church Council. A minimum of two members of the Audit Committee shall be members of the Budget and Finance Committee. The chair of the Audit Committee shall be a member of the Budget and Finance Committee and shall be appointed by the chair of the Budget and Finance Committee. In consultation with the executive for administration, the Audit Committee approves the appointment and dismissal of the director for internal auditing.

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

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

Voted: En Bloc

CC15.04.31b

To adopt the following resolution:

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

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

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

RESOLVED, that the previous appointments of assistant vice presidents and assistant secretaries of this corporation (CC90.04.32, CC92.11.103, CC96.11.61b, CC03.11.85, CC07.11.90, CC08.11.52, CC09.03.39, CC11.08.60, CC12.11.44hh) be and are hereby rescinded; and be it further

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

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

Voted: En Bloc

CC15.04.31c

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

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

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

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

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

Voted: En Bloc

CC15.04.31d

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

Voted: En Bloc

CC15.04.31e

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

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

Voted: En Bloc

CC15.04.31f

To authorize the following member of the Mission Investment Fund Board of Trustees to continue serving for 2015-2016: Mr. Warren Hanson.

Voted: En Bloc

CC15.04.31g

To receive the response from the Mission Investment Fund regarding a remittance process system;

To affirm the experiment of a full-service Financial Services Organization pilot program with certain synods; and

To thank the Mission Investment Fund for its ongoing work to improve and strengthen this church's financial capacity to serve God's mission.

Voted: En Bloc

CC15.04.31h

To receive with gratitude the response from Portico Benefit Services concerning the insurance coverage of hearing aids;

To decline to initiate or propose amendments to the ELCA Pension and Other Benefits Program concerning full insurance coverage for hearing aids for rostered professionals and other members; and

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

Voted: En Bloc

CC15.04.31i

To receive the progress report from the Global Mission unit regarding Israel and Palestine; and

To request that a final report with possible recommendations be presented to the Church Council at its November 2015 meeting.

Voted: En Bloc

CC15.04.31j

To receive the report of the Office of the Presiding Bishop regarding Refugee Sunday and activities related to welcoming migrants and refugees; and

To give thanks to the Office of the Presiding Bishop, the Congregational and Synodical Mission unit and the Lutheran Immigration and Refugee Service for their ongoing work in engaging and supporting congregations and organizations to be places of welcome for refugees and migrants.

Voted: En Bloc

CC15.04.31k

To receive the response from the Office of the Presiding Bishop regarding confirmation;

To acknowledge the continued work undertaken by ELCA congregations and synods in equipping people for lifelong discipleship and ministry;

To decline to discontinue the use of the term “confirmation” in ELCA publications;

To decline to discontinue the practice of confirmation as it relates to the ritual of passage for youth or young adults into voting membership in congregations; and

To decline to ask congregations of the ELCA to end “confirmation” as a ritualized right of youth who have completed required steps and requirements.

Voted: En Bloc

CC15.04.31l

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

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

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

Voted:

CC15.04.32

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

The eighty-fourth meeting of the Church Council of the ELCA adjourned Sunday, April 12, 2015, at 3:02 p.m. (Central Daylight Time).

November 12-15, 2015

The eighty-fifth meeting of the Church Council of the ELCA was convened Thursday, November 12, 2015, in the Council Room of the Lutheran Center at Chicago, Ill. Vice President Carlos E. Peña called the meeting to order at 4:30 p.m. (Central Standard Time).

Voted: **CC15.11.33**
To adopt the agenda as amended and to permit the chair to call for consideration of agenda items in the order the chair deems most appropriate.

Voted: **CC15.11.34**
To approve the minutes of the April 9-12, 2015, meeting of the Church Council; and
To ratify actions of the council's Executive Committee as indicated in the minutes of the April 9, 2015, May 13, 2015, July 8, 2015, August 26, 2015, September 30, 2015, and October 21, 2015, meetings.

Voted: **CC15.11.35**
To elect Mr. Clarence M. Smith to the Executive Committee of the Church Council for a term ending in 2016.

Voted: **CC15.11.36**
To adopt the document titled "Gender-based Violence" as a social message of the Evangelical Lutheran Church in America; and
To adopt the accompanying foundational document for in-depth study and analysis of the social message on "Gender-based Violence."

Voted: **CC15.11.37**
To recommend the following action to the 2016 Churchwide Assembly of the Evangelical Lutheran Church in America:
To thank the Word and Service Task Force members and all who contributed to its work to develop a proposal to establish a single, unified roster of Word and Service;
To unify the three existing Official Rosters of Laypersons (Associates in Ministry, Deaconesses of the Evangelical Lutheran Church in America and Diaconal Ministers) into a roster of Ministry of Word and Service;
To ensure that individuals on the three existing rosters of Associates in Ministry, Deaconesses of the Evangelical Lutheran Church in America and Diaconal Ministers be automatically transferred to the roster of Ministry of Word and Service, unless a person on an existing roster declines, and that the existing rosters be eliminated with the establishment of the new roster on January 1, 2017;
To endorse the other recommendations of the task force regarding this new roster; and
To give thanks to God for the ministry of all who have served and are serving on the present lay rosters and to express confidence that God is leading this church into God's future.

Voted: **CC15.11.38**
To receive the report from the Office of the Presiding Bishop in response to the 2013 Churchwide Assembly action related to the matter of reviewing the ELCA's guiding documents on communion practices;
To thank the members, congregations, synods and churchwide organization for their conversation and study regarding "The Use of the Means of Grace"; and
To request that the secretary of this church inform the synod of this action.

The report from the Office of the Presiding Bishop is available online
<http://www.ELCA.org/en/Resources/Church-Council>
as an appendix to the minutes of the November 2015 meeting the Church Council.

Voted: **CC15.11.39**
To receive with gratitude the Ministry to and with Same-Gender Couples and Their Families Working Group report and recommendations and to thank the working group for their diligent and compassionate work;

To encourage ELCA congregations to re-familiarize themselves with the ELCA's social statement "Human Sexuality: Gift and Trust" and Ministry Policy Resolutions, both adopted at the 2009 Churchwide Assembly; and

To acknowledge and affirm that these documents emphasize welcome, care and ministry to and with same-gender individuals, couples and families and that these documents acknowledge a range of varied convictions, which set the stage for some diversity of pastoral care within the ELCA congregations and other ministry sites.

Voted: **CC15.11.40**

To reconsider the previous action of the Church Council [CC15.11.39].

Voted: **CC15.11.41**

To receive the report with gratitude and refer the recommendations of the Ministry to and with Same-Gender Couples and Their Families Working Group to the appropriate churchwide organization units for implementation and to report back to the Church Council by the November 2016 meeting.

Voted: **CC15.11.42**

To acknowledge with appreciation the action of the following synod to maintain the percentage of sharing of 2015 mission support contributions by congregations for synodical and churchwide ministries but estimating an adjustment in the projected amount to be shared; and

To further affirm that we will steward these gifts to maximize their impact in mission for the sake of God's work. Our hands. in the world: Northwest Washington Synod.

Voted: **CC15.11.43**

As a grateful church that affirms the partnership of congregation, synod and churchwide expressions, we acknowledge with gratitude the actions of the following synods and affirm the percentage of sharing of 2016 mission support by congregations for synodical and churchwide ministries:

Allegheny, Caribbean, Delaware-Maryland, Eastern North Dakota, Indiana-Kentucky, Lower Susquehanna, Metropolitan Chicago, Metropolitan New York, Metropolitan Washington, D.C., Minneapolis Area, Nebraska, New England, New Jersey, North Carolina, Northern Illinois, Northeastern Ohio, Northwest Synod of Wisconsin, Pacifica, Rocky Mountain, Sierra Pacific, Slovak Zion, Southwest California, South Carolina, Saint Paul Area, Texas-Louisiana Gulf Coast, Upper Susquehanna, Virginia and West Virginia-Western Maryland synods;

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

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

To request that all synods submit their 2017 mission support plans prior to their 2016 synod assemblies.

Voted: **CC15.11.44**

To approve a revised 2016 fiscal year current fund spending authorization of \$66,514,340; and

To approve a revised 2016 fiscal year ELCA World Hunger spending authorization of \$21,000,000.

Voted: **CC15.11.45**

To adopt the following resolutions regarding authority to act in financial matters:

Authorization to conduct business with financial institutions

RESOLVED, that the Treasurer and any one of the Presiding Bishop (President), Secretary, or Executive for Administration are appointed as a committee having the authority of the Church Council in the management of the business affairs of this corporation to open securities accounts that allow for the sale of securities or to open bank accounts for the deposit and disbursement of funds;

RESOLVED, that the Treasurer, or in the absence or unavailability of the Treasurer, any one of the Presiding Bishop (President), Secretary, or Executive for Administration has the authority of the Church Council in the management of the business affairs of this corporation, to authorize, approve, and execute, on behalf of this corporation, instructions to financial institutions for the management of existing accounts, including, but not limited to: services to be provided by the financial institution; appointment of authorized check signers and persons to initiate and approve Automated Clearing

House (ACH) transactions and wire transfers; appointment of persons to perform other functions and approvals through electronic or other means; and appointment of persons to receive information relative to accounts and transactions therein;

RESOLVED, that prior resolutions adopted by this Council, including CC90.4.30, addressing the matters specified above are hereby rescinded and replaced by this action.

Authorization to engage in commercial transactions

RESOLVED, that the Treasurer and any one of the Presiding Bishop (President), Secretary, or Executive for Administration are appointed as a committee having the authority of the Church Council in the management of the business affairs of this corporation to authorize, approve, and execute on behalf of this corporation, transactions with a value of \$250,000 or greater, not involving real property or the borrowing of funds, to which the corporation is a party, including, but not limited to, conveyances, assignments, contracts, notes, bills of sale, purchases and sales of securities, and financing statements;

RESOLVED, that the Treasurer, or in the absence or unavailability of the Treasurer, any one of the Presiding Bishop (President), Secretary, or Executive for Administration, has the authority of the Church Council in the management of the business affairs of this corporation to authorize and approve, on behalf of this corporation, transactions with a value of at least \$30,000 but less than \$250,000, not involving real property or the borrowing of funds, to which the corporation is a party, including, but not limited to, conveyances, assignments, contracts, notes, bills of sales, purchases and sales of securities, and financing statements;

RESOLVED, that the Treasurer, or in the absence or unavailability of the Treasurer, any one of the Presiding Bishop (President), Secretary, or Executive for Administration, or in absence of all of the foregoing, any two of the assistant treasurer may execute, and the Secretary or any assistant secretary may attest, any document required or desirable in connection with a commercial or fiscal transaction of less than \$250,000, not involving real property or the borrowing of funds, to which this corporation is a party, and which has been authorized and approved as provided herein, including but not limited to conveyances, assignments, contracts, notes, leases, bills of sales, purchases and sales of securities, trust documents, and financing statements;

RESOLVED, that the Treasurer and any one of the Presiding Bishop (President), Secretary, or Executive for Administration are appointed as a committee having the authority of the Church Council in the management of the business affairs of this corporation to authorize and approve, on behalf of this corporation, the borrowing of funds or the purchase, acquisition, sale, mortgage, lease, transfer, or other disposition or acquisition of real property (other than the acquisition of real estate within a gift instrument) by the churchwide organization;

RESOLVED, that the Treasurer and any one of the Presiding Bishop (President), Secretary, or Executive for Administration, or in absence or unavailability of the Treasurer, any one of the Presiding Bishop (President), Secretary, or Executive for Administration and any one of the assistant treasurers may execute, and the Secretary or any assistant secretary may attest, any document required or desirable in connection with the borrowing of funds or a commercial or fiscal transaction involving real property to which this corporation is a party, and which has been previously authorized and approved as provided herein;

RESOLVED, that the Office of Treasurer keep and maintain appropriate accounting and records of all transactions authorized above and annually report transactions exceeding \$250,000 to the Budget and Finance Committee of the Church Council;

RESOLVED, that prior resolutions adopted by this Council, including CC90.4.31, addressing the matters specified above are hereby rescinded and replaced by this action.

Appointment of assistant officers

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

RESOLVED, that for the sole purpose of executing, when necessary, documents approved and authorized in accordance with actions of the Church Council, the following are hereby appointed as assistant treasurers of this corporation: Robert J. Benson, Christina Jackson-Skelton, Christopher Carpenter-Majors, and Annette Roman, to serve until replaced or removed by subsequent appointments, with such subsequent appointments to be based upon the nomination and recommendation of the Treasurer;

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

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

Authorization to act for the ELCA as a trustee

RESOLVED, that the Treasurer and the Executive Director of the Mission Advancement unit are appointed as a committee having the authority of the Church Council in the management of the business and fiscal affairs of any trust for which the churchwide organization is acting as trustee to authorize and approve, on behalf of this corporation as trustee, transactions to which such trust is a party;

RESOLVED, that the Treasurer and the Executive Director of the Mission Advancement unit are appointed as a committee having the authority of the Church Council to authorize and approve establishment of any gift annuity agreement for which the churchwide organization is guarantor, on behalf of this corporation as guarantor;

RESOLVED, that the Treasurer or the Executive Director of the Mission Advancement unit, or in absence of both of the foregoing, any two assistant treasurers may execute, and the Secretary or any assistant secretary may attest, any document required or desirable in connection with the management of the business and fiscal affairs of any trust for which the churchwide organization is acting as trustee, and which has been previously authorized and approved, including the establishment of any gift annuity agreement for which the churchwide organization is guarantor;

RESOLVED, that the Mission Advancement unit keep and maintain appropriate records of all transactions so authorized and, upon request, report such transactions to the Budget and Finance Committee of the Church Council;

RESOLVED, that prior resolutions adopted by this Council, including CC02.11.89 and CC12.04.19i, addressing the matters specified above are hereby rescinded and replaced by this action.

Voted:

CC15.11.46

To receive the Theological Education Advisory Council (TEAC) report and express our appreciation for the work of the Theological Education Advisory Council;

To recognize and embrace this Spirit-led convergence of new possibilities for theological education for this church;

To affirm the innovation and collaboration already underway by the seminaries which recognize the changing climate of theological education;

To make available the TEAC report to synods, congregations, agencies, institutions and ecumenical partners;

To create a comment period inviting all the expressions of this church to provide feedback and engage in ongoing conversation about the future of the theological education enterprise in the life of this church;

To appoint a working group of Church Council members, TEAC members and appropriate churchwide staff to receive feedback from around this church, to craft possible specific implementing strategies that operationalize the recommendations in the TEAC report, and to make a report to the Church Council prior to the April 2016 meeting; and

To direct the Church Council's Budget and Finance Committee to give preliminary thought to funding implications of the recommendations contained in the TEAC report.

Voted:

CC15.11.47

To affirm Presiding Bishop Elizabeth A. Eaton's Future Directions and Priorities of the ELCA process design;

To authorize the Executive Committee to appoint members identified by the presiding bishop to serve on the Future Directions Table; and

To request that the Future Directions Table bring periodic progress reports to the Conference of Bishops and Church Council beginning in spring 2016.

Voted:

CC15.11.48

To receive with gratitude "Declaration on the Way: Church, Ministry and Eucharist" as another sign of the ELCA's commitment to making visible the unity that is God's gift in Christ ("Ecumenism: The Vision of the Evangelical Lutheran Church in America," 1991); and

To accept the thirty-two Statements of Agreement.

Voted: **CC15.11.49**
To recommend the following for adoption by the 2016 Churchwide Assembly of the Evangelical Lutheran Church in America:

To express profound gratitude for “Declaration on the Way: Church, Ministry and Eucharist” as another sign of the ELCA’s commitment to making visible the unity that is God’s gift in Christ (“Ecumenism: The Vision of the Evangelical Lutheran Church in America,” 1991);

To receive the thirty-two Statements of Agreement, acknowledging that “receiving these agreements recognizes that there are no longer church dividing issues with respect to these Statements...” (“Declaration on the Way”); and

To commend to the ELCA the “Declaration on the Way”; “From Conflict to Communion”; and the “Joint Declaration on the Doctrine of Justification” as resources for the common life of the church as we approach 2017 and beyond.

Voted: **CC15.11.50**
To authorize the Executive Committee to elect trustees to fill, until the spring 2016 meeting of the Church Council, vacancies in the board of trustees of the Endowment Fund of the ELCA that will arise following the conclusion of the fall 2015 meeting of the Church Council.

Voted: Two-Thirds Vote **CC15.11.51**
To adopt *en bloc* the following amendments to continuing resolutions in the *Constitution, Bylaws, and Continuing Resolutions of the Evangelical Lutheran Church in America*.

19.31.B15. *In a year when the vice president shall be elected, the voting members of the Churchwide Assembly shall be invited to identify the names of up to three persons who might be considered for election as vice president. Names shall be submitted to the Office of the Secretary at least four months prior to the assembly. The Office of the Secretary shall contact those persons identified and request biographical information. At least 60 days prior to the Churchwide Assembly, the biographical information received from those persons open to consideration shall be distributed to the voting members.*

19.61.B4H15. Nominations Desk and Nominations Form

- a. Nominations from the floor at the Churchwide Assembly shall be made at the Nominations Desk, which shall be maintained under the supervision of the secretary of this church.
- b. A nomination from the floor shall be made by using the form provided by the secretary of this church. Nomination forms may be obtained from the Nominations Desk at times prescribed in the assembly’s Rules of Organization and Procedure. ~~This form is also included in each voting member’s registration materials.~~

...

Voted: **CC15.11.52**
To take action *en bloc* on the following items listed in *En Bloc* Items, Responses to Synodical Resolutions and Responses to Churchwide Assembly Actions.

Voted: En Bloc **CC15.11.52a**
To re-elect Ms. Marjorie B. Ellis to the ELCA Audit Committee for a two-year term ending August 2017; and
To elect Ms. Meri Jo Petrivelli, Mr. Clarence M. Smith and Ms. Ingrid S. Stafford to the ELCA Audit Committee to two-year renewable terms ending November 2017.

Voted: En Bloc **CC15.11.52b**
To approve the report of the ELCA Audit Committee describing its review of the audited financial statements, management letter and response of management for the churchwide organization’s fiscal year ended January 31, 2015, and the Endowment Fund Pooled Trust’s year ending December 31, 2014.

Voted: En Bloc **CC15.11.52c**
To approve the revised ELCA Core Investment Policy.

Voted: En Bloc

CC15.11.52d

To approve the revised Charitable Trust and Pooled Income Fund Investment Policy Statement.

Voted: En Bloc

CC15.11.52e

To approve the revised ELCA Charitable Gift Annuity Philosophy and Policy Statement.

Voted: En Bloc

CC15.11.52f

To approve retirement of the Investment Guidelines for the Charitable Gift Annuity Required Reserve upon successful completion of the transfer of assets.

Voted: En Bloc

CC15.11.52g

To appoint the members of the Memorials Committee for the 2016 Churchwide Assembly:

1. Pr. Stephen R. Herr (8D) – *co-chair*
2. Ms. Marjorie B. Ellis (6F) – *co-chair*
3. Mr. Hans E. Becklin (5K)
4. Mr. Allan J. Bieber (3I)
5. Bp. Tracie L. Bartholomew (7A)
6. Bp. Ray Tiemann (4E)
7. Pr. Miguel F. Gomez-Acosta (2D)
8. Pr. Amanda J. K. Simons (3H)
9. Pr. Meggan H. Manlove (1D)
10. Ms. Patricia Cash (2A)
11. Ms. Anita T. Nuetzman (5F)
12. Ms. Anna Czarnik-Neimeyer (5I)
13. Ms. Diana G. Haywood (9B)
14. Mr. Rod Schofield (1B)
15. Mr. Bill Mintz (4F); and

To authorize the Executive Committee of the Church Council to appoint additional members to the Memorials Committee for the 2016 Churchwide Assembly as needed.

Voted: En Bloc

CC15.11.52h

To appoint the members of the Reference and Counsel Committee for the 2016 Churchwide Assembly:

1. Mr. Paul G. Archer (6A) – *co-chair*
2. Pr. Vicki T. Garber (6C) – *co-chair*
3. Ms. Maren Hulden (3G)
4. Mr. John W. Lohrmann (1D)
5. Bp. Suzanne D. Dillahunt (6F)
6. Bp. Jon V. Anderson (3F)
7. Pr. Alexis J. D. LaChapelle (5A)
8. Pr. Tracey L. Breashears Schultz (4F)
9. Pr. Raymond D. Ranker (8G)
10. Mr. Imran Siddiqui (9D)
11. Mr. Randall S. Foster (2B)
12. Ms. Pamela Killinger (5B)
13. Ms. Patsy A. Glista (7D)
14. Ms. Ella Peterson (7A)
15. Ms. Blythe Scott (9A); and

To authorize the Executive Committee of the Church Council to appoint additional members to the Reference and Counsel Committee for the 2016 Churchwide Assembly as needed.

Voted: En Bloc

CC15.11.52i

To acknowledge the extenuating circumstances that led to the limited staff capacities to provide a thorough assessment on social message processes; and

To grant an extension until the November 2016 meeting of the Church Council a report and recommendations from the Theological Discernment Team staff in the Office of the Presiding Bishop regarding the feasibility of developing social message processes for the following three topics: regenerative medicine, including, but not limited to, a range of stem cell technologies; U.S. national drug policy; and aging.

Voted: En Bloc

CC15.11.52j

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

- Community Economic Development Social Criteria Investment Screen
- Climate Change Issue Paper
- Domestic Access to Capital Issue Paper
- Caring for Creation Issue Paper

Voted: En Bloc

CC15.11.52k

To affirm the succession plan proposed by the Congregational and Synodical Mission unit for the Corporate Social Responsibility position.

Voted: En Bloc

CC15.11.52l

To adopt the revised Candidacy Manual; and

To authorize the Congregational and Synodical Mission unit, in consultation with the Office of the Secretary, to make any necessary corrections for clarity and accuracy.

Voted: En Bloc

CC15.11.52m

To elect the following individuals to the Committee on Appeals to serve until the 2016 Churchwide Assembly: the Rev. Cheryl Meinschein Hausman, the Rev. E. Roy Riley, Ms. Louise A. Hemstead and Mr. Kevin D. Anderson.

Voted: En Bloc

CC15.11.52n

To elect to the advisory council of Lutheran Theological Southern Seminary to a term from June 1, 2016, to May 31, 2019: the Rev. Richard J. Goeres, Ms. Miriam L. David, Ms. Carolyn S. Donges and the Rev. Kathryn A. Tiede;

To elect to the board of directors of the Lutheran Theological Seminary at Gettysburg to a four-year term expiring December 19, 2019: Ms. Nancy Dering Mock;

To elect to the board of trustees of Lutheran Theological Seminary at Philadelphia to a three-year term expiring October 31, 2018: the Rev. John C. Richter; and

To elect to the board of directors of Luther Seminary to a four-year term expiring June 30, 2020: Mr. John A. Blanchard and Ms. Beth Lewis.

Voted: En Bloc

CC15.11.52o

To approve the designation of the following members of the board of directors of The Evangelical Lutheran Good Samaritan Society as representatives to the ELCA: Mr. David J. Horazdovsky [president], the Rev. John F. Holt [term ending in June 2016], Dr. Gwen Wagstrom Halaas [term ending in June 2016] and Mr. H. Theodore Grindal [term ending in June 2018].

Voted: En Bloc

CC15.11.52p

To ratify the following amendments to the Montana, Minneapolis Area, Arkansas-Oklahoma, La Crosse Area, Southern Ohio (as amended), Metropolitan New York, Lower Susquehanna and North Carolina synod constitutions.

Montana Synod (1F) [2015]

S9.03. The NOMINATING COMMITTEE shall consist of ~~twelve~~ six members who shall be ~~appointed~~ elected by the Synod Council Assembly and serve for ~~three-year staggered terms~~ to serve for each regular meeting of the Synod Assembly. In making appointments to the Nominating Committee the Synod Council shall give consideration to geographical, clergy/lay, male/female and persons of color and/or persons whose primary language is other than English representation. In making nominations to the Nominating Committee, representational principles of geography, gender, lay/clergy, and age will be considered.

~~S9.11. The Synod Council shall elect or appoint representatives to the council of Region I.~~

Minneapolis Area Synod (3G) [2015]

S9.03. There shall be a Nominating Committee consisting of ~~11~~10-15 members who shall be elected by each of the conferences to serve for each regular meeting of the Synod Assembly. Additional nominations may be made from the floor for all elections for which nominations are made by the Nominating Committee.

S9.04.e. During the balloting process, and according to a schedule outlined in the bylaws, printed information about ~~nominees~~candidates shall be made available to voting members and opportunity to address the Synod Assembly shall be offered to ~~nominees~~candidates for the office of bishop.

~~S9.11. The Synod Council shall elect or appoint representatives to the steering committee of its region.~~

†S10.01. The Synod Council, consisting of ...

- b. The term of office of members of the Synod Council, with the exception of the officers and the youth member, shall be three ~~two~~ years.

~~S11.05. The Committee on Ecumenism shall consist of six persons appointed by the Synod Council for a term of three years, renewable one time. Three shall be ordained ministers and three shall be laypersons. The functions of the Committee on Ecumenism shall be to advise the bishop on ways to strengthen ecumenical relationships within the territory of the synod, to assist congregations in the development of ecumenical relationships, and to maintain a relationship with the ecumenical agencies within the territory of the synod.~~

Arkansas-Oklahoma Synod (4C) [2015]

~~S9.07. If the treasurer is elected, the Synod Council shall nominate at least one person for treasurer; additional nominations may be made from the floor.~~

S10.03. The functions of the Synod Council shall be to:

- a. Provide spiritual leadership for the Synod.
- b. Establish the vision, priorities, and goals of the Synod.
- c. Oversee the Synod Mission Teams, Tables, and Committees.
- d. Develop the Annual Mission Budget and oversight of the financial life of the Synod.
- e. Carry out the administrative functions and responsibilities assigned to it by the constitutions of the Evangelical Lutheran Church in America.
- fa. Exercise trusteeship responsibilities on behalf of this synod.
- b. ~~Recommend program goals and budgets to the regular meetings of the Synod Assembly.~~
- ge. Carry out the resolutions of the Synod Assembly.
- d. ~~Supervise the ministry of all committees, task forces, and other program units of the Synod.~~
- he. Provide for an annual review of the roster of ordained ministers and of other official rosters, receive and act upon appropriate recommendations regarding those persons whose status is subject to reconsideration and action under the constitution and bylaws of the Evangelical Lutheran Church in America, and make a report to the Synod Assembly of the Synod Council's actions in this regard.
- if. Issue letters of call to ordained ministers and letters of call to associates in ministry, deaconesses, and diaconal ministers as authorized by Chapter 7 of the constitution and bylaws of the Evangelical Lutheran Church in America.
- ig. Fill vacancies until the next regular meeting of the Synod Assembly, except as may otherwise be provided in the constitution or bylaws of this synod, and determine the fact of the incapacity of an officer of this synod.
- kh. Report its actions to the regular meeting of the Synod Assembly ~~and provide regular reports of its actions to congregations and pastors.~~
- li. Perform such other functions as are set forth in the bylaws of this synod, or as may be delegated to it by the Synod Assembly.

S11.06. Mission Endowment Fund Committee.

S11.40. Standing Committees, Teams, Tables, and Task Forces.

~~S11.41. This synod shall have standing committees and task forces which will have responsibility for an identified portion of the program of this synod.~~

~~S11.50. Evangelism ministry committees and other program units.~~

~~S11.60. Leadership ministry committees and other program units.~~

~~S11.70. Outreach ministry committees and other program units.~~

~~S11.80. Stewardship ministry committees and other program units.~~

~~S11.90. Youth ministry committees and other program units.~~

La Crosse Area Synod (5L) [2015]

S8.52. The term of the bishop shall begin on the first day of the ~~fourth~~third month following the election. The terms of the vice-president, secretary and treasurer and the Synod Council members shall begin at the conclusion of the Synod Assembly at which they are elected.

Southern Ohio Synod (6F) [2015]

~~†S1.21. The seal of this synod is a cross with three united flames emanating from the base of the cross and three entwined circles beside the cross. The name of this synod and the year of its constituting convention shall form the circular outer edge of the seal the emblem of the ELCA.~~

S7.13. Notice of the time and place of all meetings of the Synod Assembly shall be given by the ~~secretary of this Synod Synod Council~~ or by its appointed representative at least 30 days in advance of the meeting.

S7.26. This synod may establish processes through the Synod Council that permit representatives of authorized worshiping communities of the synod, under ELCA bylaw 10.02.03., to serve as voting members of the Synod Assembly, consistent with †S7.21. Such authorized worshiping communities, acknowledged under criteria and procedures of the ~~ELCA Division for Outreach and the Church Council of the~~ Evangelical Lutheran Church in America, shall accept and adhere to the Confession of Faith and Statement of Purpose of this church, shall be served by leadership under the criteria of this church, and shall be subject to the discipline of this church.

S10.06. If a ~~member of the Synod Council~~ member who is an ordained minister ceases to be a member in good standing on a roster of this synod; ~~if an ordained minister~~; or a Synod Council member who is a lay person ceases to be a voting member of a congregation of this synod; ~~if a layperson~~, the office filled by such member immediately shall at once become be deemed vacant.

Metropolitan New York Synod (7C) [2015]

S9.03. ~~There shall be a Nominating Committee consisting of no less than three nor more than nine members who shall be appointed by the Synod Council to serve for each regular meeting of the Synod Assembly. Additional nominations may be made from the floor for all elections for which nominations are made by the Nominating Committee on Nominations and Elections.~~

S9.05. The ~~Nominating Committee~~ on Nominations and Elections shall nominate at least two persons for vice-president; additional nominations may be made from the floor.

Lower Susquehanna Synod (8D) [2015]

S7.24. ~~Lay members of the Synod Assembly representing congregations shall continue as such until replaced by the election of new members or until they have been disqualified by termination of membership. Normally, congregations will hold elections prior to each regular meeting of the assembly.~~

Congregations shall elect voting members to the regular Synod Assembly prior to the conference assemblies preparing for the regular Synod Assembly.

- S7.26. This synod may establish processes through the Synod Council that permit persons from mission settings formed with the intent of becoming recognized congregations under development and authorized worshipping communities of the synod, which have been authorized under ELCA bylaw 10.02.03., to serve as voting members of the Synod Assembly, consistent with †S7.21.
- S7.35. Immediately after the Order for the Opening of the Assembly, the Executive Committee of Synod Council shall certify to the ~~bishop in his/her capacity~~ as chairperson of the Synod Assembly the total number of persons who are eligible to vote at that assembly in accordance with the Constitution, Bylaws, and Continuing Resolutions of this synod.

North Carolina Synod (9B) [2015]

- ~~S7.24. All ordained ministers on the roster of this synod shall remain as members of the Synod Assembly so long as their names appear on the roster of ordained ministers of this synod. Associates in ministry, deaconesses of the Evangelical Lutheran Church in America, and diaconal ministers of this church serving under call on the roster of this synod shall remain as members of the Synod Assembly so long as they remain under call and so long as their names appear on the official lay roster of this synod. Lay members of the Synod Assembly representing congregations shall continue as such until replaced by the election of new members or until they have been disqualified by termination of membership. Normally, congregations will hold elections prior to each regular meeting of the Synod Assembly.~~
- S8.42. The treasurer shall ~~provide and be~~ accountable for:
- ...
- d. Maintenance of a ~~regular account with record~~ record for each congregation of this synod and informing the congregation, at least quarterly, of the status of this ~~account record~~.
- ...
- f. Obtaining a ~~fidelity bond coverage~~ in the amount determined approved by the Synod Council for persons handling synod funds, which ~~bond coverage~~ shall be in the custody of the secretary. The premium for the ~~bond coverage~~ shall be paid by this synod. Fidelity coverage provided by the Evangelical Lutheran Church in America shall be deemed a fulfillment of this requirement.
- S9.03. There shall be a Nominating Committee consisting of ~~three lay persons and two pastors from each conference cluster~~ twelve members who shall be appointed by the Synod Council to serve for each regular meeting of the Synod Assembly. Additional nominations may be made from the floor for all elections for which nominations are made by the Nominating Committee.
- S9.07. If the treasurer is to be elected by the Synod Assembly, the Synod Council shall nominate at least one person for treasurer; additional nominations may be made from the floor.
- S10.03. The functions of the Synod Council shall be to:
- ...
- d. ~~Provide for an annual review of the roster of ordained ministers and of other official rosters, receive~~ Receive and act upon appropriate recommendations regarding ~~those persons on the official rosters~~ whose status is subject to reconsideration and action under the constitution and bylaws of the Evangelical Lutheran Church in America, and make a report to the Synod Assembly of the Synod Council's actions in this regard.
- S13.21. The alignment of congregations in ~~pastoral charges a parish of multiple congregations~~, and ~~all any~~ alterations in ~~any the~~ alignment, shall be subject to approval ~~by the Synod Assembly or by the Synod Council~~.

S15.14. Except when such procedure would jeopardize current operations, a reserve amounting to no more than ~~16 percent of the sum of the amounts~~ six months of operating expenses scheduled in the next year's budget for regular distribution to synodical causes shall be carried forward annually for disbursement in the following year in the interest of making possible a more even flow of income to such causes. The exact number of dollars to be held in reserve shall be determined by the Synod Council.

Voted: En Bloc

CC15.11.52q

To approve the amended restated articles of incorporation and bylaws of National Lutheran Campus Ministry, Inc. as amended by the Legal and Constitutional Review Committee (deleting the word "program" from "program unit" each time it appears in the bylaws).

Voted: En Bloc

CC15.11.52r

To recommend the following for adoption by the 2016 Churchwide Assembly of the Evangelical Lutheran Church in America:

To authorize the secretary of the Evangelical Lutheran Church in America to strike the words "ordained minister/s" and replace with the words "minister/s of Word and Sacrament" in the *Constitutions, Bylaws and Continuing Resolutions of the Evangelical Lutheran Church in America*;

To authorize the secretary of the Evangelical Lutheran Church in America to strike the word "clergy" and replace with the words "minister/s of Word and Sacrament" in the *Constitutions, Bylaws and Continuing Resolutions of the Evangelical Lutheran Church in America*;

To authorize the secretary of the Evangelical Lutheran Church in America to strike the words "pastor/s" and replace with the words "minister/s of Word and Sacrament" where appropriate in the *Constitutions, Bylaws and Continuing Resolutions of the Evangelical Lutheran Church in America*, for the purpose of clarity and consistency;

To authorize the secretary of the Evangelical Lutheran Church in America to strike the words "associate in ministry, diaconal minister and deaconess" and replace with the words "minister/s of Word and Service" in the *Constitutions, Bylaws and Continuing Resolutions of the Evangelical Lutheran Church in America*;

To authorize the secretary of the Evangelical Lutheran Church in America to make editorial corrections that identify the rosters of this church and implement the creation of the ministers of Word and Service roster in the *Constitutions, Bylaws and Continuing Resolutions of the Evangelical Lutheran Church in America*; and

To adopt, *en bloc*, with the exception of such amendments as may be considered separately, the following amendments to the *Constitutions, Bylaws, and Continuing Resolutions of the Evangelical Lutheran Church in America*.

7.20. ~~Ordained Ministry of Word and Sacrament~~

7.22. ~~An ordained minister of Word and Sacrament~~ of this church shall be a person whose commitment to Christ, soundness in the faith, aptness to preach, teach, and witness, and educational qualifications have been examined and approved in the manner prescribed in the documents of this church; who has been properly called and ordained; who accepts and adheres to the Confession of Faith of this church; who is diligent and faithful in the exercise of the ministry; and whose life and conduct are above reproach. ~~An ordained minister of Word and Sacrament~~ shall comply with this church's constitutions, bylaws, and continuing resolutions.

7.23. The standards for acceptance and continuance of ~~pastors in the ordained ministry~~ ministers of Word and Sacrament of this church shall be set forth in the bylaws.

7.24. The secretary of this church shall maintain a roster containing the names of ~~ordained ministers of Word and Sacrament~~ who qualify on the basis of constitutional provisions 7.22., 7.23., ~~7.30.~~, and 7.31., and related bylaws.

7.30. Standards for ~~Ordained Ministers of Word and Sacrament~~

7.31. In accordance with the description ~~of an ordained minister~~ stated in 7.22., ~~pastors as ordained ministers of Word and Sacrament~~ shall be governed by the following standards, policies, and procedures.

~~7.31.10. Basic Standards~~

~~7.31.101. Basic Standards.~~ Persons admitted to and continued in the ordained ministry of Word and Sacrament of this church shall satisfactorily meet and maintain the following, as defined by this church's constitutions,

bylaws, and continuing resolutions and in policies developed by the appropriate churchwide unit, reviewed by the Conference of Bishops, and adopted by the Church Council:

- ...
- 7.31.†02. Responsibilities. Consistent with the faith and practice of the Evangelical Lutheran Church in America,
- a. Every ordained minister of Word and Sacrament shall:

...

 - 6) impart knowledge of this church and its wider ministry through distribution of its communications and publications;
 - 7) witness to the Kingdom of God in the community, in the nation, and abroad; and
 - 78) speak publicly to the world in solidarity with the poor and oppressed, calling for justice and proclaiming God's love for the world.
 - b. Each ordained minister-pastor with a congregational call shall, within the congregation:
 - 1) offer instruction, confirm, marry, visit the sick and distressed, and bury the dead;
 - 2) supervise relate to all schools and organizations of the congregation;
 - 3) impart knowledge of this church and its wider ministry through distribution of its periodicals and other publications;
 - 4) endeavor to increase the support given by the congregation to the work of the churchwide organization and synod of the Evangelical Lutheran Church in America;
 - 5) install regularly elected members of the Congregation Council; and
 - 64) with the council, administer discipline; and
 - 5) endeavor to increase the support given by the congregation to the work of the ELCA churchwide organization and its synod.
- 7.31.†03. Preparation and Approval. Except as provided below in 7.31.04., a candidate for ordination as a pastor the ministry of Word and Sacrament shall have:

...

 - f. been examined and approved by the appropriate committee according to criteria, policies, and procedures recommended by the appropriate churchwide unit, after consultation with the Conference of Bishops, and adoption adopted by the Church Council;

...

7.31.†04. Admission Approval under Other Circumstances. Candidates for ordination as pastors or for reception the ministry of Word and Sacrament who by reason of (a) age and prior experience, (b) ordination in another Lutheran church body, or (c) ordination in another Christian church body, whether in North America or abroad, shall be approved by the candidacy committee for ordination or reception according to criteria, policies, and procedures recommended by the appropriate churchwide unit, reviewed by the Conference of Bishops, and adopted by the Church Council. In preparing such criteria, policies, and procedures, the appropriate churchwide unit shall consult with the seminaries of this church and, as appropriate, with other churchwide units.

7.31.†05. Reinstatement. A person seeking reinstatement to the ordained ministry as a pastor as a minister of Word and Sacrament, whether having served previously in this church or in one of its predecessor bodies, shall be registered by the pastor and council of the congregation of which such a person is a member with the candidacy committee of the synod in which the person was last rostered or, upon mutual agreement of the synodical bishops involved, after consultation with and approval by the secretary of this church, with the candidacy committee of the synod of current residence. The person then shall be interviewed, examined, and approved by the candidacy committee under criteria, policies, and procedures recommended by the appropriate churchwide unit, reviewed by the Conference of Bishops, and adopted by the Church Council. In this process, the committee shall review the circumstances related to the termination of earlier service together with subsequent developments. The person is reinstated after receiving and accepting a letter of call to serve as a pastor minister of Word and Sacrament in this church.

7.31.†06. On Leave from Call. An ordained minister of Word and Sacrament of this church, serving under a regularly issued letter of call, who leaves the work of that ministry without accepting another regularly issued letter of call, may be retained on the roster of ordained ministers of Word and Sacrament of this church, upon endorsement by the synodical bishop, by action of the Synod Council in the synod of which the ordained minister of Word and Sacrament is a member, under policy developed by the appropriate churchwide unit, reviewed by the Conference of Bishops, and adopted by the Church Council.

- a. Normative Pattern: By annual action of the Synod Council in the synod of which a member, upon endorsement by the synodical bishop, an ordained minister of Word and Sacrament who is without a current letter of call may be retained on the roster of ordained ministers of Word and Sacrament of this church for a maximum of three years, beginning at the completion of an active call.
 - b. Study Leave: By annual action of the Synod Council in the synod of which a member, with the approval of the synodical bishop and in consultation with the appropriate churchwide unit, an ordained minister of Word and Sacrament engaged in graduate study, in a field of study that will enhance service in the ordained ministry of Word and Sacrament, may be retained on the roster of ordained ministers of Word and Sacrament of this church for a maximum of six years.
 - c. Family Leave: An ordained minister of Word and Sacrament who has been in active service under call for at least three years may request leave for family responsibilities. By annual action of the Synod Council in the synod of which a member, upon endorsement by the synodical bishop, such an ordained minister of Word and Sacrament who is without a current letter of call and who requests leave for the birth or care of a child or children of the ordained minister of Word and Sacrament or the care of an immediate family member (child, spouse, or parent) with a serious health condition may be retained on the roster of ordained ministers of Word and Sacrament of this church—under policy developed by the appropriate churchwide unit, reviewed by the Conference of Bishops, and adopted by the Church Council—for a maximum of six years beginning at the completion of an active call.
- 7.31.107. Ordination in Unusual Circumstances. For pastoral reasons in unusual circumstances, a synodical bishop may provide for the ordination by another pastor minister of Word and Sacrament of the Evangelical Lutheran Church in America of an approved candidate who has received and accepted a properly issued, duly attested letter of call for the office of ordained ministry minister of Word and Sacrament. Prior to authorization of such an ordination, the bishop of the synod of the candidate’s first call shall consult with the presiding bishop as this church’s chief ecumenical officer and shall seek the advice of the Synod Council. The pastoral decision of the synodical bishop shall be in accordance with policy developed by the appropriate churchwide unit, reviewed by the Conference of Bishops, and adopted by the Church Council.
- ~~7.31.20. Invitation to Service~~
- ~~7.31.2108. Invitation to Service.~~ In accord with bylaw 8.762.11, and following, an ordained minister of Word and Sacrament of a church body with which a relationship of full communion has been established by the Churchwide Assembly of the Evangelical Lutheran Church in America may serve contractually in a ministry setting of this church under a “Letter of Invitation to Service” upon the authorization of the bishop of the synod in which such service occurs.
- 7.31.09. Licensure and Synodically Authorized Ministry. When need exists to render Word and Sacrament ministry for a congregation or ministry of this church where it is not possible to provide appropriate pastoral leadership, the synod bishop—acting with the consent of the congregation or ministry, in consultation with the Synod Council, and in accord with standards and qualifications developed by the appropriate churchwide unit, reviewed by the Conference of Bishops, and approved by the Church Council—may authorize a person who is a member of a congregation of the Evangelical Lutheran Church in America to offer this ministry. Such an individual shall be supervised by a minister of Word and Sacrament appointed by the synod bishop; such service shall be rendered during its duration under the sacramental authority of the bishop as the synod’s pastor. Such an individual will be trained and licensed to fulfill this ministry for a specified period of time and in a given location only. Authorization, remuneration, direct supervision, and accountability are to be determined by the appropriate synodical leadership according to churchwide standards and qualifications for this type of ministry. Authorization for such service shall be reviewed annually and renewed only when a demonstrated need remains for its continuation.
- 7.40. Calls for Ordained Ministers of Word and Sacrament
- 7.41. Letters of Call. Letters of call to ordained ministers of Word and Sacrament of this church or properly approved candidates for this church’s roster of ordained ministers of Word and Sacrament shall be issued in keeping with this church’s constitutions, bylaws, and continuing resolutions as well as policies regarding such calls developed by the appropriate churchwide unit, reviewed by the Conference of Bishops, and approved by the Church Council.
- ~~7.41.10. General Categories~~

- 7.41.+01.** Service under Call. An ordained minister of Word and Sacrament of this church shall serve under a letter of call properly extended by a congregation, a synodical Synod Council or, a Synod Assembly, the Church Council, or the Churchwide Assembly.
- a. Calls may be extended for stated periods of time and for shared-time ministry by the appropriate calling body under criteria recommended by the appropriate churchwide unit, reviewed by the Conference of Bishops, and adopted by the Church Council for service in a congregation, synod, or churchwide unit, in an institution or agency of this church, or in another setting in a category of work as provided by continuing resolution 7.44.A16.
 - b. A pastor serving under call to a congregation shall be a member of that congregation. In a parish of multiple congregations, a pastor shall be a member of one of the congregations being served.
 - c. Ordained mMinisters of Word and Sacrament serving as interim pastors in interim ministry appointed by the synodical bishop may serve under a letter of call, according to policies developed by the appropriate churchwide unit, reviewed by the Conference of Bishops, and approved by the Church Council. A call to interim ministry shall be a term call extended by the Synod Council upon recommendation of the synodical bishop.
- 7.41.+02.** Initial Call to Congregational Service. Because the responsibilities of the office of the ordained-ministry of Word and Sacrament are most clearly focused in the congregational pastorate, experience in which is deemed by this church to be invaluable for all other ordained-service ministry of Word and Sacrament, initial service of at least three years shall be in the parish ministry in a congregation of this church or, with the approval of the synodical bishop, a congregation of a church body with which a relationship of full communion exists. Exceptions to the three-year requirement may be granted under criteria and procedures recommended by the appropriate churchwide unit, reviewed by the Conference of Bishops, and adopted by the Church Council.
- 7.41.+03.** Calls to Non-Congregational Service. Calls to serve in institutions, agencies, and other entities inside and outside this church may be extended where there is an identifiable relationship of the work to the purpose of the ordained-ministry of Word and Sacrament. Such calls involve, for example, the care of the Word, the administration of the sacraments, pastoral care, and activities closely associated with those tasks including oversight in the church and in inter-Lutheran and inter-church agencies and institutions. Care is to be exercised so that positions in the church and in the world that can be filled adequately and appropriately by the laity not be filled by ordained ministers of Word and Sacrament for their convenience or status. Synodical councils and the Church Council may seek the advice of the Conference of Bishops in specific situations.
- 7.41.+04.** Non-Stipendiary Service Under Call. When it is deemed necessary for the mission needs of this church, a letter of call may be issued by the Synod Council—according to criteria, policies, and procedures recommended by the appropriate churchwide unit, reviewed by the Conference of Bishops, and adopted by the Church Council—to an ordained minister of Word and Sacrament for non-stipendiary service after the Synod Council has sought and received approval by the Conference of Bishops. Care is to be exercised so that positions in the church and in the world that can be filled adequately and appropriately by the laity not be filled by ordained ministers of Word and Sacrament for their convenience, status, or personal preference. A call to non-stipendiary service is to be reviewed at least annually by the Synod Council and continued only as warranted for the ministry needs of this church. Such a call may be terminated by the Synod Council when it is deemed to be fulfilling no longer the mission needs of this church.
- 7.41.+05.** Calls to Serve in Unusual Circumstances. When it is deemed to be in the interests of this church in the care of the Gospel, ordained ministers of Word and Sacrament may be called for a stated period of time, not to exceed three years, to minister on behalf of this church while employed in an occupation outside the traditional range of the ordained-ministry of Word and Sacrament. Such calls may be extended by a Synod Council or the Church Council upon recommendation by the Conference of Bishops according to criteria and procedures recommended by the appropriate churchwide unit, reviewed by the Conference of Bishops, and adopted by the Church Council. Such calls shall be reviewed annually.
- 7.41.+06.** Calls in Predecessor Church Bodies. Accountability for specific calls to service extended in predecessor church bodies shall be exercised according to the policies and procedures of this church.
- 7.41.+07.** Retirement. Ordained mMinisters of Word and Sacrament may retire upon attainment of age 60, or after 30 years on the roster of ordained ministers of Word and Sacrament of this church or one of its predecessor bodies, and continue to be listed on the roster of ordained ministers of Word and Sacrament of this church,

upon endorsement by the synodical bishop, by action of the Synod Council in the synod in which the ordained minister of Word and Sacrament is listed on the roster.

- a. The policies and procedures for granting retired status on the roster of ordained ministers of Word and Sacrament shall be developed by the appropriate churchwide unit, reviewed by the Conference of Bishops, and adopted by the Church Council.
- b. If an ordained minister of Word and Sacrament who has been granted retired status resides at too great a distance from any congregation of this church to be able to sustain an active relationship with that congregation, or if there are no ELCA congregations in the vicinity, other than a congregation previously served, the bishop of the synod in which the ordained minister of Word and Sacrament is listed on the roster may grant permission for the ordained minister of Word and Sacrament to hold membership in a congregation or parish of a church body with which a relationship of full communion has been declared and established by the Evangelical Lutheran Church in America.

7.41.†08. Disability. Ordained Ministers of Word and Sacrament may be designated as disabled and continue to be listed on the roster of ordained ministers of Word and Sacrament of this church, upon endorsement by the synodical bishop, by action of the Synod Council in the synod in which the ordained minister of Word and Sacrament is listed on the roster.

- a. The policies and procedures for designation of disability on the roster of ordained ministers of Word and Sacrament shall be developed by the appropriate churchwide unit, reviewed by the Conference of Bishops, and adopted by the Church Council.
- b. If an ordained minister of Word and Sacrament who has been granted disabled status resides at too great a distance from any congregation of this church to be able to sustain an active relationship with that congregation, or if there are no ELCA congregations in the vicinity, other than a congregation previously served, the bishop of the synod in which the ordained minister of Word and Sacrament is listed on the roster may grant permission for the ordained minister of Word and Sacrament to hold membership in a congregation or parish of a church body with which a relationship of full communion has been declared and established by the Evangelical Lutheran Church in America.

7.41.†09. Retention of Roster Records. When an ordained minister of Word and Sacrament resigns or is removed from that the roster of this church, the roster record shall be retained by the secretary of this church, and the synodical bishop shall invite the person at the time of resignation or removal to provide, annually, appropriate current information for the roster record.

7.42. Each pastor person on the roster of ordained ministers of Word and Sacrament of this church shall be related to that synod:

- a. to which the congregation issuing the call to the ordained minister of Word and Sacrament is related;
- b. which issues a letter of call to the ordained minister of Word and Sacrament;
- c. on whose roster the ordained minister of Word and Sacrament was listed at the time of the issuance of a letter of call from the Church Council;
- d. on whose roster the ordained minister of Word and Sacrament, if a seminary teacher or administrator, was assigned by the seminary board, subject to approval by the synodical bishop and Synod Council of each affected synod, to promote proportionate representation of faculty and administration in each synod of its region;
- e. on whose roster the ordained minister of Word and Sacrament was listed at the time of the issuance of a call to federal chaplaincy or on the roster of the synod of current address, if approved by the synodical bishop and received by the Synod Council;
- f. in which the ordained minister of Word and Sacrament, upon receiving a call from this church, serves as a deployed staff person or on the roster of one of the synods to which the ordained minister of Word and Sacrament is deployed;
- g. on whose roster the ordained minister of Word and Sacrament was listed when placed on leave from call;
- h. on whose roster the ordained minister of Word and Sacrament, if designated as disabled, was listed when last called or the synod of current address, upon application by the ordained minister of Word and Sacrament for transfer and the mutual agreement of the synodical bishops involved after consultation with and approval by the secretary of this church; or
- I. on whose roster the ordained minister of Word and Sacrament, if granted retired status, was listed when last called or the synod of current address, upon application by the ordained minister of Word

- and Sacrament for transfer and the mutual agreement of the synodical bishops involved after consultation with and approval by the secretary of this church.
- 7.42.01. If the service of an ordained minister of Word and Sacrament who receives and accepts a letter of call from this church, under 7.42.c., would be enhanced through transfer of roster status from the previous synod of roster to the synod of current address, such a transfer may be authorized upon mutual agreement of the synodical bishops involved after consultation with and approval by the secretary of this church.
- 7.42.02. In unusual circumstances, the transfer of an ordained minister of Word and Sacrament who is on leave from call may be authorized upon mutual agreement of the synodical bishops involved after consultation with and approval by the secretary of this church.
- 7.42.03. In certain circumstances for the sake of the ministry and mission needs of this church, the transfer of an ordained minister of Word and Sacrament serving under call in the churchwide organization may be authorized, at the initiative of the presiding bishop of this church, upon mutual agreement of the synodical bishops involved in such a transfer after consultation with and approval by the secretary of this church.
- 7.43. A letter of call issued by a Synod Council or the Church Council to an ordained minister of Word and Sacrament of this church shall be either co-terminus with, or not longer than, the duration of the service or employment for which the call was issued. With the exception of persons designated as employees of a synod or the churchwide organization, such a call does not imply any employment relationship or contractual obligation in regard to employment on the part of the Synod Council or Church Council issuing the call. The recipient of such a call remains subject to this church's standards and discipline for ordained ministry of Word and Sacrament, as contained in this church's constitution, bylaws, and continuing resolutions and in the policy and procedure documents of this church.
- 7.43.01. When the Synod Council or the Church Council, as the calling source, determines that the service or employment no longer fulfills the criteria under which a call was issued, the Synod Council or the Church Council shall vacate the call and direct that the individual be placed on leave from call or, if such leave status is not granted, the individual shall be removed from the roster of ordained ministers of Word and Sacrament.
- 7.43.02. Ordained Ministers of Word and Sacrament previously under call to the churchwide organization or to a synod shall respect the integrity of the ministry in which they no longer serve and shall not interfere with or exercise the functions of the office or position in which they no longer serve unless invited to do so by the presiding bishop or Church Council in the churchwide organization or, in the synods, by the bishop or the Synod Council.
- 7.44. Each synod shall maintain a roster containing the names of those ordained ministers of Word and Sacrament who are related to it on the basis of 7.42. of this constitution.
- 7.44.A136. Sources of Calls for Ordained Ministers of Word and Sacrament
- a. *Principles for Sources of Calls*
- 1) *A "call" is an action by expressions of this church, as specified in the "Table of Sources of Calls for Ordained Ministers of Word and Sacrament," through which a person is asked to serve in a specified ministry. Such an action is attested in a "letter of call."*
 - 2) *Interdependence within the body of this church suggests that any action of one of its entities affects other entities. Therefore, interdependence is expressed in all calls extended within this church.*
 - 3) *A call expresses a relationship between this church and the person called involving mutual service, support, accountability, supervision, and discipline.*
 - 4) *A letter of call is issued by that expression of this church authorized to do so which is most directly involved in accountability for the specified ministry.*
 - 5) *Decisions on calls for ministries in unusual circumstances not otherwise provided for but deemed to be in the interests of this church's care of the Gospel are referred to the Conference of Bishops for recommendation to the appropriate calling body.*
- b. *Table of Sources of Calls for Ordained Ministers of Word and Sacrament*
- | Setting | Calling Body |
|-----------------------------|----------------------|
| 1.0 Congregational ministry | |
| 1.1 Single congregation | Congregation meeting |
| 1.11 Pastor | |
| 1.12 Senior Pastor | |

1.13 Associate/assistant pastor	
1.14 Co-pastor	
1.15 Shared-time pastor	
1.2 Multiple-congregation parish	Congregation meetings, acting on a common proposal
1.21 Pastor	One of the participating congregations
1.22 Other pastoral arrangements	One of the participating congregations
1.3 Coalition and cluster ministry	Synod Council
1.4 Congregations beyond ELCA	
1.41 Independent Lutheran congregation	Synod Council
1.42 Overseas independent Lutheran congregation	Church Council upon request of appropriate churchwide unit
1.43 Other	Synod Council or Church Council
1.5 Interim pastor	Synod Council
1.6 Pastor in a congregation under development	Synod Council
2.0 Synodical ministry	
2.1 Bishop	Synod Assembly
2.2 Assistant to bishop	Synod Council
2.3 Shared staff by two or more synods	Synod Council of one of the participating synods
2.4 Synod staff partially supported by grants from churchwide units	Synod Council
3.0 Regional ministry	
3.1 Staff	Church Council
3.2 Shared synodical-churchwide staff	Church Council
4.0 Churchwide ministry	
4.1 Presiding bishop and secretary	Churchwide Assembly
4.2 Treasurer	Church Council
4.3 Staff of the churchwide organization	Church Council
Presiding bishop's staff	
4.4 Office staff	Church Council
4.5 Unit executive director	Church Council
4.6 Other churchwide unit staff	Church Council

- 5.0 *Chaplaincy and institutional ministry*
 - 5.1 *Institution/agency related or unrelated to a synod* *Synod Council*
 - 5.2 *Institution/agency related more to than one synod* *Synod Council of one of the synods*
 - 5.3 *ELCA-related institution/agency* *Church Council upon request of appropriate churchwide unit*
 - 5.4 *Federal agency/institution* *Church Council*
 - 5.5 *Military* *Church Council*
- 6.0 *Campus ministry*
 - 6.1 *Staff* *Synod Council*
- 7.0 *Church camp-Outdoor ministry*
 - 7.1 *Staff* *Synod Council*
- 8.0 *Ecumenical ministry*
 - 8.1 *Related to a synod* *Synod Council*
 - 8.2 *Related to more than one synod* *Synod Council of one of the synods*
 - 8.3 *National/international organization* *Church Council*
- 9.0 *Inter-Lutheran ministry*
 - 9.1 *Related to a synod* *Synod Council*
 - 9.2 *Related to more than one synod* *Synod Council of one of the synods*
 - 9.3 *National/International* *Church Council*
- 10.0 *Educational ministry*
 - 10.1 *ELCA-related seminary chaplain/faculty/administrator* *Church Council upon request of appropriate churchwide unit*
 - 10.2 *Chaplain/faculty/administrator of seminary unrelated to ELCA* *Church Council upon request of appropriate churchwide unit*
 - 10.3 *ELCA-related college chaplain/faculty/administrator* *Synod Council of the synod in which college is located*
 - 10.4 *Chaplain/faculty/administrator of a college unrelated to ELCA* *Synod Council of the synod in which college is located*
 - 10.5 *ELCA-related school chaplain/faculty/administrator* *Congregation of which the school is a part or, if related to several congregations, Synod Council of the synod in which the school is located*
 - 10.6 *Chaplain/faculty of a school unrelated to ELCA* *Synod Council of the synod in which school is located*

10.7 Director/staff of a continuing education center related to a churchwide unit	Synod Council in which the main office of center is located upon the request of appropriate churchwide unit
11.0 Missionary ministry	
11.1 Outside United States	Church Council upon request of appropriate churchwide unit
11.2 Within United States	Church Council upon request of appropriate churchwide unit
12.0 Other	
12.1 Non-stipendiary service under call	Synod Council upon approval by the Conference of Bishops
12.2 Unusual ministries (as in conjunction with occupations and in approved situations not otherwise specified)	Synod Council or Church Council upon recommendation by the Conference of Bishops

- 7.45. In keeping with the historic discipline and practice of the Lutheran church and to be true to a sacred trust inherent in the nature of the pastoral office, no ordained minister of Word and Sacrament of this church shall divulge any confidential disclosure received in the course of the care of souls or otherwise in a professional capacity, nor testify concerning conduct observed by the ordained minister of Word and Sacrament while working in a pastoral capacity, except with the express permission of the person who has given confidential information to the ordained minister of Word and Sacrament or who was observed by the ordained minister of Word and Sacrament, or if the person intends great harm to self or others.
- 7.46. The provisions for termination of the mutual relationship between an ordained minister of Word and Sacrament and a congregation shall be as follows:
- a. The call of a congregation, when accepted by a pastor, shall constitute a continuing mutual relationship and commitment which shall be terminated only by death or, following consultation with the synodical bishop for the following reasons:
 - ... 6) resignation or removal of the pastor from the roster of ordained ministers of Word and Sacrament of this church;
 - ...
 - b. When allegations of physical disability or mental incapacity of the pastor under paragraph a.4) above, or ineffective conduct of the pastoral office under paragraph a.3) above, have come to the attention of the bishop of this synod,
 - 1) the bishop in his or her sole discretion may investigate such conditions personally together with a committee of two ordained ministers of Word and Sacrament and one layperson, or
 - 2) when such allegations have been brought to the synod's attention by an official recital of allegations by the Congregation Council or by a petition signed by at least one-third of the voting members of the congregation, the bishop personally shall investigate such conditions together with a committee of two ordained ministers of Word and Sacrament and one layperson.
 - c. In case of alleged physical disability or mental incapacity under paragraph a.4) above, the bishop's committee shall obtain and document competent medical opinion concerning the pastor's condition. When a disability or incapacity is evident to the committee, the bishop of this synod may declare the pastorate vacant and the pastor shall be listed on the clergy roster of ministers of Word and Sacrament as disabled. Upon removal of the disability and restoration of the pastor to health, the bishop shall take steps to enable the pastor to resume the ministry, either in the congregation last served or in another appropriate call.
 - ...

- 7.47. Ordained mMinisters of Word and Sacrament of this church shall be subject to discipline as set forth in Chapter 20 of this constitution and bylaws.
- 7.47.01. No person who belongs to any organization other than the Church which claims to possess in its teachings and ceremonies that which the Lord has given solely to the Church shall be ordained called and received onto the roster of ministers of Word and Sacrament or otherwise received into the ministry of this church, nor shall any person so ordained called and received onto the roster of ministers of Word and Sacrament or otherwise received by this church be retained in its ministry who subsequently joins such an organization. Violation of this rule shall make such minister subject to discipline.
- 7.50. Official Rosters of Laypersons Ministry of Word and Service
- 7.51. This church may establish rosters of laypersons on which the names may be listed of those who qualify for such according to the bylaws and continuing resolutions of the Evangelical Lutheran Church in America. This church calls and receives onto the roster qualified persons to provide a ministry of Word and Service, exemplifying the life of Christ-like service to all persons and creation: nurturing, healing, leading, advocating dignity and justice, and equipping the whole people of God for their life of witness and service within and beyond the congregation for the sake of God's mission in the world.
- 7.51.01. The standards of acceptance and continuance on the lay rosters of this church as defined herein shall be included in the bylaws.
- 7.51.02. Under constitutional provision 7.51., those persons previously rostered as commissioned church staff (The American Lutheran Church), deaconesses (The Association of Evangelical Lutheran Churches), deaconesses (The American Lutheran Church), deacons (The Association of Evangelical Lutheran Churches), lay professional leaders (the Lutheran Church in America), and commissioned teachers (The Association of Evangelical Lutheran Churches) shall be retained as associates in ministry of this church (except for removals in accord with the governing documents, criteria, policies, and procedures of this church) in the recognized category of ministry of their previous church body for as long as they are in good standing according to the standards, criteria, policies, and procedures of this church. Accountability for specific calls shall be exercised according to the policies and procedures of this church. Such persons may resign from the roster or may elect to be rostered in another ELCA category by meeting the appropriate criteria established by the Evangelical Lutheran Church in America and by relinquishing their previous roster category.
- 7.51.03. Associates in Ministry. This church shall maintain a lay roster of associates in ministry of those commissioned—according to the standards, criteria, policies, and procedures of this church—for such service within the life of this church in positions of Word and service on behalf of all of God's people. Associates in ministry are to be faithful to Jesus Christ, knowledgeable of the Word of God and the Confessions of this church, respectful of the people of God, and responsive to needs in a changing world as they serve in congregations and other ministry settings. The roster of associates in ministry, in addition to those listed in bylaw 7.51.02., shall be composed of:
- a. those certified during the period of January 1, 1988, through September 1, 1993, as associates in ministry of the Evangelical Lutheran Church in America; and
 - b. those who are approved, subsequent to September 1, 1993, as associates in ministry in this church according to policies and procedures developed by the appropriate churchwide unit, reviewed by the Conference of Bishops, and adopted by the Church Council.
 - c. Upon receipt and acceptance of a valid, regularly issued letter of call, a newly approved candidate shall be commissioned, according to the proper service orders of this church, as an associate in ministry.
- Accountability for specific calls shall be exercised according to the policies and procedures of this church. Such persons may resign from the roster or may elect to be rostered in another ELCA category by meeting the appropriate criteria established by the Evangelical Lutheran Church in America and by relinquishing their previous roster category.
- 7.51.04. Deaconesses of the Evangelical Lutheran Church in America. This church shall maintain a lay roster of the deaconesses of the Evangelical Lutheran Church in America of those consecrated—according to the standards, criteria, policies, and procedures of this church—for such service within the life of this church in positions of Word and service on behalf of all of God's people. Deaconesses are to be faithful to Jesus Christ, knowledgeable of the Word of God and the Confessions of this church, respectful of the people

of God, and responsive to needs in a changing world. They are to be theologically trained to serve in congregations and other ministry settings.

- a. A newly approved candidate for this roster shall be consecrated, according to the proper service orders of this church, as a deaconess of the Evangelical Lutheran Church in America.
- b. As used herein, references to deaconesses of the Evangelical Lutheran Church in America mean members of the Deaconess Community of the Evangelical Lutheran Church in America listed on this church's official rosters of laypersons as deaconesses of the Evangelical Lutheran Church in America.
- c. Unless otherwise specified, all constitutional provisions, bylaws, and continuing resolutions regarding associates in ministry of the Evangelical Lutheran Church in America, except for the service order of consecration as a deaconess of the Evangelical Lutheran Church in America, shall apply to those on the lay roster of this church as deaconesses of the Evangelical Lutheran Church in America.

7.51.05. Diaconal Ministers. This church shall establish and maintain a lay roster of diaconal ministers of those consecrated—according to the standards, criteria, policies, and procedures of this church—for service on behalf of this church in positions of Word and service that exemplify the servant life and that seek to equip and motivate others to live it. Diaconal ministers are to be faithful to Jesus Christ, knowledgeable of the Word of God and the Confessions of this church, respectful of the people of God, and responsive to needs in a changing world. Such diaconal ministers shall seek in a great variety of ways to empower, equip, and support all the baptized people of God in the ministry of Jesus Christ and the mission of God in the world.

- a. Upon approval as a candidate for the lay roster of diaconal ministers, and upon receipt and acceptance of a valid, regularly issued letter of call, the candidate shall be consecrated, according to the service orders of this church, as a lay diaconal minister.
- b. All constitutional provisions, bylaws, and continuing resolutions regarding associates in ministry of the Evangelical Lutheran Church in America shall apply to those on the lay roster of diaconal ministers of the Evangelical Lutheran Church in America.

7.52. The standards of acceptance and continuance as associates in ministry, deaconesses, and diaconal ministers of this church shall be included in the bylaws.
A minister of Word and Service of this church shall be a person whose commitment to Christ, soundness in the faith, aptness to serve, teach, and witness, and educational qualifications have been examined and approved in the manner prescribed in the documents of this church; who has been properly called and received onto the roster; who accepts and adheres to the Confession of Faith of this church; who is diligent and faithful in the exercise of ministry; and whose life and conduct are above reproach. A minister of Word and Service shall comply with this church's constitutions, bylaws, and continuing resolutions.

7.52.10. Standards for the Official Rosters of Laypersons

7.52.11. Associates in ministry, deaconesses, and diaconal ministers shall be governed by the following standards, policies, and procedures:

- a. Basic Standards. Persons approved and continued as associates in ministry, deaconesses, and diaconal ministers of this church shall satisfactorily meet and maintain the following, as defined by this church in its governing documents and in policies developed by the appropriate churchwide unit, reviewed by the Conference of Bishops, and adopted by the Church Council:
 - 1) commitment to Christ;
 - 2) acceptance of and adherence to the Confession of Faith of this church;
 - 3) willingness and ability to serve in response to the needs of this church;
 - 4) academic and practical qualifications for the position, including leadership abilities and competence in interpersonal relationships;
 - 5) commitment to lead a life worthy of the Gospel of Christ and in so doing to be an example in faithful service and holy living;
 - 6) receipt and acceptance of a letter of call; and
 - 7) membership in a congregation of this church.

- b. Preparation and Approval of an Associate in Ministry. A candidate for approval and commissioning as an associate in ministry of this church shall have:
 - 1) membership in a congregation of this church and registration by its pastor and council of the candidate with the appropriate synodical candidacy committee;
 - 2) been granted entrance to candidacy by and under the guidance and supervision of the appropriate synodical candidacy committee for at least a year before being approved for call by the committee;
 - 3) completed the academic and practical preparation for the work for which approved according to criteria and procedures established by the appropriate churchwide unit;
 - 4) been examined and approved by the appropriate synodical candidacy committee according to criteria, policies, and procedures recommended by the appropriate churchwide unit after consultation with the Conference of Bishops and adoption by the Church Council;
 - 5) received and accepted a properly issued and attested letter of call.
- c. Preparation and Approval of a Deaconess of the Evangelical Lutheran Church in America. A candidate for approval and consecration as a deaconess of this church shall have:
 - 1) membership in a congregation of this church and registration by its pastor and council of the candidate with the appropriate synodical candidacy committee;
 - 2) been granted entrance to candidacy by and under the guidance and supervision of the synodical candidacy committee for at least a year before being approved by the synodical candidacy committee for call;
 - 3) completed the academic and practical preparation for the work for which approved according to criteria and procedures established by the appropriate churchwide unit;
 - 4) been examined and approved by the synodical candidacy committee according to criteria, policies, and procedures recommended by the appropriate churchwide unit after consultation with the Deaconess Community of the ELCA and the Conference of Bishops and adoption by the Church Council;
 - 5) completed the required formation component, as defined by the appropriate churchwide unit, in the preparation program for service as a deaconess of this church;
 - 6) been recommended for call by the bishop of the synod to which the candidate has been assigned in accordance with procedures recommended by the appropriate churchwide unit, reviewed by the Conference of Bishops, and adopted by the Church Council;
 - 7) received and accepted a properly issued and attested letter of call.
- d. Preparation and Approval of a Diaconal Minister. A candidate for approval and consecration as a diaconal minister of this church shall have:
 - 1) membership in a congregation of this church and registration by its pastor and council of the candidate with the appropriate synodical candidacy committee;
 - 2) been granted entrance to candidacy by and under the guidance and supervision of the synodical candidacy committee for at least a year before being approved by the synodical candidacy committee for call;
 - 3) demonstrated competence in at least one area of specialization or expertise according to guidelines established by the appropriate churchwide unit;
 - 4) completed a first theological degree from an accredited theological school in North America;
 - 5) completed approved work in Lutheran studies as defined by the appropriate churchwide unit;
 - 6) completed the required formation component in the preparation program for Lutheran diaconal ministry as defined by the appropriate churchwide unit;
 - 7) completed an approved internship or practical preparation as defined by the appropriate churchwide unit;
 - 8) been examined and approved by the appropriate synodical candidacy committee according to criteria, policies, and procedures recommended by the appropriate churchwide unit after consultation with the Conference of Bishops, and adoption by the Church Council;
 - 9) been recommended for call by the bishop of the synod to which the candidate has been assigned in accordance with procedures recommended by the appropriate churchwide unit, reviewed by the Conference of Bishops, and adopted by the Church Council;
 - 10) received and accepted a properly issued and attested letter of call.

- 7.52.12. Approval under Other Circumstances. A candidate may, for reasons of age or prior experience, be granted approval under criteria and procedures which permit certain equivalencies as defined by the appropriate churchwide unit.
- 7.52.13. Reinstatement. A person seeking reinstatement as an associate in ministry, whether having previously served in this church or in one of its predecessor bodies, a deaconess of the Evangelical Lutheran Church in America, or a diaconal minister of the Evangelical Lutheran Church in America shall be endorsed by the pastor and council of the congregation of this church of which such a person is a member, and interviewed, examined, and approved for reinstatement by the synodical candidacy committee under criteria and procedures recommended by the appropriate churchwide unit, reviewed by the Conference of Bishops, and adopted by the Church Council. In this process, the committee shall review the circumstances related to the termination of earlier service together with subsequent developments. The person is reinstated after receiving and accepting a letter of call in this church:
- a. Any person removed from a lay roster that existed on December 31, 1987, as cited herein, who seeks to return to active lay roster status must apply for acceptance to a roster of this church under the standards, criteria, policies, and procedures that apply to the official rosters of laypersons, as identified in 7.51.03.b. This same requirement shall apply to those certified during the period of January 1, 1988, through September 1, 1993, as associates in ministry of this church.
 - b. A person on the roster of a previous church body or a person on the roster of associates in ministry of this church, who was so certified during the period between January 1, 1988, and September 1, 1993, shall relinquish such a roster category upon being received and accepted on another roster of this church.
- 7.52.14. Maintenance of Lay Rosters. Each synod shall maintain a lay roster or rosters containing the names of those related to the synod as members of its congregations who have been approved as associates in ministry, deaconesses of the Evangelical Lutheran Church in America, and diaconal ministers according to the bylaws and continuing resolutions of this church for inclusion on such a roster or rosters:
- a. To promote proportionate representation of the rostered faculty and administration in each synod related directly to a seminary of this church, an associate in ministry, a deaconess, or a diaconal minister, if a seminary teacher or administrator, shall be assigned to the roster of a synod by the seminary board, subject to approval by the synodical bishop and Synod Council of the affected synod.
 - b. For the sake of the ministry and mission needs of this church, an associate in ministry, a deaconess, or a diaconal minister, serving under call in the churchwide organization, may be assigned to a synod, at the initiative of the presiding bishop of this church, upon mutual agreement of the synodical bishops involved after consultation with and approval by the secretary of this church.
 - c. An associate in ministry, a deaconess, or a diaconal minister, if granted retired or disability status on the roster, may be authorized to transfer from the synod where last rostered to the synod of current address, upon application for transfer and the mutual agreement of the synodical bishops involved after consultation with and approval by the secretary of this church.
 - d. In unusual circumstances, the transfer of an associate in ministry, a deaconess, or a diaconal minister who is on leave from call may be authorized upon mutual agreement of the synodical bishops involved after consultation with and approval by the secretary of this church.
- 7.52.15. The secretary of this church shall maintain the lay rosters of associates in ministry, deaconesses of the Evangelical Lutheran Church in America, and diaconal ministers on which shall be listed the names of those who qualify according to the constitution, bylaws, and continuing resolutions of this church.
- 7.52.20. Service as Rostered Laypersons
- 7.52.21. Service under Call. An associate in ministry, deaconess, or diaconal minister of this church shall serve under a letter of call properly extended by a congregation, synod, or the churchwide organization:
- a. A call may be extended either for indefinite or stated periods of time by the appropriate calling body for service in a congregation, synod, or churchwide unit, in an institution or agency of this church, or in another setting in a category of work as provided by continuing resolution 7.52.A13.
 - b. Regular, valid calls in this church shall be in accord with criteria, policies, and procedures recommended by the appropriate churchwide unit, reviewed by the Conference of Bishops, and adopted by the Church Council.

- c. An associate in ministry, deaconess, or diaconal minister serving under call to a congregation shall be a member of that congregation. In a parish of multiple congregations, an associate in ministry, deaconess, or diaconal minister shall be a member of one of the congregations being served.
- 7.52.22. On Leave from Call. An associate in ministry, deaconess, or diaconal minister of this church, serving under a regularly issued letter of call, who leaves the work of that call without accepting another regularly issued letter of call, may be retained on the roster of associates in ministry, deaconesses, or diaconal ministers of this church, upon endorsement by the synodical bishop, by action of the Synod Council in the synod of which a member, under policy developed by the appropriate churchwide unit, reviewed by the Conference of Bishops, and adopted by the Church Council.
- a. Normative Pattern: By annual action of the Synod Council in the synod of which a member, upon endorsement by the synodical bishop, an associate in ministry, deaconess, or diaconal minister who is without a current letter of call may be retained on the roster of associates in ministry, deaconesses, or diaconal ministers of this church for a maximum of three years, beginning at the completion of an active call.
 - b. Study Leave: By annual action of the Synod Council in the synod of which a member, with the approval of the synodical bishop and in consultation with the appropriate churchwide unit, an associate in ministry, deaconess, or diaconal minister engaged in graduate study appropriate for service in this church may be retained on the roster of associates in ministry, deaconesses, or diaconal ministers of this church for a maximum of six years.
 - c. Family Leave: An associate in ministry, deaconess, or diaconal minister who has been in active service under call for at least three years may request leave for family responsibilities. By annual action of the Synod Council in the synod of which a member, upon endorsement by the synodical bishop, such a rostered layperson who is without a current letter of call and who requests leave for the birth or care of a child or children of the rostered layperson or the care of an immediate family member (child, spouse, or parent) with a serious health condition may be retained on the roster of associates in ministry, deaconesses, or diaconal ministers of this church—under policy developed by the appropriate churchwide unit, reviewed by the Conference of Bishops, and adopted by the Church Council—for a maximum of six years, beginning at the completion of an active call.
 - d. Exception to these limits for the purpose of serving the needs of this church may be granted in accordance with established policy of this church by the Synod Council in the synod of current roster after having received approval by the Conference of Bishops.
- 7.52.23. Issuance and Termination of the Call of an Associate in Ministry, Deaconess, or Diaconal Minister.
- a. A letter of call to an associate in ministry, deaconess, or diaconal minister of this church shall be issued in keeping with this church's constitutions, bylaws, and continuing resolutions as well as policies regarding such calls developed by the appropriate churchwide unit, reviewed by the Conference of Bishops, and approved by the Church Council. In the case of alleged local difficulties that imperil the effective functioning of the congregation, the synodical bishop, following appropriate consultation, will recommend a course of action to the pastor, lay rostered person, and the congregation. If they agree to carry out such recommendations, no further action shall be taken by the synod. If any party fails to assent, the congregation may dismiss the associate in ministry, deaconess, or diaconal minister under criteria, policies, and procedures recommended by the appropriate churchwide unit, reviewed by the Conference of Bishops, and adopted by the Church Council.
 - b. A letter of call issued by a Synod Council or the Church Council to an associate in ministry, deaconess, or diaconal minister of this church shall be either co-terminus with, or not longer than the duration of, the service or employment for which the call was issued. With the exception of persons designated as employees of a synod or the churchwide organization, such a call does not imply any employment relationship or contractual obligation in regard to employment on the part of the Synod Council or Church Council issuing the call. The recipient of such a call remains subject to this church's standards and discipline for associates in ministry, deaconesses, and diaconal ministers, as contained in this church's constitution, bylaws, and continuing resolutions and in the policy and procedure documents of this church.
 - c. When the Synod Council or the Church Council, as the calling source, determines that the service or employment no longer fulfills the criteria under which a call was issued, the Synod Council or

the Church Council shall vacate the call and direct that the individual be placed on leave from call or, if such leave status is not granted, the individual shall be removed from the roster of associates in ministry, deaconesses, or diaconal ministers.

7.52.24. Retirement. Associates in ministry, deaconesses, and diaconal ministers may retire upon attainment of age 60, or after 30 years on a roster of this church or one of its predecessor bodies, and continue to be listed on the roster of associates in ministry, deaconesses, or diaconal ministers of this church, upon endorsement by the synodical bishop, by action of the Synod Council in the synod in which the associate in ministry, deaconess, or diaconal minister is listed on the roster.

a. The policies and procedures for granting retired status on the official rosters of laypersons shall be developed by the appropriate churchwide unit, reviewed by the Conference of Bishops, and adopted by the Church Council.

b. If an associate in ministry, deaconess, or diaconal minister who has been granted retired status resides at too great a distance from any congregation of this church to be able to sustain an active relationship with that congregation, the bishop of the synod in which the associate in ministry, deaconess, or diaconal minister is listed on the roster may grant permission for the individual to hold membership in a congregation or parish of a church body with which a relationship of full communion has been declared and established by the Evangelical Lutheran Church in America.

7.52.25. Disability. Associates in ministry, deaconesses, and diaconal ministers may be designated as disabled, and continue to be listed on the roster of associates in ministry, deaconesses, or diaconal ministers of this church, upon endorsement by the synodical bishop, by action of the Synod Council in the synod in which the associate in ministry, deaconess, or diaconal minister is listed on the roster.

a. The policies and procedures for designation of disability on the official rosters of laypersons shall be developed by the appropriate churchwide unit, reviewed by the Conference of Bishops, and adopted by the Church Council.

b. If an associate in ministry, deaconess, or diaconal minister who has been granted disabled status resides at too great a distance from any congregation of this church to be able to sustain an active relationship with that congregation, the bishop of the synod in which the associate in ministry, deaconess, or diaconal minister is listed on the roster may grant permission for the individual to hold membership in a congregation or parish of a church body with which a relationship of full communion has been declared and established by the Evangelical Lutheran Church in America.

7.52.26. Retention of Roster Records. When an associate in ministry, deaconess, or diaconal minister resigns or is removed from the roster of this church, the roster record shall be retained by the secretary of this church, and the synodical bishop shall invite the person at the time of resignation or removal to provide, annually, appropriate current information for the roster record.

7.52.27. Non-Stipendiary Service Under Call. When necessary for the mission needs of this church, a letter of call may be issued by the Synod Council—according to criteria, policies, and procedures recommended by the appropriate churchwide unit, reviewed by the Conference of Bishops, and adopted by the Church Council—to an associate in ministry, deaconess, or diaconal minister for non-stipendiary service after the Synod Council has sought and received approval by the Conference of Bishops. A call to non-stipendiary service is to be reviewed at least annually by the Synod Council and continued only as warranted for the ministry needs of this church. Such a call may be terminated by the Synod Council when it is deemed to be fulfilling no longer the mission needs of this church.

7.53. Persons on the lay rosters of this church as defined herein shall be subject to discipline as set forth in the *Constitution, Bylaws, and Continuing Resolutions of the Evangelical Lutheran Church in America*.

7.53. The standards for acceptance and continuance of ministers of Word and Service of this church shall be set forth in the bylaws.

7.54. The secretary of this church shall maintain a roster containing the names of ministers of Word and Service who qualify on the basis of constitutional provisions 7.52., 7.53., and 7.61., and related bylaws.

7.54.01. Ministers of Word and Service shall be known as deacons.

7.54.A16. *Those persons rostered in predecessor church bodies as commissioned church staff (The American Lutheran Church), deaconesses (The Association of Evangelical Lutheran Churches), deaconesses (The American Lutheran Church), deacons (The Association of Evangelical Lutheran Churches), lay professional leaders (the Lutheran Church in America), and commissioned teachers (The Association*

of Evangelical Lutheran Churches) shall be retained as deacons of this church (except for removals in accord with the governing documents, criteria, policies, and procedures of this church). Accountability for specific calls shall be exercised according to the policies and procedures of this church.

7.54.B16. *Those persons previously rostered as associates in ministry, deaconesses, or diaconal ministers in the Evangelical Lutheran Church in America shall be retained as deacons of this church (except for removals in accord with the governing documents, criteria, policies, and procedures of this church). Accountability for specific calls shall be exercised according to the policies and procedures of this church.*

7.60. Licensure and Synodically Authorized Ministry

7.61.01. When need exists to render Word and Sacrament ministry for a congregation or ministry of this church where it is not possible to provide appropriate ordained pastoral leadership, the synodical bishop—acting with the consent of the congregation or ministry, in consultation with the Synod Council, and in accord with standards and qualifications developed by the appropriate churchwide unit, reviewed by the Conference of Bishops, and approved by the Church Council—may authorize a person who is a member of a congregation of the Evangelical Lutheran Church in America to offer this ministry. Such an individual shall be supervised by a pastor appointed by the synodical bishop; such service shall be rendered during its duration under the sacramental authority of the bishop as the synod’s pastor. Such an individual will be trained and licensed to fulfill this ministry for a specified period of time and in a given location only. Authorization, remuneration, direct supervision, and accountability are to be determined by the appropriate synodical leadership according to churchwide standards and qualifications for this type of ministry. Authorization for such service shall be reviewed annually and renewed only when a demonstrated need remains for its continuation.

7.61.02. When needed to provide for diaconal ministry as part of a congregation or ministry of this church where it is not possible for such ministry to be provided by appropriately rostered lay ministry, the synodical bishop—acting with the consent of the congregation or ministry, in consultation with the Synod Council, and in accord with standards and qualifications developed by the appropriate churchwide unit, reviewed by the Conference of Bishops, and approved by the Church Council—may authorize a non-rostered person who is a member of a congregation of the Evangelical Lutheran Church in America to offer such non-sacramental ministry. Such an individual shall be supervised by an ordained minister appointed by the synodical bishop and shall be trained and authorized to fulfill a particular ministry for a specific period of time in a given location only. Authorization, remuneration, direct supervision, and accountability are to be determined by the appropriate synodical leadership according to churchwide standards and qualifications for this type of ministry. Authorization for such service shall be reviewed annually and renewed only when a demonstrated need remains for its continuation.

7.60. Standards for Ministers of Word and Service

7.61. In accordance with the description stated in 7.52, ministers of Word and Service shall be governed by the following standards, policies, and procedures:

7.61.01. Basic Standards. Persons admitted to and continued in the ministry of Word and Service of this church shall satisfactorily meet and maintain the following, as defined by this church’s constitutions, bylaws, and continuing resolutions and in policies developed by the appropriate churchwide unit, reviewed by the Conference of Bishops, and adopted by the Church Council:

- a. commitment to Christ;
- b. acceptance of and adherence to the Confession of Faith of this church;
- c. willingness and ability to serve in response to the needs of this church;
- d. academic and practical qualifications for ministry, including leadership abilities and competence in interpersonal relationships;
- e. commitment to lead a life worthy of the Gospel of Christ and in so doing to be an example in faithful service and holy living;
- f. receipt and acceptance of a letter of call; and
- g. membership in a congregation of this church.

7.61.02. Responsibilities. Consistent with the faith and practice of the Evangelical Lutheran Church in America, every minister of Word and Service shall:

- a. Be rooted in the Word of God, for proclamation and service;

- b. Advocate a prophetic diakonia that commits itself to risk-taking and innovative service on the frontiers of the Church's outreach, giving particular attention to the suffering places in God's world;
- c. Speak publicly to the world in solidarity with the poor and oppressed, calling for justice and proclaiming God's love for the world, witnessing to the realm of God in the community, the nation, and abroad;
- d. Equip the baptized for ministry in God's world that affirms the gifts of all people;
- e. Encourage mutual relationships that invite participation and accompaniment of others in God's mission;
- f. Practice stewardship that respects God's gift of time, talents, and resources;
- g. Be grounded in a gathered community for ongoing diaconal formation;
- h. Share knowledge of the ELCA and its wider ministry of the gospel, and advocate for the work of all expressions of this church; and
- i. Identify and encourage qualified persons to prepare for ministry of the gospel.

7.61.03. Preparation and Approval. Except as provided in 7.61.04., a candidate who is to be called and received onto the roster as a minister of Word and Service shall have:

- a. membership in a congregation of this church and registration, by its pastor and council, of the candidate with the candidacy committee;
- b. been granted entrance to candidacy by and under the guidance and supervision of the appropriate committee for at least a year before being approved for call;
- c. completed the academic and practical preparation according to criteria and procedures established by the appropriate churchwide unit, after consultation with the Conference of Bishops, and adopted by the Church Council;
- d. been examined and approved by the appropriate committee according to criteria, policies, and procedures recommended by the appropriate churchwide unit, after consultation with the Conference of Bishops, and adopted by the Church Council;
- e. been recommended to a congregation or other entity by the bishop of the synod to which the candidate has been assigned for first call in accordance with the procedures recommended by the appropriate churchwide unit, reviewed by the Conference of Bishops, and adopted by the Church Council; and
- f. received and accepted a properly issued and attested letter of call.

7.61.04. Approval under Other Circumstances. A candidate may, for reasons of age or prior experience, be granted approval under criteria and procedures which permit certain equivalencies as defined by the appropriate churchwide unit, reviewed by the Conference of Bishops, and adopted by the Church Council.

7.61.05. Reinstatement. A person seeking reinstatement as a minister of Word and Service shall be registered by the pastor and council of the congregation of which such a person is a member with the candidacy committee of the synod in which the person was last rostered or, upon mutual agreement of the synodical bishops involved, after consultation with and approval by the secretary of this church, with the candidacy committee of the synod of current residence. The person then shall be interviewed, examined, and approved for reinstatement by the candidacy committee under criteria, policies, and procedures recommended by the appropriate churchwide unit, reviewed by the Conference of Bishops, and adopted by the Church Council. In this process, the committee shall review the circumstances related to the termination of earlier service together with subsequent developments. The person is reinstated after receiving and accepting a letter of call to serve as a minister of Word and Service in this church.

7.61.06. On Leave from Call. A minister of Word and Service of this church, serving under a regularly issued letter of call, who leaves the work of that ministry without accepting another regularly issued letter of call, may be retained on the roster of ministers of Word and Service of this church, upon endorsement by the synodical bishop, by action of the Synod Council in the synod of which the minister of Word and Service is a member, under policy developed by the appropriate churchwide unit, reviewed by the Conference of Bishops, and adopted by the Church Council.

- a. Normative Pattern: By annual action of the Synod Council in the synod of which a member, upon endorsement by the synodical bishop, a minister of Word and Service who is without a current letter of call may be retained on the roster of ministers of Word and Service of this church for a maximum of three years, beginning at the completion of an active call.

- b. Study Leave: By annual action of the Synod Council in the synod of which a member, with the approval of the synodical bishop and in consultation with the appropriate churchwide unit a minister of Word and Service engaged in graduate study, in a field of study that will enhance service in the ministry of Word and Service in this church, may be retained on the roster of ministers of Word and Service of this church for a maximum of six years.
- c. Family Leave: A minister of Word and Service who has been in active service under call for at least three years may request leave for family responsibilities. By annual action of the Synod Council in the synod of which a member, upon endorsement by the synodical bishop, such a minister of Word and Service who is without a current letter of call and who requests leave for the birth or care of a child or children of the minister of Word and Service or the care of an immediate family member (child, spouse, or parent) with a serious health condition may be retained on the roster of ministers of Word and Service of this church—under policy developed by the appropriate churchwide unit, reviewed by the Conference of Bishops, and adopted by the Church Council—for a maximum of six years, beginning at the completion of an active call.
- d. Exception to these limits for the purpose of serving the needs of this church may be granted in accordance with established policy of this church by the Synod Council in the synod of current roster after having received approval by the Conference of Bishops.

7.61.A16. *Any person removed from the roster of ministers of Word and Service that existed on December 31, 1987, as cited herein, who seeks to return to active roster status must apply for acceptance to a roster of this church under the standards, criteria, policies, and procedures that apply to the official roster of ministers of Word and Service. This same requirement shall apply to those certified during the period of January 1, 1988, through September 1, 1993, as associates in ministry of this church.*

7.61.B16. *A person on the roster of a previous church body or a person on the roster of associates in ministry of this church, who was so certified during the period between January 1, 1988, and September 1, 1993, shall relinquish such a roster category upon being received and accepted on another roster of this church.*

7.70. Calls for Ministers of Word and Service

7.71. Letters of Call. Letters of call to ministers of Word and Service of this church or properly approved candidates for this church's roster of ministers of Word and Service shall be issued in keeping with this church's constitutions, bylaws, and continuing resolutions as well as policies regarding such calls developed by the appropriate churchwide unit, reviewed by the Conference of Bishops, and approved by the Church Council.

7.71.01. Service under Call. A minister of Word and Service of this church shall serve under a letter of call properly extended by a congregation, the Synod Council, the Synod Assembly, the Church Council, or the Churchwide Assembly.

- a. Calls may be extended either for stated periods of time and for shared-time ministry by the appropriate calling body under criteria recommended by the appropriate churchwide unit, reviewed by the Conference of Bishops, and adopted by the Church Council for service in a congregation, synod, or churchwide unit, in an institution or agency of this church, or in another setting in a category of work as provided by continuing resolution 7.74.A16.

- b. A minister of Word and Service serving under call to a congregation shall be a member of that congregation. In a parish of multiple congregations, a minister of Word and Service shall be a member of one of the congregations being served.

7.71.02. Non-Stipendiary Service Under Call. When it is deemed necessary for the mission needs of this church, a letter of call may be issued by the Synod Council— according to criteria, policies, and procedures recommended by the appropriate churchwide unit, reviewed by the Conference of Bishops, and adopted by the Church Council—to a minister of Word and Service for non-stipendiary service after the Synod Council has sought and received approval by the Conference of Bishops. A call to non-stipendiary service is to be reviewed at least annually by the Synod Council and continued only as warranted for the ministry needs of this church. Such a call may be terminated by the Synod Council when it is deemed to be fulfilling no longer the mission needs of this church.

7.71.03. Calls in Predecessor Church Bodies. Accountability for specific calls to service extended in predecessor church bodies shall be exercised according to the policies and procedures of this church.

- 7.71.04.** Retirement. Ministers of Word and Service may retire upon attainment of age 60, or after 30 years on a roster of this church or one of its predecessor bodies, and continue to be listed on the roster of ministers of Word and Service of this church, upon endorsement by the synodical bishop, by action of the Synod Council in the synod in which the minister of Word and Service is listed on the roster.
- a. The policies and procedures for granting retired status on the roster of ministers of Word and Service shall be developed by the appropriate churchwide unit, reviewed by the Conference of Bishops, and adopted by the Church Council.
 - b. If a minister of Word and Service who has been granted retired status resides at too great a distance from any congregation of this church to be able to sustain an active relationship with that congregation, or if there are no ELCA congregations in the vicinity besides the congregation previously served, the bishop of the synod in which the minister of Word and Service is listed on the roster may grant permission for the minister of Word and Service to hold membership in a congregation or parish of a church body with which a relationship of full communion has been declared and established by the Evangelical Lutheran Church in America.
- 7.71.05.** Disability. Ministers of Word and Service may be designated as disabled, and continue to be listed on the roster of ministers of Word and Service of this church, upon endorsement by the synodical bishop, by action of the Synod Council in the synod in which the minister of Word and Service is listed on the roster.
- a. The policies and procedures for designation of disability on the official roster of ministers of Word and Service shall be developed by the appropriate churchwide unit, reviewed by the Conference of Bishops, and adopted by the Church Council.
 - b. If a minister of Word and Service who has been granted disabled status resides at too great a distance from any congregation of this church to be able to sustain an active relationship with that congregation, or if there are no ELCA congregations in the vicinity besides the congregation previously served, the bishop of the synod in which the minister of Word and Service is listed on the roster may grant permission for the individual to hold membership in a congregation of a church body with which a relationship of full communion has been declared and established by the Evangelical Lutheran Church in America.
- 7.71.06.** Retention of Roster Records. When a minister of Word and Service resigns or is removed from the roster of this church, the roster record shall be retained by the secretary of this church, and the synodical bishop shall invite the person at the time of resignation or removal to provide, annually, appropriate current information for the roster record.
- 7.72.** Each person on the roster of ministers of Word and Service of this church shall be related to that synod:
- a. to which the congregation issuing the call to the minister of Word and Service is related;
 - b. which issues a letter of call to the minister of Word and Service;
 - c. on whose roster the minister of Word and Service was listed at the time of the issuance of a letter of call from the Church Council;
 - d. on whose roster the minister of Word and Service, if a seminary teacher or administrator, was assigned by the seminary board, subject to approval by the synodical bishop and Synod Council of each affected synod, to promote proportionate representation of faculty and administration in each synod of its region;
 - e. in which the minister of Word and Service, upon receiving a call from this church, serves as a deployed staff person or on the roster of one of the synods to which the minister of Word and Service is deployed;
 - f. on whose roster the minister of Word and Service was listed when placed on leave from call;
 - g. on whose roster the minister of Word and Service, if designated as disabled, was listed when last called, or the synod of current address, upon application by the minister of Word and Service for transfer and the mutual agreement of the synodical bishops involved after consultation with and approval by the secretary of this church; or
 - h. on whose roster the minister of Word and Service, if granted retired status, was listed when last called, or the synod of current address, upon application by the minister of Word and Service for transfer and the mutual agreement of the synodical bishops involved after consultation with and approval by the secretary of this church.

- 7.72.01. If the service of a minister of Word and Service who receives and accepts a letter of call from this church, under 7.72.c., would be enhanced through transfer of roster status from the previous synod of roster to the synod of current address, such a transfer may be authorized upon mutual agreement of the synodical bishops involved after consultation with and approval by the secretary of this church.
- 7.72.02. In unusual circumstances, the transfer of a minister of Word and Service who is on leave from call may be authorized upon mutual agreement of the synodical bishops involved after consultation with and approval by the secretary of this church.
- 7.72.03. In certain circumstances for the sake of the ministry and mission needs of this church, the transfer of a minister of Word and Service serving under call in the churchwide organization may be authorized, at the initiative of the presiding bishop of this church, upon mutual agreement of the synodical bishops involved in such a transfer after consultation with and approval by the secretary of this church.
- 7.73. A letter of call issued by a Synod Council or the Church Council to a minister of Word and Service of this church shall be either co-terminus with, or not longer than, the duration of the service or employment for which the call was issued. With the exception of persons designated as employees of a synod or the churchwide organization, such a call does not imply any employment relationship or contractual obligation in regard to employment on the part of the Synod Council or Church Council issuing the call. The recipient of such a call remains subject to this church's standards and discipline for ministry of Word and Service, as contained in this church's constitution, bylaws, and continuing resolutions and in the policy and procedure documents of this church.
- 7.73.01. When the Synod Council or the Church Council, as the calling source, determines that the service or employment no longer fulfills the criteria under which a call was issued, the Synod Council or the Church Council shall vacate the call and direct that the individual be placed on leave from call or, if such leave status is not granted, the individual shall be removed from the roster of ministers of Word and Service.
- 7.73.02. Ministers of Word and Service previously under call to the churchwide organization or to a synod shall respect the integrity of the ministry in which they no longer serve and shall not interfere with or exercise the functions of the office or position in which they no longer serve unless invited to do so by the presiding bishop or Church Council in the churchwide organization or, in the synods, by the bishop or the Synod Council.
- 7.74. Each synod shall maintain a roster containing the names of those ministers of Word and Service who are related to it on the basis of 7.72. of this constitution.
- 7.52.A13. Sources of Calls for Associates in Ministry, Deaconesses, and Diaconal Ministers
- a. The principles governing sources of calls for ordained ministers shall, as appropriate, also govern sources of letters of call for associates in ministry, deaconesses, and diaconal ministers of the Evangelical Lutheran Church in America.
- b. Table of Sources of Call for Associates in Ministry, Deaconesses, and Diaconal Ministers
- 7.74.A16. Sources of Calls for Ministers of Word and Service
- a. Principles for Sources of Calls
- 1) A "call" is an action by expressions of this church, as specified in the "Table of Sources of Calls for Ministers of Word and Service," through which a person is asked to serve in a specified ministry. Such an action is attested in a "letter of call."
 - 2) Interdependence within the body of this church suggests that any action of one of its entities affects other entities. Therefore, interdependence is expressed in all calls extended within this church.
 - 3) A call expresses a relationship between this church and the person called involving mutual service, support, accountability, supervision, and discipline.
 - 4) A letter of call is issued by that expression of this church authorized to do so which is most directly involved in accountability for the specified ministry.
 - 5) Decisions on calls for ministries in unusual circumstances not otherwise provided for but deemed to be in the interests of this church's care of the Gospel are referred to the Conference of Bishops for recommendation to the appropriate calling body.
- b. Table of Sources of Call for Ministers of Word and Service

Setting	Calling Body
1.0 Congregational ministry	
1.1 Single congregation	Congregation meeting
1.2 Multiple-congregation parish	Congregation meetings, acting on a common proposal, <u>with one of the participating congregations issuing the call</u>
1.3 Coalition and cluster ministry	Synod Council
1.4 Other Congregations <u>beyond the ELCA</u>	
1.41 <u>Independent Lutheran congregation</u>	Synod Council
1.42 <u>Other</u>	Synod Council
2.0 Synodical ministry	Synod Council
<u>2.1 Assistant to the Bishop</u>	<u>Synod Council</u>
<u>2.2 Shared staff of two or more synods</u>	<u>Synod Council</u>
<u>2.3 Staff partially supported by grants from churchwide units</u>	<u>Synod Council</u>
3.0 Regional ministry	Church Council
<u>3.1 Staff</u>	<u>Church Council</u>
<u>3.2 Shared synodical-churchwide staff</u>	<u>Church Council</u>
4.0 Churchwide ministry	
4.1 <u>Officer's staff Secretary</u>	<u>Church Council</u> <u>Churchwide Assembly</u>
4.2 <u>Unit executive director Treasurer</u>	Church Council
4.3 <u>Other churchwide unit staff Staff of the churchwide organization</u>	Church Council
5.0 <u>Social ministry institutions Institutional ministry</u>	
5.1 <u>Institution/agency related or unrelated to a synod</u>	Synod Council
5.2 <u>Institution/agency related more to than one synod</u>	Synod Council of one of the synods
5.3 <u>ELCA-related institution/agency</u>	Church Council upon request of appropriate churchwide unit
5.4 <u>Other</u>	Church Council
6.0 Campus ministry	
6.1 <u>Staff</u>	Synod Council
7.0 <u>Church camp-Outdoor</u> ministry	
7.1 <u>Staff</u>	Synod Council
8.0 Ecumenical ministry	
8.1 <u>Related to a synod</u>	Synod Council
8.2 <u>Related to more than one synod</u>	Synod Council of one of the synods
8.3 <u>National/international organization</u>	Church Council

9.0	<i>Inter-Lutheran ministry</i>	
9.1	<i>Related to a synod</i>	<i>Synod Council</i>
9.2	<i>Related to more than one synod</i>	<i>Synod Council of one of the synods</i>
9.3	<i>National/International</i>	<i>Church Council</i>
10.0	<i>Educational ministry</i>	
10.1	<i>ELCA-related seminary</i>	<i>Church Council upon request of appropriate churchwide unit</i>
10.2	<i>Seminary unrelated to ELCA</i>	<i>Church Council upon request of appropriate churchwide unit</i>
10.3	<i>ELCA-related college</i>	<i>Synod Council of the synod in which college is located</i>
10.4	<i>College unrelated to ELCA</i>	<i>Synod Council of the synod in which college is located</i>
10.5	<i>ELCA-related school</i>	<i>Congregation of which the school is a part or, if related to several congregations, Synod Council of the synod in which the school is located</i>
10.6	<i>School unrelated to ELCA</i>	<i>Synod Council of the synod in which school is located</i>
10.7	<i>Director/staff of a continuing education center related to a churchwide unit</i>	<i>Synod Council in which the center's main office-of-center is located upon the request of appropriate churchwide unit</i>
11.0	<i>Missionary ministry</i>	
11.1	<i>Outside United States</i>	<i>Church Council upon request of appropriate churchwide unit</i>
11.2	<i>Within United States</i>	<i>Church Council upon request of appropriate churchwide unit</i>
12.0	<i>Other</i>	
12.1	<i>Non-stipendiary service under call</i>	<i>Synod Council upon approval by the Conference of Bishops</i>
12.2	<i>Unusual ministries (as in conjunction with occupations and in approved situations not otherwise specified)</i>	<i>Synod Council or Church Council upon recommendation by the Conference of Bishops</i>

7.75. The provisions for termination of the mutual relationship between a minister of Word and Service and a congregation shall be as follows:

- a.** The call of a congregation, when accepted by a minister of Word and Service shall constitute a continuing mutual relationship and commitment which shall be terminated only by death or following consultation with the synodical bishop for the following reasons:
- 1)** mutual agreement to terminate the call or the completion of a call for a specific term;
 - 2)** resignation of the minister of Word and Service, which shall become effective, unless otherwise agreed, no later than 30 days after the date on which it was submitted;

- 3) inability to conduct the office to which they have been called effectively in that congregation in view of local conditions;
 - 4) physical disability or mental incapacity of the minister of Word and Service;
 - 5) suspension of the minister of Word and Service through discipline for more than three months;
 - 6) resignation or removal of the minister of Word and Service from the roster of ministers of Word and Service of this church;
 - 7) termination of the relationship between this church and the congregation;
 - 8) dissolution of the congregation or the termination of a parish arrangement; or
 - 9) suspension of the congregation through discipline for more than six months.
- b. When allegations of physical disability or mental incapacity of the deacon under paragraph a.4) above, or ineffective conduct of the office under paragraph a.3) above, have come to the attention of the bishop of this synod,
- 1) the bishop in his or her sole discretion may investigate such conditions personally together with a committee of two rostered ministers and one non-rostered person, or
 - 2) when such allegations have been brought to the synod's attention by an official recital of allegations by the Congregation Council or by a petition signed by at least one-third of the voting members of the congregation, the bishop personally shall investigate such conditions together with a committee of two rostered ministers and one non-rostered person.
- c. In case of alleged physical disability or mental incapacity under paragraph a.4) above, the bishop's committee shall obtain and document competent medical opinion concerning the minister of Word and Service's condition. When a disability or incapacity is evident to the committee, the bishop of this synod may declare the position vacant and the minister of Word and Service shall be listed on the roster of ministers of Word and Service as disabled. Upon removal of the disability and restoration of the minister of Word and Service to health, the bishop shall take steps to enable the minister of Word and Service to resume the ministry, either in the congregation last served or in another appropriate call.
- d. In the case of alleged local difficulties that imperil the effective functioning of the congregation under paragraph a.3) above, the bishop's committee shall endeavor to hear from all concerned persons, after which the bishop together with the committee shall present their recommendations first to the minister of Word and Service and then to the congregation. The recommendations of the bishop's committee must address whether the minister of Word and Service's call should come to an end and, if so, may suggest appropriate severance arrangements. The committee may also propose other actions that should be undertaken by the congregation and by the minister of Word and Service, if appropriate. If the minister of Word and Service and congregation agree to carry out such recommendations, no further action need be taken by the synod.
- e. If either party fails to assent to the recommendations of the bishop's committee concerning the minister of Word and Service's 's call, the congregation may dismiss the minister of Word and Service only at a legally called meeting after consultation with the bishop, either (a) by a two-thirds majority vote of the voting members present and voting where the bishop and the committee did not recommend termination of the call, or (b) by a simple majority vote of the voting members present and voting where the bishop and the committee recommended termination of the call.
- f. If, in the course of proceedings described in paragraph c. or paragraph d. above, the bishop's committee concludes that there may be grounds for discipline, the committee shall make recommendations concerning disciplinary action in accordance with the provisions of this church's constitution, bylaws, and continuing resolutions.

7.76. Ministers of Word and Service of this church shall be subject to discipline as set forth in Chapter 20 of this constitution.

7.76.01. No person who belongs to any organization other than the Church which claims to possess in its teachings and ceremonies that which the Lord has given solely to the Church shall be called and received onto the roster of ministers of Word and Service or otherwise received into the ministry of this church, nor shall any person so called and received onto the roster of ministers of Word and Service or otherwise received by this church be retained in its ministry who subsequently joins such an organization.

Chapter 20.

CONSULTATION, DISCIPLINE, APPEALS, AND ADJUDICATION

20.10. Consultation and Discipline

20.11. There shall be set forth in the bylaws a process of discipline governing officers, ~~ordained ministers of Word and Sacrament, ministers of Word and Service, diaconal ministers, associates in ministry, deaconesses,~~ congregations, and members of congregations. Except as provided in 20.18. or 20.19., such process shall assure due process and due protection for the accused, other parties, and this church. Since synods have responsibility for admittance of persons into the ~~ordained ministry of this church or onto other rosters~~ ~~rostered ministries~~ of this church and have oversight of pastoral and congregational relationships, the disciplinary process shall be a responsibility of the synod on behalf of this church.

20.17. None of the provisions of this chapter is intended nor shall be construed to limit the authority of a Synod Council to ~~remove determine roster status,~~ under the bylaws of this church, ~~from the rosters of this church an ordained of a minister or other person~~ who is without regular call ~~and not retired,~~ for any reason, even though such reason might also be the basis for disciplinary proceedings under this chapter.

20.20. ~~Ordained Ministers~~ ~~The Committee on Appeals shall establish definitions and guidelines, subject to approval by the Church Council, to enable clear and uniform application of the grounds for discipline of officers, rostered ministers, congregations, and members of congregations.~~

~~20.21. The disciplinary process for ministers of Word and Sacrament shall be set forth in the bylaws.~~

20.21.01. ~~Ordained m~~Ministers of Word and Sacrament shall be subject to discipline for:

- a. preaching and teaching in conflict with the faith confessed by this church;
- b. conduct incompatible with the character of the ministerial office;
- c. willfully disregarding or violating the functions and standards established by this church for the office of ministry of Word and Sacrament;
- d. willfully disregarding the provisions of the constitutions, bylaws, and continuing resolutions; or
- e. willfully failing to comply with the requirements ordered by a discipline hearing committee under 20.23.08.

20.21.02. The disciplinary actions which may be imposed are:

- a. private censure and admonition by the bishop of the synod;
- b. suspension from the office and functions of the ~~ordained ministry of Word and Sacrament~~ in this church for a designated period or until there is satisfactory evidence of repentance and amendment; or
- c. removal from the ~~ordained ministry roster of ministers of Word and Sacrament~~ of this church.

20.21.03. Charges against ~~an ordained minister of Word and Sacrament~~ which could lead to discipline must be specific and in writing, subscribed to by the accuser(s), and be made by one or more of the following:

- a. at least two-thirds of the members of the congregation's council, submitted to the synodical bishop;
- b. at least one-third of the voting members of the congregation, submitted to the synodical bishop;
- c. at least two-thirds of the members of the governing body to which the ~~ordained minister of Word and Sacrament~~, if not a ~~parish congregational~~ pastor, is accountable, submitted to the synodical bishop;
- d. at least 10 ~~ordained ministers of Word and Sacrament or ministers of Word and Service~~ of the synod on whose roster the accused ~~ordained minister of Word and Sacrament~~ is listed, submitted to the synodical bishop;
- e. the synodical bishop; or
- f. the presiding bishop of this church, but only with respect to an accused who is a synodical bishop (or who was a synodical bishop at any time during the 12 months preceding the filing of written charges), submitted to the secretary of this church.

20.21.04. When there are indications that a cause for discipline may exist and before charges are made, efforts shall be made by the bishop of the synod to resolve the situation by consultation; for assistance in these efforts, the bishop may utilize either a consultation panel or an advisory panel as herein provided:

- a. When requested by the synodical bishop, a consultation panel consisting of five persons (three ~~ordained ministers of Word and Sacrament~~ and two laypersons) appointed from the members of the Consultation Committee of the synod by the synodical bishop, or, at the request of the synodical

- bishop, by the Synod Council's Executive Committee or other committee authorized to do so by the Synod Council, shall assist the synodical bishop in efforts to resolve a situation by consultation.
- b. When requested by the synodical bishop, an advisory panel consisting of five persons (three ~~ordained ministers of Word and Sacrament~~ and two laypersons) appointed by the synodical bishop shall assist the synodical bishop in efforts to resolve a situation by consultation.
- 20.21.05. If appointed, a consultation panel or advisory panel shall advise the synodical bishop as to whether or not the bishop should bring charges or may make other recommendation for resolution of the controversy that would not involve proceedings before a discipline hearing committee. To these ends, the panel may meet with complaining witnesses as well as with the concerned ~~ordained minister of Word and Sacrament~~. If requested by the synodical bishop, members of the panel also may assist, as representatives of the accuser, in the presentation of evidence and examination of witnesses before a discipline hearing committee.
- 20.21.11. The Churchwide Committee on Discipline shall consist of 24–36 members, half of whom should be ~~ordained ministers of Word and Sacrament~~ and half of whom should be laypersons, elected by the Churchwide Assembly for a term of six years. Each member will serve until a successor is elected, without consecutive re-election, and will serve as needed on a discipline hearing committee in any of the synods in this church.
- 20.21.12. The accused shall have the privilege of selecting two persons (one ~~clergy minister of Word and Sacrament~~ and one ~~layperson~~) and their alternates of the six persons from the churchwide Committee on Discipline to serve on a discipline hearing committee. The remaining four persons (two ~~clergy minister of Word and Sacrament~~ and two ~~laypersons~~) and their alternates, or six, if the accused does not exercise the privilege, and their alternates shall be selected by the Executive Committee of the Church Council.
- 20.21.23. If there are indications that a cause for discipline exists or if in the course of the proceedings it should become apparent to the bishop of the synod that the pastoral office cannot be conducted effectively in the congregation(s) being served by the ~~ordained minister of Word and Sacrament~~ due to local conditions or that local conditions may be adversely affected by the continued service by the ~~ordained minister pastor~~, the bishop of the synod may temporarily suspend the pastor from service in the congregation(s) without prejudice and with pay provided through a joint synodical and churchwide fund and with housing provided by the congregation(s).
- 20.21.24. If there are indications that a cause for discipline exists or if in the course of proceedings it becomes apparent to the bishop of the synod that the circumstances require, the bishop of the synod may temporarily suspend an ~~ordained minister of Word and Sacrament~~ serving under letter of call issued other than by a congregation from the office and functions of ~~ordained ministry of Word and Sacrament~~ without prejudice and without affecting compensation and housing.
- 20.22. ~~Lay Rostered Ministers~~ The disciplinary process for ministers of Word and Service shall be set forth in the bylaws.
- 20.22.01. ~~Laypersons on official rosters~~ ~~Ministers of Word and Service~~ shall be subject to discipline for:
- confessing and teaching in conflict with the faith confessed by this church;
 - conduct incompatible with the ~~standards for the rostered ministries of this church~~ ~~character of the ministerial office~~;
 - willfully disregarding or violating the functions and standards established by this church for ~~the lay roster or rosters~~ ~~ministers of Word and Service~~;
 - willfully disregarding the provisions of the constitutions, bylaws, and continuing resolutions; or
 - willfully failing to comply with the requirements ordered by a discipline hearing committee under 20.23.08.
- 20.22.02. The disciplinary actions that may be imposed are:
- private censure and admonition by the bishop of the synod;
 - suspension from the role and functions of ~~an associate in ministry, a deaconess, or a diaconal minister of Word and Service~~ for a designated period or until there is satisfactory evidence of repentance and amendment; or
 - removal from the ~~official roster for laypersons of ministers of Word and Service~~ of this church.

- 20.22.03. Charges against a ~~layperson on an official roster~~ minister of Word and Service of this church that could lead to discipline must be specific and in writing, subscribed to by the accuser(s), and be made by one or more of the following:
- a. at least two-thirds of the members of the Congregation Council of the congregation in which the ~~layperson~~ minister of Word and Service is serving, submitted to the synodical bishop;
 - b. at least one-third of the voting members of the congregation in which the ~~layperson~~ minister of Word and Service is serving, submitted to the synodical bishop;
 - c. at least two-thirds of the members of the governing body to which the ~~layperson~~ minister of Word and Service is accountable, submitted to the synodical bishop;
 - d. at least 10 ~~ordained ministers or laypersons on official~~ ministers of Word and Sacrament or ministers of Word and Service on the rosters of the synod on whose roster the accused ~~layperson~~ minister of Word and Service is listed, submitted to the synodical bishop; or
 - e. the synodical bishop.
- 20.22.04. When there are indications that a cause for discipline exists, efforts shall be made by the bishop of the synod to resolve the situation by consultation in the same manner as set forth above for ~~ordained ministers of Word and Sacrament~~ in 20.21.04. through 20.21.06.
- 20.22.05. If those efforts fail, the procedures for discipline shall be the same as that set forth above for ~~ordained ministers of Word and Sacrament~~ in 20.21.07. through 20.21.22.
- 20.22.06. If there are indications that a cause for discipline exists or if in the course of the proceedings it should become apparent to the bishop of the synod that the role and function of ~~the associate in ministry, deaconess, or diaconal~~ a minister of Word and Service cannot be conducted effectively in the congregation(s) being served by ~~a rostered layperson~~ the minister of Word and Service due to local conditions or that local conditions may be adversely affected by the continued service by ~~a rostered layperson~~ the minister of Word and Service, the bishop of the synod may temporarily suspend ~~a rostered layperson~~ the minister of Word and Service from service in the congregation(s) without prejudice and with pay provided through a joint churchwide-synodical-congregation fund.
- 20.22.07. If there are indications that a cause for discipline exists or if in the course of proceedings it becomes apparent to the bishop of the synod that the circumstances require, the bishop of the synod may temporarily suspend a ~~rostered layperson~~ minister of Word and Service serving under letter of call issued other than by a congregation from the office and functions of a ~~rostered layperson~~ minister of Word and Service without prejudice and without affecting compensation.
- 20.23. ~~Limited Discipline~~ A process for limited discipline of rostered ministers shall be set forth in the bylaws.
- 20.23.01. Where the written charges specify that the accuser will not seek, ~~in the case of an ordained minister, removal from the ordained ministry of this church or suspension from the office and functions of the ordained ministry in this church for a period exceeding three months, or, in the case of a layperson on one of the rosters of this church, the rostered minister's removal from such roster~~ the ministry of this church or suspension from the office/role and functions of ~~a person on such roster~~ the ministry of this church for a period not exceeding three months, 20.23.01. through 20.23.09. shall apply to the exclusion of 20.21.08. through 20.21.24. and 20.22.05. through 20.22.07.
- 20.23.08. The discipline hearing committee shall conclude its meeting(s) and render its decision in writing within 45 days of the commencement of the meeting for which written notice was given under 20.23.06. The written decision shall be in two parts:
- ...
- b. Determination. In this part, the committee shall state whether, based upon the facts that it has found, it believes discipline should be imposed and if so, which one or more of the following should be imposed:
 - 1) private censure and admonition by the synodical bishop.
 - 2) suspension for a period not exceeding three months from the ~~office and functions of the ordained ministry in the case of an ordained minister or from the /role~~ and functions of ~~a rostered layperson in the case of a layperson on a roster of~~ ministry in this church.
- ...
- ~~20.30.~~ Congregations

- 20.31. The disciplinary process for congregations shall be set forth in the bylaws.
- 20.31.02. The disciplinary actions which may be imposed are:
- a. censure and admonition by the bishop of the synod;
 - b. suspension from this church for a designated period, the consequences of such suspension being the loss of voting rights of any member (including ordained ministers of Word and Sacrament and ministers of Word and Service) of the congregation at synod or churchwide assemblies, the loss of the right to petition, and the forfeiture of eligibility by any member of the congregation to serve on any council, board, committee, or other group of this church, any of its synods, or any other subdivision thereof;
- ...
- 20.31.04. When there are indications that a cause for discipline exists, efforts shall be made by the bishop of the synod to resolve the situation by consultation in the same manner as set forth above for ordained ministers of Word and Sacrament in 20.21.04. and 20.21.05.
- 20.31.05. If those efforts fail, the procedures for discipline shall be the same as that set forth above for ordained ministers of Word and Sacrament in 20.21.07. through 20.21.22.
- 20.40. Members of Congregations
- 20.41. The disciplinary process for members of congregations shall be set forth in the bylaws.
- 20.41.04. If the counseling, censure and admonitions pursuant to bylaw 20.41.02.a. and b. do not result in repentance and amendment of life, charges against the accused member(s) that are specific and in writing may be prepared by the Congregation Council, signed, and submitted to the vice president of the synod. The vice president shall select from the synod's Consultation Committee a panel of five members (three lay persons and two clergy ministers of Word and Sacrament). A copy of the written charges shall be provided to consultation panel and the accused member(s). The consultation panel, after requesting a written reply to the charges from the accused member(s), shall consider the matter and seek a resolution by means of investigation, consultation, mediation, or whatever other means may seem appropriate.
- 20.50. Recall or Dismissal
- 20.51. A process for the recall or dismissal of officers shall be set forth in the bylaws.
- 20.51. [provision to become bylaw]
- 20.51.01. The recall or dismissal of the presiding bishop, vice president, or secretary of this church and the vacating of office may be effected:
- a. for willful disregard or violation of the constitutions, bylaws, and continuing resolutions;
 - b. for such physical or mental disability as renders the officer incapable of performing the duties of office; or
 - c. for such conduct as would subject the officer to disciplinary action as an ordained rostered minister or as a member of a congregation of this church.
- 20.52. [provision to become bylaw]
- 20.51.02. Proceedings for the recall or dismissal of such an officer shall be instituted by petition by:
- a. the Church Council on a vote of at least two-thirds of its elected members; or
 - b. the Churchwide Assembly on a vote of at least two-thirds of its members.
- The petition shall be filed with the chair of the Committee on Appeals and shall set forth the specific charge or charges.
- 20.51.03. Notice of a decision by the Committee on Appeals that the charges have been sustained shall be given to the accused person, the Church Council shall be notified of the entry of such judgment, and the office shall be vacated.
- 20.52.A+16. Recall or Dismissal of an Churchwide Officer
- a. *The petition for recall or dismissal described in 20.52. shall be filed with the chair of the Committee on Appeals (in care of the secretary of the Evangelical Lutheran Church in America, 8765 West Higgins Road, Chicago, Illinois 60631, except if the subject of the petition is the secretary, the petition shall be in care of the presiding bishop of this church at the same address).*
 - b. *In the case of alleged physical or mental incapacity of the officer,*

- 1) with respect to the officer the procedures outlined in 13.63. shall first be followed, and if such officer does not accept the decision of the Church Council, the Church Council may proceed to petition for proceedings for recall or dismissal.
 - 2) in the event of such petition, four members of the Committee on Appeals, designated by the committee chair and consisting of two ordained ministers of Word and Sacrament and two laypersons, shall
 - a) investigate such conditions in person;
 - b) seek competent medical testimony;
 - c) seek the counsel and advice of the other officers of this church; and
 - d) submit a written report of their findings to the other members of the Committee on Appeals.
 - 3) the members of the Committee on Appeals, other than those who investigated the conditions and other than those who are disqualified, shall review the findings of the investigation committee and by an affirmative vote of at least two-thirds of those present and voting may adopt the findings and grant the petition.
- c. If the officer is an ordained minister of Word and Sacrament, grounds for recall or dismissal include those set forth in 20.21.01. and as defined under the process described in 20.71.11. and 20.71.12. 20.20. as grounds for discipline of ordained minister. If the officer is a minister of Word and Service, grounds for recall or dismissal include those set forth in 20.22.01. and as defined under the process described in 20.20. as grounds for discipline. If the officer is a layperson, grounds for recall or dismissal include those set forth in 20.41.01. and as defined under the process described in 20.20. as grounds for discipline.
- d. In the case of alleged willful disregard or violation of the constitutions, bylaws, and continuing resolutions or of alleged conduct as would subject the officer to disciplinary action, the following procedures shall apply:
- 1) The petition shall be referred to the Committee on Appeals which shall function as the discipline hearing committee that shall conduct a hearing in accordance with the rules provided for in 20.21.16., except to the extent that those rules are in conflict with 20.51., 20.52., 20.53., or with the provisions of this continuing resolution; and
 - 2) the members of the Committee on Appeals, other than those who are disqualified, may grant the petition by an affirmative vote of at least two-thirds of those present and voting.
- e. Upon the filing of a written petition, the Executive Committee of the Church Council may temporarily suspend the officer from service without prejudice, but with continuation of compensation, including benefits, if the officer is a salaried employee. Appeals from such temporary suspension shall be provided in 13.63.

20.53. Notice of a decision by the Committee on Appeals that the charges have been sustained shall be given to the accused person, the Church Council shall be notified of the entry of such judgment, and the office shall be vacated.

20.53.11. The Church Council shall appoint three members from the Committee on Appeals who shall recommend a similar process for the recall or dismissal of an officer of a synod, which process shall become operative when ratified by the Church Council.

20.53.A11. Recall or Dismissal of a Synod Officer

- a. The recall or dismissal of the bishop, vice president, secretary, or treasurer of a synod of this church and the vacating of office may be effected:
 - 1) for willful disregard or violation of the constitutions, bylaws, and continuing resolutions;
 - 2) for such physical or mental disability as renders the officer incapable of performing the duties of office; or
 - 3) for such conduct as would subject the officer to disciplinary action as an ordained minister of Word and Sacrament or as a member of a congregation of this church.
- b. Proceedings for the recall or dismissal of a synodical bishop shall be instituted by written petition by:
 - 1) the Synod Council on an affirmative vote of at least two-thirds of its elected members present and voting;
 - 2) the Synod Assembly on an affirmative vote of at least two-thirds of its members present and voting;

- 3) at least 10 synodical bishops; or
- 4) the presiding bishop of this church.

The petition shall be filed with the chair of the Committee on Appeals (in care of the secretary of the Evangelical Lutheran Church in America, 8765 West Higgins Road, Chicago, Illinois 60631) and shall set forth the specific charge or charges.

c. Proceedings for the recall or dismissal of an officer of a synod, other than the synodical bishop, shall be instituted by written petition by:

- 1) the Synod Council on an affirmative vote of at least two-thirds of its elected members present and voting;
- 2) the Synod Assembly on an affirmative vote of at least two-thirds of its members present and voting; or
- 3) the synodical bishop.

The petition shall be filed with the chair of the Committee on Appeals (in care of the secretary of the Evangelical Lutheran Church in America, 8765 West Higgins Road, Chicago, Illinois 60631) and shall set forth the specific charge or charges.

d. In the case of alleged physical or mental incapacity of an officer of a synod,

1) the procedures outlined in ¶S8.56. shall first be followed, and if such officer does not accept the decision of the Synod Council, the Synod Council may proceed to petition for proceedings for recall or dismissal.

2) four members of the Committee on Appeals, designated by the committee chair and consisting of two ordained ministers of Word and Sacrament and two laypersons, shall

- a) investigate such conditions in person;
- b) seek competent medical testimony;
- c) seek the counsel and advice of the presiding bishop of this church if such officer is the synodical bishop;
- d) seek the counsel and advice of the synodical bishop if such officer is the vice president, secretary, or treasurer of the synod; and
- e) submit a written report of their findings to the other members of the Committee on Appeals.

3) the members of the Committee on Appeals, other than those who investigated the conditions and other than those who are disqualified, shall review the findings of the investigation committee and by an affirmative vote of at least two-thirds of those present and voting shall adopt the findings and grant the petition.

e. If the synod officer is an ordained minister of Word and Sacrament, grounds for recall or dismissal include those set forth in 20.21.01. and as defined under the process described in 20.71.11. and 20.71.12. for discipline of ordained ministers of Word and Sacrament.

f. If the synod officer is a layperson, grounds for recall or dismissal include those set forth in 20.41.01.

g. If the case of alleged willful disregard or violation of the constitutions, bylaws, and continuing resolutions or of alleged conduct as would subject the officer to disciplinary action, the following procedures shall apply:

1) if the proceedings were instituted by the presiding bishop of this church, the synodical bishop, or at least 10 other synodical bishops, the petitioner shall first meet with the Executive Committee of the Synod Council in which the officer serves. The Executive Committee shall function as a consultation panel to give advice to the petitioner;

2) if as a result of the consultation the petition is not filed, no further proceedings shall be required;

3) if as a result of the consultation the petition is filed or if the proceedings were instituted by the Synod Assembly or the Synod Council, the petition shall be referred to the Committee on Appeals, which shall function as the discipline hearing committee that shall conduct a hearing in accordance with the rules provided for in 20.21.16. except to the extent that those rules are in conflict with the provisions of this continuing resolution; and

4) the members of the Committee on Appeals, other than those who are disqualified, may grant the petition by an affirmative vote of at least two-thirds of those present and voting.

- ~~h. Upon the filing of a written petition, the Executive Committee of the Synod Council may temporarily suspend the officer from service in the synod without prejudice, but with continuation of compensation, including benefits, if the officer is a salaried employee of the synod. Appeals from such temporary suspension shall be provided in ¶S8.56.~~
- ~~i. Written notice of a decision by the Committee on Appeals that the charges have been sustained shall be given to the affected officer. The Synod Council shall be notified of such decision and the office shall be vacated if the charges have been sustained.~~

20.60. Committee on Appeals

20.61. There shall be a Committee on Appeals to which may be referred appeals from disciplinary proceedings and petitions for the recall of an officer. The Church Council shall appoint three members from the Committee on Appeals who shall recommend rules of procedure for the performance of its duties. The rules shall become effective when ratified by the Church Council.

20.62. The Committee on Appeals shall be comprised of six ministers of Word and Sacrament and six laypersons, elected by the Churchwide Assembly for a term of six years, without consecutive re-election.

20.62.A16. In the event that the term of any member of the Committee on Appeals expires before that member's successor is elected, the Church Council may elect an individual in the same category—minister of Word and Sacrament or layperson—to serve on the Committee until the next Churchwide Assembly. A member elected by the Church Council who serves less than one-half of a term shall be eligible for reelection to a full term by the Churchwide Assembly.

20.63. The Committee on Appeals shall elect its own officers.

20.64. The decision of a discipline hearing committee may be appealed to the Committee on Appeals by:

- a. the accuser(s) who brought charges upon which a discipline hearing committee has acted;
- b. a minister of Word and Sacrament upon whom discipline has been imposed by a discipline hearing committee;
- c. a minister of Word and Service upon whom discipline has been imposed by a discipline hearing committee; or
- d. a congregation upon whom discipline has been imposed by a discipline hearing committee.

20.64.A13. Rules of the Committee on Appeals

- a. Any appeal to the Committee on Appeals shall be made in writing within 30 days after the decision of the discipline hearing committee has been delivered to the accused and the accuser(s). Appeals may be made only by the accused or the accuser(s) or their respective designated representative. Notice of the appeal shall be given by certified or registered letter addressed to the Committee on Appeals (in care of the secretary of this church, 8765 West Higgins Road, Chicago, Illinois 60631), with a copy to the other party.
- b. The Committee on Appeals shall normally render its written decision within 60 days from the due date for the last written statement to be submitted under item h. below.
- c. The material that shall be reviewed by the Committee on Appeals (herein referred to as the record on appeal) shall consist of the following:
 - 1) a copy of the specific charges referred to the discipline hearing committee;
 - 2) copy of any rules governing the hearing before the discipline hearing committee;
 - 3) information concerning the composition of the discipline hearing committee that heard the case;
 - 4) the verbatim record made by the stenographer or court reporter or the audio or video recording of the hearing before the discipline hearing committee;
 - 5) all documents or physical evidence presented at the hearing before the discipline hearing committee;
 - 6) the written decision of the discipline hearing committee; and
 - 7) proof that the written decision was delivered to the accused and the accuser(s).
- d. It shall be the responsibility of the chair of the discipline hearing committee to furnish the record on appeal to the Committee on Appeals (in care of the secretary of this church, 8765 West Higgins Road, Chicago, Illinois 60631), certifying to the completeness and accuracy of the record on appeal, within 30 days of the receipt of the appeal, unless the chair of the Committee on Appeals grants additional time for compelling reasons.

- e. *If the Committee on Appeals has reason to believe that a required action was taken by a discipline hearing committee, but such action is not revealed in the record on appeal, the Committee on Appeals may, by written request to the chair of the discipline hearing committee, with copies to the accused and the accuser(s), solicit written confirmation of such action. Copies of such confirmation shall be supplied to the accused and the accuser(s).*
- f. *The persons or entities who may appeal to the Committee on Appeals are set forth in 20.63.*
- g. *The circumstances for which the Committee on Appeals may reverse or set aside the decision of a discipline hearing committee are set forth in 20.62.01., and consequences of such circumstances are set forth in 20.62.02.*
- h. *The party taking an appeal may present a written statement of reasons why the decision of a discipline hearing committee should be reversed or set aside. The other party shall have an opportunity to make a written response to the Committee on Appeals. The party taking an appeal then may present a written rebuttal. Appropriate limitations and due dates for these statements may be established by the committee chair. In the event of cross appeals, the committee chair may permit the filing of additional statements so that both parties have adequate opportunity to present their respective appeals and respond to the statement of each other. Parties shall promptly give to each other copies of any written statement filed with the Committee on Appeals.*
- I. *Final decisions of the Committee on Appeals require an affirmative vote by at least two-thirds of those present and voting.*
- j. *Notice of decisions of the Committee on Appeals shall be given in writing to the accused, the accuser(s), the chair of the discipline hearing committee, the synodical bishop, and the secretary of this church.*
- k. *The Committee on Appeals also shall prepare a brief summary of each appeal, which shall be presented to the Churchwide Assembly. Such summary shall not disclose the names of the accused, the accuser(s), or any witness. If the decision of the discipline hearing committee was reversed or remanded, the summary shall indicate the reasons for such reversal or remand.*
- l. *The Committee on Appeals shall elect the following officers: chair, vice-chair, secretary, and assistant secretary. In addition to the duties prescribed in Chapter 20, the chair shall schedule and preside at committee meetings. In the absence of the chair, the vice-chair shall act as chair. The secretary, or assistant secretary, shall keep such record of proceedings of the committee as is necessary.*
- m. *Meetings of the Committee on Appeals may be held in person or by conference telephone call.*
- n. *A majority of the members of the Committee on Appeals who are not disqualified shall constitute a quorum for the conduct of its business at a scheduled meeting, and three-fourths of the members of the Committee on Appeals who are not disqualified shall constitute a quorum for the conduct of its business by conference telephone call.*
- o. *Members of the Committee on Appeals shall refrain from discussing appeals made to the committee, except as required to discharge the duties of the committee membership.*
- p. *No member of the Committee on Appeals shall serve on any case if such a member is related (as defined in 19.61.04.) to the accused, the accuser(s), any witness who testified before the discipline hearing committee, or a member of the consultation or discipline hearing committee that considered the case, or where such member is a member or former member of a congregation that was an accuser or an accused. A member of the Committee on Appeals also may voluntarily disqualify himself or herself.*
- q. *See 20.52.A11. and 20.53.A11. for additional rules of procedure applicable in proceedings for recall or dismissal.*
- r. *See 20.61.B95. for additional rules of procedure applicable to stays.*

20.6+4.B95.

Any party who has appealed to the Committee on Appeals for review of a decision of a discipline hearing committee may request a stay in the effective date or other provision contained in said decision pending the appeal. Such request shall be in writing and shall set forth the reasons why the requested stay is advisable. The request shall be forwarded to the Committee on Appeals, c/o ELCA Secretary, 8765 West Higgins Road, Chicago, Illinois 60631, with copy to the other party. The Committee on Appeals may grant the other party an opportunity to respond in writing. The Committee on Appeals may grant a stay for such period, and may renew the stay for such further periods, as it determines to be

appropriate. The Committee on Appeals may make the grant of a stay subject to such conditions as it determines to be appropriate. Such determinations shall be final.

20.625.

The circumstances for which the Committee on Appeals may reverse or set aside the decision of a discipline hearing committee and the consequences of such action shall be set forth in the bylaws.

20.625.01.

The judgment of a discipline hearing committee must be sustained unless the Committee on Appeals finds that one of the following conditions exists:

- a. The discipline hearing committee abused its discretion. The discipline hearing committee may not be found to have abused its discretion unless at least one of the following is true:
 - 1) The discipline hearing committee's Determination was not supported by any evidence in the record.
 - 2) One or more of the discipline hearing committee's Findings of Fact is clearly erroneous. A Finding of Fact is clearly erroneous when, although there is evidence to support it, the Committee on Appeals on the entire evidence is left with the definite and firm conviction that a mistake has been committed. The Committee on Appeals may not reverse a finding of the discipline hearing committee simply because the Committee on Appeals concludes that it would have found differently had it been the discipline hearing committee. The Committee on Appeals must give due regard to the opportunity of the discipline hearing committee to judge the credibility of the witnesses.
 - 3) Although the Findings of Fact are not clearly erroneous, the discipline hearing committee's Determination is nevertheless one with which no reasonable person, acting objectively, could agree. The committee's Determination may not be reversed simply because the Committee on Appeals, had it been the discipline hearing committee, would have reached a different conclusion. The discipline hearing committee's Determination must be sustained if reasonable people can disagree as to its propriety.
- b. Due process has not been followed.
- c. New evidence has been submitted by one of the parties, which evidence, in the judgment of the Committee on Appeals, should be considered.
- d. The record of the proceedings before the discipline hearing committee is insufficient to permit the Committee on Appeals to determine whether the committee abused its discretion or followed due process.

20.625.02.

When the Committee on Appeals has decided to reverse or set aside the decision of the discipline hearing committee, the Committee on Appeals shall proceed as follows:

- a. If the Committee on Appeals has determined that one of the conditions listed in 20.625.01.a.1) or 20.625.01.a.2) exists, the Committee on Appeals may return the matter to the discipline hearing committee for further proceedings or render its own decision, which shall be final and unappealable.
- b. If the Committee on Appeals has determined that the condition listed in 20.625.01.a.3) exists, it shall render its own decision, which shall be final and unappealable.
- c. If the Committee on Appeals has determined that one of the conditions listed in 20.625.01.b., 20.625.01.c., or 20.625.01.d. exists, it shall return the matter to the discipline hearing committee for further proceedings.

20.63.

~~The decision of a discipline hearing committee may be appealed to the Committee on Appeals by:~~

- ~~a. the accuser(s) who brought charges upon which a discipline hearing committee has acted;~~
- ~~b. an ordained minister upon whom discipline has been imposed by a discipline hearing committee;~~
- ~~c. a congregation upon whom discipline has been imposed by a discipline hearing committee; or~~
- ~~d. other persons on the official rosters of this church upon whom discipline has been imposed by a discipline hearing committee.~~

20.64.

~~The Committee on Appeals shall be comprised of six ordained ministers and six laypersons, elected by the Churchwide Assembly for a term of six years, without consecutive re-election.~~

20.64.A13.

~~In the event that the term of any member of the Committee on Appeals expires before that member's successor is elected, the Church Council may elect an individual in the same category—ordained minister or layperson—to serve on the Committee until the next Churchwide Assembly. A member elected by the Church Council who serves less than one-half of a term shall be eligible for election to a full term by the Churchwide Assembly.~~

20.65.

~~The Committee on Appeals shall elect its own officers.~~

20.66. Decisions of the Committee on Appeals shall be final; an affirmative vote by at least two-thirds of those present and voting shall be necessary to render a decision or opinion. Each decision or opinion shall be reported as soon as practical in writing to the parties concerned, and a summary of action taken shall be reported to the Churchwide Assembly.

~~20.70. Definitions and Guidelines~~

~~20.71.11. The Committee on Appeals shall establish definitions and guidelines, subject to approval by the Church Council, to enable clear and uniform application of the grounds for discipline in each of the above categories.~~

~~20.71.12. The Committee on Appeals shall present to the Church Council for consideration and recommendation a process and definitions, as required in bylaw 20.71.11.~~

20.870. Adjudication

20.871. The presiding bishop and the Executive Committee of the Church Council shall be available to give counsel when disputes arise within this church.

20.872. When there is disagreement on a substantive issue among churchwide units or between or among synods of this church that cannot be resolved by the parties, the aggrieved party or parties may appeal to the presiding bishop and the Executive Committee of the Church Council for consultation. If this consultation fails to resolve the issue, a petition may be addressed by the parties to the Church Council requesting it to ~~mediate~~ resolve the matter.

20.873. When a component ~~or beneficiary~~ of a churchwide unit ~~or office~~ has a disagreement on a substantive issue which it cannot resolve ~~with the board of its within the unit or office~~, it may address an appeal to the presiding bishop and the Executive Committee of the Church Council. In this case, the decision of the Executive Committee shall prevail, except that upon the motion of a member of the Church Council, the decision shall be referred to the Church Council for final action.

20.874. When there is disagreement on a substantive issue between a synod or synods and the churchwide organization that cannot be resolved by the parties, the aggrieved party or parties may appeal to the Committee on Appeals for consultation and adjudication. If this appeal fails to resolve the issue, a petition may be addressed by the parties to the Churchwide Assembly, whose decision shall be final.

20.875. When there is disagreement among factions within a congregation on a substantive issue which cannot be resolved by the parties, members of a congregation shall have access to the synodical bishop for consultation after informing the chair of the Congregation Council of their intent. If the consultation fails to resolve the issue(s), the Consultation Committee of the synod shall consider the matter. If the Consultation Committee of the synod shall fail to resolve the issue(s), the matter shall be referred to the Synod Council, whose decision shall be final.

Constitution for Synods

Chapter 14.

~~ORDAINED MINISTERS AND LAY ROSTERED MINISTERS~~

S14.10. Ministers of Word and Sacrament

†S14.011. The time and place of the ordination of those persons properly called to congregations or ~~extra parish~~ ~~non-congregational~~ service of this synod shall be authorized by the bishop of this synod.

†S14.012. Consistent with the faith and practice of the Evangelical Lutheran Church in America,

a. Every ~~ordained minister of Word and Sacrament~~ shall:

...

4) provide pastoral care;

5) seek out and encourage qualified persons to prepare for the ministry of the Gospel;

6) impart knowledge of this church and its wider ministry through distribution of its communications and publications;

7) witness to the Kingdom of God in the community, in the nation and abroad; and

58) speak publicly to the world in solidarity with the poor and oppressed, calling for justice and proclaiming God's love for the world.

b. Each ~~ordained minister pastor~~ with a congregational call shall, within the congregation:

1) offer instruction, confirm, marry, visit the sick and distressed, and bury the dead;

- 2) ~~supervise~~ relate to all schools and organizations of the congregation;
- 3) install regularly elected members of the Congregation Council; and
- 4) with the council, administer discipline;

c. Every pastor shall:

- 1) strive to extend the Kingdom of God in the community, in the nation, and abroad;
- 2) seek out and encourage qualified persons to prepare for the ministry of the Gospel;
- 3) impart knowledge of this church and its wider ministry through distribution of its periodicals and other publications; and
- 4) endeavor to increase the support given by the congregation to the work of the ELCA churchwide organization and of this ELCA synod.

[Update the numbering of subsequent provisions in Chapter 14.]

S14.015. Each ~~ordained minister of Word and Sacrament~~ on the roster of this synod shall submit a report of his or her ministry to the bishop of the synod at least 90 days prior to each regular meeting of the Synod Assembly.

†S14.1+6. When a congregation of this church desires to call a pastor or a candidate for the ~~pastoral office in the ordained ministry of Word and Sacrament~~ of this church:

- ...
- b. For issuance of a letter of call to a pastor or ~~pastoral~~ candidate by a congregation of this synod in accord with ELCA constitutional provision 7.41., a two-thirds ~~majority ballot~~ vote shall be required of ~~voting members~~ of the congregation present and voting at a meeting regularly called for the purpose of issuing such a call.

...

S14.127. No ~~ordained minister of Word and Sacrament~~ shall accept a call without first conferring with the bishop of this synod. ~~An ordained minister of Word and Sacrament~~ shall respond with an answer of acceptance or declination to a letter of call within 30 days of receipt of such call. In exceptional circumstances with the approval of the bishop of this synod and the chair of the Congregation Council of the congregation issuing the call, an additional 15 days may be granted to respond to a letter of call.

†S14.138. ~~The provisions for termination of the mutual relationship between a minister of Word and Sacrament and a congregation shall be as follows:~~

- a. The call of a congregation, when accepted by a pastor, shall constitute a continuing mutual relationship and commitment which shall be terminated only by death or, following consultation with the synodical bishop, for the following reasons:

- ...
- 6) resignation or removal of the pastor from the roster of ~~ordained ministers of Word and Sacrament~~ of this church;

- ...
- b. When allegations of physical disability or mental incapacity of the pastor under paragraph a.4) above, or ineffective conduct of the pastoral office under paragraph a.3) above, have come to the attention of the bishop of this synod,

- 1) the bishop in his or her sole discretion may investigate such conditions personally together with a committee of two ~~ordained-rostered ministers~~ and one layperson, or
- 2) when such allegations have been brought to the synod's attention by an official recital of allegations by the Congregation Council or by a petition signed by at least one-third of the voting members of the congregation, the bishop personally shall investigate such conditions together with a committee of two ~~ordained-rostered ministers~~ and one layperson.

- c. In case of alleged physical disability or mental incapacity under paragraph a.4) above, the bishop's committee shall obtain and document competent medical opinion concerning the pastor's condition. When a disability or incapacity is evident to the committee, the bishop of this synod may declare the ~~pastorate vacant and the pastor shall be listed on the clergy roster as disabled.~~ ~~When the pastorate is declared vacant, the Synod Council shall list the pastor on the roster of ministers of Word and Sacrament as disabled.~~ Upon removal of the disability and restoration of the pastor to health, the bishop shall take steps to enable the pastor to resume the ministry, either in the congregation last served or in another appropriate call.

- ...
- e. If either party fails to assent to the recommendations of the bishop's committee concerning the pastor's call, the congregation may dismiss the pastor only at a legally called meeting after consultation with the bishop, either (a) by a two-thirds **majority** vote of the voting members present and voting where the bishop and the committee did not recommend termination of the call, or (b) by a **simple** majority vote of the voting members present and voting where the bishop and the committee recommended termination of the call.

...

†S14.149. **Ordained Ministers of Word and Sacrament** shall respect the integrity of the ministry of congregations which they do not serve and shall not exercise ministerial functions therein unless invited to do so by the pastor, or if there is no duly called pastor, then by the interim pastor in consultation with the Congregation Council.

†S14.1521. The parochial records of all baptisms, confirmations, marriages, burials, communicants, members received, members transferred or dismissed, members who have become inactive, or members excluded from the congregation shall be kept accurately and permanently. They shall remain the property of each congregation. At the time of the closure of a congregation, such records shall be sent to the regional archives. The secretary of the congregation shall attest to the bishop of this synod that such records have been placed in his or her hands in good order by a departing pastor before:

- a. installation in another **field of labor call**, or
- b. **the issuance of a certificate of dismissal or transfer approval of a request for change in roster status.**

†S14.1622. The pastor shall make satisfactory settlement of all financial obligations to a former congregation before:

- a. installation in another **field of labor call**, or
- b. **the issuance of a certificate of dismissal or transfer approval of a request for change in roster status.**

†S14.1723. During service to a congregation, an interim pastor shall have the rights and duties in the congregation of a regularly called pastor. The interim pastor may delegate the same in part to an interim supply pastor with the consent of the bishop of this synod. The interim pastor and any **ordained-rostered minister** who may assist shall refrain from exerting influence in the selection of a pastor. Upon completion of service, the interim pastor shall certify to the bishop of this synod that the parochial records, for the period for which the interim pastor was responsible, are in order.

†S14.1824. With the approval of the synodical bishop expressed in writing, which sets forth a clear statement of the purpose to be served by such a departure from the normal rule of permanency of the call as expressed in **†S14.1318.**, a congregation may call a pastor for a specific term. Details of such calls shall be in writing setting forth the purpose and conditions involved. Prior to the completion of a term, the bishop of this synod or a representative of the bishop shall meet with the pastor and representatives of the congregation for a review of the call. Such call may also be terminated before its expiration in accordance with the provisions of **†S14.1318.**

S14.215. All **ordained ministers of Word and Sacrament** under a call shall attend meetings of the Synod Assembly, and the pastors of congregations shall also attend the meetings of the conference, cluster, coalition, or other area subdivision to which the congregation belongs.

S14.30. **Official Rosters of Laypersons Ministers of Word and Service**

†S14.31. The provisions in the churchwide documents and such provisions as may be developed by the appropriate churchwide unit governing associates in ministry, deaconesses, and diaconal ministers of this church shall apply in this synod.

a. When a congregation of this synod desires to call an associate in ministry, deaconess, or diaconal minister or a candidate for these official rosters of laypersons of this church:

- 1) Such a congregation of this synod shall consult the synodical bishop before taking any steps leading to extending such a call;
- 2) Issuance of such a letter of call shall be in accord with criteria, policies, and procedures developed by the appropriate churchwide unit, reviewed by the Conference of Bishops, and adopted by the Church Council of the Evangelical Lutheran Church in America;
- 3) When the congregation has voted to issue a call to an associate in ministry, deaconess, or diaconal minister, the letter of call shall be submitted to the bishop of this synod for the bishop's signature.

b. An associate in ministry, deaconess, or diaconal minister shall confer with the bishop of this synod before accepting a call within this synod.

- c. The call of a congregation, when accepted by an associate in ministry, deaconess, or diaconal minister, shall constitute a continuing mutual relationship and commitment which, except in the case of the death of the individual, shall be terminated only following consultation with the synodical bishop in accordance with policy developed by the appropriate churchwide unit, reviewed by the Conference of Bishops, and adopted by the Church Council of the Evangelical Lutheran Church in America.
 - d. Associates in ministry, deaconesses, and diaconal ministers on the roster of this synod who are serving under call shall attend meetings of the Synod Assembly.
- The time and place of the consecration of those persons properly called to congregations or non-congregational service of this synod shall be authorized by the bishop of this synod.
- †S14.32. Consistent with the faith and practice of the Evangelical Lutheran Church in America, every Minister of Word and Service shall:
- a. Be rooted in the Word of God, for proclamation and service;
 - b. Advocate a prophetic diakonia that commits itself to risk-taking and innovative service on the frontiers of the Church's outreach, giving particular attention to the suffering places in God's world;
 - c. Speak publicly to the world in solidarity with the poor and oppressed, calling for justice and proclaiming God's love for the world, witnessing to the realm of God in the community, the nation, and abroad;
 - d. Equip the baptized for ministry in God's world that affirms the gifts of all people;
 - e. Encourage mutual relationships that invite participation and accompaniment of others in God's mission;
 - f. Practice stewardship that respects God's gift of time, talents, and resources;
 - g. Be grounded in a gathered community for ongoing diaconal formation;
 - h. Share knowledge of the ELCA and its wider ministry of the gospel, and advocate for the work of all expressions of this church; and
 - i. Identify and encourage qualified persons to prepare for ministry of the gospel.
- S14.33. The minister of Word and Service shall become a member of the congregation upon receipt and acceptance of the letter of call. In a parish of multiple congregations, the minister of Word and Service shall hold membership in one of the congregations.
- S14.34. Each minister of Word and Service on the roster of this synod shall submit a report of his or her ministry to the bishop of the synod at least 90 days prior to each regular meeting of the Synod Assembly.
- †S14.41. When a congregation of this church desires to call a minister of Word and Service or a candidate for the ministry of Word and Service of this church:
- a. Each congregation of this synod shall consult the bishop of this synod before taking any steps leading to the extending of a call to a prospective minister of Word and Service.
 - b. For issuance of a letter of call to a minister of Word and Service or candidate by a congregation of this synod in accord with ELCA constitutional provision 7.71., a two-thirds vote shall be required of members of the congregation present and voting at a meeting regularly called for the purpose of issuing such a call.
 - c. When the congregation has voted to issue a call to a prospective minister of Word and Service, the letter of call shall be submitted to the bishop of this synod for the bishop's signature.
- S14.42. No minister of Word and Service shall accept a call without first conferring with the bishop of this synod. A minister of Word and Service shall respond with an answer of acceptance or declination to a letter of call within 30 days of receipt of such call. In exceptional circumstances with the approval of the bishop of this synod and the chair of the Congregation Council of the congregation issuing the call, an additional 15 days may be granted to respond to a letter of call.
- †S14.43. a. The call of a congregation, when accepted by a minister of Word and Service, shall constitute a continuing mutual relationship and commitment which shall be terminated only by death or, following consultation with the synodical bishop, for the following reasons:
- 1) mutual agreement to terminate the call or the completion of a call for a specific term;
 - 2) resignation of the minister of Word and Service, which shall become effective, unless otherwise agreed, no later than 30 days after the date on which it was submitted;
 - 3) inability to conduct the office effectively in that congregation in view of local conditions;
 - 4) physical disability or mental incapacity of the minister of Word and Service;
 - 5) suspension of the minister of Word and Service through discipline for more than three months;
 - 6) resignation or removal of the minister of Word and Service from the roster of ministers of Word and Service of this church;

- 7) termination of the relationship between this church and the congregation;
 - 8) dissolution of the congregation or the termination of a parish arrangement; or
 - 9) suspension of the congregation through discipline for more than six months.
- b. When allegations of physical disability or mental incapacity of the minister of Word and Service under paragraph a.4) above, or ineffective conduct of the ministry of Word and Service under paragraph a.3) above, have come to the attention of the bishop of this synod,
- 1) the bishop in his or her sole discretion may investigate such conditions personally together with a committee of two rostered ministers and one layperson, or
 - 2) when such allegations have been brought to the synod's attention by an official recital of allegations by the Congregation Council or by a petition signed by at least one-third of the voting members of the congregation, the bishop personally shall investigate such conditions together with a committee of two rostered ministers and one layperson.
- c. In case of alleged physical disability or mental incapacity under paragraph a.4) above, the bishop's committee shall obtain and document competent medical opinion concerning the minister of Word and Service's condition. When a disability or incapacity is evident to the committee, the bishop of this synod may declare the position vacant and the minister of Word and Service shall be listed on the roster of ministers of Word and Service as disabled. Upon removal of the disability and restoration of the minister of Word and Service to health, the bishop shall take steps to enable the minister of Word and Service to resume the ministry, either in the congregation last served or in another appropriate call.
- d. In the case of alleged local difficulties that imperil the effective functioning of the congregation under paragraph a.3) above, the bishop's committee shall endeavor to hear from all concerned persons, after which the bishop together with the committee shall present their recommendations first to the minister of Word and Service and then to the congregation. The recommendations of the bishop's committee address whether the minister of Word and Service's call should come to an end and, if so, may suggest appropriate severance arrangements. The committee may also propose other actions that should be undertaken by the congregation and by the minister of Word and Service, if appropriate. If the minister of Word and Service and congregation agree to carry out such recommendations, no further action need be taken by the synod.
- e. If either party fails to assent to the recommendations of the bishop's committee concerning the minister of Word and Service's call, the congregation may dismiss the minister of Word and Service only at a legally called meeting after consultation with the bishop, either (a) by a two-thirds vote of the voting members present and voting where the bishop and the committee did not recommend termination of the call, or (b) by a majority vote of the voting members present and voting where the bishop and the committee recommended termination of the call.
- f. If, in the course of proceedings described in paragraph c. or paragraph d. above, the bishop's committee concludes that there may be grounds for disciplinary action, the committee shall make recommendations concerning disciplinary action in accordance with the provisions of this church's constitution, bylaws, and continuing resolutions.
- †S14.44. Ministers of Word and Service shall respect the integrity of the ministry of congregations which they do not serve and shall not exercise ministerial functions therein unless invited to do so by the Congregation Council.
- †S14.45. The minister of Word and Service shall make satisfactory settlement of all financial obligations to a former congregation before:
- a. installation in another call, or
 - b. approval of a request for change in roster status.
- †S14.46. With the approval of the synodical bishop expressed in writing, which sets forth a clear statement of the purpose to be served by such a departure from the normal rule of permanency of the call as expressed in †S14.43., a congregation may call a minister of Word and Service for a specific term. Details of such calls shall be in writing setting forth the purpose and conditions involved. Prior to the completion of a term, the bishop of this synod or a representative of the bishop shall meet with the minister of Word and Service and representatives of the congregation for a review of the call. Such call may also be terminated before its expiration in accordance with the provisions of †S14.43.

S14.47. All ministers of Word and Service under a call shall attend meetings of the Synod Assembly, and the ministers of Word and Service of congregations shall also attend the meetings of the conference, cluster, coalition, or other area subdivision to which the congregation belongs.

Model Constitution for Congregations

Chapter 9.

THE PASTOR ROSTERED MINISTER

- *C9.01. Authority to call a pastor shall be in this congregation by at least a two-thirds ~~majority ballot~~ vote of voting members present and voting at a meeting legally called for that purpose. Before a call is issued, the officers, or a committee elected by [this congregation][the Congregation Council] to recommend the call, shall seek the advice and help of the bishop of the synod.
- *C9.02. Only a member of the clergy roster of ministers of Word and Sacrament of the Evangelical Lutheran Church in America or a candidate for the roster of ordained ministers of Word and Sacrament who has been recommended for the congregation by the synodical bishop may be called as a pastor of this congregation.
- *C9.03. Consistent with the faith and practice of the Evangelical Lutheran Church in America,
- a. Every ordained minister of Word and Sacrament shall:
 - ...
 - 4) provide pastoral care;
 - 5) seek out and encourage qualified persons to prepare for the ministry of the Gospel;
 - 6) impart knowledge of this church and its wider ministry through distribution of its communications and publications;
 - 7) witness to the Kingdom of God in the community, in the nation and abroad; and
 - 58) speak publicly to the world in solidarity with the poor and oppressed, calling for justice and proclaiming God's love for the world.
 - b. Each ordained minister-pastor with a congregational call shall, within the congregation:
 - ...
 - 3) install regularly elected members of the Congregation Council; and
 - 4) with the council, administer discipline;
 - ~~c. Every pastor shall:~~
 - 1) strive to extend the Kingdom of God in the community, in the nation, and abroad;
 - 2) seek out and encourage qualified persons to prepare for the ministry of the Gospel;
 - 3) impart knowledge of this church and its wider ministry through distribution of its periodicals and other publications; and
 - 45) endeavor to increase the support given by the congregation to the work of the ELCA churchwide organization of the Evangelical Lutheran Church in America (ELCA) and of the (insert name of synod) Synod of the ELCA.
- *C9.05. The provisions for termination of the mutual relationship between a minister of Word and Sacrament and this congregation shall be as follows:
- a. The call of ~~a this~~ congregation, when accepted by a pastor, shall constitute a continuing mutual relationship and commitment, which shall be terminated only by death or, following consultation with the synodical bishop, for the following reasons:
 - ...
 - 6) resignation or removal of the pastor from the roster of ordained ministers of Word and Sacrament of this church;
 - ...
 - b. When allegations of physical disability or mental incapacity of the pastor under paragraph a.4) above, or ineffective conduct of the pastoral office under paragraph a.3) above, have come to the attention of the bishop of this synod,
 - 1) the bishop in his or her sole discretion may investigate such conditions personally together with a committee of two ordained ministers of Word and Sacrament and one layperson, or
 - 2) when such allegations have been brought to the synod's attention by an official recital of allegations by the Congregation Council or by a petition signed by at least one-third of the voting members of

the congregation, the bishop personally shall investigate such conditions together with a committee of two ordained ministers of Word and Sacrament and one layperson.

- ...
- e. If either party fails to assent to the recommendations of the bishop's committee concerning the pastor's call, the congregation may dismiss the pastor only at a legally called meeting after consultation with the bishop, either (a) by a two-thirds majority vote of the voting members present and voting where the bishop and the committee did not recommend termination of the call, or (b) by a simple majority vote of the voting members present and voting where the bishop and the committee recommended termination of the call.
- f. If, in the course of proceedings described in paragraph c. or paragraph d. above, the bishop's committee concludes that there may be grounds for disciplinary action discipline, the committee shall make recommendations concerning disciplinary action in accordance with the provisions of this church's constitution, bylaws, and continuing resolutions.

*C9.07. During the period of service, an interim pastor shall have the rights and duties in the congregation of a regularly called pastor and may delegate the same in part to a supply pastor with the consent of the bishop of the synod and this congregation or Congregation Council. The interim pastor and any ordained pastor rostered minister providing assistance shall refrain from exerting influence in the selection of a pastor. Unless previously agreed upon by the Synod Council, an interim pastor is not available for a regular call to the congregation served.

C9.20. — Ecumenical pastoral ministry

C9.21.

C9.15.

Under special circumstances, subject to the approval of the synodical bishop and the concurrence of this congregation, an ordained minister of Word and Sacrament of a church body with which the Evangelical Lutheran Church in America officially has established a relationship of full communion may serve temporarily as pastor of this congregation under a contract between the congregation and the ordained minister pastor in a form proposed by the synodical bishop and approved by the congregation.

*C9.21. Authority to call a minister of Word and Service shall be in this congregation by at least a two-thirds vote of voting members present and voting at a meeting legally called for that purpose. Before a call is issued, the officers, or a committee elected by [this congregation][the Congregation Council] to recommend the call, shall seek the advice and help of the bishop of the synod.

*C9.22. Only a member of the roster of ministers of Word and Service of the Evangelical Lutheran Church in America or a candidate for the roster of ministers of Word and Service who has been recommended for this congregation by the synodical bishop may be called as a deacon of this congregation.

*C9.23. Consistent with the faith and practice of the Evangelical Lutheran Church in America, every minister of Word and Service shall:

- a. Be rooted in the Word of God, for proclamation and service;
- b. Advocate a prophetic diakonia that commits itself to risk-taking and innovative service on the frontiers of the Church's outreach, giving particular attention to the suffering places in God's world;
- c. Speak publicly to the world in solidarity with the poor and oppressed, calling for justice and proclaiming God's love for the world, witnessing to the realm of God in the community, the nation, and abroad;
- d. Equip the baptized for ministry in God's world that affirms the gifts of all people;
- e. Encourage mutual relationships that invite participation and accompaniment of others in God's mission;
- f. Practice stewardship that respects God's gift of time, talents, and resources;
- g. Be grounded in a gathered community for ongoing diaconal formation;
- h. Share knowledge of the ELCA and its wider ministry of the gospel, and advocate for the work of all expressions of this church; and
- i. Identify and encourage qualified persons to prepare for ministry of the gospel.

*C9.24. The specific duties of the deacon, compensation, and other matters pertaining to the service of the deacon shall be included in a letter of call, which shall be attested by the bishop of the synod.

*C9.25. The provisions for termination of the mutual relationship between a minister of Word and Service and a congregation shall be as follows:

- a. The call of a congregation, when accepted by a deacon, shall constitute a continuing mutual relationship and commitment, which shall be terminated only by death or, following consultation with the synodical bishop, for the following reasons:
 - 1) mutual agreement to terminate the call or the completion of a call for a specific term;
 - 2) resignation of the deacon, which shall become effective, unless otherwise agreed, no later than 30 days after the date on which it was submitted;
 - 3) inability to conduct the ministry of Word and Service effectively in this congregation in view of local conditions;
 - 4) physical disability or mental incapacity of the deacon;
 - 5) suspension of the deacon through discipline for more than three months;
 - 6) resignation or removal of the deacon from the roster of ministers of Word and Service of this church;
 - 7) termination of the relationship between this church and this congregation;
 - 8) dissolution of this congregation or the termination of a parish arrangement; or
 - 9) suspension of this congregation through discipline for more than six months.
- b. When allegations of physical disability or mental incapacity of the deacon under paragraph a.4) above, or ineffective conduct of the office of minister of Word and Service under paragraph a.3) above, have come to the attention of the bishop of this synod,
 - 1) the bishop in his or her sole discretion may investigate such conditions personally together with a committee of two rostered ministers and one layperson, or
 - 2) when such allegations have been brought to the synod's attention by an official recital of allegations by the Congregation Council or by a petition signed by at least one-third of the voting members of this congregation, the bishop personally shall investigate such conditions together with a committee of two rostered ministers and one layperson.
- c. In case of alleged physical disability or mental incapacity under paragraph a.4) above, the bishop's committee shall obtain and document competent medical opinion concerning the deacon's condition. When a disability or incapacity is evident to the committee, the bishop of this synod may declare the office vacant and the deacon shall be listed on the roster of ministers of Word and Service as disabled. Upon removal of the disability and the restoration of the deacon to health, the bishop shall take steps to enable the deacon to resume the ministry, either in the congregation last served or in another appropriate call.
- d. In the case of alleged local difficulties that imperil the effective functioning of this congregation under paragraph a.3) above, the bishop's committee shall endeavor to hear from all concerned persons, after which the bishop together with the committee shall present their recommendations first to the deacon and then to this congregation. The recommendations of the bishop's committee must address whether the deacon's call should come to an end and, if so, may suggest appropriate severance arrangements. The committee may also propose other actions that should be undertaken by this congregation and by the deacon, if appropriate. If the deacon and congregation agree to carry out such recommendations, no further action need be taken by the synod.
- e. If either party fails to assent to the recommendations of the bishop's committee concerning the deacon's call, this congregation may dismiss the deacon only at a legally called meeting after consultation with the bishop, either (a) by a two-thirds majority vote of the voting members present and voting where the bishop and the committee did not recommend termination of the call, or (b) by a simple majority vote of the voting members present and voting where the bishop and the committee recommended termination of the call.
- f. If, in the course of proceedings described in paragraph c. or paragraph d. above, the bishop's committee concludes that there may be grounds for discipline, the committee shall make recommendations concerning disciplinary action in accordance with the provisions of this church's constitution, bylaws, and continuing resolutions.

*C9.26. The deacon shall make satisfactory settlement of all financial obligations to a former congregation before:

- a. installation in another field of labor, or
- b. the issuance of a certificate of dismissal or transfer.

- *C9.27. When a deacon is called to serve in company with another rostered minister or other rostered ministers, the privileges and responsibilities of each rostered minister shall be specified in documents to accompany the call and to be drafted in consultation involving the rostered ministers, the Congregation Council, and the bishop of the synod. As occasion requires, the documents may be revised through a similar consultation.
- *C9.28. With the approval of the bishop of the synod, this congregation may depart from *C9.25.a. and call a deacon for a specific term. Details of such calls shall be in writing setting forth the purpose and conditions involved. Prior to the completion of a term, the bishop or a designated representative of the bishop shall meet with the deacon and representatives of this congregation for a review of the call. Such a call may also be terminated before its expiration in accordance with the provisions of *C9.25.a.
- *C9.29. The deacon shall become a member of this congregation upon receipt and acceptance of the letter of call. In a parish of multiple congregations, the deacon shall hold membership in one of the congregations.
- *C9.31. The deacon(s) shall submit a report of his or her ministry to the bishop of the synod at least 90 days prior to each regular meeting of the Synod Assembly.

Voted: En Bloc

CC15.11.52s

To recommend the following for adoption by the 2016 Churchwide Assembly of the Evangelical Lutheran Church in America:

To adopt, *en bloc*, with the exception of such amendments as may be considered separately, the following amendments to the *Constitutions, Bylaws, and Continuing Resolutions of the Evangelical Lutheran Church in America*:

- 3.02. This church confesses the one, holy, catholic, and apostolic Church and is resolved to serve Christian unity throughout the world.
- 3.03. The Church exists both as an inclusive fellowship and as local congregations gathered for worship and Christian service. Congregations find their fulfillment in the universal community of the Church, and the universal Church exists in and through congregations. This church, therefore, derives its character and powers both from the sanction and representation of its congregations and from its inherent nature as an expression of the broader fellowship of the faithful. In length, it acknowledges itself to be in the historic continuity of the communion of saints; in breadth, it expresses the fellowship of believers and congregations in our day.
- 3.04. This church, inspired and led by the Holy Spirit, participates in the Lutheran World Federation as a global communion of churches, engaging in faithful witness to the gospel of Jesus Christ and in service for the sake of God’s mission in the world.
- 5.01. The Evangelical Lutheran Church in America shall be one church. This church recognizes that all power and authority in the Church belongs to the Lord Jesus Christ, its head. Therefore, all actions of this church by congregations, synods, and the churchwide organization shall be carried out under his rule and authority in accordance with the following principles:
 - ...
 - f. Except as otherwise provided in this constitution and bylaws, the churchwide organization, through the Church Council, shall establish processes that will ensure that at least 60 percent of the members of its assemblies, councils, committees, boards, and other organizational units shall be laypersons; that as nearly as possible, 50 percent of the lay members of these assemblies, councils, committees, boards, or other organizational units shall be female and 50 percent shall be male, and that, where possible, the representation of ordained ministers shall be both female and male. At least 10 percent of the members of these assemblies, councils, committees, boards, or other organizational units shall be persons of color and/or persons whose primary language is other than English. Processes shall be developed that will assure that in selecting staff there will be a balance of women and men, persons of color and persons whose primary language is other than English, laypersons, and persons on the roster of ordained ministers. This balance is to be evident in terms of both executive staff and support the selection of staff consistent with the inclusive policy of this church.
 - ...

- 5.01.A87. ~~*It shall be a goal of this church that within 10 years of its establishment its membership shall include at least 10 percent people of color and/or primary language other than English.*~~
- 5.01.A16. *This church commits itself to ethnic and racial diversity. Each expression of this church shall annually assess its ethnic and racial diversity when compared to the demographic data of its community or territory. The churchwide organization will work with synods as they assist congregations to reach out to persons of color or whose primary language is other than English.*
- 5.01.B87. ~~*With regard to the minimum goal that 10 percent of the membership of synod assemblies, councils, committees, boards, and/or other organizational units be persons of color and/or persons whose primary language is other than English, it is understood that initially there may be exceptions to the attainment of this goal based on the makeup of the membership within a particular synod. By the time of its second assembly, each synod shall establish a plan to attain this goal within 10 years.*~~
- 5.01.B16. *Each synod shall develop goals and strategies that monitor progress toward reaching the commitment expressed in 5.01.A16 as part of its consultation process with the churchwide organization.*
- 5.01.D16. *The Churchwide Assembly shall receive reports from the presiding bishop and the secretary that monitor this church's progress toward meeting the commitment expressed in 5.01.A16.*
- 8.10. Relationship ~~between of~~ Congregations, Synods, ~~and~~ the Churchwide Organization, ~~and the Lutheran World Federation~~
- 8.13. The synod shall provide for pastoral care of the congregations, ~~ordained ministers, associates in ministry, deaconesses, and diaconal ministers of Word and Sacrament, and ministers of Word and Service~~ within its boundaries. It shall plan for, facilitate, and nurture the life and mission of its people and shall enlarge the ministries and extend the outreach into society on behalf of and in connection with the congregations and the churchwide organization. ~~Conferences, clusters, coalitions, other area subdivisions, or networks shall serve to assist the congregations and synods in exercising their mutual responsibilities.~~
- 8.18. This church affirms the relationship established through the Lutheran World Federation as a communion of churches that confess the triune God, agree in the proclamation of the Word of God, and are united in ~~pulpit and altar fellowship.~~
- 8.18.01. The bylaws on ecumenical availability of ministers of Word and Sacrament under relationships of full communion shall apply to such service within this church of such ministers of other member churches of the Lutheran World Federation.
- 8.20. Relationship through Other Organizational Units
- 8.21. ~~Conferences, clusters, coalitions, other area subdivisions, or networks shall serve to assist the congregations and synods in exercising their mutual responsibilities.~~

[Update numbering of subsequent provisions and bylaws in Chapter 8.]

- 8.322.03. Primary responsibility for recruiting members for its board belongs to each college or university of this church. This responsibility is best exercised when appropriate structures of this church are substantially involved. The college or university and the appropriate synods shall determine how many of the college or university board members are to be elected or ratified by the approved form of relationship as provided in 8.322.02.
- 8.322.04. The responsibility for initiating changes in constitutional documents rests with each college or university of this church. Each college or university will reach agreement with the appropriate structures of this church as identified in 8.322.02, regarding changes in constitutional documents. This church's participation may range from prior consultation to final approval.
- 8.322.06. In addition to and consistent with the above provision 8.322, and bylaws 8.322.01, through 8.322.05, colleges and universities of this church where a school, department, or unit of that institution is a seminary of this church must comply with all requirements, policies, procedures, and standards specified in provision 8.321, and bylaws 8.321.01, through 8.321.02.

8.762.11. An ordained minister of this church, serving temporarily in a church body with which a relationship of full communion has been declared and established by a Churchwide Assembly of the Evangelical Lutheran Church in America, may be retained on the roster of ordained ministers—upon endorsement by the synodical bishop and by action of the Synod Council in the synod in which the ordained minister is listed on the roster—under policies developed at the direction of the presiding bishop and secretary, reviewed by the Conference of Bishops, and adopted by the Church Council. An associate in ministry, deaconess, or diaconal minister of this church serving temporarily in a church body with which a relationship of full communion has been declared and established by a Churchwide Assembly of the Evangelical Lutheran Church in America, may be retained on the appropriate roster—upon endorsement by the synodical bishops and by action of the Synod Council in the synod in which the associate in ministry, deaconess, or diaconal minister is listed on the roster—under policies developed at the direction of the presiding bishop and secretary, reviewed by the Conference of Bishops, and adopted by the Church Council.

...

~~d. A letter of call to an ordained minister of this church or to an associate in ministry, deaconess, or diaconal minister who serves in a congregation of another church body, under a relationship of full communion, or an institution of such a church body on the territory of the synod, may be issued by the Synod Council. A letter of call to an ordained minister of this church or to an associate in ministry, deaconess, or diaconal minister who serves in a national or international agency or institution of another church body, under a relationship of full communion, may be issued by the Church Council.~~

~~e. A first call may not be served in a congregation or other entity of a full-communion partner church.~~

~~8.73. This church acknowledges the relationship established through the Lutheran World Federation as a communion of member churches which confess the triune God, agree in the proclamation of the Word of God, and are united in pulpit and altar fellowship. The bylaws on ecumenical availability of ordained ministers under relationships of full communion shall apply to such service within this church of ordained ministers from other member churches of the Lutheran World Federation.~~

9.25. A congregation newly formed by this church and any congregation seeking recognition and reception by this church shall:

...

b. Adopt governing documents that include fully and without alterations the Preamble, Chapter 1, where applicable, and all required provisions of Chapters 2, 3, 4, 5, 6, 7, 8, 9, 15, 16, 17, 18, and 19 in the *Model Constitution for Congregations* consistent with requirements of this constitution and the *Constitution for Synods* of this church. Bylaws and continuing resolutions, appropriate for inclusion in these chapters and not in conflict with these required provisions in the *Model Constitution for Congregations*, the constitution of the synod, or the *Constitution, Bylaws, and Continuing Resolutions of the Evangelical Lutheran Church in America*, may be adopted as described in Chapters ~~16 17~~ and 18 of the *Model Constitution for Congregations*.

...

9.53.06. A congregation considering a relocation shall confer with the bishop of the synod in which it is territorially located and the appropriate **program** unit of the churchwide organization before any steps are taken leading to such action. The approval of the Synod Council shall be received before any such action is effected.

9.53.08. A congregation considering development of an additional site to be used regularly for worship shall confer with the bishop of the synod in which it is territorially located and the appropriate **program** unit of the churchwide organization before any steps are taken leading to such action.

~~9.80. Discipline of Congregations
See Chapter 20.~~

[Update numbering of subsequent provisions and bylaws in Chapter 9.]

~~10.01.10.~~ Names and Boundaries

10.01.401. Names and Boundaries. The names and boundaries of the synods shall be:

...

Synod 1.B—Northwest Washington. The counties of Island, King (north), San Juan, Skagit, Snohomish, Whatcom in the state of WASHINGTON; the congregation Bethany, Kitsap County, in the state of WASHINGTON.

...

Synod 1.D—Eastern Washington-Idaho. The state of IDAHO; the counties of Adams, Asotin, Benton, Chelan, Columbia, Douglas, Ferry, Franklin, Garfield, Grant, Kittitas, Klickitat, Lincoln, Okanogan, Pend Oreille, Spokane, Stevens, Walla Walla, Whitman, Yakima in the state of WASHINGTON; the congregation Shepherd of the Mountains, Teton County, and the congregation Star Valley United, Lincoln County, in the state of WYOMING.

...

Synod 3.C—South Dakota. The state of SOUTH DAKOTA; the congregation Union Creek, Plymouth County, in the state of IOWA.

...

Synod 3.H—Saint Paul Area. The counties of Chisago, Dakota, Ramsey, Washington in the state of MINNESOTA; the congregations St. Mark, Our Savior's, and Living Waters in Anoka County, the congregation Spring Lake, Isanti County, and the congregation Christiania, Scott County, in the state of MINNESOTA.

...

Synod 5.E—Western Iowa. The counties of Adair, Adams, Audubon, Buena Vista, Calhoun, Carroll, Cass, Cherokee, Clay, Crawford, Dallas (west), Dickinson, Emmet, Fremont, Greene, Guthrie, Hamilton (west), Hancock, Harrison, Humboldt, Ida, Kossuth, Lyon, Mills, Monona, Montgomery, O'Brien, Osceola, Page, Palo Alto, Plymouth, Pocahontas, Pottawattamie, Ringgold, Sac, Shelby, Sioux, Taylor, Union, Webster, Winnebago, Woodbury, and Wright (west) in the state of IOWA.

Synod 5.F—Northeastern Iowa. The counties of Allamakee, Black Hawk, Bremer, Buchanan, Butler, Cerro Gordo, Chickasaw, Clayton, Delaware, Dubuque, Fayette, Floyd, Franklin, Grundy, Hamilton (east), Hardin, Howard, Jackson (north), Mitchell, Story (north), Tama (north), Winneshiek, Worth, Wright (east) in the state of IOWA.

...

Synod 5.K—South-Central Synod of Wisconsin. The counties of Columbia, Dane, Dodge, Grant, Green, Iowa, Jefferson, Lafayette, Richland, Rock, Sauk, Walworth in the state of WISCONSIN; the congregation Trinity, Adams County, in the state of WISCONSIN, and the congregation Jefferson Prairie, Boone County, in the state of ILLINOIS.

...

Synod 6.F—Southern Ohio. The counties of Adams, Athens, Belmont, Brown, Butler, Champaign, Clark, Clermont, Clinton, Coshocton, Darke, Delaware, Fairfield, Fayette, Franklin, Gallia, Greene, Guernsey, Hamilton, Highland, Hocking, Jackson, Knox, Lawrence, Licking, Logan, Madison, Meigs, Miami, Monroe, Montgomery, Morgan, Muskingum, Noble, Perry, Pickaway, Pike, Preble, Ross, Scioto, Shelby, Union, Vinton, Warren, Washington in the state of OHIO; the congregation St. Mark, Auglaize County, in the state of OHIO, and the congregation Bethel, Greenup County, in the state of KENTUCKY.

...

Synod 8.D—Lower Susquehanna. The counties of Adams, Cumberland, Dauphin, Franklin, Fulton, Lancaster, Lebanon, Perry, York in the state of PENNSYLVANIA; the congregations St. Michael and Zion in Schuylkill County in the state of PENNSYLVANIA.

Synod 8.E—Upper Susquehanna. The counties of Clinton, Columbia, Juniata, Lycoming, Mifflin, Montour, Northumberland, Snyder, Tioga, Union in the state of PENNSYLVANIA; the congregation Trinity, Luzerne County, and the congregation Zion, Dauphin County, in the state of PENNSYLVANIA.

...

Synod 8.H—West Virginia-Western Maryland. The county of Garrett in the state of MARYLAND; the state of WEST VIRGINIA; the congregation Calvary, Allegany County, the congregations Holy Trinity Memorial and Salem in Washington County in the state of MARYLAND; the congregation Fairview, Frederick County, in the state of VIRGINIA.

Synod 9.A—Virginia. The counties of Albemarle, Alleghany, Amelia, Amherst, Appomattox, Augusta, Bath, Bedford, Bland, Botetourt, Brunswick, Buchanan, Buckingham, Campbell, Caroline, Carroll, Charles City, Charlotte, Chesterfield, Clarke, Craig, Culpeper, Cumberland, Dickenson, Dinwiddie, Essex, Fauquier, Floyd, Fluvanna, Franklin, Frederick, Giles, Gloucester, Goochland, Grayson, Greene, Greenville, Halifax, Hanover, Henrico, Henry, Highland, Isle of Wight, James City, King and Queen, King George, King William, Lancaster, Lee, Louisa, Lunenburg, Madison, Mathews, Mecklenburg, Middlesex, Montgomery, Nelson, New Kent, Northumberland, Nottoway, Orange, Page, Patrick, Pittsylvania, Powhatan, Prince Edward, Prince George, Pulaski, Rappahannock, Richmond, Roanoke, Rockbridge, Rockingham, Russell, Scott, Shenandoah, Smyth, Southampton, Spotsylvania, Stafford, Surry, Sussex, Tazewell, Warren, Washington, Westmoreland, Wise, Wythe, York, and the independent cities within the territory of these counties in the state of VIRGINIA; the congregation of Immanuel in Mercer County in the state of WEST VIRGINIA; the congregation Lakeside in Halifax County in the state of NORTH CAROLINA.

...

Synod 9.F—Caribbean. The commonwealth of PUERTO RICO; the territory of the U.S. VIRGIN ISLANDS.

10.31.02. The presiding bishop of this church, or a bishop appointed by the presiding bishop of this church, shall preside for the installation into office, in accord with the policy and approved rite of this church, of each newly elected synod bishop.

[Update numbering of subsequent bylaws under provision 10.31.]

10.32. Conflicts of Interest The procedures governing matters of potential conflicts of interest for synodical bishops shall be set forth in the bylaws.

10.32.01. The following procedures shall govern matters of potential conflicts of interest for synodical bishops:

~~a.~~ —Whenever a synodical bishop determines that a matter of the kind described in 10.32.01.b2. may require his or her determination or action with respect to a related individual as defined in 10.32.01.c3., the synodical bishop shall withdraw from personal involvement in such matter and shall so notify the presiding bishop. The presiding bishop shall then appoint another synodical bishop from the same region to handle the matter to conclusion. In dealing with such matter, the appointed bishop shall exercise all of the functions and authority to the same extent as if the appointed bishop were the elected bishop of the withdrawing bishop's synod.

~~b-10.32.02.~~ Matters include any proceedings under Chapter 20, proceedings under provision 7.46. (~~†S14.†318.~~), candidacy, reinstatement, and similar matters where determinations or actions by the synodical bishop could change, limit, restrict, approve, authorize, or deny the related individual's ministry on one of the official rosters of this church.

~~c-10.32.03.~~ A related individual is one who, with respect to the synodical bishop, is a spouse, parent, son, daughter, sibling, uncle, aunt, niece, nephew, grandparent, grandchild, including corresponding members of blended families, and in-laws (parent, son, daughter, or sibling of a spouse, spouse of a sibling, or the parent or sibling of the spouse of a sibling).

10.41. Each synod shall have a Synod Assembly, which shall be its highest legislative authority, and which shall meet at least biennially triennially. Special meetings may be called as needed. With the exception of ordained ministers on the rosters of synods other than their synod of residence, each member of the Synod Assembly, the Synod Council, a board, committee, or other organizational unit of the synod shall be a voting member of a congregation of the synod.

10.71. Each synod shall remit to the churchwide organization a percentage or amount of all donor-unrestricted receipts contributed to it by the congregations of the synod; such percentage to be determined by the Churchwide Assembly. Individual exceptions may be made by the Church Council upon request of a synod. The actual percentage or amount shall be determined through individual consultations with each synod. Consultations may recognize and include receipts other than unrestricted receipts in establishing and reporting the synod's remittance to the churchwide organization.

~~10.71.01.~~ The percentage or amount determined by consultation shall be acted upon by the synod assembly as part of the adoption of the synod's budget. Should the synod assembly not approve the agreed upon percentage or amount, the synod and the churchwide organization should engage in a new consultation process to reach a mutually agreed upon percentage or amount of donor-unrestricted receipts or other receipts.

~~10.71.02.~~ The percentage or amount determined by consultation shall come to the Church Council for approval or a request to reopen consultation.

~~10.80.~~ Installation

~~10.81.01.~~ The presiding bishop of this church, or a bishop appointed by the presiding bishop of this church, shall preside for the installation into office, in accord with the policy and approved rite of this church, of each newly elected synodical bishop.

[Update numbering of subsequent provisions, bylaws and continuing resolutions in Chapter 10.]

12.31. The assembly shall meet ~~biennially in regular session through 2013, and triennially thereafter.~~ Special meetings may be called by a two-thirds vote of the Church Council. The purpose for a special meeting shall be stated in the notice.

12.31.02. The secretary shall give notice of the time and place of each regular assembly by publication thereof at least 60 days in advance ~~on this church's website and~~ in this church's periodical. The secretary shall give written notice of a special assembly to the bishop of each synod upon the issuance of a call thereof and shall publish the same ~~on this church's website and~~ in this church's periodical at least 30 days in advance of the special assembly. Notice shall be provided to all voting members or voting members-elect not more than 30 days or less than 10 days in advance of any meeting. Notice may be provided electronically for voting members or voting members-elect who have provided email addresses, unless the voting member or voting member-elect has requested that written notice be mailed.

12.41.11. Each synod shall elect one voting member of the Churchwide Assembly for every 6,000 baptized members in the synod. In addition, each synod shall elect one voting member for every 50 congregations in the synod. The synodical bishop, who is *ex officio* a member of the Churchwide Assembly, shall be included in the number of voting members so determined. ~~Unless otherwise determined by the synod, the synodical vice president shall serve as an ex officio member of the Churchwide Assembly and be included in the number of the synod's voting members.~~ These voting members elected by each synod shall comply with the principles of organization, commitment to inclusiveness, and interdependence as specified in Chapter 5 of this constitution. In addition, each synod shall elect one additional voting member who is a youth or young adult at the time of the election and one additional voting member who is a person of color or a person whose primary language is other than English. ~~There shall be at least two voting members from each synod.~~ The Church Council may allocate up to 10 additional voting members among synods, but no single synod may be allocated more than two additional voting members. The secretary shall notify each synod of the number of assembly members it is to elect.

~~12.41.20.~~ ~~Ex Officio Members~~

12.41.21~~15~~. ~~Ex Officio Members.~~ The officers of the churchwide organization and the bishops of the synods shall serve as *ex officio* members of the Churchwide Assembly. ~~Unless otherwise determined by a synod, the synodical vice presidents shall also serve as ex officio members of the Churchwide Assembly. Ex officio members~~ They shall have voice and vote.

~~12.41.22.~~ ~~Unless otherwise determined by the synod, the synodical vice president shall serve as a voting member of the Churchwide Assembly.~~

~~12.41.30.~~ ~~Advisory Members~~

12.41.31~~16~~. ~~Advisory Members.~~ Members of the Church Council, unless otherwise elected as voting members, shall serve as advisory members of the Churchwide Assembly. In addition, executive directors of units of the churchwide organization, the executive for administration, and other persons from the churchwide organization designated by the presiding bishop shall serve as advisory members of the Churchwide

Assembly. The Church Council also may designate other persons as advisory members of the Churchwide Assembly. ~~12.41.32.~~ Advisory members shall have voice but not vote.

~~12.41.40.~~ ~~Other Non-Voting Members~~

~~12.41.41~~~~17.~~ ~~Other Non-Voting Members.~~ Other categories of non-voting members may be established by the Churchwide Assembly.

~~12.51.10.~~ ~~Reference and Counsel Committee~~

~~12.51.11~~~~01.~~ ~~Reference and Counsel Committee.~~ A Reference and Counsel Committee, appointed by the Church Council, shall review all proposed changes or additions to the constitution and bylaws and other items submitted that are not germane to items contained in the stated agenda of the assembly.

~~12.51.20.~~ ~~Memorials Committee~~

~~12.51.21~~~~02.~~ ~~Memorials Committee.~~ A Memorials Committee, appointed by the Church Council, shall review memorials from synodical assemblies and make appropriate recommendations for assembly action.

~~12.51.30.~~ ~~Nominating Committee~~

~~12.51.31~~~~03.~~ ~~Nominating Committee.~~ A Nominating Committee, elected by the Churchwide Assembly, shall ~~nominate at least one person present nominations~~ for each position for which an election will be held by the Churchwide Assembly ~~and for which a nominating procedure has not otherwise been designated in the constitution, bylaws, and continuing resolutions of this church in accordance with Chapter 19 of this constitution.~~

13.21. The presiding bishop shall be an ordained minister of this church who, as its pastor, shall be a teacher of the faith of this church and shall provide leadership for the life and witness of this church. The presiding bishop shall:

...

k. ~~Recommend legal counsel to the Church Council.~~

~~l.~~ Serve as an advisory member, with voice but not vote, on all committees of this church and all boards or committees of churchwide units, or designate a person to serve as the presiding bishop's representative.

13.41.02. The secretary shall:

...

e. ~~Coordinate~~ ~~Oversee the general counsel and coordinate~~ the use of legal services by the churchwide organization.

...

14.21.12. The Church Council shall provide for the installation of the churchwide officers. At the installation of a newly elected presiding bishop of this church, the presiding minister shall be the ~~retiring previous~~ presiding bishop of this church or, where that is not possible, a synodical bishop designated by the Church Council.

14.31. The voting members of the Church Council shall consist of the four churchwide officers, the chair of the Conference of Bishops, and at least ~~33-32~~ and not more than 45 other persons elected by the Churchwide Assembly.

~~14.32.03.~~ ~~Any Church Council member appointed to fill a vacancy of less than three years in a Church Council position not restricted to a specific synod shall not be deemed to have served a term and is eligible for election to a full term if she or he otherwise satisfies the criteria for election.~~

~~14.41.10.~~ ~~Executive Committee~~

~~14.41.11~~~~01.~~ ~~Executive Committee.~~ The Church Council shall have an Executive Committee composed of the churchwide officers, the chair of the Conference of Bishops, and seven members of the Church Council elected by the council. The vice president of this church shall chair this committee. The Executive Committee shall:

...

- 16.11.01. Consistent with applicable personnel policies, churchwide units and offices will have staff persons, some of whom shall be executive staff and others of whom shall be support staff. In conformity with this church's commitment to inclusive practice, churchwide units and offices will assure that staff include a balance of women and men, persons of color and persons whose primary language is other than English, laypersons, and persons on the roster of ordained-rostered ministers. This balance is to be evident in terms of both executive staff and support staff consistent with the inclusive policy of this church.
- 17.50.05. The board of this organization shall meet at least two times per year and shall be responsible to the assembly that elected it. The assembly of this organization shall be representative of local and other groupings of women who are members of the women's organization. Upon two successive absences that have not been excused by the board, a board member's position shall be declared vacant and the board shall arrange for election to fill the vacancy under Article XIII, Section 4.5, Item 9, of the constitution and bylaws of the women's organization.
- 18.01.01. Functions. The regions shall be a means for coordinated responses by synods and the churchwide organization to mission and program opportunities within the region.
- 18.01.02. The region shall be a forum where the synods and the churchwide organization may study, plan, and share together in developing common programs unique to the region. Responsibilities carried out together will vary from region to region depending on the decision of the synods and churchwide units.
- 18.01.03. Additional programs or services may be developed in each region upon the request of two or more synods, or upon the request of the churchwide organization and one or more synods, providing that each requesting synod and the churchwide organization supply the necessary financial support for the services requested.
- 18.01.04. The funding of the region shall be shared by the participating synods and the churchwide organization according to a cost allocation as decided jointly by the synods and the churchwide organization.
- ~~18.10.10. Functions~~
- ~~18.11.11. The regions shall be a means for coordinated responses by synods and the churchwide organization to mission and program opportunities within the region.~~
- ~~18.11.12. The region shall be a forum where the synods and the churchwide organization may study, plan, and share together in developing common programs unique to the region. Responsibilities carried out together will vary from region to region depending on the decision of the synods and churchwide units.~~
- ~~18.11.13. Additional programs or services may be developed in each region upon the request of two or more synods, or upon the request of the churchwide organization and one or more synods, providing that each requesting synod and the churchwide organization supply the necessary financial support for the services requested.~~
- ~~18.11.14. The funding of the region shall be shared by the participating synods and the churchwide organization according to a cost allocation as decided jointly by the synods and the churchwide organization.~~

[Update the numbering of subsequent continuing resolutions.]

- 19.01.01. The treasurer shall be elected by a two-thirds vote of the Church Council.
- 19.01.02. The presiding bishop shall be elected by the Churchwide Assembly by ecclesiastical ballot. Three-fourths of the votes cast shall be necessary for election on the first ballot. If no one is elected, the first ballot shall be considered the nominating ballot. Three-fourths of the votes cast on the second ballot shall be necessary for election. The third ballot shall be limited to the seven persons (plus ties) who received the greatest number of votes on the second ballot, and two-thirds of the votes cast shall be necessary for election. The fourth ballot shall be limited to the three persons (plus ties) who receive the greatest number of votes on the third ballot, and 60 percent of the votes cast shall be necessary for election. On subsequent ballots, a majority of the votes cast shall be necessary for election. These ballots shall be limited to the two persons (plus ties) who receive the greatest number of votes on the previous ballot.
- 19.01.03. The vice president shall be elected by the Churchwide Assembly by ecclesiastical ballot. The election shall proceed without oral nominations. If the first ballot for vice president does not result in an election, it shall be considered a nominating ballot. On the first ballot, three-fourths of the votes cast shall be required for election. Thereafter only such votes as are cast for persons who received votes on the first or nominating ballot shall be valid. On the second ballot, three-fourths of the votes cast shall be required for election. On

the third ballot, the voting shall be limited to the seven persons (plus ties) receiving the greatest number of votes on the second ballot and two-thirds of the votes cast shall be necessary for election. On the fourth ballot, voting shall be limited to the three persons (plus ties) receiving the greatest number of votes on the previous ballot and 60 percent of the votes cast shall elect. On subsequent ballots, voting shall be limited to the two persons (plus ties) receiving the greatest number of votes on the previous ballot and a majority of votes cast shall elect.

19.01.04. The secretary shall be elected by the Churchwide Assembly by ecclesiastical ballot. The election shall proceed without oral nominations. If the first ballot for secretary does not result in an election, it shall be considered a nominating ballot. On the first ballot, three-fourths of the votes cast shall be required for election. Thereafter only such votes as are cast for persons who received votes on the first or nominating ballot shall be valid. On the second ballot, three-fourths of the votes cast shall be required for election. On the third ballot, the voting shall be limited to the seven persons (plus ties) receiving the greatest number of votes on the second ballot and two-thirds of the votes cast shall be necessary for election. On the fourth ballot, voting shall be limited to the three persons (plus ties) receiving the greatest number of votes on the previous ballot and 60 percent of the votes cast shall elect. On subsequent ballots, voting shall be limited to the two persons (plus ties) receiving the greatest number of votes on the previous ballot and a majority of the votes cast shall elect.

19.01.B09. Background checks and screening shall be required and completed for persons nominated as churchwide officers prior to their election, if possible, or as soon as practical after their election. The specific procedures and timing of background checks and screening shall be determined by the Church Council.

19.01.C94. Ecclesiastical Ballot. An "ecclesiastical ballot" for the election of officers (other than treasurer) of the churchwide organization of the Evangelical Lutheran Church in America is an election process:

- a. in which on the first ballot the name of any eligible individual may be submitted for nomination by a voting member of the assembly;
- b. through which the possibility of election to office exists on any ballot by achievement of the required number of votes cast by voting members of the assembly applicable to a particular ballot;
- c. that precludes spoken floor nominations;
- d. in which the first ballot is the nominating ballot if no election occurs on the first ballot;
- e. in which the first ballot defines the total slates of nominees for possible election on a subsequent ballot, with no additional nominations;
- f. that does not preclude, after the reporting of the first ballot, the right of persons nominated to withdraw their names prior to the casting of the second ballot;
- g. in which any name appearing on the second ballot may not be subsequently withdrawn;
- h. that does not preclude an assembly's adoption of rules that permit, at a defined point in the election process and for a defined period of time, speeches to the assembly by nominees or their representatives and/or a question-and-answer forum in which the nominees or their representatives participate; and
- I. in which the number of names that appear on any ballot subsequent to the second ballot shall be determined in accordance with provisions of the governing documents.

19.01.D07. Election Procedures Utilizing the Ecclesiastical Ballot

- a. For each election by ecclesiastical or nominating ballot, the exact number of appropriate ballot sets equal to the number of voting members from each synod will be given to the bishop of that synod. The bishop of the synod, or his or her designee, will be responsible for distributing the ballot sets to each of the voting members from the synod.
- b. Unless otherwise ordered by the chair, one of the numbered ballots from the appropriate ballot set is to be used on each ballot for elections determined by ecclesiastical or nominating ballot. The chair will announce the number of the ballot from the appropriate ballot set that is to be used for each ballot. Failure to use the correct numbered ballot will result in an illegal ballot.
- c. On the first two ballots for each office being selected by ecclesiastical or nominating ballot, both the first and last names of a nominee should be used. Members should endeavor to use correct spelling and should provide, on the first ballot, any additional accurate information identifying the nominee, such as title, synod, or residence.

- d. On the third and subsequent ballots conducted by written ballot, only the last name of the nominee need be used, provided there is no other nominee with the same or similar name.*
 - e. A member may vote for only one nominee on each ballot.*
 - f. Ballots should not be marked prior to the time the chair advises the voting members to do so.*
 - g. Written ballots should not be folded.*
 - h. Written ballots will be collected from the voting members in accordance with instructions from the Elections Committee or from the chair.*
 - i. When the results of the first ballot are presented, the chair will announce when and how persons nominated may withdraw their names prior to the casting of the second ballot.*
 - j. Whenever the number of names of nominees that will appear on a ballot is nine or less, on recommendation of the chair and with the consent of the assembly, voting may be by means of electronic device.*
 - k. When voting by electronic device, the first position on each ballot shall be given to the nominee who received the greatest number of votes on the immediately preceding ballot, with the remaining positions assigned to the other nominees in descending order of the number of votes received on the immediately preceding ballot. If two or more nominees were tied with the same vote on the immediately preceding ballot, their respective positions shall be determined by draw by the chair of the Elections Committee.*
 - l. On each ticket for which balloting is conducted by electronic device, the polls will remain open for a reasonable time, as determined by the chair, to permit voting members to record their votes.*
- 19.02. The members of the Church Council, except the chair of the Conference of Bishops and the treasurer of this church, shall be elected by the Churchwide Assembly. In preparation for the Churchwide Assembly, the Church Council shall determine how this church's commitment to inclusive representation will affect the next election to the Church Council. For ~~33~~ 32 of the council members, the Nominating Committee shall invite each eligible synod to submit suggested nominees and shall then nominate persons who fulfill the categories assigned by the Church Council. With respect to the other nominees, the Church Council shall review its size and composition and take into consideration the experience and expertise of existing members and synodical nominees as well as the needs of the council in seeking to fulfill its duties and responsibilities. Based upon this analysis, the Church Council shall instruct the Nominating Committee to provide nominations in specific categories for the remaining positions up to ~~12~~ 13. Excluding the churchwide officers and the chair of the Conference of Bishops, there shall not be more than two members of the Church Council from a synod. The Church Council shall have at least two members from each region. The terms of office of persons elected to regular terms on the Church Council by the Churchwide Assembly shall begin at the conclusion of the Churchwide Assembly at which such persons were elected. If there is no Churchwide Assembly in the year when terms are scheduled to conclude, they end on August 31.
- 19.02.A13. *The Nominating Committee shall strive to ensure that at least 10 percent of the voting membership of the Church Council shall be youth or young adults. Youth members shall be younger than 18 at the time of their election, and young adults shall be older than 18 and younger than 30 years of age at the time of their election.*
- 19.02.B11. *On behalf of the Nominating Committee, the secretary of the Evangelical Lutheran Church in America—in the year preceding each regular meeting of the Churchwide Assembly—shall solicit from eligible synods on a rotating basis the names of two persons in specified categories, in keeping with the representation principles of this church, for possible election to the Church Council. Upon their selection by the assemblies of the respective synods, the names of the two persons shall be presented to the Nominating Committee for submission to the Churchwide Assembly. In the event that any nominee withdraws or is disqualified from possible service, the Nominating Committee shall submit a replacement name from the same synod as the original nominee. In the event that the vacancy occurs subsequent to the preparation of the report of the Nominating Committee to the Churchwide Assembly, a floor nomination shall be provided from the same synod as the original nominee. Except as provided herein, no floor nominations for positions on the Church Council shall be permitted at the Churchwide Assembly.*
- 19.02.C05. *For purposes of nominations for the Church Council on a rotating basis, the following pairing of synods shall be observed insofar as possible: Alaska Synod and Northwest Washington Synod; Eastern Washington-Idaho Synod and Montana Synod; Southwestern Washington Synod and Oregon Synod;*

Sierra Pacific Synod and Southwest California Synod; Pacifica Synod and Grand Canyon Synod; Rocky Mountain Synod and South Dakota Synod; Western North Dakota Synod and Eastern North Dakota Synod; Northwestern Minnesota Synod and Northeastern Minnesota Synod; Southwestern Minnesota Synod and Southeastern Minnesota Synod; Minneapolis Area Synod and Saint Paul Area Synod; Nebraska Synod and Central States Synod; Arkansas-Oklahoma and Northern Texas-Northern Louisiana Synod; Southwestern Texas Synod and Texas-Louisiana Gulf Coast Synod; Northwest Synod of Wisconsin and Northern Great Lakes Synod; East-Central Synod of Wisconsin and South-Central Synod of Wisconsin; La Crosse Area Synod and Northeastern Iowa Synod; Western Iowa Synod and Southeastern Iowa Synod; Northern Illinois Synod and Central/Southern Illinois Synod; Metropolitan Chicago Synod and Greater Milwaukee Synod; North/West Lower Michigan Synod and Southeast Michigan Synod; Indiana-Kentucky Synod and Northwestern Ohio Synod; Northeastern Ohio Synod and Southern Ohio Synod; New Jersey Synod and New England Synod and Slovak Zion Synod; Metropolitan New York Synod and Upstate New York Synod; Northeastern Pennsylvania Synod and Southeastern Pennsylvania Synod; Northwestern Pennsylvania Synod and Allegheny Synod; Southwestern Pennsylvania Synod and West Virginia-Western Maryland Synod; Upper Susquehanna Synod and Lower Susquehanna Synod; Delaware-Maryland Synod and Metropolitan Washington, D.C., Synod; Virginia Synod and North Carolina Synod; South Carolina Synod and Southeastern Synod; Florida-Bahamas Synod and Caribbean Synod.

19.03.01. Before electing a member to fill a vacancy on a board or committee, the Church Council shall consult with the board or committee.

19.04.01. The terms of office of persons elected to regular terms on the Nominating Committee of the Churchwide Assembly, the Committee on Discipline, and the Committee on Appeals shall begin at the conclusion of the Churchwide Assembly at which such persons were elected, except as may be specified in continuing resolutions with respect to particular pending discipline matters.

19.04.A91. *With respect to committees that consider disciplinary cases or appeals:*

- a.** *Any member of the churchwide Committee on Discipline who has been appointed to serve on a discipline hearing committee for a particular pending case shall continue to serve to discharge that appointment notwithstanding that his or her successor has been subsequently elected at a Churchwide Assembly.*
- b.** *Any member of the synodical Committee on Discipline who is serving at the time that the Executive Committee of the Church Council appoints members from the churchwide Committee on Discipline to a discipline hearing committee shall continue as a member of that discipline hearing committee for the particular pending case, notwithstanding that his or her successor has been subsequently elected at a Synod Assembly.*
- c.** *Any member of the Committee on Appeals who is serving at the time that an appeal is made shall continue to serve to decide that appeal, notwithstanding that his or her successor has been subsequently elected at a Churchwide Assembly.*

19.06. Further procedures for elections and qualifications for office may be set forth in the bylaws and continuing resolutions, provided that such provisions do not conflict with any other provisions in this constitution.

19.10. Nomination and Election Considerations

19.10.01. In the nomination and election process the following general considerations shall be observed:

- a.** It shall be the responsibility of the Church Council to assure that this church maintains its commitment to inclusive representation.

19.06.02. **b.** In all elections by the Churchwide Assembly, other than for the presiding bishop, vice president, and secretary, a majority of the votes cast on the first ballot shall be necessary for election. If an election does not occur on the first ballot, the names of the two persons receiving the highest number of votes cast shall be placed on the second ballot. On the second ballot, a majority of the legal votes cast shall be necessary for election.

- c.** Before electing a member to a vacancy on a board or committee, the Church Council shall consult with the board or committee.

- d. On the final ballot for the election of the presiding bishop, vice president, and secretary of this church, when only two names appear on the ballot, a majority of the legal votes cast shall be necessary for election.
- 19.06.03. e. Each triennium the Conference of Bishops shall select a bishop to serve as an advisory member of each board of a separately incorporated ministry and advisory committee of the churchwide organization. No synodical bishop, with the exception of the chair of the Conference of Bishops, shall serve as a voting member of the Church Council.
- 19.06.04. The Church Council shall from time to time, by continuing resolution, establish committees and procedures for the conduct of elections at the Churchwide Assembly.
- 19.06.05. No member of the Church Council, a committee of the Church Council, a board of a separately incorporated ministry, or committee of the churchwide organization shall receive emolument for such service, nor shall any member be simultaneously an officer of this church, an elected member of the Church Council, or a voting member of a committee of the churchwide organization or board of a separately incorporated ministry. Nothing in this section shall be construed to prohibit the payment of the costs of insurance on behalf of a person who is or was a member of the Church Council, a committee of the Church Council, or committee against any liability asserted against and incurred by such person in or arising from that capacity, whether or not the churchwide organization would have been required to indemnify such person against the liability under provisions of law or otherwise.
- 19.06.06. No employee of the churchwide organization of this church or its regions, nor any individual under contract to any unit of the churchwide organization or a region shall be eligible for nomination to or membership on the Church Council, an advisory committee, a board of a separately incorporated ministry, the Committee on Appeals, the Committee on Discipline, or the churchwide Nominating Committee during the period of employment or service under contract, except the full-time salaried officers as specified in the *Constitution, Bylaws, and Continuing Resolutions of the Evangelical Lutheran Church in America*. (The phrase “under contract” shall not mean short-term contracts for specific, limited purposes, usually not to exceed six months.)
- 19.06.07. No person related to a staff member of the churchwide organization shall be eligible for nomination to or membership on the Church Council or a committee that advises the unit in which the person’s relative is employed. For this purpose, a related individual is one who, with respect to the churchwide employee, is a spouse, parent, son, daughter, sibling, uncle, aunt, niece, nephew, grandparent, grandchild, including corresponding members of blended families and in-laws (parent, son, daughter, or sibling of a spouse, spouse of a sibling, or the parent or sibling of the spouse of a sibling).
- 19.06.A02. *Election Procedures Utilizing the Common Ballot*
- a. *The common ballot is used in those elections when the ecclesiastical or nominating ballot is not used.*
- b. *For the first common ballot, the exact number of ballot forms equal to the number of voting members from each synod will be given to the bishop of that synod. The bishop of the synod, or his or her designee, will be responsible for distributing the ballot forms to each of the voting members from the synod.*
- c. *Upon recommendation of the chair and with the consent of the assembly, the second common ballot may be conducted by electronic device. Unless the second common ballot is conducted by electronic device, the distribution of ballot forms for the second common ballot will be in the same manner as the first common ballot.*
- d. *Any discrepancy between the number of ballots given to a synodical bishop and the number of voting members (including the synodical bishop) from such synod must be reported by the synodical bishop to the Elections Committee.*
- e. *Each ticket for which an election is held will be considered a separate ballot.*
- f. *A voting member may vote for only one nominee on each ticket.*
- g. *Failure to vote for a nominee for every ticket does not invalidate a ballot for the tickets for which a nominee is marked.*
- h. *Ballots must be marked in accordance with the instructions presented in plenary session.*
- I. *Ballot forms should not be folded.*
- j. *Marked ballot forms must be deposited at the designated Ballot Stations at certain exits of the hall in which plenary sessions are held.*

- k. If a ballot is damaged so that it cannot be scanned, a replacement ballot may be obtained at the Ballot Station upon surrender of the damaged ballot.*
 - l. Unless otherwise ordered by the assembly, polls for the first common ballot close at the time designated in the assembly's Rules of Organization and Procedure.*
 - m. On each ticket for which balloting is conducted by electronic device, the polls will remain open for a reasonable time, as determined by the chair, to permit members to record their votes.*
 - n. Unless the second ballot is conducted by electronic device, polls for the second common ballot close at the time designated in the assembly's Rules of Organization and Procedure or as otherwise ordered by the assembly.*
 - o. On the second ballot, whether by common ballot or by electronic device, the first position on each ticket shall be given to the nominee who received the greatest number of votes on the first ballot. If two nominees are tied for the highest vote, the first position on the ticket shall be determined by draw by the chair of the Elections Committee.*
- 19.06.B98. Breaking Ties in Elections**
- a. On the ballot for the election of the presiding bishop, vice president, and secretary, when only two names appear, the marked ballot of the treasurer shall be held by the chair of the Elections Committee and shall be counted only where necessary to break a tie that would otherwise exist.*
 - b. On the first common ballot, the blank ballots of the treasurer and vice president shall be held by the chair of the Elections Committee to be presented to the treasurer for her or his vote only in those elections where a tie would otherwise exist, and to be presented to the vice president for his or her vote only in those elections to break a tie remaining after the ballot of the treasurer has been counted.*
 - c. On the second common ballot, the marked ballot of the treasurer shall be held by the chair of the Elections Committee and shall be counted only where necessary to break a tie that would otherwise exist.*
- 19.06.C13. A former full-time or part-time employee shall not be eligible for a minimum of six years subsequent to such employment, for nomination or election to the board of the separately incorporated ministry or committee related to the churchwide unit in which the employee served.**
- 19.2011. There shall be a Nominating Committee.**
- 19.211.01. There shall be a Nominating Committee shall consisting of 12–18 members elected by the Churchwide Assembly. Each member shall be elected to one six-year term and shall serve until a successor is elected. Members of the Nominating Committee shall not be eligible for consecutive re-election. The Church Council shall place in nomination the names of two persons for each position. The committee shall consist of at least one member but no more than three members from any region. Nominations from the floor shall also be permitted, but each floor nomination shall be presented as an alternative to a specific category named by the Church Council and shall therefore meet the same criteria as the persons against whom the nominee is nominated. In the materials provided in advance to each member of the assembly, the Church Council shall set forth the criteria applicable to each category that must be met by persons nominated from the floor.**
- 19.211.02. The Except as otherwise provided, the Nominating Committee shall nominate two persons for each council, board, or committee position, according to the process described in continuing resolutions, for which an election will be held by the Churchwide Assembly. In the case of re-election, if authorized, or for nominees from church bodies with which this church is in a relationship of full communion, only one person need be nominated. Nominations from the floor, where permitted in the nomination process, shall be presented as an alternative to a specific category named by the Nominating Committee and shall therefore meet the same criteria as the persons against whom the nominee is nominated. In the materials provided in advance to each member of the assembly, the Nominating Committee shall set forth the criteria applicable to each category that must be met by persons nominated from the floor.**
- 19.211.03. The Nominating Committee shall nominate at least one person for the board of trustees of each of the separately incorporated ministries identified in Chapter 17 of this constitution, according to the process described in continuing resolutions, for which an election will be held by the Churchwide Assembly. Nominations from the floor, where permitted in the nomination process, shall be presented as an alternative to a specific category named by the Nominating Committee and shall therefore meet the same criteria as the persons against whom the nominee is nominated. In the materials provided in advance to each member**

of the assembly, the Nominating Committee shall set forth the criteria applicable to each category that must be met by persons nominated from the floor.

[Update numbering of subsequent bylaws in Chapter 19.]

19.21.05:

19.11.06:

The Nominating Committee shall strive to ensure that all persons nominated for any position, including the boards of separately incorporated ministries, possess the necessary competence and experience for the position. All persons elected to any position, whether nominated by the Nominating Committee or not, shall strive to represent this church and not just a particular geographic area.

19.11.A15:

Nominations Desk and Nominations Form

a. Nominations from the floor at the Churchwide Assembly shall be made at the Nominations Desk, which shall be maintained under the supervision of the secretary of this church.

b. A nomination from the floor shall be made by using the form provided by the secretary of this church. Nomination forms may be obtained from the Nominations Desk at times prescribed in the assembly's Rules of Organization and Procedure.

c. The required form to be used in making nominations from the floor shall include the nominee's name, address, phone number, gender, lay or clergy status, white or person of color or primary language other than English status, congregational membership, synodical membership, and affirmation of willingness to serve, if elected; the name, address, and synodical membership of the voting member who is making the nomination; and such other information as the secretary of this church shall require.

d. For purposes of nomination procedures, "synodical membership" means:

1) In the case of a layperson who is not on the roster of this church, the synod that includes the congregation in which such person holds membership; and

2) In the case of a rostered minister, the synod on whose roster such minister's name is maintained.

19.11.B05:

Floor Nominations

a. Floor nominations for positions on a board or committee of a churchwide unit require, in addition to the nominator, the written support of at least 10 other voting members. Floor nominations for the Church Council, the Nominating Committee, or other churchwide committee to be elected by the Churchwide Assembly require, in addition to the nominator, the written support of at least 20 other voting members.

b. A nomination from the floor for any position (other than presiding bishop, vice president, and secretary) shall be made by filing the completed nomination form with the Nominations Desk at times prescribed in the assembly's Rules of Organization and Procedure.

c. Nominations will be considered made in the order in which filed at the Nominations Desk.

19.11.C05:

Restrictions on Floor Nominations for Boards

a. Nominations from the floor for positions on churchwide boards or committees shall comply with criteria and restrictions established by the Nominating Committee and set forth in materials provided to each voting member of the assembly.

b. So long as the number of incumbent members from a given synod serving on a board or committee with terms not expiring plus the number of positions on the same board or committee to which individuals from the same synod already have been nominated (whether by the Nominating Committee or from the floor) total less than the maximum number of two individuals from the same synod who may serve on that board or committee, an individual from the same synod may be nominated for another position on that board or committee, provided other criteria and restrictions are met. Individuals from the same synod may be nominated for a position on a board or committee to which individuals from the same synod already have been nominated, provided other criteria and restrictions are met.

19.11.D16:

Restriction on Floor Nominations for Church Council

Nominations for positions on the Church Council shall comply with criteria and restrictions established by the Church Council and Nominating Committee and set forth in materials provided to each voting member of the assembly.

19.11.E98:

Restriction on Floor Nominations for Nominating Committee

- a. Nominations from the floor for positions on the Nominating Committee shall comply with criteria and restrictions established by the Church Council and set forth in materials provided to each voting member of the assembly.
 - b. So long as the number of incumbent members from a given region serving on the Nominating Committee with terms not expiring plus the number of Nominating Committee positions to which individuals from the same region have already been nominated (whether by the Church Council or from the floor) total less than the maximum number of three individuals from the same region who may serve on the Nominating Committee, an individual from the same region may be nominated for another Nominating Committee position, provided other criteria and restrictions are met. Provided other criteria and restrictions are met, individuals may be nominated for a Nominating Committee position for which someone from the same region has already been nominated.
- 19.21.A13. The Nominating Committee shall strive to ensure that at least 10 percent of the voting membership of the Church Council shall be youth or young adults. Youth members shall be younger than 18 at the time of their election, and young adults shall be older than 18 and younger than 30 years of age at the time of their election.
- 19.21.B11. On behalf of the Nominating Committee, the secretary of the Evangelical Lutheran Church in America—in the year preceding each regular meeting of the Churchwide Assembly—shall solicit from eligible synods on a rotating basis the names of two persons in specified categories, in keeping with the representation principles of this church, for possible election to the Church Council. Upon their selection by the assemblies of the respective synods, the names of the two persons shall be presented to the Nominating Committee for submission to the Churchwide Assembly. In the event that any nominee withdraws or is disqualified from possible service, the Nominating Committee shall submit a replacement name from the same synod as the original nominee. In the event that the vacancy occurs subsequent to the preparation of the report of the Nominating Committee to the Churchwide Assembly, a floor nomination shall be provided from the same synod as the original nominee. Except as provided herein, no floor nominations for positions on the Church Council shall be permitted at the Churchwide Assembly.
- 19.21.C05. For purposes of nominations for the Church Council on a rotating basis, the following pairing of synods shall be observed insofar as possible: Alaska Synod and Northwest Washington Synod; Eastern Washington-Idaho Synod and Montana Synod; Southwestern Washington Synod and Oregon Synod; Sierra Pacific Synod and Southwest California Synod; Pacifica Synod and Grand Canyon Synod; Rocky Mountain Synod and South Dakota Synod; Western North Dakota Synod and Eastern North Dakota Synod; Northwestern Minnesota Synod and Northeastern Minnesota Synod; Southwestern Minnesota Synod and Southeastern Minnesota Synod; Minneapolis Area Synod and Saint Paul Area Synod; Nebraska Synod and Central States Synod; Arkansas-Oklahoma and Northern Texas-Northern Louisiana Synod; Southwestern Texas Synod and Texas-Louisiana Gulf Coast Synod; Northwest Synod of Wisconsin and Northern Great Lakes Synod; East-Central Synod of Wisconsin and South-Central Synod of Wisconsin; La Crosse Area Synod and Northeastern Iowa Synod; Western Iowa Synod and Southeastern Iowa Synod; Northern Illinois Synod and Central/Southern Illinois Synod; Metropolitan Chicago Synod and Greater Milwaukee Synod; North/West Lower Michigan Synod and Southeast Michigan Synod; Indiana-Kentucky Synod and Northwestern Ohio Synod; Northeastern Ohio Synod and Southern Ohio Synod; New Jersey Synod and New England Synod and Slovak Zion Synod; Metropolitan New York Synod and Upstate New York Synod; Northeastern Pennsylvania Synod and Southeastern Pennsylvania Synod; Northwestern Pennsylvania Synod and Allegheny Synod; Southwestern Pennsylvania Synod and West Virginia-Western Maryland Synod; Upper Susquehanna Synod and Lower Susquehanna Synod; Delaware-Maryland Synod and Metropolitan Washington, D.C., Synod; Virginia Synod and North Carolina Synod; South Carolina Synod and Southeastern Synod; Florida-Bahamas Synod and Caribbean Synod.
- 19.30. Election of Officers
- 19.31.01. The churchwide officers shall be elected as follows:
- a. The presiding bishop shall be elected by the Churchwide Assembly by ecclesiastical ballot. Three-fourths of the votes cast shall be necessary for election on the first ballot. If no one is elected, the first ballot shall be considered the nominating ballot. Three-fourths of the votes cast on the second ballot shall be necessary for election. The third ballot shall be limited to the seven persons (plus ties) who received the greatest number of votes on the second ballot, and two-thirds of the votes cast shall be necessary for election. The fourth ballot shall be limited to the three persons (plus ties) who receive

the greatest number of votes on the third ballot, and 60 percent of the votes cast shall be necessary for election. On subsequent ballots, a majority of the votes cast shall be necessary for election. These ballots shall be limited to the two persons (plus ties) who receive the greatest number of votes on the previous ballot.

- b. The vice president shall be elected by the Churchwide Assembly by ecclesiastical ballot. The election shall proceed without oral nominations. If the first ballot for vice president does not result in an election, it shall be considered a nominating ballot. On the first ballot, three-fourths of the votes cast shall be required for election. Thereafter only such votes as are cast for persons who received votes on the first or nominating ballot shall be valid. On the second ballot, three-fourths of the votes cast shall be required for election. On the third ballot, the voting shall be limited to the seven persons (plus ties) receiving the greatest number of votes on the second ballot and two-thirds of the votes cast shall be necessary for election. On the fourth ballot, voting shall be limited to the three persons (plus ties) receiving the greatest number of votes on the previous ballot and 60 percent of the votes cast shall elect. On subsequent ballots, voting shall be limited to the two persons (plus ties) receiving the greatest number of votes on the previous ballot and a majority of votes cast shall elect.
- c. The secretary shall be elected by the Churchwide Assembly by ecclesiastical ballot. The election shall proceed without oral nominations. If the first ballot for secretary does not result in an election, it shall be considered a nominating ballot. On the first ballot, three-fourths of the votes cast shall be required for election. Thereafter only such votes as are cast for persons who received votes on the first or nominating ballot shall be valid. On the second ballot, three-fourths of the votes cast shall be required for election. On the third ballot, the voting shall be limited to the seven persons (plus ties) receiving the greatest number of votes on the second ballot and two-thirds of the votes cast shall be necessary for election. On the fourth ballot, voting shall be limited to the three persons (plus ties) receiving the greatest number of votes on the previous ballot and 60 percent of the votes cast shall elect. On subsequent ballots, voting shall be limited to the two persons (plus ties) receiving the greatest number of votes on the previous ballot and a majority of the votes cast shall elect.
- d. The treasurer shall be elected by a two-thirds vote of the Church Council.

19.31.A09. *Background checks and screening shall be required and completed for persons nominated as churchwide officers prior to their election, if possible, or as soon as practical after their election. The specific procedures and timing of background checks and screening shall be determined by the Church Council.*

19.40. Terms of Office

19.41.01. The terms of office of persons elected to regular terms on a committee or board by the Churchwide Assembly shall begin at the conclusion of the assembly at which such persons were elected.

19.41.02. The terms of office of persons elected to regular terms on the Nominating Committee of the Churchwide Assembly, the Committee on Discipline, and the Committee on Appeals shall begin at the conclusion of the Churchwide Assembly at which such persons were elected, except as may be specified in continuing resolutions with respect to particular pending discipline matters.

19.41.A91. *With respect to committees that consider disciplinary cases or appeals:*

a. *Any member of the churchwide Committee on Discipline who has been appointed to serve on a discipline hearing committee for a particular pending case shall continue to serve to discharge that appointment notwithstanding that his or her successor has been subsequently elected at a Churchwide Assembly.*

b. *Any member of the synodical Committee on Discipline who is serving at the time that the Executive Committee of the Church Council appoints members from the churchwide Committee on Discipline to a discipline hearing committee shall continue as a member of that discipline hearing committee for the particular pending case, notwithstanding that his or her successor has been subsequently elected at a Synod Assembly.*

c. *Any member of the Committee on Appeals who is serving at the time that an appeal is made shall continue to serve to decide that appeal, notwithstanding that his or her successor has been subsequently elected at a Churchwide Assembly.*

19.50. Experience and Expertise

19.51.01. The Churchwide Assembly shall elect all members of the board of trustees of the Publishing House of the ELCA, the board of trustees of the Mission Investment Fund, and the board of trustees of the Board of Pensions. The Nominating Committee shall seek to ensure that these boards have within their membership

persons with the expertise and experience essential to the fulfillment of the work of these separately incorporated ministries.

19.60. Other Matters Related to Nominations and Elections

19.61.01. The Church Council shall from time to time, by continuing resolution, establish committees and procedures for the conduct of elections at the Churchwide Assembly.

19.61.02. No member of the Church Council, a committee of the Church Council, a board of a separately incorporated ministry, or committee of the churchwide organization shall receive emolument for such service, nor shall any member be simultaneously an officer of this church, an elected member of the Church Council, or a voting member of a committee of the churchwide organization or board of a separately incorporated ministry. Nothing in this section shall be construed to prohibit the payment of the costs of insurance on behalf of a person who is or was a member of the Church Council, a committee of the Church Council, or committee against any liability asserted against and incurred by such person in or arising from that capacity, whether or not the churchwide organization would have been required to indemnify such person against the liability under provisions of law or otherwise.

19.61.03. No employee of the churchwide organization of this church or its regions, nor any individual under contract to any unit of the churchwide organization or a region shall be eligible for nomination to or membership on the Church Council, an advisory committee, a board of a separately incorporated ministry, the Committee on Appeals, the Committee on Discipline, or the churchwide Nominating Committee during the period of employment or service under contract, except the full-time salaried officers as specified in the *Constitution, Bylaws, and Continuing Resolutions of the Evangelical Lutheran Church in America*. (The phrase "under contract" shall not mean short-term contracts for specific, limited purposes, usually not to exceed six months.)

19.61.04. No person related to an executive director or an executive staff member of the churchwide organization shall be eligible for nomination to or membership on the Church Council or a committee that advises the unit in which the person's relative is employed. For this purpose, a related individual is one who, with respect to the churchwide employee, is a spouse, parent, son, daughter, sibling, uncle, aunt, niece, nephew, grandparent, grandchild, including corresponding members of blended families and in-laws (parent, son, daughter, or sibling of a spouse, spouse of a sibling, or the parent or sibling of the spouse of a sibling).

19.61.A94. *Ecclesiastical Ballot. An "ecclesiastical ballot" for the election of officers (other than treasurer) of the churchwide organization of the Evangelical Lutheran Church in America is an election process:*

a. in which on the first ballot the name of any eligible individual may be submitted for nomination by a voting member of the assembly;

b. through which the possibility of election to office exists on any ballot by achievement of the required number of votes cast by voting members of the assembly applicable to a particular ballot;

c. that precludes spoken floor nominations;

d. in which the first ballot is the nominating ballot if no election occurs on the first ballot;

e. in which the first ballot defines the total slates of nominees for possible election on a subsequent ballot, with no additional nominations;

f. that does not preclude, after the reporting of the first ballot, the right of persons nominated to withdraw their names prior to the casting of the second ballot;

g. in which any name appearing on the second ballot may not be subsequently withdrawn;

h. that does not preclude an assembly's adoption of rules that permit, at a defined point in the election process and for a defined period of time, speeches to the assembly by nominees or their representatives and/or a question-and-answer forum in which the nominees or their representatives participate; and

I. in which the number of names that appear on any ballot subsequent to the second ballot shall be determined in accordance with provisions of the governing documents.

19.61.B15. *Nominations Desk and Nominations Form*

a. Nominations from the floor at the Churchwide Assembly shall be made at the Nominations Desk, which shall be maintained under the supervision of the secretary of this church.

b. A nomination from the floor shall be made by using the form provided by the secretary of this church. Nomination forms may be obtained from the Nominations Desk at times prescribed in the assembly's Rules of Organization and Procedure.

- ~~c. The required form to be used in making nominations from the floor shall include the nominee's name, address, phone number, gender, lay or clergy status, white or person of color or primary language other than English status, congregational membership, synodical membership, and affirmation of willingness to serve, if elected; the name, address, and synodical membership of the voting member who is making the nomination; and such other information as the secretary of this church shall require.~~
- ~~d. For purposes of nomination procedures, "synodical membership" means:
 - ~~1) In the case of a layperson who is not on the official rosters of this church, the synod that includes the congregation in which such person holds membership; and~~
 - ~~2) In the case of an ordained minister, the synod on whose roster such ordained minister's name is maintained;~~
 - ~~3) In the case of an associate in ministry, a deaconess, or a diaconal minister, the synod on whose roster such person's name is maintained.~~~~

~~19.61.C05. Floor Nominations~~

- ~~a. Floor nominations for positions on a board or committee of a churchwide unit require, in addition to the nominator, the written support of at least 10 other voting members. Floor nominations for the Church Council, the Nominating Committee, or other churchwide committee to be elected by the Churchwide Assembly require, in addition to the nominator, the written support of at least 20 other voting members.~~
- ~~b. A nomination from the floor for any position (other than presiding bishop, vice president, and secretary) shall be made by filing the completed nomination form with the Nominations Desk at times prescribed in the assembly's Rules of Organization and Procedure.~~
- ~~c. Nominations will be considered made in the order in which filed at the Nominations Desk.~~

~~19.61.D05. Restrictions on Floor Nominations for Boards~~

- ~~a. Nominations from the floor for positions on churchwide boards or committees shall comply with criteria and restrictions established by the Nominating Committee and set forth in materials provided to each voting member of the assembly.~~
- ~~b. So long as the number of incumbent members from a given synod serving on a board or committee with terms not expiring plus the number of positions on the same board or committee to which individuals from the same synod already have been nominated (whether by the Nominating Committee or from the floor) total less than the maximum number of two individuals from the same synod who may serve on that board or committee, an individual from the same synod may be nominated for another position on that board or committee, provided other criteria and restrictions are met. Individuals from the same synod may be nominated for a position on a board or committee to which individuals from the same synod already have been nominated, provided other criteria and restrictions are met.~~

~~19.61.E05. Restriction on Nominations for Church Council~~

- ~~Nominations for positions on the Church Council shall comply with criteria and restrictions established by the Church Council and Nominating Committee and set forth in materials provided to each voting member of the assembly.~~

~~19.61.F98. Restriction on Floor Nominations for Nominating Committee~~

- ~~a. Nominations from the floor for positions on the Nominating Committee shall comply with criteria and restrictions established by the Church Council and set forth in materials provided to each voting member of the assembly.~~
- ~~b. So long as the number of incumbent members from a given region serving on the Nominating Committee with terms not expiring plus the number of Nominating Committee positions to which individuals from the same region have already been nominated (whether by the Church Council or from the floor) total less than the maximum number of three individuals from the same region who may serve on the Nominating Committee, an individual from the same region may be nominated for another Nominating Committee position, provided other criteria and restrictions are met. Provided other criteria and restrictions are met, individuals may be nominated for a Nominating Committee position for which someone from the same region has already been nominated.~~

~~19.61.G02. Election Procedures Utilizing the Common Ballot~~

- ~~a. The common ballot is used in those elections when the ecclesiastical or nominating ballot is not used.~~

- b. For the first common ballot, the exact number of ballot forms equal to the number of voting members from each synod will be given to the bishop of that synod. The bishop of the synod, or his or her designee, will be responsible for distributing the ballot forms to each of the voting members from the synod.
 - c. Upon recommendation of the chair and with the consent of the assembly, the second common ballot may be conducted by electronic device. Unless the second common ballot is conducted by electronic device, the distribution of ballot forms for the second common ballot will be in the same manner as the first common ballot.
 - d. Any discrepancy between the number of ballots given to a synodical bishop and the number of voting members (including the synodical bishop) from such synod must be reported by the synodical bishop to the Elections Committee.
 - e. Each ticket for which an election is held will be considered a separate ballot.
 - f. A voting member may vote for only one nominee on each ticket.
 - g. Failure to vote for a nominee for every ticket does not invalidate a ballot for the tickets for which a nominee is marked.
 - h. Ballots must be marked in accordance with the instructions presented in plenary session.
 - i. Ballot forms should not be folded.
 - j. Marked ballot forms must be deposited at the designated Ballot Stations at certain exits of the hall in which plenary sessions are held.
 - k. If a ballot is damaged so that it cannot be scanned, a replacement ballot may be obtained at the Ballot Station upon surrender of the damaged ballot.
 - l. Unless otherwise ordered by the assembly, polls for the first common ballot close at the time designated in the assembly's Rules of Organization and Procedure.
 - m. On each ticket for which balloting is conducted by electronic device, the polls will remain open for a reasonable time, as determined by the chair, to permit members to record their votes.
 - n. Unless the second ballot is conducted by electronic device, polls for the second common ballot close at the time designated in the assembly's Rules of Organization and Procedure or as otherwise ordered by the assembly.
 - o. On the second ballot, whether by common ballot or by electronic device, the first position on each ticket shall be given to the nominee who received the greatest number of votes on the first ballot. If two nominees are tied for the highest vote, the first position on the ticket shall be determined by draw by the chair of the Elections Committee.
- 19.61.H07. Election Procedures Utilizing the Ecclesiastical Ballot
- a. For each election by ecclesiastical or nominating ballot, the exact number of appropriate ballot sets equal to the number of voting members from each synod will be given to the bishop of that synod. The bishop of the synod, or his or her designee, will be responsible for distributing the ballot sets to each of the voting members from the synod.
 - b. Unless otherwise ordered by the chair, one of the numbered ballots from the appropriate ballot set is to be used on each ballot for elections determined by ecclesiastical or nominating ballot. The chair will announce the number of the ballot from the appropriate ballot set that is to be used for each ballot. Failure to use the correct numbered ballot will result in an illegal ballot.
 - c. On the first two ballots for each office being selected by ecclesiastical or nominating ballot, both the first and last names of a nominee should be used. Members should endeavor to use correct spelling and should provide, on the first ballot, any additional accurate information identifying the nominee, such as title, synod, or residence.
 - d. On the third and subsequent ballots conducted by written ballot, only the last name of the nominee need be used, provided there is no other nominee with the same or similar name.
 - e. A member may vote for only one nominee on each ballot.
 - f. Ballots should not be marked prior to the time the chair advises the voting members to do so.
 - g. Written ballots should not be folded.
 - h. Written ballots will be collected from the voting members in accordance with instructions from the Elections Committee or from the chair.
 - i. When the results of the first ballot are presented, the chair will announce when and how persons nominated may withdraw their names prior to the casting of the second ballot.

- ~~j. Whenever the number of names of nominees that will appear on a ballot is nine or less, on recommendation of the chair and with the consent of the assembly, voting may be by means of electronic device.~~
- ~~k. When voting by electronic device, the first position on each ballot shall be given to the nominee who received the greatest number of votes on the immediately preceding ballot, with the remaining positions assigned to the other nominees in descending order of the number of votes received on the immediately preceding ballot. If two or more nominees were tied with the same vote on the immediately preceding ballot, their respective positions shall be determined by draw by the chair of the Elections Committee.~~
- ~~l. On each ticket for which balloting is conducted by electronic device, the polls will remain open for a reasonable time, as determined by the chair, to permit voting members to record their votes.~~
- ~~†9.61.I98. Breaking Ties in Elections~~
 - ~~a. On the ballot for the election of the presiding bishop, vice president, and secretary, when only two names appear, the marked ballot of the treasurer shall be held by the chair of the Elections Committee and shall be counted only where necessary to break a tie that would otherwise exist.~~
 - ~~b. On the first common ballot, the blank ballots of the treasurer and vice president shall be held by the chair of the Elections Committee to be presented to the treasurer for her or his vote only in those elections where a tie would otherwise exist, and to be presented to the vice president for his or her vote only in those elections to break a tie remaining after the ballot of the treasurer has been counted.~~
 - ~~c. On the second common ballot, the marked ballot of the treasurer shall be held by the chair of the Elections Committee and shall be counted only where necessary to break a tie that would otherwise exist.~~
- ~~†9.61.J13. A former full-time or part-time employee shall not be eligible for a minimum of six years subsequent to such employment, for nomination or election to the board of the separately incorporated ministry or committee related to the churchwide unit in which the employee served.~~

Constitution for Synods

- †S3.02. “Determined by the Churchwide Assembly,” as stipulated by †S3.01., is understood to include the reported changes in synod relationship made by any congregation in a border area agreed under ELCA bylaws 10.01.†01. and 10.02.02.
- †S5.02. This church confesses the one, holy, catholic, and apostolic Church and is resolved to serve Christian Unity throughout the world.
- †S5.03. The Church exists both as an inclusive fellowship and as local congregations gathered for worship and Christian service. Congregations find their fulfillment in the universal community of the Church, and the universal Church exists in and through congregations. This church, therefore, derives its character and powers both from the sanction and representation of its congregations and from its inherent nature as an expression of the broader fellowship of the faithful. In length, it acknowledges itself to be in the historic continuity of the communion of saints; in breadth, it expresses the fellowship of believers and congregations in our day.
- †S5.04. This church, inspired and led by the Holy Spirit, participates in the Lutheran World Federation as a global communion of churches, engaging in faithful witness to the gospel of Jesus Christ and in service for the sake of God’s mission in the world.
- †S6.04.A01. [continuing resolution becomes bylaw]
- †S6.04.01. It is the goal of this synod that 10 percent of the membership of synod assemblies, councils, committees, boards and/or other organizational units be persons of color and/or persons whose primary language is other than English.
- †S6.04.B09. [continuing resolution becomes bylaw]
- †S6.04.02. It is the goal of this synod that at least 10 percent of the voting members of the Synod Assembly, Synod Council, committees, and organizational units of this synod be youth and young adults. The Synod Council shall establish a plan for implementing this goal. For purposes of the constitution, bylaws, and continuing resolutions of this synod, the term “youth” means a voting member of a congregation who has not reached

the age of 18 at the time of election or appointment for service. The term “young adult” means a voting member of a congregation between the ages of 18 and 30 at the time of election or appointment for service.

- †S7.11. A regular meeting of the Synod Assembly shall be held at least ~~biennially~~ triennially.
- S7.11.01. The time and place of the _____ Synod Assembly shall be determined by the Synod Council. The time and place for the next regular assembly normally shall be announced _____ months prior to the assembly.
- S8.55. Should the vice president, secretary, or treasurer die, resign, or be unable to serve, the bishop, with the approval of the Executive Committee of the Synod Council, shall arrange for the appropriate care of the responsibilities of the officer until an election of a new officer can be held or, in the case of temporary disability, until the officer is able to serve again. The term of the successor officer, elected by the next Synod Assembly, shall be _____ years. If the treasurer is appointed by the Synod Council, the Synod Council shall appoint a new treasurer to a _____ year term.
- †S8.57. The recall or dismissal of an officer ~~may be effected in accordance with the procedure established by the Committee on Appeals of the Evangelical Lutheran Church in America and the vacating of office may be effected for willful disregard or violation of the constitutions, bylaws, and continuing resolutions of this church; for such physical or mental disability as renders the officer incapable of performing the duties of office; or for such conduct as would subject the officer to disciplinary action as a rostered minister or as a member of a congregation of this church.~~
- a. Proceedings for the recall or dismissal of a synodical bishop shall be instituted by written petition by:
 - 1) the Synod Council on an affirmative vote of at least two-thirds of its elected members present and voting;
 - 2) the Synod Assembly on an affirmative vote of at least two-thirds of its members present and voting;
 - 3) at least 10 synodical bishops; or
 - 4) the presiding bishop of this church.
 - b. Proceedings for the recall or dismissal of an officer of a synod, other than the synodical bishop, shall be instituted by written petition by:
 - 1) the Synod Council on an affirmative vote of at least two-thirds of its elected members present and voting;
 - 2) the Synod Assembly on an affirmative vote of at least two-thirds of its members present and voting;
or
 - 3) the synodical bishop.
 - c. The petition shall be filed with the chair of the Committee on Appeals (in care of the secretary of the Evangelical Lutheran Church in America, 8765 West Higgins Road, Chicago, Illinois 60631) and shall set forth the specific charge or charges.
 - d. Upon the filing of a written petition, the Executive Committee of the Synod Council may temporarily suspend the officer from service in the synod without prejudice, but with continuation of compensation, including benefits, if the officer is a salaried employee of the synod.
 - e. In the case of alleged physical or mental incapacity of an officer of the synod, the procedures outlined in †S8.56. shall be followed, and such officer shall comply with the decision of the Synod Council. If such officer fails or refuses to comply, the Synod Council may proceed to petition for recall or dismissal as follows:
 - 1) the Synod Council will submit a written report of their findings and the basis of their decision to the Committee on Appeals.
 - 2) the Committee on Appeals, other than those who are disqualified, shall review the findings and decision of the Synod Council and by an affirmative vote of at least two-thirds of those present and voting may adopt the findings and grant the petition.
 - f. If the synod officer is a minister of Word and Sacrament, grounds for recall or dismissal include those set forth in ELCA bylaw 20.21.01. and as defined under the process described in ELCA constitutional provisions 20.20. and 20.21. as grounds for discipline. If the officer is a minister of Word and Service, grounds for recall or dismissal include those set forth in ELCA bylaw 20.22.01. and as defined under the process described in ELCA constitutional provisions 20.20. and 20.21. as grounds for discipline.

- g. If the officer is a layperson, grounds for recall or dismissal include those set forth in ELCA bylaw 20.41.01. as grounds for discipline.
- h. If the case of alleged willful disregard or violation of the constitutions, bylaws, and continuing resolutions or of alleged conduct as would subject the officer to disciplinary action, the following procedures shall apply:
 - 1) the petition shall be referred to the Committee on Appeals, which shall function as the discipline hearing committee that shall conduct a hearing in accordance with the rules provided for in ELCA bylaw 20.21.16. except to the extent that those rules are in conflict with the provisions of this bylaw; and
 - 2) the members of the Committee on Appeals, other than those who are disqualified, may grant the petition by an affirmative vote of at least two-thirds of those present and voting.
- I. Written notice of a decision by the Committee on Appeals that the charges have been sustained shall be given to the affected officer and to the Synod Council, and the office shall be vacated.

†S9.01. The Synod Assembly shall elect such officers of this synod and such other persons as the constitution and bylaws may require, according to procedures set forth in the bylaws. The Synod Assembly shall elect members of the Churchwide Assembly in accordance with bylaw 12.41.11. of the constitution and bylaws of the Evangelical Lutheran Church in America.

†S9.10. When notified by the secretary of this church, on behalf of the Nominating Committee of the Churchwide Assembly, the Synod Assembly shall nominate two persons in the specified categories for possible election by the Churchwide Assembly to the Church Council.

†S11.03. The Committee on Discipline of this synod shall consist of 12 persons, of whom six shall be ordained ministers and six shall be laypersons, who shall each be elected by the Synod Assembly for a term of six years without consecutive re-election.

- a. The functions of the Committee on Discipline of this synod are set forth in Chapter 20 of the *Constitution, Bylaws, and Continuing Resolutions of the Evangelical Lutheran Church in America*.
- b. The terms of committee members shall be staggered so that the terms of four committee members (two clergy and two lay) expire every two years.
- c. The Synod Council shall fill vacancies on the Committee on Discipline for any unexpired term.

†S14.138. The provisions for termination of the mutual relationship between a minister of Word and Sacrament and a congregation shall be as follows:

- ...
- c. In case of alleged physical disability or mental incapacity under paragraph a.4) above, the bishop's committee shall obtain and document competent medical opinion concerning the pastor's condition. When a disability or incapacity is evident to the committee, the bishop of this synod may declare the pastorate vacant and the pastor shall be listed on the clergy roster as disabled. When the pastorate is declared vacant, the Synod Council shall list the pastor on the roster of ministers of Word and Sacrament as disabled. Upon removal of the disability and restoration of the pastor to health, the bishop shall take steps to enable the pastor to resume the ministry, either in the congregation last served or in another appropriate call.
- ...

†S14.1521. The parochial records of all baptisms, confirmations, marriages, burials, communicants, members received, members transferred or dismissed, members who have become inactive, or members excluded from the congregation shall be kept accurately and permanently. They shall remain the property of each congregation. At the time of the closure of a congregation, such records shall be sent to the regional archives. The secretary of the congregation shall attest to the bishop of this synod that such records have been placed in his or her hands in good order by a departing pastor before:

- a. installation in another field of labor call, or
- b. the issuance of a certificate of dismissal or transfer approval of a request for change in roster status.

†S14.1622. The pastor shall make satisfactory settlement of all financial obligations to a former congregation before:

- a. installation in another field of labor call, or
- b. the issuance of a certificate of dismissal or transfer approval of a request for change in roster status.

†S15.11. Since the congregations, synods, and churchwide organization are interdependent units that share responsibly in God’s mission, all share in the responsibility to develop, implement, and strengthen the financial support program of the whole church. The gifts and offerings of the members of the Evangelical Lutheran Church in America are given to support all parts of this church and thus partnership in this church should be evidenced in determining each part’s share of the gifts and offerings. Therefore:

- ...
- b. This synod shall receive the proportionate share of the mission support from its congregations, and shall transmit that percentage or amount of each congregation’s mission support as determined by the Churchwide Assembly to the treasurer of the Evangelical Lutheran Church in America in consultation with the churchwide organization and approved by the Synod Assembly as part of its budget consideration.
- c. Should the Synod Assembly not approve the proportionate share of mission support determined in consultation with the churchwide organization, a new consultation with the churchwide organization shall take place. The Synod Council is authorized to amend the budget adopted by the Synod Assembly to reflect the results of this consultation.

†S15.12. The annual budget of this synod shall reflect the entire range of its own activities and its commitment to partnership funding with other synods and the churchwide organization. Unless an exception is granted upon the request of this synod by the Church Council, each budget shall include the percentage of congregational mission support assigned to it by the Churchwide Assembly.

†S18.12. Whenever the secretary of the Evangelical Lutheran Church in America officially informs this synod that the Churchwide Assembly has amended the *Constitution for Synods*, this constitution may be amended to reflect any such amendment by a simple majority vote at any subsequent meeting of the Synod Assembly without presentation at a prior Synod Assembly. An amendment that is identical to a provision of the *Constitution for Synods* shall be deemed to have been ratified upon its adoption by this synod. The Church Council, through the secretary of this church, shall be given prompt notification of its adoption.

Model Constitution for Congregations

*C3.02. This church confesses the one, holy, catholic, and apostolic Church and is resolved to serve Christian Unity throughout the world.

*C3.03. The Church exists both as an inclusive fellowship and as local congregations gathered for worship and Christian service. Congregations find their fulfillment in the universal community of the Church, and the universal Church exists in and through congregations. The Evangelical Lutheran Church in America, therefore, derives its character and powers both from the sanction and representation of its congregations and from its inherent nature as an expression of the broader fellowship of the faithful. In length, it acknowledges itself to be in the historic continuity of the communion of saints; in breadth, it expresses the fellowship of believers and congregations in our day.

*C3.04. This church, inspired and led by the Holy Spirit, participates in the Lutheran World Federation as a global communion of churches, engaging in faithful witness to the gospel of Jesus Christ and in service for the sake of God’s mission in the world.

*C3.0305. The name Evangelical Lutheran Church in America (ELCA or “this church”) as used herein refers in general references to this whole church, including its three expressions: congregations, synods, and the churchwide organization. The name Evangelical Lutheran Church in America is also the name of the corporation of the churchwide organization to which specific references may be made herein.

*C5.03. Only such authority as is delegated to the Congregation Council or other organizational units in this congregation’s governing documents is recognized. All remaining authority is retained by the congregation. The congregation is authorized to:

...

- d. adopt amendments to the constitution, as provided in Chapter ~~17~~ 16, amendments to the bylaws, as specified in Chapter ~~16~~ 17, and continuing resolutions, as provided in Chapter 18;

...

- *C6.05. ~~A~~ This congregation may terminate its relationship with ~~this church~~ the Evangelical Lutheran Church in America by the following procedure:

...

- f. Notice of termination shall be forwarded by the bishop to the secretary of ~~this church~~ the ELCA, who shall report the termination to the Churchwide Assembly.
- g. This congregation shall abide by these covenants by and among the three expressions of this church:
- 1) Congregations seeking to terminate their relationship with this church which fail or refuse to comply with each of the foregoing provisions in *C6.05. shall be required to receive Synod Council approval before terminating their membership in this church.
 - 2) Congregations which had been members of the Lutheran Church in America shall be required, in addition to complying with the foregoing provisions in *C6.05., to receive synodical approval before terminating their membership in this church.
 - 3) Congregations established by the Evangelical Lutheran Church in America shall be required, in addition to complying with the foregoing provisions in *C6.05., to satisfy all financial obligations to this church and receive Synod Council approval before terminating their membership in this church.
- h. If ~~a~~ this congregation fails to achieve the required two-thirds vote of voting members present at the congregation's first meeting as specified in paragraph a. above, another special meeting to consider termination of relationship with this church may be called no sooner than six months after that first meeting. If ~~a~~ this congregation fails to achieve the required two-thirds vote of voting members present at the congregation's second meeting as specified in paragraph d. above, another attempt to consider termination of relationship with this church must follow all requirements of *C6.05. and may begin no sooner than six months after that second meeting.

- *C7.03. If ~~a~~ two-thirds majority of the voting members of this congregation present at a legally called and conducted special meeting of this congregation vote to transfer to another Lutheran church body, title to property shall continue to reside in this congregation, provided the process for termination of relationship in *C6.05. has been followed. Before this congregation takes action to transfer to another Lutheran church body, it shall consult with representatives of the *(insert name of synod)* Synod.

- *C7.04. If ~~a~~ two-thirds majority of the voting members of this congregation present at a legally called and conducted special meeting of this congregation vote to become independent or relate to a non-Lutheran church body and have followed the process for termination of relationship in *C6.05., title to property of this congregation shall continue to reside in this congregation only with the consent of the Synod Council. The Synod Council, after consultation with this congregation by the established synodical process, may give approval to the request to become independent or to relate to a non-Lutheran church body, in which case title shall remain with the majority of this congregation. If the Synod Council fails to give such approval, title shall remain with those members who desire to continue as a congregation of the Evangelical Lutheran Church in America.

- *C8.02. Members shall be classified as follows:

...

- c. *Voting* members are confirmed members. Such confirmed members, during the current or preceding calendar year, shall have communed in this congregation and shall have made a contribution of record to this congregation. Members of this congregation who have satisfied these basic standards shall have the privilege of voice and vote at every regular and special meeting of the congregation as well as the other rights and privileges ascribed to voting members by the provisions of this constitution and its bylaws.
- d. *Associate* members are persons holding membership in other [ELCA] [Lutheran] [Christian] congregations who wish to retain such membership but desire to participate in the life and mission of this congregation, or persons who wish to retain a relationship with this congregation while being members of other congregations. ~~They~~ These individuals have all the privileges and duties of membership except

voting rights and eligibility for elected offices or membership on the Congregation Council of this congregation or other rights and privileges ascribed to voting members by the provisions of this constitution and its bylaws.

- e. *Seasonal* members are voting members of other ELCA congregations who wish to retain such membership but desire to participate in the life and mission of this congregation, including exercising limited voting rights in this congregation. The Congregation Council may grant seasonal membership to such persons provided that this congregation is a member of a synod where the Synod Council has approved seasonal member voting on its territory. Such seasonal members shall have all the privileges and duties of voting members except that:
- 1) they shall not be eligible for elected office in, or for membership on the Congregation Council or on a call committee of, this congregation;
 - 2) they shall not have the right to vote on any matter concerning or affecting the call or termination of call of any minister of this congregation;
 - 3) they shall not have the right to vote on any matter concerning or affecting the affiliation of this congregation with the ELCA;
 - 4) they shall not be eligible to serve as voting members from this congregation of the Synod Assembly or the Churchwide Assembly;
 - 5) they shall not, even if otherwise permitted by this congregation, vote by proxy or by absentee ballot; and
 - 6) they shall not, within any two calendar month period, exercise voting rights in this congregation and in the congregation where they remain voting members.

- *C8.05. Membership in this congregation shall be terminated by any of the following:
- a. death;
 - b. resignation;
 - c. transfer or release;
 - d. disciplinary action in accordance with ELCA constitutional provision 20.4041. and the accompanying bylaws; or
 - e. removal from the roll due to inactivity as defined in the bylaws in accordance with the provisions of this constitution and its bylaws.

Such persons who have been removed from the roll of members shall remain persons for whom the Church has a continuing pastoral concern.

- C10.02. A special Congregation Meeting may be called by the [senior] pastor, the Congregation Council, or the president of this congregation, and shall be called by the president of the congregation upon the written request of _____ [number][percent] of the voting members. The president of the Congregation Council shall call a special meeting upon request of the synodical bishop. The call for each special meeting shall specify the purpose for which it is to be held, and no other business shall be transacted.

- C10.04. _____ percent of the voting members shall constitute a quorum.

- C12.12. A quorum for the transaction of business shall consist of a majority of the members of the Congregation Council, including the [senior] pastor or interim pastor, except when the [senior] pastor or interim pastor requests or consents to be absent and has given prior approval to the agenda for a particular regular or special meeting, which shall be the only business considered at that meeting. Chronic or repeated absence of the [senior] pastor or interim pastor who has refused approval of the agenda of a subsequent regular or special meeting shall not preclude action by the Congregation Council, following consultation with the synodical bishop.

Chapter 16. BYLAWS

*C16.01. This congregation may adopt bylaws. No bylaw may conflict with this constitution.

*C16.02. Bylaws may be adopted or amended at any legally called meeting of this congregation with a quorum present by a majority vote of those voting members present and voting.

- ~~*C16.03. Changes to the bylaws may be proposed by any voting member, provided that such additions or amendments be submitted in writing to the Congregation Council at least 60 days before a regular or special Congregation Meeting called for that purpose. The Congregation Council shall notify the congregation's members of the proposal with the council's recommendations at least 30 days in advance of the Congregation Meeting. Notification may take place by mail or electronic means, as permitted by state law.~~
- ~~*C16.04. Approved changes to the bylaws shall be sent by the secretary of this congregation to the synod.~~

Chapter 176.

AMENDMENTS

- *C176.01. Unless provision *C176.04. is applicable, those sections of this constitution that are not required, in accord with the *Model Constitution for Congregations of the Evangelical Lutheran Church in America*, may be amended in the following manner. Amendments may be proposed by at least _____ voting members or by the Congregation Council. Proposals must be filed in writing with the Congregation Council 60 days before formal consideration by this congregation at a regular or special Congregation Meeting called for that purpose. The Congregation Council shall notify the congregation's members of the proposal together with the council's recommendations at least 30 days in advance of the meeting. Notification may take place by mail or electronic means, as permitted by state law.
- *C176.02. An amendment to this constitution, proposed under *C176.01., shall:
- be approved at a legally called Congregation Meeting according to this constitution by a majority vote of those voting members present and voting;
 - be ratified without change at the next annual meeting by a two-thirds majority vote of those voting members present and voting; and
 - have the effective date included in the resolution¹ and noted in the constitution.
- *C176.03. Any amendments to this constitution that result from the processes provided in *C176.01. and *C176.02. shall be sent by the secretary of this congregation to the synod. The synod shall notify the congregation of its decision to approve or disapprove the proposed changes; the changes shall go into effect upon notification that the synod has approved them.
- *C176.04. This constitution may be amended to bring any section into conformity with a section or sections, either required or not required, of the *Model Constitution for Congregations of the Evangelical Lutheran Church in America* as most recently amended by the Churchwide Assembly. Such amendments may be approved by a simple majority vote of those voting members present and voting at any legally called meeting of the congregation without presentation at a prior meeting of the congregation, provided that the Congregation Council has submitted by mail or electronic means, as permitted by state law, notice to the congregation of such an amendment or amendments, together with the council's recommendations, at least 30 days prior to the meeting. Upon the request of _____ at least two (2) voting members of the congregation, the Congregation Council shall submit such notice. Following the adoption of an amendment, the secretary of the congregation shall submit a copy thereof to the synod. Such provisions shall become effective immediately following a vote of approval.

Chapter 17.

BYLAWS

- *C17.01. This congregation may adopt bylaws. No bylaw may conflict with this constitution.
- *C17.02. Bylaws may be adopted or amended at any legally called meeting of this congregation with a quorum present by a majority two-thirds vote of those voting members present and voting.
- *C17.03. Changes to the bylaws may be proposed by any voting member, provided that such additions or amendments be submitted in writing to the Congregation Council at least 60 days before a regular or special Congregation Meeting called for that purpose. The Congregation Council shall notify this congregation's members of the proposal with the council's recommendations at least 30 days in advance of the Congregation Meeting. Notification may take place by mail or electronic means, as permitted by state law.
- *C17.04. Approved changes to the bylaws shall be sent by the secretary of this congregation to the synod.

¹² Such an effective date must be stated in relation to the requirements of *C17.03. to allow time for synodical review of the amendment.

Chapter 20.

PARISH AUTHORIZATION

[* Required provisions when congregation is part of a parish]

- ~~*C20.01. This congregation may unite in partnership with one or more other congregations recognized by the synod named in *C6.01. to form a parish. Except as provided in *C20.02. and *C20.03., a written agreement, developed in consultation with the synod and approved by the voting members of each congregation participating in the parish, shall specify the powers and responsibilities that have been delegated to a Parish Council.~~
- ~~*C20.02. Whenever a letter of call is being recommended for extension to an ordained minister of the Evangelical Lutheran Church in America or a candidate for the roster of ordained ministers who has been recommended to the congregation by the synodical bishop to serve the congregations of a parish, such letter of call shall be first approved by a two-thirds vote at congregational meetings of each of the congregations forming the parish. If any congregation of the parish should fail to approve extending this call, the other congregation(s) in the same parish shall have the right to terminate the parish arrangement.~~
- ~~*C20.03. Any one of the congregations of a parish may terminate the call of a pastor as provided in †S14.13.d. of the synodical constitution of the synod named in *C6.01. In such case, the other congregation(s) in the same parish shall have the right to terminate the parish arrangement.~~
- ~~*C20.04. Whenever a parish arrangement is terminated, the call of any rostered person serving that parish is terminated. Should any congregation that formerly was part of the parish arrangement desire to issue a new call to that rostered person, it may do so in accordance with the call process of this church.~~
- *C20.01. This congregation may unite in partnership with one or more other congregations recognized by the synod named in *C6.01. to form a parish. Except as provided in *C20.02. and *C20.03., a written agreement, developed in consultation with the synod and approved by the voting members of each congregation participating in the parish, shall specify the powers and responsibilities that have been delegated to the Parish Council. The Parish Agreement shall identify which congregation of the parish issues calls on behalf of the member congregations or shall establish a process for identifying which congregation issues calls on behalf of the member congregations.
- *C20.02. One congregation of a parish shall issue a call on behalf of the member congregations to a minister of Word and Sacrament or a candidate for the roster of ministers of Word and Sacrament who has been recommended by the synodical bishop to serve the congregations of the parish. Such a call shall be approved prior to issuance by a two-thirds vote at a congregational meeting of each congregation forming the parish. If any congregation of the parish should fail to approve the call, the other congregations of the parish shall have the right to terminate the parish agreement.
- *C20.03. One congregation of a parish may issue a call on behalf of the member congregations to a minister of Word and Service or a candidate for the roster of ministers of Word and Service who has been recommended by the synodical bishop to serve the congregations of the parish. Such a call shall be approved prior to issuance by a two-thirds vote at a congregational meeting of each congregation forming the parish. If any congregation of the parish should fail to approve the call, the other congregations of the parish shall have the right to terminate the parish agreement.
- *C20.04. Any one of the congregations of the parish may terminate their relationship with the pastor as provided in †S14.18.d. of the synodical constitution of the synod named in *C6.01. In such case, the other congregation(s) of the same parish shall have the right to terminate the parish agreement.
- *C20.05. Any one of the congregations of the parish may terminate their relationship with a minister of Word and Service as provided in †S14.43.d. of the synodical constitution of the synod named in *C6.01. In such case, the other congregation(s) of the same parish shall have the right to terminate the parish agreement.
- *C20.06. Whenever a parish agreement is terminated, the call of any rostered minister serving that parish is terminated. Should any congregation that was formerly part of the parish agreement desire to issue a new call to that rostered minister, it may do so in accordance with the call process of this church.

Voted: En Bloc

CC15.11.52t

To receive the response from the Global Mission unit related to the resolution of the Metropolitan Chicago Synod concerning U.S. Government Aid to the State of Israel;

To note that this matter will be considered along with other memorials on Israel and Palestine already addressed to the 2016 Churchwide Assembly as the response of Church Council to the resolution of this synod; and
To request that the secretary of this church inform the synod of this action.

Voted: En Bloc

CC15.11.52u

To receive the response from the Office of the Presiding Bishop related to the resolution of the Southeastern Minnesota Synod concerning a strategic plan for this church;
To note that this matter is currently being initiated through the presiding bishop's process design; and
To request that the secretary of this church inform the synod of this action.

Voted: En Bloc

CC15.11.52v

To receive with thanks the resolution of the Eastern Washington-Idaho Synod concerning constitutional amendments in the congregational disciplinary process;
To receive the response from the Office of the Secretary related to the resolution;
To decline to amend the "Model Constitution for Congregations"; and
To request that the secretary of this church inform the synod of this action.

Voted: En Bloc

CC15.11.52w

To receive the response from the Global Mission unit related to the resolutions of the Northwestern Minnesota, Northeastern Minnesota, Northeastern Pennsylvania and Upper Susquehanna synods concerning solar power at Phebe Hospital in Liberia; and
To request that the secretary of this church inform these synods of this action.

Voted: En Bloc

CC15.11.52x

To receive the final annual report from the Office of the Presiding Bishop in response to the 2011 Churchwide Assembly action related to the implementing resolutions for the social statement, "Genetics, Faith and Responsibility."

Voted:

CC15.11.53

To receive the report from the Global Mission unit in response to the 2013 Churchwide Assembly action related to the matter of evaluating possibilities for investing in specific Palestinian economic endeavors and other projects that would promote peace and cooperation between Israelis and Palestinians;
To commend the Evangelical Lutheran Church in America's current social investment commitments to the Evangelical Lutheran Church in Jordan and the Holy Land, The Lutheran World Federation and other companions in the region; and
To request that the secretary of this church inform the synods of this action.

Voted:

CC15.11.54

To recommend the following for adoption by the 2016 Churchwide Assembly of the Evangelical Lutheran Church in America:

To adopt the following amendment to continuing resolution 5.01.A87. in the *Constitution, Bylaws, and Continuing Resolutions of the Evangelical Lutheran Church in America*.

~~5.01.A87. It shall be a goal of this church that within 10 years of its establishment its membership shall include at least 10 percent people of color and/or primary language other than English.~~

5.01.A16. *This church commits itself to ethnic and racial diversity. Each expression of this church shall annually assess its ethnic and racial diversity when compared to the demographic data of its community or territory. The churchwide organization will work with synods as they assist congregations to reach out to persons of color or whose primary language is other than English.*

Voted:

CC15.11.55

To recognize and affirm the extensive efforts of the presiding bishop to call the entire church to confront racism and to add our voice to that call; and
To invite the presiding bishop to include the current efforts in a broader, comprehensive strategy toward becoming a racially and ethnically diverse church committed to dismantling racism.

Voted: Two-Thirds Vote

CC15.11.56

To adopt the following amendment to continuing resolution 16.12.C11. in the *Constitution, Bylaws, and Continuing Resolutions of the Evangelical Lutheran Church in America*; and
To delete continuing resolutions 16.12.D11. and 14.32.B13.

~~14.32.B13. One voting member of the Church Council shall be selected in each triennium to serve in accord with 16.12.D11.d.4. as a member of the Advisory Committee for the Church Periodical.~~

16.12.C11.15. Mission Advancement Unit

~~The Mission Advancement unit shall be responsible for coordinating this church's communication, marketing, public relations, mission funding, major gifts, planned gifts, and constituent data management. It also shall oversee the work of the following:~~

- ~~a. The Lutheran magazine~~
- ~~b. The ELCA Foundation.~~

The Mission Advancement unit shall be responsible for planning, coordinating and carrying out this church's communications through publications and other tools. It shall also be responsible for Mission Support interpretation and consultations, the management of constituent data and shall lead its fundraising and development efforts including current, major and planned gifts.

~~16.12.D11. The church periodical, The Lutheran, shall be published by the churchwide organization. The following shall apply to the church periodical:~~

- ~~a. The Church Council shall elect the editor of the church periodical by a two-thirds vote to a four-year term. The editor shall be eligible for re-election. Employment of the editor may be terminated jointly by the presiding bishop of this church and a two-thirds vote of the members of the Church Council present and voting.~~
- ~~b. The editor shall be responsible to the Church Council. The editor shall select the editorial staff of the church periodical and shall be solely responsible for the periodical's content.~~
- ~~c. Official notices of this church shall be published in the periodical.~~
- ~~d. An advisory committee for The Lutheran shall have the responsibility for the church periodical. The advisory committee, in consultation with the presiding bishop of this church, shall nominate the editor for the church periodical. The advisory committee of the church periodical shall be composed of nine members elected by the Church Council.
 - ~~1) The members of the advisory committee of the church periodical, who shall be nominated through the Church Council's nomination process, shall include persons chosen for their understanding of periodical publishing.~~
 - ~~2) Each member of the advisory committee for The Lutheran shall be elected for one six-year term, with no consecutive re-election and with one-third of the members elected every two years.~~
 - ~~3) The terms of office of persons so elected to regular terms on the advisory committee of the church periodical shall begin on the first day of the month following each regular meeting of the Church Council.~~
 - ~~4) The Church Council shall appoint one voting member of the council to serve as an advisory member of this committee.~~
 - ~~5) The Conference of Bishops shall elect one bishop to serve as an advisory member of this committee.~~
 - ~~6) The advisory committee of the church periodical shall:
 - ~~a. develop editorial and advertising guidelines.~~
 - ~~b. receive periodic reports from the editor.~~
 - ~~c. consult with the editor from the perspective of the expertise of committee members.~~
 - ~~d. be responsible, together with the presiding bishop of this church, for the annual performance review of the editor.~~~~~~

The eighty-fifth meeting of the Church Council of the ELCA adjourned Sunday, November 15, 2015, at 2:45 p.m.

April 7-10, 2016

The eighty-sixth meeting of the Church Council of the ELCA was convened Thursday, April 7, 2016, in the Council Room of the Lutheran Center at Chicago, Ill. Vice President Carlos E. Peña called the meeting to order at 2:03 p.m. (Central Daylight Time).

Voted: **CC16.04.01**
To adopt the agenda and to permit the chair to call for consideration of agenda items in the order the chair deems most appropriate.

Voted: **CC16.04.02**
To approve the minutes of the Nov. 12-15, 2015, meeting of the Church Council; and
To ratify actions of the council's Executive Committee as indicated in the minutes of the Nov. 12, 2015, Dec. 7, 2015, Jan. 15, 2016, Feb. 9, 2016, and March 23, 2016, meetings.

Voted: **CC16.04.03**
To recommend the following action to the 2016 Churchwide Assembly of the Evangelical Lutheran Church in America:

To express gratitude to this church's members, congregations, synods and churchwide organization as well as to our companion churches and partners for the work to accompany migrant children and families fleeing the humanitarian crisis in Honduras, El Salvador and Guatemala;

To approve the Accompanying Migrant Minors with Protection, Advocacy, Representation and Opportunities (AMMPARO) strategy as a whole church response to the migration of children and their families around protection, advocacy, representation and opportunities; and

To encourage this church's members, congregations, synods and churchwide organization to continue their work in advocating for migrant children and their families.

Voted: **CC16.04.04**
To claim and name the abundant gifts of our church to create and sustain a network of theological education that serves the mission of the gospel.

Voted: **CC16.04.05**
To approve TEAC Recommendation 1A and accompanying implementing strategies.

TEAC Recommendation 1A: To create a new advisory committee to the Church Council (hereafter the Advisory Committee) whose charge it is to sustain a robust network of theological education for the ELCA and to prioritize and oversee the implementation of the TEAC recommendations.

Implementing Strategies:

- To establish an Advisory Committee as a committee of the Church Council, consisting of nine members. Representational principles of this church ELCA Constitution 5.01.f. are to be used in determining the membership of this committee. Committee members shall be appointed by the Executive Committee of the Church Council.

Committee members shall include:

- o 2 members of the Church Council, one of whom shall be named as convener by the presiding bishop
- o 1 member of the Conference of Bishops
- o 1 member identified by the seminary presidents and chief administrative officers
- o 1 member from lay schools of this church
- o 1 member from the synod vice presidents
- o 3 at-large members

Staff support shall include:

- o 1 person from the Office of the Presiding Bishop

- o 1 person from the Congregational and Synodical Mission unit
- o Additional staff as necessary
- Committee members shall serve a term of three-years with no term limits. The initial appointment of members shall stagger terms so that three members would be appointed or reappointed each year.
- To identify the responsibilities of the Advisory Committee as such:
 - o Identify clear goals, outcomes and metrics of assessment to fulfill the TEAC recommendations.
 - o Advise the Church Council on the mission, shape and scope of theological education in this church.
 - o Monitor and report to the council on the implementation of the TEAC recommendations.
 - o With the Office of the Presiding Bishop, the Conference of Bishops and the Congregational and Synodical Mission unit, monitor and encourage the maintenance of a robust network of theological education in the ELCA.
 - o Monitor and report to the Church Council the work of the seminaries in developing “a common theological education enterprise” and the work of developing a common learning platform.
 - o Report to the Church Council with recommended actions needed to sustain theological education and the theological education networks in this church.
 - o With existing seminaries and the other partners in our theological education network, report areas or resources that need to be developed to meet the current and emerging needs of this church.
 - o With the Office of the Presiding Bishop, the Conference of Bishops and the Congregational and Synodical Mission unit, identify changes needed for theologically trained leaders for the future of this church.
 - o Work with the churchwide organization, the Conference of Bishops, seminaries and lay schools to review and recommend appropriate modification to the funding formula used by the churchwide organization and synods.
 - o Work with the Office of the Presiding Bishop and the Conference of Bishops on issues of lifelong learning and rostered leader continuing education.
 - o Cooperate with the Executive Committee of the Church Council in an annual review of the committee’s responsibilities, with an assessment after two years whether this Advisory Committee should continue.

Voted:

CC16.04.06

To approve the remaining recommendations and refer them to the Advisory Committee and the Office of the Presiding Bishop for analysis and implementation.

TEAC Recommendation 1B: To direct the Office of the Presiding Bishop to call on synods and congregations to join the churchwide organization in staffing and resourcing the ELCA theological education network in ways that recognize its centrality to the church’s mission and future vitality.

Implementing Strategies:

- To direct the Office of the Presiding Bishop to organize an integrated communication plan that aligns all expressions of this church (churchwide, synodical and congregational) in a clear and compelling campaign to lift up how our teaching and learning ministry is central to the life of faith in the world. This campaign would involve all vehicles available (including print media, social media and personal testimonies by church leaders – rostered and lay) to express the clear message that the baptized are called to hear the Word, ask “What does this mean?”, and live as God’s faithful people in the world – the organizing themes of our tradition and the heart of theological education.
- To direct the presiding bishop to work with the Conference of Bishops and the Church Council to develop clear criteria for prioritizing resource alignment within the churchwide and synodical organizations (and by extension, congregations) aimed at enhancing and extending the network of theological education across this church.
- To direct the Advisory Committee to monitor the impact of these alignment efforts for communications and resources, looking for opportunities to enhance these efforts.

TEAC Recommendation 1C: To strongly encourage the seminaries in leading the development of a common learning platform that can serve to integrate and make widely accessible resources for theological education.

Implementing Strategies:

- To commend the work already underway in crafting a learning exchange and securing funding to operate the learning exchange for at least the first three-year start-up period.
- To request that the seminaries provide a progress report to the fall 2016 meeting of the ELCA Church Council.

- To request that the seminaries share an update on the learning exchange at the 2016 ELCA Churchwide Assembly.

TEAC Recommendation 1D: To direct the ELCA Research and Evaluation team to support the development of an ongoing robust asset-mapping process that identifies all theological education activity across this church, catalogs it, explores synergies and opportunities for scaling good practices and undoing redundancies, and makes possible an interactive and widely accessible web-based depository of theological education resources across this church.

Implementing Strategies:

- To direct the Congregational and Synodical Mission unit, in consultation with the Office of the Treasurer, Information Technology, to identify potential web-based, interactive models for creating interactive asset maps of program offerings. The requirements of these models will guide information gathering as the maps are developed.
- To direct the Congregational and Synodical Mission unit to work with the Global Mission unit for resources related to Latino theological education and with the Global Mission unit, the Network of ELCA Colleges and Universities, seminaries and synods for resources related to young adult faith formation to identify relevant resources for including in asset maps aimed at each audience.
- To request that the relevant churchwide, synodical and congregational entities use the asset maps for Hispanic and Young Adult theological education resources to engage constituents in the efficacy of such maps for meeting the needs of their communities.
- Based on the results of these “pilot” asset maps, to direct the Congregational and Synodical Mission unit to explore similar maps for other key constituencies for theological education, with the aim of expanding the asset-mapping to include a comprehensive roster of theological education resources for this church and an interactive web-based model for use across this church to identify and use those resources.
- To direct the Office of the Treasurer to work with the Congregational and Synodical Mission unit to explore the resources required to create and sustain the asset maps.

TEAC Recommendation 2: To link vocational discernment and theological education for specific target audiences within and beyond this church, with a focus on those whose leadership will strengthen the missional future of the ELCA.

TEAC Recommendation 2A: To direct the churchwide organization to call on synods, congregations and the ELCA theological education network to join it in encouraging young adults in vocational discernment by expanding model programs such as Project Connect and Youth Theology Institutes at the synodical level to serve as pathways for future leaders in the church.

Implementing Strategies:

- To direct the Office of the Presiding Bishop through Research and Evaluation to, in conjunction with the asset-mapping pilot, take stock of the churchwide resources directed to leadership and discernment and assess their respective impact on calls to church leadership. Among other things, this effort should consider the impact of this church’s investment in Young Adults in Global Mission, Campus Ministry, Outdoor Ministry and other young-adult focused programs.
- To direct the Congregational and Synodical Mission unit to work with the Conference of Bishops to explore and develop a proposal to fund and coordinate experiential, immersive church leadership opportunities for young adults across this church. To request that the Congregational and Synodical Mission unit provide a proposal to the fall 2017 meeting of the ELCA Church Council.
- To direct the Advisory Committee, in conjunction with seminaries, synods and the Office of the Presiding Bishop through Research and Evaluation, to identify congregations across this church that regularly and effectively invite and encourage young people to consider church leadership and develop resources and tools that synodical bishops and staff can use to support congregations and rostered leaders to better invite and encourage young people to consider church leadership. The Advisory Committee should consider how sharing or receiving these resources could fit into the pilot project for continuing education requirements.
- To ask synods to designate a staff member or volunteer to serve as a coordinator for young adult discernment and leadership work in the synod, collaborating with partners to explore and regularly offer vocational discernment retreats for young people.
- To ask each of the seminaries to designate one seminary staff member to serve as a regional coordinator and connector for the young adult discernment and leadership work in a given region. This person would, informed by

the asset mapping pilot project, seek to connect the various church and extra-church groups doing discernment and leadership for young people, including synods, congregations, ELCA colleges, ELCA seminaries, the Youth Ministry Network, Campus Ministry, Outdoor Ministries, Lutheran Volunteer Corps and intentional young adult living communities.

- To direct the Office of the Presiding Bishop and the Congregational and Synodical Mission unit to convene a leadership and discernment convocation, inviting those across this church identified through the asset-mapping project to come together to explore, vision and plan how this church in all its expressions can more intentionally invite young people into leadership in the church.
- To direct the Advisory Committee to investigate the factors potential candidates consider with regard to the practical realities of church leadership, such as finances, assignment and placement, in order to consider what changes could be made to make church leadership a more welcoming calling.

TEAC Recommendation 2B: To call upon the seminaries, in collaboration with the Congregational and Synodical Mission unit, the Global Mission unit, The Lutheran World Federation and ecumenical partners, to develop networked theological education programs, resources and opportunities for ethnic-specific communities (for example, a Latino theological education network with the capacity to reach a wide range of geographic locations with growing Latino populations).

Implementing Strategies:

- To direct the Global Mission unit to convene the Congregational and Synodical Mission unit, The Lutheran World Federation and the seminaries to develop a common global theological education strategy and report back to the fall 2016 meeting of the ELCA Church Council.
- To direct the Global Mission unit to convene the Conference of Bishops' representatives and the seminary leadership to develop a strategy to deploy some companion synod funds in service to theological education with our global partners and report back to the fall 2016 meeting of the ELCA Church Council.
- To direct the Congregational and Synodical Mission unit to convene the Conference of Bishops' representatives and seminary leadership to create a strategy on coordinating ethnic-specific leadership training with measurable and realistic goals and report back to the fall 2016 meeting of the ELCA Church Council.

TEAC Recommendation 2C: To call upon the theological education network to organize and make available a variety of opportunities for education, training and certification of lay leaders for missional service in congregations and communities.

Implementing Strategies:

- To direct the Office of the Presiding Bishop to convene key providers of Life Long Learning opportunities to share, re-imagine and coordinate the learning outcomes of their programs so that they can better advance the mission of the gospel by creating integrated curricular paths for lay leaders. This will serve both individual growth needs and help to link communities of learning.
- To direct the Office of the Presiding Bishop to work with the Conference of Bishops to design appropriate ways to recognize and credential lay leaders who complete a curricular program in theological education so that the various gifts of these leaders – gifts of teaching, preaching, service and so on – might be lifted up and put to work in ways that honor the leaders, build up the church in service to the world and serve the gospel mission.
- To direct the Office of the Presiding Bishop through Research and Evaluation to explore the creation of a social media tool (a la “Linked-In”) that would enable lay leaders to create virtual communities of practice in their work on behalf of the church and the world. Such a tool would allow these lay leaders to communicate with each other; to share good practices, helpful resources and common experiences; and to invite others committed to this work to become part of the community of practice.

TEAC Recommendation 2D: To authorize the Advisory Committee, in collaboration with the Conference of Bishops and the leaders of theological education network partners, to develop recommendations for how continuing education for rostered leaders can become the norm, widely recognized as essential if rostered leaders are to lead and exercise their teaching office faithfully and effectively in a changing church in a rapidly changing culture.

Implementing Strategies:

- To direct the Office of the Presiding Bishop to work with the Conference of Bishops, in consultation with the Congregational and Synodical Mission unit, to develop consistent requirements for all rostered leaders of this church for continuing theological education – requirements that are communicated as part of the call process, supported by both synods and congregations, and enforced through an annual reporting process monitored by synod bishops and councils (through the appropriate synodical committees).
- To direct the Congregational and Synodical Mission unit to work with the Advisory Committee, the Network of ELCA Colleges and Universities, seminaries and related organizations – with the assistance of Research and Evaluation – to develop a web-based catalog of theological education opportunities – delivered in person, online and in hybrid formats – that are available to meet the continuing theological education requirements for rostered leaders.
- To ask the Conference of Bishops to implement the continuing theological education requirement for rostered leaders on a three-year trial basis across the church, at the conclusion of which the experience of the trial period will be evaluated by the Advisory Committee and revised as appropriate.
- To direct the Office of the Treasurer to determine the human and financial resources needed – through churchwide, synodical and congregational sources – to undertake this recommendation.

TEAC Recommendation 3: To ensure the mission vibrancy and financial stability of the seminaries of the ELCA as they serve their crucial roles in our theological education network.

TEAC Recommendation 3A: To call upon the seminaries of the ELCA in the next three years to form a common theological education enterprise that has the necessary planning structures and appropriate decision-making authority to (1) enable regular strategic sharing of the faculty resources of the seminaries along with other qualified teachers; (2) organize common recruitment and a common application process; (3) generate a common research agenda that serves the flourishing of the church; and (4) enable operational efficiencies that free up the resources needed for expanded work and new experiments in theological education.

TEAC Recommendation 3B: To encourage the seminaries, as they pursue the development of a common online learning platform (as stated in Recommendation 1C) that could bring together the theological education resources of seminaries, lay schools, colleges, universities and other partners, to include an experimental online portfolio that could support lifelong learning for all the baptized and a continuing education requirement for rostered leaders.

TEAC Recommendation 3C: To support the efforts of the seminaries to balance their budgets and increase reserves while also reducing seminarian student debt by exploring alternative organizational models, exploiting underutilized property assets, sharing administrative infrastructure, testing alternative degree models and expanding coordinated scholarships and degree-accelerating arrangements that can make theological education more affordable for more people.

TEAC Recommendation 3D: To develop a process for making available synodical and churchwide funds for innovation in both academic and administrative practices as incentives to strengthen the work and financial condition of seminaries.

Implementing Strategies:

- To commend to the presiding bishop the convening of seminary presidents, board chairs and representation from the bishops on seminary boards on a regular basis to seek common ground in implementing specific strategies that lead to a more integrated, strategic, faithful and effective theological education system across the eight seminaries of this church. Regular reports on these conversations should be made to the Advisory Committee and concrete plans for collaboration and integration should be documented and supported. Among the key themes for these consultations are:
 - How the concept of an integrated system of theological education can be implemented and governed among the seminaries.
 - Ways in which curricular reform can be integrated and supported across the system.
 - Ways in which student registration (common registrar) can be centrally coordinated/integrated among the schools.
 - Ways in which a common application for all ELCA seminaries might streamline the enrollment process.

- o How enrollment in online educational offerings can be maximized through expanded offerings made available to other campuses.
- o How to establish a cross-bridge between the TEEM certificate and the M.Div. degree through a common program for assessment of demonstrated competencies.
- o How to create and sustain a system-wide research agenda for theological education.
- o How to prioritize faculty sharing (dually appointed), common back office management, distributed-learning and other forms of seminary/seminary and seminary/college collaboration that serves intentional movement toward system-wide coordination.
- o How to establish common accounting and general ledger modules for use by all seminaries.
- To ask seminary leadership, as they develop the shared learning exchange, to include creation of a personal portfolio that can be developed and accessed by each rostered leader in support of his or her lifelong learning goals, and encourage the continuation of rostered leader learning cohorts and the formation of cohorts which may emerge out of using the portfolio.
- To call on each of the seminaries to share with the Advisory Committee by September 2016 (a) a progress report on its efforts to move toward meeting the fiscal benchmarks identified in the TEAC report; and (b) a plan of action to advance this work in the next two years, including measures to:
 - o Improve liquidity and operating results (Net Income, Net Operating Revenue, Viability and Composite Ratios, student enrollment and student debt)
 - o Maximize use of property assets (achieving efficiencies from rental/lease agreements and/or sale of unused property).
 - o Coordinate and integrate systems across the seminaries with proposed Common Platform (identify level of involvement, investment and short- and long-term benefits)
 - o Establish educational partnerships to reduce costs and improve efficiencies while anticipating increased affordability for students.
- To request that the Advisory Committee bring the following proposals to the fall 2016 meeting of the Church Council: (a) a proposal for developing a new pattern of establishing benchmarks for synodical support to seminaries, including the designation of some portion of this support for innovative work that the seminaries and their supporting synods together identify as ways to strengthen their partnership in theological education; and (b) a proposed revision of the ELCA churchwide funding formula for seminaries which would be effective at the beginning of the 2017-2018 academic year, designating a portion (10-15 percent) of the total grant to be directed to promote and facilitate measures undertaken by the seminaries to move toward a common theological enterprise that enables operational efficiencies and innovation that free up resources needed for expanded work and new experiments.

Voted:

CC16.04.07

To receive the ELCA Churchwide Organization Operational Plan Report for 2015; and
 To thank the staff of the churchwide organization for their ongoing work, with particular thanks to those staff members who actively participated in the review of the report.

Voted:

CC16.04.08

To acknowledge with gratitude the long standing and deep connection the Evangelical Lutheran Church in America and its predecessor bodies have with The Lutheran World Federation (LWF) and its member churches;

To look forward to the 2016 Churchwide Assembly when the assembly will act on the Church Council recommendation to amend the ELCA constitution to emphasize this church's participation in the "LWF as a global communion of churches, engaging in faithful witness to the gospel of Jesus Christ and in service for the sake of God's mission in the world";

To receive with appreciation The Lutheran World Federation's invitation to study the significance of the Lutheran communion for the LWF member churches; and

To invite and encourage the ELCA in its three expressions to explore what it means to be an ecclesial communion from a Lutheran perspective using the document *The Self-Understanding of the Lutheran Communion - A Study Document* as a guide for such conversations.

Voted:

CC16.04.09

To acknowledge with appreciation the action of the following synods to maintain the percentage of sharing of 2016 mission support contributions by congregations for synodical and churchwide ministries but estimating an adjustment in the projected amount to be shared:

Arkansas-Oklahoma, Rocky Mountain, Southeastern Minnesota, Southeastern Iowa, Upstate New York and Southeastern Pennsylvania synods; and

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

Voted:

CC16.04.10

As a grateful church that affirms the partnership of congregation, synod and churchwide expressions, we affirm the percentage of sharing of 2016 mission support by congregations for synodical and churchwide ministries:

La Crosse Area, Southeast Michigan and Western Iowa synods;

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

We will steward these gifts to maximize their impact in mission for the sake of God's work. Our hands. in the world.

Voted:

CC16.04.11

As a grateful church that affirms the partnership of congregation, synod and churchwide expressions, we acknowledge with gratitude the actions of the following synods and affirm the percentage of sharing of 2017 mission support by congregations for synodical and churchwide ministries:

Alaska, Allegheny, Caribbean, Central States, Central/Southern Illinois, Delaware-Maryland, East-Central Synod of Wisconsin, Eastern North Dakota, Eastern Washington-Idaho, Florida-Bahamas, Grand Canyon, Greater Milwaukee, Indiana-Kentucky, La Crosse Area, Lower Susquehanna, Metropolitan Chicago, Metropolitan New York, Metropolitan Washington D.C., Minneapolis Area, Montana, Nebraska, New England, New Jersey, North Carolina, North/West Lower Michigan, Northeastern Iowa, Northeastern Minnesota, Northeastern Ohio, Northeastern Pennsylvania, Northern Great Lakes, Northern Illinois, Northern Texas-Northern Louisiana, Northwestern Minnesota, Northwestern Ohio, Northwestern Pennsylvania, Northwest Synod of Wisconsin, Northwest Washington, Oregon, Pacifica, Rocky Mountain, Saint Paul Area, Sierra Pacific, Slovak Zion, South Carolina, South Dakota, South-Central Synod of Wisconsin, Southeast Michigan, Southeastern, Southeastern Iowa, Southeastern Minnesota, Southeastern Pennsylvania, Southern Ohio, Southwest California, Southwestern Minnesota, Southwestern Pennsylvania, Southwestern Texas, Southwestern Washington, Upper Susquehanna, Upstate New York, Virginia, West Virginia-Western Maryland, Western Iowa and Western North Dakota synods;

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

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

To request that all synods submit any 2016 revisions or 2017 mission support plans or plan revisions prior to their 2016 synod assemblies.

Voted:

CC16.04.12

To approve a revised 2016 fiscal year ELCA World Hunger spending authorization of \$22,000,000.

Voted:

CC16.04.13

To recommend the following for adoption by the 2016 Churchwide Assembly of the Evangelical Lutheran Church in America:

2017 Budget Proposal

To approve a 2017 current fund spending authorization of \$65,296,005;

To approve a 2017 ELCA World Hunger income proposal of \$24,800,000; and

To authorize the Church Council to revise the spending authorizations after periodic review of revised income estimates.

Voted:

CC16.04.14

To recommend the following for adoption by the 2016 Churchwide Assembly of the Evangelical Lutheran Church in America:

2018 Budget Proposal

To approve a 2018 current fund income proposal of \$64,057,220;

To approve a 2018 ELCA World Hunger income proposal of \$25,000,000; and

To authorize the Church Council to establish a spending authorization after periodic review of revised income estimates.

2019 Budget Proposal

To approve a 2019 current fund income proposal of \$64,151,175;

To approve a 2019 ELCA World Hunger income proposal of \$25,000,000; and

To authorize the Church Council to establish a spending authorization after periodic review of revised income estimates.

Voted: Two-Thirds

CC16.04.15

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

16.11.A1116. Identity of Units

Units of the churchwide organization, which shall function through cooperation, coordination, and collaboration, are the following:

- a. ~~Congregational and Synodical Domestic~~ Mission unit;
- b. Global Mission unit;
- c. Mission Advancement unit.

16.12.A1316. ~~Congregational and Synodical Domestic~~ Mission Unit

The ~~Congregational and Synodical Domestic~~ Mission unit shall foster and facilitate the work of synods, congregations, and partners in making congregations vital centers for mission and in creating coalitions and networks to promote justice and peace. Its work includes creating and revitalizing congregations; leadership development; providing worship and liturgical resources; enhancing discipleship; supporting multicultural ministries and the commitment of this church to inclusivity; fostering relationships with educational partners; facilitating the engagement of this church in advocacy; and related activities that serve the evangelical mission of synods and congregations. The ~~Congregational and Synodical Domestic~~ Mission unit shall relate to the Deaconess Community, Lutheran Men in Mission, National Lutheran Campus Ministry, Inc., Educational and Institutional Insurance Administrators, Inc., and the Evangelical Lutheran Education Association.

17.30.A1516. Operation of the Mission Investment Fund of the ELCA

The Mission Investment Fund of the Evangelical Lutheran Church in America shall:

- a. have primary responsibility for the development, administration, promotion, and sale of Mission Investments;
- b. develop and administer a loan program, including management responsibilities for the underwriting, legal, accounting, reporting, servicing, marketing, and other related functions;
- c. provide expertise for management of real property and execute all necessary documents for the acquisition and disposition of such property;
- d. relate to the ~~Congregational and Synodical Domestic~~ Mission unit, which shall request real estate acquisition for new and existing ministries within the limits of the capital funds available and within established criteria;
- e. confer with the ~~Congregational and Synodical Domestic~~ Mission unit on any loans to developing ministries;
- f. offer building and architectural consultative services to new congregations entering first-unit construction, to congregations relocating with synodical approval, to other congregations, and to other organizations and institutions that are affiliated with this church;
- g. offer building and property consultative services to congregations of this church;

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

Voted:

CC16.04.16

To take action *en bloc* on the following items listed in *En Bloc* Revised.

Voted: En Bloc

CC16.04.16a

To approve the report of the ELCA Audit Committee describing the review of the audited financial statements, management letter, and response of management for the Endowment Fund Pooled Trust's year ending December 31, 2015.

Voted: En Bloc

CC16.04.16b1

Appointment of Assistant Officers

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

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

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

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

VOTED: EN BLOC

CC16.04.16b2

Authorization to Act for the ELCA as a Trustee

RESOLVED, that the Treasurer and the Executive Director of the Mission Advancement unit are appointed as a committee having the authority of the Church Council in the management of the business and fiscal affairs of any trust for which the churchwide organization is acting as trustee to *authorize and approve*, on behalf of this corporation as trustee, transactions to which such trust is a party;

RESOLVED, that the Treasurer and the Executive Director of the Mission Advancement unit are appointed as a committee having the authority of the Church Council to authorize and approve establishment of any gift annuity agreement for which the churchwide organization is guarantor, on behalf of this corporation as guarantor;

RESOLVED, that the Treasurer or the Executive Director of the Mission Advancement unit, or in absence of both of the foregoing, any two assistant treasurers may *execute*, and the Secretary or any assistant secretary may *attest*, any document previously authorized and approved as provided in this resolution, which is required or desirable in connection with the establishment of any gift annuity agreement for which the churchwide organization is guarantor or which is necessary and appropriate for the management of the business and fiscal affairs of any trust for which the churchwide organization is acting as trustee;

RESOLVED, that the Mission Advancement unit keep and maintain appropriate records of all transactions so authorized and, upon request, report such transactions to the Budget and Finance Committee of the Church Council;

RESOLVED, that prior resolutions adopted by this Council, including CC02.11.89 and CC12.04.19i, addressing the matters specified above are hereby rescinded and replaced by this action.

Voted: En Bloc

CC16.04.16c

To receive the resolution from the Northern Illinois Synod concerning a conversation on climate change and the environment on the agenda of the 2016 ELCA Churchwide Assembly;

To refer the resolution to the Office of the Presiding Bishop; and
To request the secretary of this church notify the synod of this action.

Voted: En Bloc

CC16.04.16d

To designate the persons identified in the “2016 Synod Assembly Churchwide Representatives” grid with voice but not vote in the meetings of the assigned Synod Assembly, including like privileges accorded to those additional persons whom the Synod Assembly or the Synod Council has designated.

Voted: En Bloc

CC16.04.16e1

To recommend adoption of the following proposed action by the voting members of the 2016 Churchwide Assembly:

To adopt the “Rules of Organization and Procedure” for the 2016 Churchwide Assembly (exclusive of quoted and highlighted constitutional provisions and bylaws that are already in force).

Voted: En Bloc

CC16.04.16e2

To authorize the presiding bishop and secretary of this church to prepare further editing and scheduling revisions that may be found necessary for the Rules prior to their publication in the Pre-Assembly Report; and
To report any changes to the Church Council at its August 2016 meeting.

Voted: En Bloc

CC16.04.16f

To recommend the following for adoption by the 2016 Churchwide Assembly of the Evangelical Lutheran Church in America:

To adopt, *en bloc*, with the exception of such amendments as may be considered separately, the following amendments to the *Constitution, Bylaws, and Continuing Resolutions of the Evangelical Lutheran Church in America*:

8.32.02. Colleges and universities of the Evangelical Lutheran Church in America may relate to this church in various ways, including relationship with the Churchwide Assembly, the Church Council, a synodical assembly, or a corporation whose voting members are, or have been elected by, synodical assemblies, other organizational units (conferences, clusters, etc.), or congregations. Subject to approval by the appropriate synods, a college or university may be owned by a not-for-profit corporation (1) that has voting members, at least 90 percent a majority of whom shall consist of members of the Churchwide Assembly or the Church Council, and (2) that shall hold the meeting of such a corporation in conjunction with the Churchwide Assembly for the purpose of electing or ratifying members of the governing board and approving amendments to the articles of incorporation, and approving amendments to other governing documents which affect the relationship between the college or university and this church. At least 60 percent majority of the members of the governing boards of the a corporations that meets in conjunction with the Churchwide Assembly or Church Council shall be members of this church or of a church body with which this church is in a relationship of full communion, but under no circumstances shall fewer than forty (40) percent of the members of such board be members of this church.

Voted: En Bloc

CC16.04.16g

To approve the amended Policy and Procedures for Review of Liturgical Material.

Voted: En Bloc

CC16.04.16h1

To elect to the board of directors of Luther Seminary for a term coterminous with her service as president of Luther Seminary: The Rev. Robin J. Steinke;

To re-elect to the board of directors of Luther Seminary for a four-year term expiring in 2020: Ms. Bonnie Raquet;

To re-elect to the board of directors of The Lutheran School of Theology at Chicago for a three-year term expiring in 2019: Mr. Clarence J. Atwood Jr. and the Rev. Gordon A. Braatz;

To nominate to the advisory council of Lutheran Theological Southern Seminary as part of Lenoir-Rhyne University for a three-year term expiring in 2019: Ms. Miriam L. David and the Rev. Kathryn A. Tiede;

To elect to the advisory board of Pacific Lutheran Theological Seminary for a six-year term expiring in 2022: The Rev. Richard W. Rouse;

To re-elect to the board of directors of Trinity Lutheran Seminary for a three-year term expiring in 2019: Mr. Aaron Schmalzle; and

To elect to the board of directors of Trinity Lutheran Seminary for a three-year term expiring in 2019: Mr. James A. McCoy.

Voted: En Bloc

CC16.04.16h2

To elect to the board of trustees of the Endowment Fund of the Evangelical Lutheran Church in America for a six-year term expiring in November 2021: Ms. Liza Canino and Mr. Eric Golberg.

Voted: En Bloc

CC16.04.16h3

To elect as members of the Committee of Hearing Officers to one six-year term expiring in 2022: Ms. Stephanie Ertel, Mr. F. Thomas Kull Jr., and the Rev. Raymond A. Miller.

The eighty-sixth meeting of the Church Council of the ELCA adjourned Sunday, April 10, 2016, at 12:32 p.m.