



Evangelical Lutheran Church in America

God's work. Our hands.

TO: Voting Members and liaison bishops of the Church Council

FROM: The Reverend Wm Chris Boerger, Secretary *Wm Chris Boerger*

DATE: September 9, 2019

SUBJECT: Notice of and information on the ninety-sixth meeting of the Church Council of the Evangelical Lutheran Church in America

The ninety-sixth meeting of the Church Council of the Evangelical Lutheran Church in America will be held in the eleventh-floor conference center of the Lutheran Center, 8765 W. Higgins Road, Chicago beginning with worship on Thursday, November 7, 2019 at 1:30 p.m. and adjourning no later than Sunday, November 10, 2019 at 12:30 p.m. NOTE: Members of the Executive Committee will need to arrive in time for a 10:00 a.m. meeting on November 7.

Registration will take place online. **Registration is necessary for everyone, whether or not you will travel by air or stay at the hotel.** To register, please log in to ELCA Community (<https://community.elca.org>) and click on "Events." This will take you to the listing for "Church Council Fall 2019" where you can click on "Register Now." The deadline for registration is October 7, 2019 by noon. Airfare should be booked by October 7.

Information and instructions regarding accommodations and travel arrangements are addressed below. Please be sure that your travel reservations are made at least 30 days before the meeting begins and strive to obtain the lowest possible air fare. If you have questions regarding registration or arrangements, please contact Gail Schroeder at 773.380.2806 or Gail.Schroeder@elca.org.

A provisional schedule is included in My.ELCA.org. Please do not schedule your departure flight to leave before 3:00 p.m. on Sunday November 10, unless absolutely necessary.

All pre-meeting materials will be available online at the Church Council SharePoint site: My.ELCA.org (<http://my.elca.org>). Please select the orange "ELCA Community" box and enter your ELCA Community username and password. If you have any questions regarding the website, if you are experiencing problems or if you would like written documents before the meeting please e-mail Joseph Schmidt at Joseph.Schmidt@elca.org or call 773-380-2438.

Protocol for Attendance

It is expected that Church Council will:

- 1) Commit to being present for meetings, not missing more than one full day of a meeting nor two consecutive meetings;
- 2) Conscientiously and prayerfully prepare for and participate in meetings and fulfill the responsibilities of a member of the board of directors as described in the Governance Policy Manual; and

- 3) Complete reservations for travel at least one month prior to the meeting and at the lowest fare available. Travel arrangements made after the deadline must be approved by the Office of the Secretary. Additional costs due to late reservations may be charged to the member.

Anyone who seeks to be excused from the meeting must submit a request in writing to Secretary Chris Boerger at Chris.Boerger@elca.org. After November 1, submit a request to be excused to newly elected Secretary Sue Rothmeyer at Sue.Rothmeyer@elca.org.

Air Travel and Hotel Accommodations

You may make your airline reservations one of two ways – by going online at www.concursolutions.com or by calling Direct Travel at 800.543.8016. Please call Monday – Friday between 8:30 a.m. – 5:00 p.m. CT.

When making reservations, please indicate to the travel agent that you are attending the ELCA Church Council meeting and provide the following code number: **17102**. Please note there is an additional service fee added to the cost of the reservation if you use the telephone service rather than using Concur.

If you have a Concur online travel account through Direct Travel, go to www.concursolutions.com to make your airline reservations. At your travel page, you will be asked to choose your flights based on either fare or schedule. Please choose the lowest fares based on arriving at Chicago O’Hare International Airport November 7 (November 6 if you are a member of the Executive Committee) and departing Chicago O’Hare International Airport Sunday afternoon (November 10) after 3:00 p.m. After you select your flights and confirm your schedules, you will be asked to select a credit card to use for payment. Select “Office of the Secretary.” When you get to the “Trip Booking Information” page, complete the following fields:

Select travel type: “Business”

What unit are you traveling for: “Office of the Secretary”

Budget number: “102”

Please state purpose of this trip: “Church Council”

You will receive two confirmations by e-mail. The first confirmation shows that the reservation is being received by Direct Travel for review. The second confirmation will indicate the flight is booked. Accommodations will be booked for you based upon the information contained in your online reservation. Do not book your hotel reservations; we will do this on your behalf. The hotel’s address and phone number are as follows:

The O’Hare Marriott Hotel
8535 W. Higgins Road
Chicago, Illinois 60631
773.693.4444

Complimentary Airport Shuttle

The O’Hare Marriott provides continuous van transportation every 30 minutes between O’Hare Airport and the hotel. The pick-up location for hotel shuttles is in the Transportation Center on the first floor of the O’Hare Airport parking garage.

From baggage claim, follow the posted signs and arrows on the floor to the underground tunnel (another level down by escalator or elevator). Walk in the underground tunnel to the elevators that will carry you to the first-floor level of the parking garage. Follow the signs to the Transportation Center and watch outside door numbers 1-3 for the O'Hare Marriott shuttle.

Automobile Travel

Automobile mileage is currently paid at \$0.58 cents per mile. Tolls are paid if you provide a receipt that includes all the toll fees. The total amount per car should not exceed the air travel allowance for the same trip. You must print a map of the automobile travel from the originating location to the destination and include it with your expense reimbursement form.

Parking

The O'Hare Marriott does not offer complimentary parking. Please park your car in the ELCA parking lot and plan on walking between the hotel and the Lutheran Center. Please park on level 4 or above for overnight parking. Upon arrival, please see Gail Schroeder for an overnight parking form that you will need to complete and hand in to the security desk. Hotel parking charges will not be reimbursed.

Expense Reimbursement

All airline travel, room and tax charges, as well as the \$17.00 breakfast buffet at the hotel, will be billed directly to the Office of the Secretary. You will be responsible for your incidental charges. We encourage you to sign up for [Marriott Rewards](#) to access complimentary in-room Wi-Fi and avoid internet expenses, as they will not be covered. Expense reimbursement forms for additional meals and other covered expenses will be available on a table outside of the council room and on My.ELCA.org under "Resources/Church Council Forms." After completing the form **with a wet signature and with all original detailed receipts attached**, please return it in the "Completed Expense Reports" box on the same table or mail it to the Office of the Secretary. **All expense report forms must be submitted to the Office of the Secretary by December 10, 2019. Forms submitted after December 10 will not be processed.**

Meals

The O'Hare Marriott provides a breakfast buffet in their restaurant beginning at 6:00 a.m. for Church Council members and liaison bishops staying at the hotel. This is a discounted cost of \$17.00 per person which includes gratuity to the server. When entering the hotel restaurant, you must let the hostess or wait staff know you are an ELCA guest. Breakfast will not be served at the Lutheran Center.

The cost of the \$17.00 breakfast buffet and the gratuity will be billed to your room and will be direct billed to the ELCA. For meals not provided, per meal expense is estimated at \$25.00 for an individual and will not be reimbursed without an itemized receipt. We will only pay for the breakfast buffet, no other non-buffet breakfast meals.

Meals provided at the Lutheran Center will include Thursday dinner, Friday lunch and dinner, Saturday lunch and Sunday boxed lunch.

Evangelical Lutheran Church in America
CHURCH COUNCIL
November 2019
Revised Proposed Schedule

Wednesday, November 6

3:00 p.m. Audit Committee

Thursday, November 7

10:00 a.m. Executive Committee, Epiphany

12:00 p.m. Lunch for Executive Committee, Outside Epiphany

1:30 p.m. **WORSHIP SERVICE WITH HOLY COMMUNION**, 1st Floor Chapel
Church Council Choir Rehearsal following worship, 1st Floor Chapel

2:45 p.m. **Open Reception for Church Council with Churchwide Staff**, Augsburg Room
Welcome to Secretary Sue Rothmeyer

3:45 p.m. Break

4:00 p.m. **PLENARY SESSION ONE**, Council Room
Call to Order
Report from the Presiding Bishop
Ecumenical Greeting
Report from the Vice President
(stand and stretch)
Report of the Executive Committee

- Ratification of appointments to committees
- Process to elect members to Executive Committee
- Synod visits by Church Council members

Update from Task Force on Income Strategies and Future Campaigns
Personal Reflection on Faith
Hymn and Prayer

6:15 p.m. **WELCOME DINNER**, Augsburg Room
Café Conversation Activity with Liaison Bishops
Wine and beer available (\$5.00 donation)

Friday, November 8

6:00 a.m. **BREAKFAST**, O'Hare Marriott Hotel (Buffet opens at 6:00 a.m.)

8:00 a.m. College Corporation Meeting for St. Olaf College, Council Room
Church Council members to be present

- 8:45 a.m. Break
- 9:00 a.m. Committees meet
 Budget and Finance, Pentecost
 Legal and Constitutional Review, Advent
 Program and Services, Epiphany
 Planning and Evaluation, 10th Floor HR Training Room
- 12:00 p.m. Mid-Day Prayer, 1st Floor Chapel
Installation of the newly elected Church Council members
- 12:15 p.m. **LUNCH**, Augsburg Room
 Ecumenical Liaison Lunch, Augsburg Room
- 1:30 p.m. Committees continue to meet
 Budget and Finance, Pentecost
 Legal and Constitutional Review, Advent
 Program and Services, Epiphany
 Planning and Evaluation, 10th Floor HR Training Room
- 3:00 p.m. Break
- 3:30 p.m. **PLENARY SESSION TWO**, Council Room
 Executive Session, Legal Briefing
 Ecumenical Greeting
 Report of the Theological Education Advisory Committee
 First Ballot for At-Large Members to Executive Committee
(10-minute break)
 Report from Administrative Team
 Personal Reflection of Faith
 Process Observation
 Announcements
 Hymn and Prayer
- 6:00 p.m. **DINNER**, Augsburg Room
 Board Development Committee, Advent (*working dinner*)

Saturday, November 9

- 6:00 a.m. **BREAKFAST**, O'Hare Marriott Hotel (Buffet opens at 6:00 a.m.)
- 9:00 a.m. **PLENARY SESSION THREE**, Council Room
 Bible Study, led by Pr. Cheryl Pero
 Report from the Secretary
 Second Ballot for At-Large Members to Executive Committee
(stand and stretch)
 Report from the Treasurer
 Report of the Budget and Finance Committee
 - Update on Mission Support Experiment Synods
(10-minute break)

Report of the Legal and Constitutional Review Committee
Ecumenical Greeting
Personal Reflection on Faith
Third Ballot for At-Large Members to Executive Committee
(subsequent ballots to occur later in the day as needed)
Announcements and Table Prayer

- 12:00 p.m. **SIM (Separately Incorporated Ministry) LUNCH PRESENTATIONS**, various locations (*to be assigned*)
- 12:00 p.m. *Deadline for Removal of Items from En Bloc*
Deadline for New Business
- 1:30 p.m. **PLENARY SESSION FOUR**, Council Room
Ecumenical Greeting
Report of the Program and Services Committee
 - Update on Vision and Expectations/Trustworthy Servants of the People of GodVideo report from the Conference of Bishops
 - Recommendation on Climate ChangeReport of the Planning and Evaluation Committee
 - Update on Strategy Toward Authentic Diversity
- 3:00 p.m. Break
- 3:30 p.m. **PLENARY SESSION FIVE**, Council Room
Ecumenical Greeting
Report of the Executive Committee
 - Memorandum of Mutual Recognition of Relations of Full CommunionStewardship Conversations
New Business
Process Observation
Announcements
Hymn and Prayer
- 5:00 p.m. **DINNER**, Dinner on own

Sunday, November 10

- 6:00 a.m. **BREAKFAST**, O'Hare Marriott Hotel (Buffet opens at 6:00 a.m.)
- 7:30 a.m. Executive Committee, Epiphany (*working breakfast*)
- 9:00 a.m. **WORSHIP SERVICE WITH HOLY COMMUNION**, 1st Floor Chapel
Offering: International Women Leaders
- 10:15 a.m. **PLENARY SESSION SIX**, Council Room
Report of the Board Development Committee
Unfinished Business
Consideration of Items Removed from *En Bloc*

En Bloc Approval of Certain Items
(*stand and stretch*)
Debrief of 2019 Churchwide Assembly
Personal Reflection on Faith
Process Observation
Evaluation and Debriefing
Hymn and Prayer

12:30 p.m. **ADJOURNMENT** [*Brown bag lunch available*]



Evangelical Lutheran Church in America

God's work. Our hands.

October 2019

Dear friends,

Grace and peace to you.

We look forward to welcoming the newly elected Church Council members to your first ELCA Church Council meeting. We plan to have the installation of the new members during the mid-day prayer service on Friday, Nov. 8. At this first meeting of a triennium, we also like to have an open reception so churchwide staff can meet you in an informal setting. This is scheduled for Thursday, Nov. 7 following worship. All are invited to Chapel on Thursday. And yes, those interested in the Church Council Choir will have a chance to rehearse after Thursday's worship service.

Following is a brief overview of what you can expect and what you should be prepared for at this upcoming Church Council meeting. Many action items will be *En Bloc*, or in one block, to allow time for more strategic and generative conversations necessary for the wellbeing of this church. If there is any action you do wish to discuss that is in *En Bloc*, you need to notify Secretary Sue Rothmeyer during the Church Council meeting by Saturday, Nov. 9 at 12:00 Noon. This is also the deadline for any new business that you wish to add to the Church Council agenda.

Here are some of the important items to read and prepare:

- Consideration of unfinished Churchwide Assembly business (there are five motions; [click here](#) to read them. All will be placed *En Bloc*, unless removed by a Church Council member.)
- Report and recommendations from the task force to consider a future campaign and income strategies (*coming soon*); a recommendation to create a separate committee will be proposed.
- Consideration of responses and/or timelines to 2019 Churchwide Assembly actions assigned to the churchwide organization (*coming soon*; when it's posted you'll find the responses in the *En Bloc* folder of MyELCA)
- St. Olaf College Corporation Meeting agenda (*coming soon*); this meeting will occur at 8 a.m. on Friday, Nov. 8 and all Church Council members are expected to be present.
- Report from the Theological Education Advisory Committee; this will be the last report from this advisory committee as the work will be disseminated to others.
- Consideration of Memorandum of Mutual Recognition of Relations of Full Communion; this action will come through the Executive Committee ([click here](#) to read the memorandum)
- Conference of Bishops Report, which includes the affirmation of the Memorandum of Mutual Recognition and a recommendation on climate change ([click here](#) to read the report)
- Update on the process of rewriting Vision and Expectations/Trustworthy Servants of the People of God; you can learn more at www.ELCA.org/rosteredlife. No action will be coming to this meeting. ([click here](#) to read the update)
- Background and update on the Mission Support Experiment Synods; no action will be coming to this meeting.
- Debrief of the 2019 Churchwide Assembly ([click here](#) to read the survey results)
- Last but not least, during the Church Council meeting, we will hold elections for the three at-large positions for the Executive Committee of the Church Council; the process for this will be acted upon during Thursday's, Nov. 7 plenary session.

The agenda will be posted about two weeks prior to the meeting. If you have particular questions about any of the matters above, I encourage you to reach out to Jodi Slattery, Jodi.Slattery@elca.org. I'm certain she will be happy to help you. The MyELCA portal for Church Council has user-friendly filters so you can see what is required reading, discussion-based reading and information sharing. Please contact Joseph Schmidt, Joseph.Schmidt@elca.org, if you have problems accessing the portal.

Other helpful schedule items to note is a relationship-building activity to be held Thursday evening with the liaison bishops, many of whom are new to the Church Council (but not new to the Conference of Bishops). And we look forward to our Bible study time on Saturday morning, Nov. 9, led by the Rev. Dr. Cheryl Pero. Pr. Pero retired in June 2017 as director of the Rev. Dr. Albert "Pete" Pero, Jr., Multicultural Center at the Lutheran School of Theology at Chicago. The Bible study will be on "Luther's Small Catechism with African Descent Reflections." If you did not receive a reflections book, 1517 Media has been very generous to supply us with books for the new Church Council members. For those who have a book, please remember to pack it.

And speaking of packing, remember to wear black on Thursdays since the ELCA participates in #ThursdaysinBlack Campaign of the World Council of Churches as part of our 2019 Churchwide Assembly actions; [click here](#) to learn more about this campaign.

Your servant leadership on Church Council is a blessing for this whole church. God calls each of us to greater, deeper and bolder participation in this church. I give thanks to God for your faithful witness to the gospel.

God's peace,

A handwritten signature in cursive script that reads "Elizabeth A. Eaton". The signature is written in black ink on a light-colored background.

Elizabeth A. Eaton
Presiding Bishop

2019-2022 Church Council Committee Members

EXECUTIVE COMMITTEE

Elizabeth Eaton, Presiding Bishop
Sue Rothmeyer, Secretary-elect
Lori Fedyk, Treasurer
Bill Horne, Vice President and Chair
William Gafkjen, Chair of the Conference of Bishops
Chad Huebner
Jim Jennings
Gary Pederson
Emma Wagner

AUDIT COMMITTEE

Gary Hecht (5/21)
Ingrid Stafford (9/21)
Richard Wehrheim (11/20)
Tracey Beasley (Chair) (11/21)
Kevin Anderson (11/21)
Keoni Newman (11/21)

Staff: Jonathan Beyer, Wyvetta Bullock, Lori Fedyk, Annette Roman, Diane Snopek

BOARD DEVELOPMENT COMMITTEE

2022: Cheryl Chatman (Chair)
Jim Jennings
Joe Nolte
Emma Wagner
2025: Marcus Bigott
Cherrish Holland
Loren Solberg

Staff: Wyvetta Bullock, Jodi Slattery

BUDGET AND FINANCE

Treasurer: Lori Fedyk
2022: Dena Gable
Jim Jennings (Chair)
2025: Tracey Beasley
Cherrish Holland
Keoni Newman
Kjerstern Priddy
Valerie Shaw
Loren Solberg

Liaison bishops: Barb Collins, Jeff Clements, Pedro Suarez

Staff: Jonathan Beyer, Wyvetta Bullock, Santiago Padilla, Victoria Flood, Annette Roman, Annette Shoemaker

LEGAL AND CONSTITUTIONAL REVIEW

Secretary-elect: Sue Rothmeyer
2022: Cheryl Chatman
Gary Pederson (Chair)
Philip Wirtanen
Ismael Castillo-Danforth
2025: Kevin Anderson
Emily Hartner
Patricia Kluetz
David Lenz
Noah Roux

Liaison bishops: Guy Erwin, Don Kreiss

Staff: Tom Cunniff, Aja Favors

PLANNING AND EVALUATION

2022: Lisa Burk
Chad Huebener (Chair)
Ricardo Rivera
2025: William Callister
Karn Carroll
Joanne Engquist
Tara Lynn
Loni Taylor

Liaison bishops: Shelly Wickstrom, Terry Brandt
Staff: Wyvetta Bullock, Deborah Coe, Walter May

PROGRAM AND SERVICES

2022: William Gafkjen (Term ends Dec. 31, 2019)
Joe Nolte
Emma Wagner (Chair)
Sonja Wolfe
Merritt Zesinger
2025: Marcus Bigott
Nick Billardello
Susan Boxberger
Divine
Pamela Hoh

Liaison bishops: Sue Briner, John Macholz
Staff: Jodi Slattery

2019-2022 Church Council Committee Members

Liaison Bishops

Shelley Wickstrom-R1

Guy Erwin-R2

Terry Brandt-R3

Sue Briner-R4

Jeff Clements-R5

Don Kreiss -R6

John Macholz-R7

Barb Collins-R8

Pedro Suarez-R9

Prayer Team

Nick Billardello

Divine

Joanne Engquist

Chad Huebner

Keoni Newman

Church Council Liaison Positions

Justice for Women Consulting Committee

Tracey Beasley

(Term expires August 2022)

The Episcopal Church Executive Committee Liason

Joanne Engquist

(Term expires August 2025)

The Moravian Church Liaison

Emily Hartner

(Term expires August 2025)

Presbyterian Church USA Liaison

Chad Huebner

(Term expires August 2022)

Reformed Church in America Liaison

Clarance Smith

(Term expires August 2020)

United Church of Christ Liaison

none

United Methodist Church Liaison

Dena Gable

(Term expires November 2022)

Ecumenical Liaison Positions

The Episcopal Church

Dr. Steven Nishibayashi

The Moravian Church

Pr. Judy Knopf

Presbyterian Church USA

Ms. Elona Street Stewart

Reformed Church in America

Pr. Daniel Meeter

United Church of Christ

—

United Methodist Church

Dr. Kyle Tau and Pr. Kennetha Bigham-Tsai

Report from the Presiding Bishop

Now faith is the assurance of things hoped for, the conviction of things not seen. Hebrews 11:1

The 2019 Churchwide Assembly was unique. Of course, many of the standard actions and procedures were carried out - election of committees and Church Council, hearings, worship, consideration of memorials and resolutions, passing a budget – but it seemed to me that there was a different atmosphere, a different vibe. Setting aside for a moment the significant actions taken on a spectrum of issues, the way we engaged with the issues and with each other was, at least to me, noticeably different from past churchwide assemblies. People were engaged. The assembly wanted to have a conversation. First-time voting members were prepared and ready to be a part of the conversation. Church Council members were accorded vote along with voice. Members of the Conference of Bishops also were active speakers during deliberation and debate.

I do not believe this was an anomaly. I think we witnessed a shift in the way a churchwide assembly understands and carries out its work. Leading up to the 2019 Churchwide Assembly I wondered if the uncivil discourse that has taken hold in the public square might also shape the assembly. On the whole, and in person and in real time, it did not. We considered and took action on major issues and did so respectfully. People wanted to talk. Not that any churchwide assembly is pro forma, but the established rhythm of presentation, hearings, discussion, voting was interrupted. We are taking a look at future churchwide assembly agendas – what is a good balance of conversation and legislation? How do we build time into the schedule for deeper conversation, while at the same time, acting on the business under consideration by the assembly? “The Churchwide Assembly shall be the highest legislative authority of the churchwide organization and shall deal with all matters which are necessary in pursuit of the purposes and function of this church.” (ELCA Constitution 12.11) But is that the only function of a churchwide assembly? We will be pondering this during the triennium. I welcome your thoughts.

Another change is the ubiquitous presence of social media during the assembly. Those in attendance were not the only ones in the room. This is reality. What does this mean? How does it shape debate and action by the voting members? What is the downside? How can this virtual presence and connectedness enhance the work of the assembly and of this church? We will be pondering this during the triennium as well. I welcome your thoughts.

Verse two of the hymn, “Let Streams of Living Justice” sings, “For healing of the nations, for peace that will not end, for love that makes us lovers, God grant us grace to mend.” (Evangelical Lutheran Worship 710) I am convinced this was the spirit of the assembly as we adopted “Faith, Sexism, and Justice” and “A Declaration of Inter-religious Commitment;” received “A Declaration of the ELCA to People of African Descent;” named June 17 as a day of repentance to commemorate the Emanuel 9; moved forward on our work toward authentic diversity; declared the ELCA a sanctuary denomination; and much more. I have been asked why the ELCA gets involved in the culture wars. Our actions have been described to me as political posturing. You have undoubtedly faced similar critiques in your congregations and synods. I am convinced the decisions we took were gospel-based – both judgement and promise – not a flash-in-the-pan, reflexive, attempt to seem “relevant.” “It seemed good to the Holy Spirit and us” (Acts 15:28) to take these steps.

I am also convinced we are not yet fully aware of the magnitude of the actions that were taken at the Churchwide Assembly. Martin Luther was very clear about the reality of our sinful and broken nature. We committed ourselves to confronting the deep and painful effects of human sinfulness and brokenness manifested in racism, sexism, and patriarchy as well as resistance to our inter-religious engagement and we will face everything from apathy to antipathy. The patterns of our relations with communities other than our own are deeply ingrained and formed by generations separation.

I am hopeful, but not optimistic about the possibility of lasting change. Richard John Neuhaus made this distinction, “Optimism is not a Christian virtue. Optimism is simply a matter of optics, of seeing what

you want to see and not seeing what you don't want to see. Hope is facing reality with eyes wide open and saying, nonetheless this is what we are going to do by the grace of God." Indeed, it is by grace and grace alone that we can claim hope in these times.

Our work continues. The actions taken at the Churchwide Assembly called for work by units and offices. The Church Council will consider those actions which were submitted but not addressed at the assembly. We welcome Kathy Freeman Summers as the new president and CEO of the ELCA Foundation and executive director of the Mission Advancement unit. We welcome Secretary-elect Sue Rothmeyer even as we bid farewell to Secretary Chris Boerger. There are other significant staff transitions. We continue with the Leadership Initiative. The Leadership Lab is ready for launch. We are living into the Sustainable Fundraising Model in the Mission Advancement unit. We are advocating to have funds appropriated by U.S. Congress for the Augusta Victoria Hospital and other East Jerusalem hospitals to be released by the White House Administration. I am blessed to work with gifted and dedicated colleagues and do ask your prayers as we serve this church.

Report from the Vice President

“Then you shall call, and the Lord will answer;
you shall cry for help, and he will say, Here I am.
If you remove the yoke from among you,
the pointing of the finger, the speaking of evil,
if you offer your food to the hungry
and satisfy the needs of the afflicted,
then your light shall rise in the darkness
and your gloom be like the noonday.
The Lord will guide you continually,
and satisfy your needs in parched places,
and make your bones strong;
and you shall be like a watered garden,
like a spring of water,
whose waters never fail.
Your ancient ruins shall be rebuilt;
you shall raise up the foundations of many generations;
you shall be called the repairer of the breach,
the restorer of streets to live in.
If you refrain from trampling the sabbath,
from pursuing your own interests on my holy day;
if you call the sabbath a delight
and the holy day of the Lord honorable;
if you honor it, not going your own ways,
serving your own interests, or pursuing your own affairs;
then you shall take delight in the Lord,
and I will make you ride upon the heights of the earth;
I will feed you with the heritage of your ancestor Jacob,
for the mouth of the Lord has spoken.”

Isaiah 58:9b-14

I want to begin my report as I have done in the past by saying how good it is to see you all again. It is my practice to meditate on the lessons each Sunday to hear what God is up to in my life, and how I might apply the word to my work vocation and daily walk with my congregation, family and neighbors. I have always been a fan of Isaiah, especially the prophet's writing toward the end of the book. The old testament lesson several Sundays ago shared above struck a chord with me. According to the commentary I read, Isaiah 58: 9b-14 speaks to Israeli exiles who have returned home to begin life in what has remained of their ravaged homeland. Their community was diverse and divided, and they bickered among themselves about everything. Their conflict among themselves and others created the opportunity for Isaiah to remind them that their behavior did not reflect their professed beliefs in God's saving power. God would continue to bless them if they were sincere in their dealings with each other and the community at large. The exiles wanted God's presence, but they were behaving very inappropriately. So, Isaiah tells them that if they do what God expects of them, he will once again take care of them.

We are, in a sense, experiencing a measure of prosperity in the country amidst a level of national disunity we have not seen in a very long time. The economic prosperity we see does not lift all boats, and the cultural wars keep us on edge in just about every community regardless of size and composition. We experience some of these dynamics in our church. As church leaders, I would like to see us figure out how to talk to each other about what matters most to us. The purpose would be to achieve a greater sense of church unity and develop a stronger voice on how to be God's presence in the world. The next three

years provide us an opportunity to take what we heard during the 2019 Churchwide Assembly, combined with some of the discord that we know exist among us, and add boldness to our walk with God.

During the summer months prior to the 2019 Churchwide Assembly, I attended the South Dakota Synod, Central States Synod and Southwestern Pennsylvania Synod assemblies. They each had Bishop elections, which I presided over. I view this responsibility as a privilege whenever I am asked to do it. I met with the respective Synod Councils to hear their concerns and aspirations for our church.

I also met with the Synod Vice Presidents during the Churchwide Assembly at their meeting. There has been a lot of turnover in this lay leadership group, and I am looking forward to working with them as they become the go-to lay leaders their synods need.

I attended the fall meeting of the Conference of Bishops along with Church Council member Pastor Dena Gable, who is from the Allegheny Synod in Region 8. The Conference welcomed eleven newly elected bishops. This was the last meeting for Bishop Gafkjen to serve as Conference Chair; his term ends December 31, 2019. The Conference of Bishops elected New Jersey Synod Bishop Tracie Bartholomew as new Conference Chair and Southeastern Pennsylvania Synod Bishop Patricia Davenport as Vice Chair. Both bishops will serve four-year terms.

Recent changes to our governing documents give the Conference of Bishops the authority to refer recommendations to the Church Council for action. Following a discussion regarding a ready bench recommendation related to global climate change, the Conference of Bishops approved a resolution that recommends the Church Council find new and concrete ways to give priority to this church's response to the global crisis of climate change. They also commended the "Memorandum of Mutual Recognition of Relations of Full Communion" for Church Council adoption. Lastly, Pastor Dena Gable provided Church Council member guest observations that were meaningful and well received.

Finally, a few closing thoughts. I believe that Joint Leadership Table collaboration is still the way forward to achieve the Future Directions 2025 goals. I believe this collaboration still improves with good governance. A Church Council that fully understands its role and responsibilities and relationship to the other church expressions and Separately Incorporated Ministries of this church makes a better partner to all. I also believe the Leadership Tables must tackle the most difficult challenges and problems that we face in the church. Church Council decision making must meet the expectations of rostered ministers, lay leaders and congregational members. Looking ahead, I believe the re-election of Bishop Elizabeth Eaton, the election of Secretary Sue Rothmeyer, key churchwide office staff changes along with demographic changes within the Conference of Bishops show me God is guiding our direction in the ELCA. I hope we embrace it with a positive spirit. God is calling the ELCA to do God's mission in the world. I believe we are all committed to getting it done in Christ's name. A question that remains in my mind following the 2019 Churchwide Assembly is how we can be the bold church we believe God is calling us to be and balance the disagreement that exist within us. It is not an "either/or," but a "both/and." It is hard to pull that off.

God's Work. Our Hands.

Report from the Secretary Secretary Chris Boerger and Secretary-Elect Sue Rothmeyer

Transitions in the Office of the Secretary

The work of the Office of the Secretary is marked during these October days by transition. This report is an example! The majority of this report is what Secretary Chris Boerger shared with the Conference of Bishops as his final report. In keeping with the pattern that similar information is shared with the Church Council, we have decided to use that report as the basis for this report to you by both Secretary Boerger and Secretary-elect Rothmeyer.

In addition to the transition from one secretary to another, Justin Clavet, administrative services coordinator, has moved back to the Human Resources department in the Office of the Presiding Bishop. Since we brought him to the Office of the Secretary from a position in Human Resources, we have been limited in our whining about losing him. That position will be filled in the near future. Work is also beginning to find a new Assistant to the Secretary and Executive for Office of the Secretary Administration. Secretary-elect Rothmeyer hopes to have this position filled by early 2020.

Constitutions, Bylaws, and Continuing Resolutions

Thanks to the good work of Marit Johnson, manager for official documentation, the certification of the amendments to the constitutions was posted online just prior to September 1, 2019. For synods, the required provisions took effect when they were adopted by the Churchwide Assembly.

The Model Constitution for Congregations has been uploaded to the resources page on the ELCA website under the [Office of the Secretary](#). We encourage congregations to make the amendments that bring their constitutions into conformity with the model. This can be done at one congregation meeting and requires only a majority vote of the members present and voting.

We experienced issues related to the “representational principles” in S6.04 during the spring synod assembly season. A couple of synods were very close on the requirement that at least 60% of the voting members at an assembly be laypersons. It is very important that synod councils work to ensure that this minimum is attained, especially in years when there is a bishop’s election. There are a number of different methods that synods have used to implement this requirement. When voting members are allocated to the congregations, synods need to make sure that there will be at least 60% laypersons at the assembly. Deacons are no longer counted as laypersons, so this will need to be given attention going forward. This requirement of 60% lay representation exists for every assembly, council, board, etc. It seems that people are not as interested in it until there is an election of a bishop. This should be a regular part of assembly preparation. S6.05 may give some “wobble room”, but it should be demonstrated that synod councils made a good faith effort to meet this requirement.

Annual Reports from Congregations

Voting member allocation for the 2022 Churchwide Assembly will be based on the reports received this coming year (2020). The announcement of the voting members for the next assembly will be given to synods next year in October or November. The allocation formula is in **12.41.11** of the constitution. It is always important to encourage the filing of these reports. Those filed in the coming year will have a direct effect on voting member allocation.

Much of the information in this report was already provided at the 2019 Churchwide Assembly. We had a 78.1% return rate from the congregations of this church. Since the 2019 Churchwide Assembly, the Alaska Synod has joined the ranks of those who have 100% return. In addition to Alaska, the Northern Great Lakes Synod, the La Crosse Area Synod, and the Slovak Zion Synod achieved a 100% return rate. We are told that in these synods, the bishop and the synod staff strongly encourage the leadership of congregations in getting

these reports submitted. Appendix A of this report lists the return rate from each synod.

We continue to see a 2%+ decline in baptized membership. As of December 31, 2018, we had 3,363,281 baptized members. This represents a 2.76% decline or 95,558 fewer baptized members. The average congregation of this church has 375 baptized members. The table below shows the distribution of congregations by number of baptized members.

	Size	Number of Congregations	Percent	Total Baptized	Percent
Under Development	0	3	3.0%	0	0.0%
Very Small	1-175	3,476	37.6%	340,414	9.6%
Small	176-350	2,400	25.9%	603,548	16.9%
Moderately Small	351-500	1,176	12.7%	490,987	13.8%
Medium	501-700	840	9.1%	496,000	13.9%
Moderately Large	701-950	503	5.4%	407,618	11.4%
Large	951-1,500	433	4.7%	505,593	14.2%
Very Large	over 1500	285	3.1%	719,303	20.2%

We see that the vast majority of our congregations are very small to moderately small. A far greater percentage of members are in the moderately large to very large categories. How we approach congregational vitality will be influenced by these realities.

Four years ago, we started collecting information on congregational vitality. The responses to each question are on a 1-5 scale. The numbers are largely the same as previous years. We still see congregations as places where the relationship with God is deepened. At the same time, we see congregations with sharing the faith as their lowest strength.

Congregation Description	2015	2016	2017	2018
Worship Nurtures people's faith	4.5	4.46	4.46	4.48
Clear Sense of Mission	3.8	3.79	3.81	3.86
Excitement about the future	3.8	3.82	3.82	3.87
Positive force in the community	4.5	4.12	4.14	4.18
Ready to try something new	3.5	3.53	3.52	3.58
Works for social justice/advocacy	3.2	3.26	3.22	3.29
Helps deepen relationship with God	4.1	4.13	4.14	4.18
Congregation Strengths				
Building member relationships	3.9	3.89	3.94	3.98
Incorporating newcomers	3.6	3.66	3.71	3.76
Seeking/using member gifts	3.6	3.59	3.65	3.69
Equipping members to share faith	3.2	3.22	3.27	3.32
Addressing social concerns	4	4.05	4.07	4.09
Managing disagreements	3.6	3.63	3.67	3.70
Interacting with local community	3.9	3.94	3.98	4.02
Live out faith in their daily lives.	3.8	3.82	3.87	3.91

As reported at the 2019 Churchwide Assembly, unrestricted giving to the congregations of this church was \$1,750,445,156. That was \$8,222,845 below the giving in 2017. Total giving per confirmed member actually went up 9.2% from \$766 in 2017 to \$775 in 2018. Total receipts reported by congregations was \$2,487,388,714. This is a decline .6% from 2017. Mission support was reported at \$94,923,475 which was a 1.7% decrease from 2017. 71% of the congregations reported having no debt.

All the congregational annual report data from the past three years was part of the secretary's written report to the Churchwide Assembly. That information is still available through the website or on the Guidebook app. It also will be included in the minutes of the 2019 Churchwide Assembly.

A related item that is not from the annual report addresses the loss of congregations. If you look at the information about congregations organizing, merging, disbanding or withdrawing in the written report to the Churchwide Assembly, you see that in 2018, 38 congregations closed or disbanded. 10 congregations merged or consolidated into another congregation. 9 congregations withdrew from this church. We note this because for most of the past 10 years we have spent considerable time and energy on the disaffiliation process. It will continue, but at an apparently slower rate.

2022 Churchwide Assembly

Voting members to the 2022 Churchwide Assembly will need to be elected at 2021 synod assemblies. As synods are not having meetings annually, it is very important to do advance planning to know that a synod assembly needs to be held the year prior to a churchwide assembly. We will not have the voting member allocation available until fall 2020, as noted earlier. That means we will not have the final number of voting members assigned until November 2020 at the earliest. The Church Council allocates up to 10 additional members so the November 2020 Church Council meeting is when these numbers will be finalized.

Related to this, synod assemblies in the paired synod relationship also nominate two nominees for election to the Church Council. These also would be needed by April 2022 for the nominating committee to forward to the assembly. The information on which synod is electing nominees with specific qualifications would not be available until after the November 2020 Church Council meeting.

Closing Thoughts from Secretary Boerger

As I have said in every report I make, I am thankful for the colleagues in the Office of the Secretary for all of the work they do. I am confident that under Secretary Rothmeyer's leadership, this staff will continue the high standard of work that they performed while I have been here. I encourage you to say thank you to them as you cross paths.

Thank you for your partnership, service and good counsel. I have been blessed in this work, and I will continue to hold you in my daily prayers. Thanks be to God for you.

**2019 OPERATING RESULTS SUMMARY
FOR THE EIGHT MONTHS ENDING SEPTEMBER 30, 2019**

The churchwide organization of the Evangelical Lutheran Church in America had total operating revenue and support of \$44.9 million for the eight-month period ending September 30, 2019. This was \$3.1 million greater than expenses of \$41.8 million. Net operating results were also favorable to the year-to-date budget by \$6.6 million. The net revenues over expenses are \$3.4 million favorable to the prior year through eight months. There are a variety of reasons which will be discussed in detail below.

Operating revenue totaled \$42.0 million for the eight-month period compared to \$39.2 million in the budget and \$40.4 million in the prior year. Two large items explain the revenue increase over the budget: 1) unrealized gains on investments of \$2.3 million and 2) one, large unrestricted realized bequest which represents 53 percent of the total unrestricted bequests for the 8-month period.

Income from congregations through synods in the form of Mission Support income for the eight months was \$26.2 million (98.8 percent of budget) compared to \$26.7 million for the same period in 2018, a decrease of \$.5 million or 1.7 percent. All other sources of unrestricted and temporarily restricted revenues netted to \$.3 million below budget.

Spending by the operating units and offices of the churchwide organization through August is at 91.4% of budget, generating a \$3.9 million favorable variance when compared to the spending authorizations. This favorability to date is largely the result of three factors: 1) a \$.5 million grant which was funded differently than originally anticipated; 2) \$1 million in payroll and benefit savings related to staff vacancies which were budgeted to be filled and 3) differences between the timing of expenditures per the budget vs the actual expenditure. The savings related to #1 and #2 should carry forward to the end of the year, while the portion that relates to differences in timing will be spent during 2019.

While our revenues exceed expenses by over \$3.1 million through September, current trends indicate there will likely be some revenue shortfalls in the remaining four months of the year. In addition, after adjusting for the timing differences on expenses, through September, actual spending as a percentage of budget would approximate 95%. We do, however, expect to finish year with revenues in excess of expenses.

ELCA World Hunger direct giving is slightly below budget; however, this is offset by endowment income for World Hunger. FY19 direct giving is running about 8.1% below FY18, largely attributable to the Global Farm challenge at the FY18 National Youth Gathering. ELCA World Hunger spending is running below budget for the first 8 months, but grant activity is expected to increase in the 4th quarter.

Contributed support of \$6.3 million from ELCA members and partners for Lutheran Disaster

EVANGELICAL LUTHERAN CHURCH IN AMERICA
BUDGET AND FINANCE COMMITTEE

November 8, 2019

Report of the Treasurer

Page 2

Response was received with over \$10.5 million in distributions. September receipts were strong with \$1 million received for general hurricane response related to Hurricane Dorian that hit the Bahamas and undesignated program management. Nearly \$6.5 million has been spent in FY19 related to hurricane relief efforts.

The churchwide organization balance sheet remains strong with nearly \$465 million in net assets, of which \$54 million are unrestricted.

**Report from the Conference of Bishops
Bishop Bill Gafkjen, Chair, Conference of Bishops**

For we do not proclaim ourselves; we proclaim Jesus Christ as Lord and ourselves as your slaves for Jesus' sake. For it is the God who said, "Let light shine out of darkness," who has shone in our hearts to give the light of the knowledge of the glory of God in the face of Jesus Christ. But we have this treasure in clay jars, so that it may be made clear that this extraordinary power belongs to God and does not come from us. (2 Corinth. 4:4-7)

Great and eternal treasure shines through the cracks of fragile, failing, finite vessels formed from earth's elements. Extraordinary power surges through ordinary human beings and communities. In, with and under our own struggles as a community, our disagreements with one another, our oft confused groping toward God's unfolding future, the glory of God in the face of Jesus Christ is revealed to us and through us to the world. Perhaps you will see it shining in the paragraphs below.

Since the 2019 Churchwide Assembly, most bishops have begun working on implementation of the many important decisions and directions forward that arose from that gathering. This includes, of course, the decisions and declarations around racism, authentic diversity, and immigration.

While some or many Church Council members may already know this, it is important to note that in a number of synods the "sanctuary church" resolution has not been well-received by some individuals and congregations. Consequently, some synod bishops and their staff members have spent – and continue to spend – a good bit of time meeting with congregations and their leaders, answering individual communications, and otherwise working to get accurate information planted in the conversations and to lead the church in focusing on living and working together as the body of Christ across significant differences of perspective on important issues. In the synod I serve, for example, three congregations have raised the specter of disaffiliation and six others have asked me to meet with them to assist them in working through threats and other rumblings from members unhappy with the sanctuary church declaration. I invite the Church Council to pray for bishops and others who are involved in these conversations and to explore ways to support them, their staff members, and churchwide staff as they steward this decision of the church in assembly.

As I mentioned in my report to the Churchwide Assembly, the Conference of Bishops is now the most diverse that it has ever been in a number of ways. We give thanks to God for this gift to the church! During the September 2019 meeting of the Conference of Bishops, we were also reminded that such great gifts are also trusts and challenges for a church not accustomed to such diversity. A significant portion of our Saturday retreat was given to opening ourselves to one another in discussing this diversity and how we can faithfully steward it and our relationships with one another moving forward.

This new diversity is accompanied by another gift: the significant number of new and shorter-term bishops in the Conference. 40% of Conference membership is new since 2016. We will receive at least another ten new synod bishops in 2020. Including our welcome of Secretary Sue Rothmeyer, by this time next year the Conference of 67 members will have received at least 37 new members in four years – 55%. In a way similar to the Church Council's large number of new members, this gift is also trust and challenge as we tend to our life together as a conference for the sake of our partnership with each other and with other leadership teams of the church as, together, we lead this church ever deeper into faithful engagement in God's mission.

During the September meeting of the Conference of Bishops, we also considered a number of other concerns. Among them are two that I present to the Church Council for your consideration:

Voted: CB19.09.26 To recommend that the Church Council at its November 2019 meeting work in new and concrete ways to give priority to this church's response to the global crisis of climate change.

Voted: CB19.09.20 To commend the "Memorandum of Mutual Recognition of Relations of Full Communion" for adoption by the Church Council at its November 2019 meeting.

In addition, the Conference of Bishops unanimously affirmed the release of a letter urging the Administration to release funding to the Augusta Victoria Hospital in East Jerusalem. I signed the letter alongside Bishop Eaton.

The Conference also considered the proposed ordination rites being developed in response to the Churchwide Assembly decision to ordain ministers of Word and Service. There was a good bit of discussion, but no decision made about a possible recommendation to the Church Council regarding the adoption of these rites. Most of the discussion of the rites centered in the rubrics for the laying on of hands. Members of the Conference expressed a variety of responses ranging from support for the rites and rubrics as presented, to suggested changes to honor either the diversity of practice across this church or a particular tradition intended to be uniform across the church, to a desire for deeper theological reflection on the rites and the Office(s) of the Word. I continue to be in communication with Deacon John Weit, interim executive for worship, about how to move forward most helpfully with this process.

During its meeting, the Conference of Bishops also acknowledged two memorials regarding Binary Designations and Health Care Benefits from the Churchwide Assembly and its willingness to serve in consultation with the people and teams responsible for initiating them.

One item remains outstanding from the 2013 Churchwide Assembly: The Conference of Bishop's final response to the following Church Council action from November 2017 [CC17.11.33aa]:

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

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

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

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

I hope to provide the Church Council with a final report by the November meeting.

The Conference elected Bishop Tracie Bartholomew (New Jersey Synod) to a four-year term as Chair and Bishop Patricia Davenport (Southeast Pennsylvania Synod) to a four-year term as Vice Chair. Their terms begin January 1, 2020. I am grateful for the gifts that Bishop Bartholomew and Bishop Davenport bring to these roles and for their willingness to serve in these ways. I am grateful to have worked with Bishop Bartholomew in her role as Vice Chair for the last four years. She will lead energetically, faithfully, and with a spirit of collaboration and partnership in the role of Chair. I know that Council members will welcome her and be grateful for her many gifts as she moves into this new role.

And now I thank you for your gracious welcome of me in the role of Conference of Bishops Chair these last four years. Serving as a member of the Church Council, its Executive Committee, and the Program and Services Committee has been a blessing for me. Together and with the excellent leadership of Vice President Horne and Presiding Bishop Eaton, we have deepened the relationships and expanded the work together among the three leadership tables of the church. Together, we have sought to keep our eyes, our hearts, and our work centered in Jesus crucified and risen for the life of the world. Through the diligent and energetic commitment of its members, the Church Council has engaged – and continues to engage – the many significant challenges this church faces in a changing, challenging world that is more akin to wilderness than promised land with grace, honesty, and deep and abiding trust in the ancient and ever new promise that God is, indeed, doing a new thing, and even now it springs forth among us and around us. Thank you for helping me to see the new things God is doing and for working together to get on board with them...and for putting up with my continual references to Isaiah 43:19!

I have seen the glory of God in the face of Jesus Christ in you, O Clay Jar Council. I will be praying for you that in your continued ministry the extraordinary power of God will sustain you and lead you forward.

Report of the Executive for Administration Pr. Wyvetta Bullock

Strategic Planning

FUTURE DIRECTIONS 2025

- | | |
|-------------|---|
| Goal One: | A thriving church spreading the gospel and deepening faith of all people. |
| Goal Two: | A church equipping people for their baptismal vocations in the world and this church. |
| Goal Three: | An inviting and welcoming church that reflects and embraces the diversity of our communities and the gifts and opportunities that diversity brings. |
| Goal Four: | A visible church deeply committed to working ecumenically and with other people of faith for justice, peace and reconciliation in communities and around the world. |
| Goal Five: | A well-governed, connected and sustainable church. |

Churchwide Organization Operational Plan 2020-2022

A report of the work of the churchwide organization was shared with the 2019 Churchwide Assembly in Section III of the Pre-Assembly Report. Individual unit reports provided a record of ministry for the past triennium as well as a look forward.

The operational plan for 2020-2022 is under development. Information and time for engagement will be provided with the Planning and Evaluation Committee at this meeting. Congregational Vitality and Leadership continue to be the foci lens for our work. This coming year is a year of major events in the life of this church: The Women of the ELCA Triennial, the Rostered Ministers Gathering, and celebrating the 50th Anniversary of the ordination of women in this church will engage our staff in multiple hours of preparation and implementation. Our work during 2020-2022, globally and locally, will support Future Directions 2025. You will receive the 2019 Operational Plan Annual Report at the 2020 Spring meeting.

Budget

The 2020-2022 churchwide organization budget was adopted at the 2019 Churchwide Assembly. The budget reflected some decrease in revenue resources and corresponding expenses. Please see the Treasurer's report for more details.

Planning, Research and Evaluation (PRE)

The churchwide organization has been awarded another \$1 million grant from the Lilly Endowment to expand the work of the Resourceful Servants Initiative. This project funds four programs that foster financial wellness among rostered ministers and congregations.

Recent projects within the PRE team include conducting a study of information technology use and needs among ELCA synods, assisting with elections at the Churchwide Assembly, and managing many evaluations of meetings and events. We have several projects in development, including a survey of rostered ministers in conjunction with the 50th anniversary of the ordination of women, an in-depth study of small, vital congregations, and the 2020 Faith Communities Today (FACT) survey, which is a decennial inter-religious survey that we help design and produce. The FACT survey identifies trends in the United States' religious communities.

Staff Demographics

We welcomed Kathy Summers, the new Executive Director for Mission Advancement and President/CEO for the ELCA Foundation, in October. We are excited about her joining the churchwide organization and look forward to her leadership. I was pleased to temporarily serve in this position during the month of September.

The total number of churchwide organization employees as of October 1, 2019 is 343. The distribution of staff was 62% female, 38% male; 37% persons of color; 30% rostered ministers; 69% Chicago-based. There are 276 regular full-time positions, 9 regular part-time and 58 term contracts (43 are Directors for Evangelical Mission).

In addition, over 200 ELCA pastors, doctors, nurses, teachers, theological educators, communicators and community organizers, and Young Adults in Global Mission are serving as missionaries in 40 countries across the world.

The separately incorporated ministries under the umbrella of the Churchwide Organization personnel policies are: The ELCA Foundation, Mission Investment Fund, Women of the ELCA and Lutheran Men in Mission. Their staffing demographics as of October 1, 2019 are:

- The ELCA Foundation: Total number of employees: 30. The distribution of staff was 60% female, 40% male; 27% persons of color; 10% rostered ministers; and 43% of the staff is Chicago-based.
- Mission Investment Fund: Total number of employees: 60. The distribution of the staff was 65% female, 35% male; 38% persons of color; 12% rostered ministers, and 85% of the staff is Chicago-based.
- Women of the ELCA: Total number of employees: 10. The distribution of the staff was 100% female; 40% persons of color; no rostered ministers. 9 of 10 staff are Chicago-based.
- Lutheran Men in Mission: Total number of employees: 2. The distribution of the staff was: 2 white males; 1 non-ELCA clergy; both are deployed.

The Human Resources web site can be found at www.elca.org/humanresources; information regarding positions in Global Mission can be found at www.elca.org/globalserve.

Gratitude

It has been my privilege to serve this church since its beginning. I am grateful for the years I have been part of the churchwide organization's work with and on behalf of this church. Thank you, for the partnership of this Church Council.

I am especially thankful to our Presiding Bishop, The Rev. Elizabeth Eaton, for her trust in my leadership during her first term. Finally, thanks to the staff who have served with me over the past thirty-two years. You have been amazing. May God continue to bless and keep you is my deepest prayer.

Annual Report ELCA Campus Ministry Fall 2019

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D. CLOSING: INFOGRAPHS FROM THE LCM RESEARCH PROJECT

A. INTRODUCTION

Each year, the campus ministry sites of the Evangelical Lutheran Church in America (ELCA) are asked to submit a report on their programs and activities. The information from these reports is used to prepare an annual summary report to the Domestic Mission unit and the ELCA Church Council.

This annual summary report reflects the ways in which the work of the churchwide organization, synods, and local campus ministry agencies is coordinated to advance the mission of campus ministry throughout the ELCA. The report provides significant data as the ELCA makes decisions regarding the future direction of campus ministry and the allocation of programmatic and financial resources.

Data for this 2019 report was collected from a total of 151 campus ministry sites (142 sites submitted information using an electronic annual report form, and 9 submitted hard copies of the annual report).

B. DEMOGRAPHIC AND SITE INFORMATION

- **Type of Ministry:** 32% of the campus ministry sites reported being ELCA center-based, 27% reported being ELCA congregation-based, and 20% identified themselves as ecumenical center-based. 8% of the sites described themselves as cooperating congregations in campus ministry. These percentages are similar to the percentages reported in the 2018 annual reports.
- **Ethnic and Racial Background:** 95% of the campus ministry sites reported working with white/Caucasian students, 59% of the sites reported working with African-American students, 41% with Hispanic/Latinos, 40% with Asian/Pacific Islanders, 20% with Middle Eastern/Arab-Americans, and 14% of the sites reported working with American Indian or Native Alaskan students. These findings indicate a slight increase in the number of campus ministry sites working with student populations other than white/Caucasian. It should also

be noted that compared to the 2014 reports, this year 12% more of the sites reported working with African-American students.

- **Religious Background:** Almost all of the campus ministry sites (92%) reported working with Lutheran students, 89% with non-Lutheran Protestants, 55% with Roman Catholics, 21% with Muslims, and 19% with Jewish students. These percentages indicate a slight increase in the number of campus ministry sites serving students from other Christian denominations and from non-Christian faith traditions. Almost 70% of the ELCA Campus Ministry sites reported working with students who have no religious affiliation. This last statistic is important because it refers to those students who are often identified as the “Nones,” and recent studies indicate that the number of “Nones” continues to increase, especially among young adults. This is obviously a critical population of college and university students with whom to connect and build relationships.
- **Sexual Orientation:** Over 80% of the sites reported working with students who identify as gay/lesbian/bisexual/transgender. This represents a significant increase over the annual reports from 2014. On some campuses, ELCA Campus Ministry is the only Christian ministry that openly welcomes students from the LGBTQ community.
- **Disability:** Approximately one-third of the campus ministry sites reported working with disabled/differently-abled students, which also represents a significant increase as compared to the 2014 reports.

C. LUTHERAN CAMPUS MINISTRY HIGHLIGHTS: BY THE NUMBERS

The annual report asked the Lutheran Campus Ministry sites to summarize their yearly activities in ten categories. The report is intended to highlight both the strengths and areas of potential growth of each program as a way of providing feedback to the churchwide organization. The content of the 2019 annual report was similar to the reports from 2010 through 2018 in order to identify and clarify ministry trends and statistical patterns.

1. Worship

- a. Worship continues to be a primary component of Lutheran Campus Ministry. Approximately 85% of the sites reported that Holy Communion was provided for students one or more times per week. Over half of the sites (57%) reported providing 1 to 5 worship services per month, while 37% provided 6 services or more each month. This pattern of a strong worship life within Lutheran Campus Ministry has held steady over the last several years.
- b. Student attendance at worship has trended slightly upward. Over one-third of the sites (38%) reported 11 to 25 students on average per week. Approximately 10% of the sites reported 26 to 50 students participating in worship each week, and about 6% reported over 50 students on average per week. Approximately half of the sites reported 25 or more students worshipping at least once per semester.
- c. The campus ministry sites reported that about 4,800 students attended worship at least once during the academic year, and many of these students attended worship gatherings on multiple occasions.
- d. The presence of a lively student worshipping community continues to be a key element of ELCA Campus Ministry, and it serves as a gift to college and university students across the country.

2. Outreach and Evangelism

- a. Lutheran Campus Ministry sites reported initial contacts with a little over 10,500 new students last year, which is approximately the same number of initial contacts made during the previous year. This averages approximately 85 contacts per reporting site. These points of contact are a critical element of developing relationships with students who do not identify with any religious community.
- b. Personal invitation from other students remains one of the most popular ways to make the ministry known to the campus community (85% of the sites reported this approach).

- c. Electronic communication was also a widely used method for outreach and evangelism, with almost all ministries using social networking sites like Facebook, their own websites, text messaging, and email announcements to connect with students.
- d. Most of the campus ministry sites (85%) also had an active presence at student orientation and activities fairs at the beginning of each semester.
- e. The total number of people on campus ministry mailing and listserv lists was 20,335. This was an increase of approximately 4,000 over the previous year.
- f. Peer ministers continued to be an important outreach tool for almost half of the sites (47%).
- g. The campus ministries reported 57 baptisms of individuals over the age of 18.
- h. Outreach activities also included officiating at 126 marriages, and presiding at 55 funerals or memorial services for people from the campus community.

3. Faith Formation and Christian Education

- a. Providing opportunities for young adult faith formation is a key element of Lutheran Campus Ministry programs across the country. Nearly all sites (88%) reported offering Bible studies for students. Many campus ministries also offered retreats (71%), spiritual direction (51%), and lecture series (32%) for the purposes of Christian education and faith formation.
- b. The use of a catechumen program is a growing means of faith formation among college and university students, with about one in five sites making use of a catechumen program.
- c. Campus ministry staff and student leaders continue to be creative in selecting and developing materials for education and faith formation. Sites have utilized materials that focus on important questions about vocation, grace, doubt, ecumenism, interfaith relationships, faith and politics, racism, the care of creation, and other critically relevant topics.
- d. It should also be noted that over half of the campus ministry sites offer faith formation experiences for faculty and staff.

4. Creating a Welcoming and Caring Community

- a. Providing hospitality and community building opportunities on campus are important tools for demonstrating the richness and wonder of God's grace. These spaces of hospitality continue to attract a wide range of students and help ministries reach out to underserved and marginalized populations on campus. This aspect of ministry has been a key to connecting with students who have no affiliation with a religious community, with 76% of the sites reporting that "Nones" have become a part of their ministry community.
- b. Almost all ministries (95%) offered weekly meals for hospitality and community building. Many of the sites offered an informal gathering space at their campus ministry facility on a daily basis (85%), with 76% of the sites also providing wireless internet access for students at the facility.
- c. Annual or semi-annual retreats and trips continued to be strong components of the campus ministry programs, with some groups participating in international travel experiences as a means of expanding student horizons and building community.
- d. Designations of Reconciling In Christ or as a "campus safe zone" have continued to increase each year. Many Lutheran Campus Ministry sites, particularly those with a Reconciling In Christ designation, reported that they are the only religious organization on their campus that actively extends a gracious welcome and open hospitality to students regardless of sexual orientation.
- e. Nearly all ministries (94%) reported that pastoral conversation was a means of providing a caring community. Most campus pastors and ministers also offer regular office hours to be present with students during the joys and challenges of their university life. The amount of time per week dedicated to pastoral care conversations has increased to an average of approximately 12 hours per week. Some have suggested this increase is related to the widespread increase in mental health issues on college and university campuses across the country.

- f. Training peer ministers with basic support, listening, and referral skills continues to be an effective method of building a welcoming and caring community, as 45% of the sites reported having a structured peer ministry program.
- g. Many campus ministry staff (as reported by 42% of the sites) help provide university-wide worship services, and about 30% of the staff also serve on university care or emergency response teams.

5. Service, Justice and Advocacy

- a. Campus ministries continue to undertake a broad range of community service programs and projects. Participation has increased slightly over previous years, with 42% of the campus ministry sites drawing 6 to 15 students at least once, 31% involving 16 to 50 students, and 12% drawing over 50 students.
- b. The most popular kinds of service projects included working at a food pantry/kitchen/shelter as reported by 73% of the sites, and participating in programs serving children and youth (56%). Many sites also participated in the construction and rehab of homes, working with older adults, and assisting with environmental cleanup projects. It is estimated that students provided approximately 47,500 hours of service through these programs and projects during the last academic year.
- c. Approximately half of the sites reported offering a service-learning opportunity involving travel. Of those offering such opportunities, some trips drew a dozen students while others involved over 50 students. These service-learning trips included a variety of domestic locations, plus Puerto Rico, Mexico, Haiti, Central and South America, and several European locations.
- d. With respect to justice and advocacy efforts, the ministries participated primarily in discussion, direct action, and educational programs. Other activities included hosting speakers with specialized knowledge, coalition-building, and sponsoring campus forums.
- e. Justice and advocacy programs related to racism have continued to be strong with 60% of the sites reporting programs focused on various elements of racism, as well as issues surrounding poverty (50%). Other significant areas of focus were hunger and homelessness (60%), sexuality and gender issues (59%), and care of the environment (39%). Activities related to immigration have become more prominent with almost half of the sites reporting programs on that issue.
- f. Campus ministry staff also observed that efforts to provide a caring and welcoming community, particularly for persons and groups who are underserved or marginalized, are significant acts of justice and advocacy.

6. Leadership Development

- a. Lutheran Campus Ministry sites continue to provide many opportunities for the development of young adult leadership. Most sites reported students assisting in worship, coordinating events, and planning and implementing programs, while others have students that represent the ministry at university-sponsored events and on university committees.
- b. Peer ministry programs continued to be strong, while participation in special leadership retreats was a popular method for developing and strengthening leadership skills among students.
- c. There were 148 recent graduates who are now enrolled in seminary. The ministry sites also reported 139 recent graduates in the candidacy process.
- d. ELCA-related service programs continued to be popular (Young Adults in Global Mission, Lutheran Volunteer Corps), as well as non-ELCA programs (Peace Corps, AmeriCorps), with 134 recent graduates currently involved in those programs. Campus ministry sites also reported 201 recent graduates involved in congregational or synod leadership roles.

7. Connecting with the Wider Academic Community

- a. Again this year, LCM staff were asked to respond to the question: *"In what specific ways were you involved in the wider academic community this past academic year?"* Some examples of the responses to that question were:
 - Developing an on-campus food pantry for students in need
 - Organizing a student-run food pantry for low-income families living near the campus

- Providing educational programs in the residence halls
- Serving on various university boards and committees
- Serving on the university research ethics committee
- Offering wellness programs in partnership with the campus health center
- Providing programs for parents of new students during new student orientation
- Leading memorial services following deaths within the academic community
- Providing pastoral and spiritual support during a campus crisis
- Providing support for student groups on campus that are “marginalized” such as undocumented migrant students, LGBTQ students, and students with disabilities
- Teaching university classes
- Serving as a guest lecturer in university classes
- Co-sponsoring interfaith forums for the entire academic community
- Offering ethics forums in science, business, medicine, and other disciplines
- Serving as an adviser or chaplain for various student organizations
- Involving the campus in a community garden project
- Providing free bicycle repair and programs on bicycle safety

8. Stewardship and Fundraising

- a. The most popular strategies for raising financial support continued to be fundraising letters (with 62% of the sites using this approach), face-to-face solicitations (52%), special fundraising events (51%), email messages (47%), electronic newsletters (44%), and print newsletters (42%).
- b. Continuing a trend over the last several years, applying for and securing grants increased in popularity as a source of funding. For example, a dozen of our campus ministries have received \$100,000 vocation grants from the Lily Foundation, and some have recently received extension grants to continue those projects.
- c. Funds were also raised through congregational appeals and congregation-based Women of the ELCA groups.
- d. 44% of the sites also have funds available from an endowment, while planned giving is now a source of funds at 28% of the sites.
- e. About 65% of the sites reported that they provide for online giving. This is a significant increase over 2014 when just 50% of the sites offered an online giving option.
- f. Most of the ministries encourage student giving, and do so primarily through worship offerings and a variety of fundraising events.
- g. The reports continued to show a significant amount of staff time devoted to fundraising activities. Most Lutheran Campus Ministry staff reported spending anywhere from 15% to 25% of their time on fundraising efforts. This trend will most certainly continue.

9. Ecumenical and Interfaith Connections

- a. Ecumenism and interfaith relationships continue to be important on college campuses across the country. Lutherans cooperate closely with Episcopal ministries, and regularly coordinate events among other Protestant groups. Lutheran Campus Ministry staff also work closely with Roman Catholic, Jewish and Muslim colleagues in serving the academic community.
- b. About two-thirds of the Lutheran Campus Ministry staff indicated that they serve in some official capacity in ecumenical or interfaith committees at their respective universities.
- c. There is an increased interest in campus-wide interfaith educational events at many colleges and universities, and one-fourth of Lutheran Campus Ministry staff indicated they helped organize and co-sponsored these events.
- d. Shared meals (as reported by 57% of the sites), cooperative educational programs (49%), and joint service projects (49%) continued to be popular as important components of ecumenical and interfaith work. About half of the ministries also engaged in joint worship, and in co-sponsorship of speakers on campus.

10. Connections with the Wider Lutheran Community

- a. In terms of involvement in the wider Lutheran community, 7 out of 10 campus ministry staff led worship or preached in local congregations. A little over half of the staff assisted with local youth ministry and young adult programs, 47% worked with local congregations in service projects, and a third provided educational forums for congregational members.
- b. At the synod level, three-fourths of the sites reported they provided displays and other types of presence at synod assemblies. There were 43 LCM staff members who reported they serve on synod committees or boards. A third of the staff indicated they provided educational programs for synod groups.
- c. In partnership with Lutheran Outdoor Ministry (LOM), 39 Lutheran Campus Ministry staff served as a resource for training and educational programs at one of the LOM sites.
- d. The Lutheran Student Movement (LSM) continues to operate in some regions, and there has been a renewed interest in providing an annual LSM gathering for college and university students. The fourth of these annual LSM gatherings took place in Memphis, TN, at the beginning of 2019, and was attended by 85 college and university students. A Lutheran Student Movement board, consisting of a college or university student representing each of the nine ELCA regions, gives direction to the various LSM programs.
- e. The next LSM gathering will be held in Washington, D.C. at the beginning of 2020.

D. CLOSING: INFOGRAPHS FROM THE LCM RESEARCH PROJECT

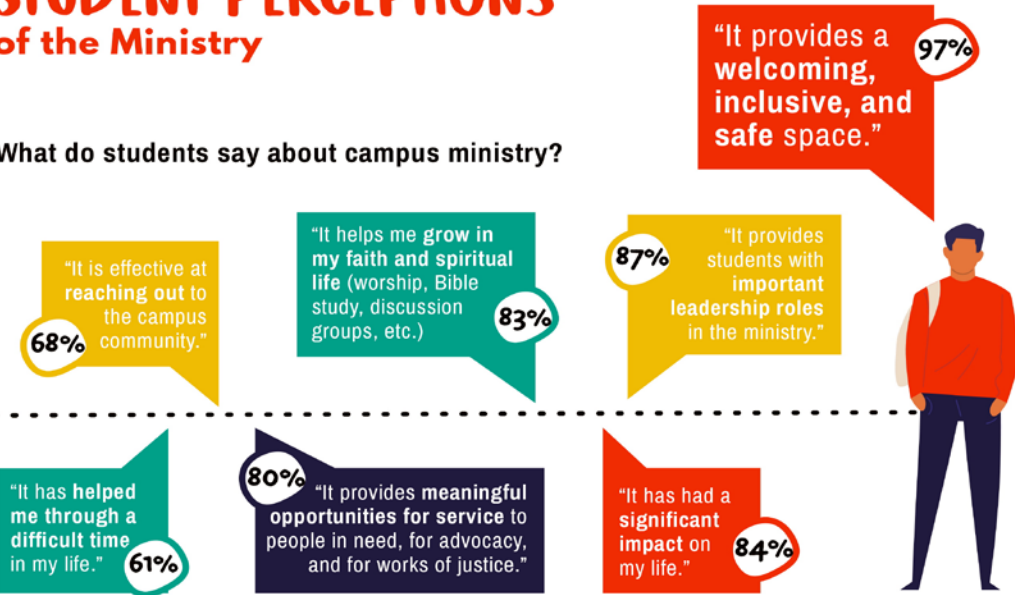
As noted in last year's report, over the past two years ELCA Campus Ministry conducted an extensive research project with three primary purposes:

- to understand more fully the contemporary world and life perspectives of young adults;
- to provide a window on the mission of Lutheran Campus Ministry on college and university campuses, and the effectiveness of Lutheran Campus Ministry in conducting that mission; and
- to identify effective practices for congregations and other faith communities to connect with young adults and engage them in ministry.

The findings from this research project have been shared in several reports, all of which are available at the LuMin website (lumin-network.com). Over the past months, a series of infographs were developed to help make the key research findings more accessible, and a number of those infographs are included below. Hopefully, these materials will be helpful to leaders and congregations within the ELCA who seek to connect with young adults and involve them in new and creative ways in the life and ministry of this church.

STUDENT PERCEPTIONS of the Ministry





What do students say about campus ministry?



CAMPUS MINISTRY RESEARCH PROJECT + Evangelical Lutheran Church in America + 2018

The impact of LCM ON THE WIDER CAMPUS COMMUNITY

University officials said Lutheran Campus Ministry...

-  ...contributes to “**deliberations on ethics**” and “conversations on religion and science.”
-  ...is a community the university relies on “to provide **spiritual support and guidance** in times of student and campus crises.”
-  ...“is the go-to place for **honest, inclusive convening and discussion** that helps the university develop language and direct approaches to delicate issues.”
-  ...“is a **distinctive and active, radically welcoming, critical thinking** Christian presence.”

“The Lutheran Campus Pastor at this university has become a trusted and valued partner in all that we do to provide a whole-person educational experience for our students. His involvement with people and programs across the campus has **enriched the life of this academic community**, and has made this university a better place.”

CAMPUS MINISTRY RESEARCH PROJECT + Evangelical Lutheran Church in America + 2018

FUTURE INVOLVEMENT in a Faith Community

43% of 18-23 year olds in the National Study of Youth and Religion plan to **be involved** in a religious community in the future.

89% of young adults involved in LCM Student Faith Communities indicated they plan to **remain active** in a religious community as adults.



CAMPUS MINISTRY RESEARCH PROJECT + Evangelical Lutheran Church in America + 2018

Lutheran Campus Ministry participants: A HOPEFUL SIGN!

83% agreed that they have **important things to offer** the church and the world



1 in 12 of the young adults indicated they were interested in a **professional career in the church**, including rostered ministry of Word and Sacrament, or Word and Service.



CAMPUS MINISTRY RESEARCH PROJECT + Evangelical Lutheran Church in America + 2018

Where do young adults feel most **CONNECTED TO GOD?**



CAMPUS MINISTRY RESEARCH PROJECT + Evangelical Lutheran Church in America + 2018

KEY CHARACTERISTICS of a vital young adult faith community:

What do students say are the key characteristics of a VITAL young adult faith community?



CAMPUS MINISTRY RESEARCH PROJECT + Evangelical Lutheran Church in America + 2018

Update on Vision and Expectations

“Trustworthy Servants” was a document drafted to replace “Vision and Expectations” which is used at candidacy and mobility.

At its spring 2019 meeting, the Church Council voted to refer the “Trustworthy Servants” document back to the Domestic Mission Unit [CC19.04.11]. The unit was asked to follow a process that was more inclusive of voices from various communities, especially those who expressed they were under-represented in its drafting. The final document or recommendation will be presented in the fall meeting of 2020 for Church Council consideration.

In June 2019, a ‘listening group’ was convened in Chicago to help think about a process for the document.

They noticed in previous Church Council minutes that the original intent of Vision and Expectations was that it be used as an aspirational teaching document and NOT as a juridical one that would discipline or exclude potential leaders from candidacy. Confusing these two purposes and using Vision and Expectations to keep people out of the ministry was a source of great pain for many.

They recommended asking the simple question, “What does the church need?” to capture anything anyone wanted to tell us relative to Vision and Expectations.

In response to the recommendations, Domestic Mission unit staff:

- Set up a survey that received 552 responses.
- Hosted a hearing at the Churchwide Assembly that had 250 in attendance.
- Established a webpage at www.elca.org/rosteredlife that has all information related to the documents and process posted there.
- Hosted three webinars with about 100 people in attendance.
- Attended the Extraordinary Lutheran Ministries gathering in Milwaukee.
- Reported to Conference of Bishops.
- Emailed all rostered ministers in the ELCA (17,000) twice with updates.

The comments of all that we have heard are being tabulated by Planning, Research and Evaluation. The next step will be outlined once the listening team meets again on October 23, 2019. The current thinking is to start from scratch rather than to try to rework “Trustworthy Servants.”

We are on track to offer a final version to Church Council for consideration at the fall 2020 meeting.

Trustworthy Servants of the People of God

What does the church need?

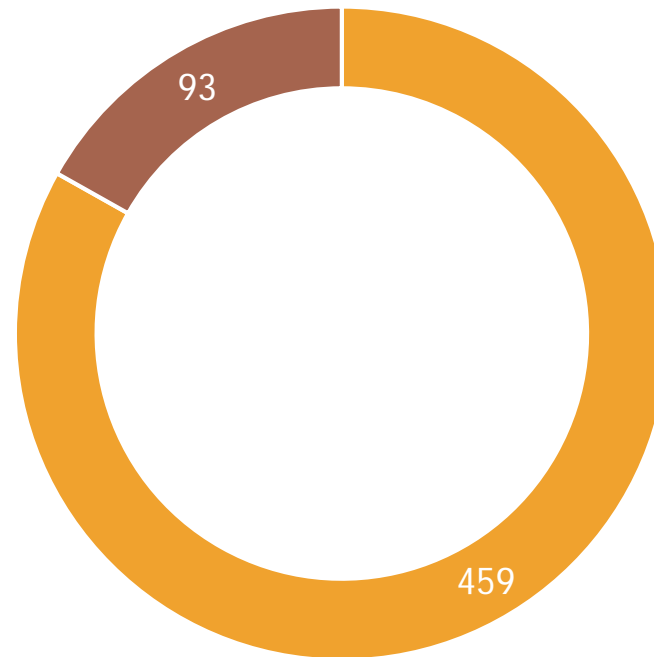
Executive Summary
October 2019

What does the church need?

- ▶ Intentionally broad question
- ▶ Sent to all rostered leaders with a valid email
- ▶ One part of the feedback for re-drafting *Vision and Expectations for Rostered Ministers in the ELCA*

552 Responses Received

- Ministers of Word and Sacrament
- Ministers of Word and Service, Candidates, Lay People, Unknown



Response Categories

- 1. The Basics (i.e., Faithful Servant Leaders, the Holy Trinity and Scripture, Confessions and Creeds)**
- 2. The Trustworthy Servants Document**
 - a. Framing/Intent of the Document**
 - b. Contents of the Document**
- 3. General Comments about the Church/ELCA**

The Basics

The Church needs:

Faithful Servant Leaders

“Faithful pastors and deacons eager to proclaim the gospel in word and deed.”

(155 Comments)

The Triune God

“Lives of following Jesus and learning together what it means to be his followers.”

(141 Comments)

Scripture, Creeds, Confessions

“A much stronger study of Scripture and how it applies to our daily lives as Christians.”

(46 Comments)

Trustworthy Servants of the People of God - A Replacement for Vision and Expectations

Two types of comments emerged about the document.

- *Comments about the framing or intent of the document*
- Why should the document exist? What underlying principles should frame the document?
- *Comments about the content of the document* - What topics should be covered within the document?

Framing/ Intent

TSPG needs:

Clarity, Consistency, Clear Guidelines

There must be clear guidelines and expectations. These must be enforced uniformly. Clergy must follow the rules.

(105 Comments)

Flexibility/Contextuality

Each situation is different. TSPG needs to be open to context. What is allowable in one setting may not be in another.

(32 Comments)

Framing/ Intent

TSPG should not:

Be used as a weapon

TSPG should not be a list of “Thou shalt not”s. It should not be a juridical document. It should be a foundation for living in God’s community. Not a list of “no no”s.

(31 Comments)

Exist

Other foundational document of the ELCA are sufficient. Definitions and Guidelines for Discipline and the ELCA Constitution should be enough.

(29 Comments)

Sex/Sexuality

Realistic Sexual Ethic

The document needs to realize that faithful Christians (both lay and clergy) can be in committed, non-married, sexually intimate relationships.

(68 Comments)

Sexual Intimacy in Marriage

Pastors must remain celibate if not married.

(15 Comments)

Not Just Sex

TSPG needs to address all areas of ministry in a modern context and not only focus on sex.

(21 Comments)

Content

LGBTQIA+ Concerns

VE was heteronormative. TSPG should affirm the created goodness of all people, gay or straight.

(45 Comments)

Boundaries

There need to be boundaries between rostered ministers' private and public lives.

(40 Comments)

Abuse

TSPG needs to address abuse by and of rostered ministers.

(28 Comments)

Finances

TSPG needs to address clergy debt and synod guidelines for compensation.

(26 Comments)

Mutual Expectations of Congregations

Congregations need to be accountable. The document should not only address clergy behavior but expectations of congregations as well.

(19 Comments)

Content

General Comments about the Church/ ELCA

Welcome All People

The church needs to be radically inclusive and welcome all people into rostered ministry and our churches.

(73 Comments)

The church needs to modernize/be relevant in today's world.

We need to move beyond nostalgia and embrace change.

(29 Comments)

Racial/Ethnic Diversity and Anti-Racism Work

We need interculturally competent leaders. We need to call out white supremacy.

(34 Comments)

General Comments about the Church/ ELCA

Outside the church walls

We need to be in the community, not just within the walls of a church.

(28 Comments)

Balance

Rostered leaders need a balance between their professional and private lives. They need time for self-care, family, and continuing education.

(26 Comments)

Bishops' Role

We need to rethink the role of the bishop. S/he should not just be an administrator/judge but focus more on being pastor to the pastors.

(22 Comments)

Memorandum of Mutual Recognition of Relations of Full Communion

Between the Churches of *Called to Common Mission*
(The Episcopal Church and the Evangelical Lutheran Church in America)

And

The Churches of *Called to Full Communion: The Waterloo Declaration*
(The Anglican Church of Canada and the Evangelical Lutheran Church in Canada)

Background

In 1987, building on ecumenical agreements both local and global, the Anglican-Lutheran International Continuation Committee met in Niagara Falls, Canada, for a consultation on *episcopate*.¹ Consideration of recommendations to churches from the *Niagara Report* helped result in *The Porvoo Common Statement* (1992), the basis for the Porvoo Communion now including churches from Great Britain and Ireland, the Nordic region, the Baltic countries and Iberia.

A few years later, continuing theological discussions led first in the United States to *Called to Common Mission* (CCM), adopted by the 1999 Churchwide Assembly of the Lutheran Church in America (ELCA) and the 2000 General Convention of the Episcopal Church (TEC), and then in Canada to *Called to Full Communion: the Waterloo Declaration*, approved by the National Convention of the Evangelical Lutheran Church in Canada (ELCIC) and the General Synod of the Anglican Church of Canada (ACC) in 2001. These agreements establish what are the three principal full communion relationships between member churches of the Anglican Communion and of The Lutheran World Federation: A Communion of Churches.

The third Anglican Lutheran International Commission (ALIC III), recognizing the contextual specificity of each agreement, acknowledged that it is “difficult to envisage at this stage” how to move toward “a relationship of (full) communion at the global level.” Yet the Commission identified steps forward which could be taken at once; for example, “on the basis of an agreement entered into by a sister church, and reviewed by international bodies, those who come from a church of that region might be considered in communion with all other churches that have the same kind of agreement.”²

Commending ALIC’s guidelines, the Anglican Consultative Council 16, meeting in Zambia in 2016, encouraged “steps in North American, British and Irish Anglican churches to bring the three regional agreements of Communion into relationship with each other.”³

¹Essential texts are collected in Sven Oppegaard and Gregory Cameron, eds., *Anglican-Lutheran Agreements: Regional and International Agreements 1972-2002*, LWF Documentation 49 (2004) and on multiple sites online.

²*To Love and Serve the Lord: Diakonia in the Life of the Church: The Jerusalem Report of the Anglican-Lutheran International Commission (ALIC III)* (2012) 52. <https://www.lutheranworld.org/content/resource-love-and-serve-lord-diakonia-life-church>.

³Anglican Consultative Council Resolution 16.18, “Anglican-Lutheran Relations,” <http://www.anglicancommunion.org/structures/instruments-of-communion/acc/acc-16/resolutions.aspx#s18>.

Rationale

Taking next steps forward seems particularly achievable and important in the North American context.

- Almost twenty years of experience living into full communion has enriched the lives of the four churches in ways from which there is no turning back. While there are of course challenges from sharing geographical territory, the churches of Waterloo and of CCM face together many common cultural realities. Despite their different histories, they increasingly have in common the roles of “minority churches” in their contexts.

As full communion partners, Lutherans and Episcopalians/Anglicans in each country have walked with one another in times of joy and celebration and in times of sorrow and trial. They have collaborated in a wide range of ministries, been enriched when consulting one another’s wisdom, joined together in worship and advocacy, exchanged ordained leadership and established friendships at all levels. There is strong affirmation for the already existing relationships across national borders between TEC and ACC and between ELCIC and ELCA, including the exchange of clergy, and the equally strong relationship between ELCA/TEC and ELCIC/ACC with the sharing of ordained/rostered clergy between Episcopalians and Lutherans in the USA and between Lutherans and Anglicans in Canada.

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

While the shape of shared life is distinctive in each country and embraces great local diversity, both CCM and Waterloo extended invitations which have borne significant fruits, both expected and unanticipated.⁴ As the times of Interim Eucharistic Sharing, practiced in both countries, helped strengthen the hope for full communion, so also the experiences of full communion have strengthened the desire not to remain fixed in what has already been realized.

- Already the deepening relations between the Waterloo churches and between the CCM churches have reached across the national boundary to create relationships and structures among all four churches.

The four heads of churches have established the practice of regular meetings, and annually they cooperate on a seasonal devotional series. The coordinating committees in each country exchange representatives and meet together every third year. In these contexts, it is easy to forget that there is no formal link between the two agreements of full communion.

- At the same time, changes brought with easier international communication and travel also push against the limits of the existing agreements. A notable example concerns “orderly exchange” of ministry. Increasingly, each church encounters ministry situations which would welcome

⁴Cf. CCM 98: “Entering full communion ... will bring new opportunities and levels of shared evangelism, witness, and service,” and the Conclusion of Waterloo: “We are ready to be co-workers with God in whatever tasks of mission serve the Gospel. We give glory to God for the gift of unity already ours in Christ, and we pray for the fuller realization of this gift in the entire Church.”

procedures for orderly exchange with persons not only from the bilateral partner but from the church of that communion in the other agreement.

Currently, among the four Waterloo and CCM churches, each church is in full communion with two of the others - but not with the third (not with the church from the other tradition and in the other country). Increasingly, this is experienced as theologically unnecessary, missionally costly, and jarring. It is time for these churches explicitly to recognize one another's full communion agreements, and on that basis to extend to one another the implications of being in communion.

Actions

In order to strengthen shared life and mission and to deepen visible unity between the signatory churches of CCM and of Waterloo, and

In order to offer witness and invitation to other churches of our world communions in many local settings, as appropriate in their contexts, to move toward such sharing of (full) communion,

These four churches commit themselves to

- Give thanks for and affirm the theological basis for full communion established by theological dialogue between members of the Lutheran and Anglican traditions around the world;
- Rejoice in the gifts given to the churches by their bilateral full communion relations;
- Treat the churches of the other agreement as also churches with which a relationship of full communion exists on the basis of these agreements and this experience;
- Establish policies and procedures to facilitate exchange of ministry between The Episcopal Church and the Evangelical Lutheran Church in Canada, and between the Evangelical Lutheran Church in America and the Anglican Church of Canada. This will be informed by the experience and resources of the existing full communion agreements, including mandating complete continuing exchange of information about ministerial conduct, duly honoring that such exchanges are subject in each case to approval by sending and receiving bishops.
- Continue to seek conversations with other members of the Anglican Communion and The Lutheran World Federation that would commend further mutual recognition of (full) communion agreements, where they exist, and encourage churches without such agreements to move toward living into such relationships.

Jointly prepared and commended by the members of the Joint Anglican-Lutheran Commission in Canada and the Lutheran-Episcopal Coordinating Committee in the United States.

Niagara Falls, Ontario
September 26, 2018

Update from the Task Force to Consider a Future Campaign and Income Strategies

Background

Mr. Joseph Nolte, chair of the Task Force to Consider a Future Campaign and Income Strategies, stated that the task force is still in a process of discernment as to the timing of a new campaign. Mr. Nolte believes the task force is building good momentum as it looks at how the Mission Advancement unit and the ELCA Foundation have restructured to coordinate their resource development functions. The task force reaffirmed that the ELCA must align resourced development efforts with the strategic priorities outlined in *Future Directions 2025*.

CC19.04.07

To request the churchwide organization lead broad fundraising efforts throughout the ELCA focused around the strategic priorities as outlined in *Future Directions 2025*, using its major foci to shape efforts;

To approve continuing fundraising for programs that have proven donor interest and where the churchwide organization has an ongoing obligation: ELCA World Hunger, ELCA Fund for Leaders, International Women Leaders, Young Adults in Global Mission, Missionary Sponsorship and Lutheran Disaster Response;

To support the completion of the specific appeals for Disability Ministries, New and Renewing Congregations, Youth and Young Adults, and Global Ministries as specific focus areas after the conclusion of Always Being Made New: The Campaign for the Evangelical Lutheran Church in America, not precluding acceptance or distribution of funds offered by donors after the campaign; and

To affirm the continuation of the task force to consider how to grow resources to support the priorities of the churchwide organization, as outlined in *Future Directions 2025*.

Report Update and recommendations:

The task force agenda for its September 12, 2019 meeting focused on four major questions. A summary of the discussion follows each question:

- 1) What will be our fundraising model in the immediate future?

The task force agreed that immediately launching a new campaign as a vehicle for generating revenue is not the appropriate next step for the churchwide organization. Rather, the task force recommends reserving the campaign strategy for future use while developing the major gift prospect pool that could support that strategy. For now, Mission Advancement will focus on heavily cultivating donors for the priority areas identified by the Church Council at its April 2019 meeting and expressed in *Future Directions 2025*.

- 2) What will be the fundraising priorities within this new model?

The Church Council approved priorities at its April 2019 meeting. These priorities, which align with *Future Directions 2025*, remain in effect: World Hunger, Lutheran Disaster Response, Fund for Leaders, International Women Leaders, and Missionary Sponsorship. In addition, Church Council charged the task force and the Mission Advancement unit to include general Mission Support for the churchwide organization in the resource development model. These priorities saw positive responses from donors and afforded growth in programmatic implementation. Therefore, from the standpoint of revenue generation, focused attention could and should be dedicated to these efforts.

- 3) What are our one, three, and five-year models for future fundraising?

The focus on major gifts and collaboration with deployed gift planners should increase. The task force challenged the Mission Advancement unit to set quantifiable goals around the desired changes in production and participation. The change in participation measures should be

accompanied by production goals for one, three, and five years. Those goals should be monitored by Church Council, with appropriate resourcing and correction as needed.

- 4) What committee of the Church Council should be the liaison for the future direction of fundraising strategy?

The task force determined that no current committee had the capacity to incorporate these tasks into its work. Additionally, there will be a need and desire to incorporate people from outside Church Council who have specific expertise in resource development. This has two advantages: first, it allows the church to tap into knowledge from experts in the field who are not on Church Council; and second, it allows for the participation of potential major gift (and principal gift) prospects as a part of a general cultivation plan. A new Resource Development Committee could be modeled after the makeup of the Audit Committee. While the Audit Committee is a committee of the Church Council, it is also a subcommittee of the Budget and Finance Committee and employs experts in the field for a specific purpose.

Recommendations:

We, the members of the Church Council Task Force to Consider Future Campaign and Income Strategies, in order to faithfully support and grow the mission and membership of this church, do believe there is an urgent need to develop an integrated approach to sustainable resource development that supports growth in our mission and membership.

WHEREAS God created us and all that exists and provides for us from this creation in abundance;

WHEREAS we are Church Together grounded in the abundant grace of Jesus Christ. This abundance has been evident since the inception of this church, and it has only been made clearer in recent years through the life of the campaign. We believe that the momentum gained in engaging our members in stewardship and intentional growth of generosity is a part of our identity as Lutherans. It cannot be lessened even as the campaign has concluded. We furthermore believe Jesus when he states that “where your treasure is, your heart will be also” (Mt 6.21), and that fundraising at the churchwide level helps keep the hearts of members better connected to the mission of the larger church;

WHEREAS we are Church Together and are grounded in a counter-cultural narrative of shared resources, made manifest in our commitment to Mission Support. We believe that attention and cultivation of Mission Support must remain a priority of this church if we are to continue to live out this church’s mission in the world;

WHEREAS we are Church Together grounded in the understanding that this church is stronger together, and that the different expressions are complementary in their work in the world. *Always Being Made New: The Campaign for the ELCA* taught us that the churchwide organization is equipped to raise resources for the activities most effectively accomplished at a national level – fighting hunger and poverty, equipping the next generation of leaders, and sharing the Good News of Jesus Christ throughout the world; and

WHEREAS we are Church Together made up of generous and faithful members who are eager to support the work of this church. The achievements made during the Campaign affirmed this church’s generosity and commitment to grow, counter to the narrative of decline. New ministries, partnerships and programs were developed in response to this generosity, and our partners and members are counting on us to continue this work.

Recommended:

To receive with gratitude the update from the Task Force to Consider a Future Campaign and Income Strategies;

To thank the members of the task force for their service; and

To authorize the creation of a Resource Development Committee to continue developing strategies related to funding initiatives and future churchwide appeals, and to request the Legal and Constitutional Review Committee consider a continuing resolution to that effect.

Unfinished 2019 Churchwide Assembly Business

I. Motion C: Resolution on Reaffirmation of ELCA Social Statement on Abortion

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

WHEREAS, the Evangelical Lutheran Church in America adopted a Social Statement in 1991 in which the ELCA "...opposes ending intrauterine life when a fetus is developed enough to live outside a uterus with the aid of reasonable and necessary technology. If a pregnancy needs to be interrupted after this point, every reasonable and necessary effort should be made to support this life, unless there are lethal fetal abnormalities indicating that the prospective newborn will die very soon."; and WHEREAS, this 1991 Social Statement was reaffirmed in its entirety by the Evangelical Lutheran Church in America 1999 Churchwide Assembly; and

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

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

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

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

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

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

EN BLOC

Recommendation of the Reference and Counsel Committee

We recommend a substitute motion to the assembly:

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

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

II. Motion D: Resolution to Disregard *Vision and Expectations*

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

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

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

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

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

EN BLOC

Recommendation of the Reference and Counsel Committee

We recommend referring the resolution to the Domestic Mission unit of the churchwide organization.

III. Motion L: Resolution of Appreciation for Church Council Members who are Ending their Terms of Service in 2019

EN BLOC

Recommendation of the Reference and Counsel Committee

We, the members of the 2019 Churchwide Assembly of the Evangelical Lutheran Church in America, give thanks to God for the members of the Church Council who will be concluding their six-year terms at this Assembly. We wish to thank these 22 individuals for their dedicated service to this church during their terms, and to acknowledge that their service included membership on task forces, ad hoc committees, attendance at synod assemblies, and representation of this church in global, national and local forums.

We appreciate their tireless work of renewing and growing the church's mission. We continue to keep them and their work, which is our work, in prayer.

IV. Motion M: Resolution of Appreciation for Churchwide Staff

EN BLOC

Recommendation of the Reference and Counsel Committee

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

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

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

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

V. Motion N: Resolution of Appreciation and Thanksgiving for Hospitality

EN BLOC

Recommendation of the Reference and Counsel Committee

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

As we join in fellowship together, we are reminded of the indigenous history of the land we are on, and the Algonquian name of Milwaukee as the "gathering place." We give thanks for the

Menominee, Fox, Mascouten, Sauk, Potawatomi, Ojibwa, and other American Indian tribes that called this land home.

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

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

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

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

Responses to Churchwide Assembly Actions

I. Earth Charter

Churchwide Assembly Action [CA19.02.09c]

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

To endorse the Earth Charter;

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

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

Executive Committee Action [EC19.09.28.a2]

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

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

Response from the Domestic Mission unit (November 2019)

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

To raise awareness of this endorsement, the Earth Charter logo and a link will be added to the elca.org/environment webpage. In early 2020, ELCA Advocacy will convene a staff team to develop a high-level formalized plan promoting the transition to sustainable ways of living into forthcoming resource development and projects. These will center on the Earth Charter Action Guidelines:

1. Respect and Care for the Community of Life
2. Ecological Integrity
3. Social and Economic Justice
4. Democracy, Nonviolence, and Peace

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

CC ACTION *[En Bloc]*

Recommended:

To receive the response on “Earth Charter” from the Domestic Mission unit;

To receive a progress report at Church Council’s fall 2020 meeting; and

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

II. Carbon Fee and Dividend

Churchwide Assembly Action [CA19.02.09d]

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

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

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

Executive Committee Action [EC19.09.28.a3]

To refer the 2019 Churchwide Assembly action on Carbon Fee (and Dividend) to the Domestic Mission unit for a report or for a timeline on when this will receive further attention; and
To request that the secretary of this church inform the synod of this action.

Response from the Domestic Mission unit (November 2019)

Reducing greenhouse gas (GHG) emissions into the atmosphere require multiple approaches which includes carbon pricing, setting emissions performance standards, or GHG mitigation technologies. Carbon pricing is generally believed by economists as being the best tool for having the greatest impact in the near-term to spur GHG emission reduction mitigation efforts. Carbon pricing can take many forms, with the most familiar being an emissions trading system (ETS) or a carbon fee or tax. This memorial's focus is on carbon fee with dividends.

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

- | | |
|------------|--|
| 11/14/2019 | Develop a primer on this memorial entitled "Carbon Pricing 101" with principles as a basis for ELCA endorsement of potential legislation.
Develop a Frequently Asked Questions Resource document for use by constituents in advocating for or against a carbon tax. |
| 11/19/2019 | Publish a blog post to introduce the carbon fee resources available for carbon fee and dividend. |
| 12/1/2019 | Develop criteria for comparison of the federal bills that address carbon pricing and post a comparison of the bills. |
| 2/15/2020 | Host a webinar on carbon pricing. |

CC ACTION *[En Bloc]*

Recommended:

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

III. Ethiopian Suffering

Churchwide Assembly Action [CA19.02.09b]

To receive with gratitude the memorial from the Northeastern Minnesota Synod concerning Ethiopian suffering;

To encourage ELCA synods, congregations, members and the churchwide organization to advocate for robust funding of humanitarian and development assistance programs to Ethiopia and other low-income countries; and

To direct the churchwide organization to encourage the U.S. government to support the Ethiopian government in its efforts to undertake political, economic and social improvements on behalf of its citizens.

Executive Committee Action [EC19.09.28.a1.]

To refer the 2019 Churchwide Assembly action on "Ethiopian Suffering" to the Domestic Mission unit, in consultation with the Global Mission unit, for a report or for a timeline on when this will receive further attention; and

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

Response from the Domestic Mission unit (November 2019)

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

CC ACTION [*En Bloc*]

Recommended:

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

IV. Motion F: Assistant Program Director, Justice for Women

WHEREAS, the ELCA has invested considerable time and resources developing the proposed social statement, “Faith, Sexism, and Justice: A Lutheran Call to Action”; and

WHEREAS, a primary concern of the church body as expressed throughout the hearings process is that the church take action on any resulting implementing resolutions; and

WHEREAS, the office of Theological Discernment has an insufficient budget to support additional staff that would be necessary to implement the resolutions; therefore, be it

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

Churchwide Assembly Action [CA19.04.15]

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

Executive Committee Action [EC19.09.28.a13]

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

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

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

director to more fully assess staff capacity and consider any necessary adjustments or requests for additions to staffing, in response to Motion F.

CC ACTION [*En Bloc*]

Recommended:

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

To affirm the approach proposed in the response.

V. 50th Anniversary of Women Ordination

Churchwide Assembly Action [CA19.05.30]

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

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

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

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

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

Executive Committee Action [19.09.28.a14]

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

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

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

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

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

CC ACTION [*En Bloc*]

Recommended:

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

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

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

VI. Binary Designations

Churchwide Assembly Action [CA19.02.09y]

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

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

To acknowledge the recent updates to the Candidacy Manual and scheduled updates to candidacy forms; and

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

Executive Committee Action [EC19.09.28.a15]

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

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

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

The Synod Relations staff in the Office of the Presiding Bishop have consulted with the Conference of Bishops Leadership Committee, the Program Director of Racial Justice Ministries and the Information Technology staff in the Office of the Treasurer in order to adjust the title and gender options available within the Mobility paperwork of the ELCA Community database to include nonbinary designations. A new “Mx.” title option and an “Other” gender option will be available for the next iteration of Mobility documentation, to be implemented as soon as possible.

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

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

CC ACTION [*En Bloc*]

Recommended:

To receive the response on “Binary Designations” from the Office of the Presiding Bishop;

To commend the ongoing work of updating mobility documents and candidacy forms; and

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

VII. Deportation

Churchwide Assembly Action [CA19.02.09f]

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

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

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

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

Executive Committee Action [EC19.09.28.a5]

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

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

Response from the AMMPARO Team (November 2019)

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

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

CC ACTION *[En Bloc]*

Recommended:

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

To affirm the plan to produce a resource on deportation; and

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

VIII. Migrants

Churchwide Assembly Action [CA19.05.31]

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

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

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

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

Executive Committee Action [EC19.09.28.a7]

To refer the 2019 Churchwide Assembly action on Migrants to the Global Mission and Domestic Mission units, in consultation with the AMMPARO (“Accompany Migrant Minors with Protection, Advocacy,

Representation and Opportunities”) team and other appropriate churchwide organization units, for a report or for a timeline on when this will receive further attention; and

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

Response from the AMMPARO Team (November 2019)

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

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

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

CC ACTION [*En Bloc*]

Recommended:

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

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

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

IX. Sanctuary

Churchwide Assembly Action [CA19.03.11]

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

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

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

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

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

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

Executive Committee Action [EC19.09.28.a6]

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

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

Response from the AMMPARO Team (November 2019)

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

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

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

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

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

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

CC ACTION *[En Bloc]*

Recommended:

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

To affirm the timeline proposed in the response;

To request that the definitions and guidelines about what it means to be a sanctuary church body for the three expressions of this church be provided to the Church Council’s fall 2020 meeting;

To request a final report be provided at Church Council’s spring 2022 meeting in anticipation of the 2022 Churchwide Assembly; and

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

X. Motion A: Establish June 17 as Emanuel 9 Day of Repentance

WHEREAS, the Lord teaches us "Those who are well have no need of a physician, but those who are sick; I have come to call not the righteous but sinners to repentance."(Luke 5:31-32); and

WHEREAS, the Emanuel 9 (Rev. Clementa C. Pinckney, Cynthia Marie Graham Hurd, Susie Jackson, Ethel Lee Lance, Depayne Middleton-Doctor, Tywanza Sanders, Rev. Daniel L. Simmons, Sharonda Coleman-Singleton, and Myra Thompson) on June 17, 2015, while in prayer and bible study at the historic African-American church, Emanuel African Methodist Episcopal (AME) Church in Charleston, South Carolina were murdered by a self-professed white supremacist adult who was raised and formed in the ELCA; and

WHEREAS, that self-professed white supremacist espoused racist rhetoric and epithets before and after committing these murders; and

WHEREAS, two of his victims, Rev. Daniel Lee Simmons Sr. and Rev. Clementa Pickney, were graduates of the Lutheran Theology Southern Seminary, one of eight ELCA seminaries.; and

WHEREAS, the deep sin of white supremacy and racism continues to be a plague and hindrance in the life of the ELCA as a church called to proclaim the gospel of Jesus Christ; therefore, be it

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

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

Churchwide Assembly Action [CA19.04.17]

To adopt Motion A as amended.

Executive Committee Action [EC19.09.28.a12]

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

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

As the resolves of this motion cover a variety of areas, a team including the Executive for Worship, the Executive for Ecumenical and Inter-Religious Relations and Theological Discernment, the Program Director for Racial Justice Ministries, and the Director for Ethnic Specific and Multicultural Ministries is coordinating action and implementation.

In early 2020, the Presiding Bishop will convene a consultation via video conference to include representation from churchwide staff, authors of this resolution, the African Descent Lutheran Association, the Conference of International Black Lutherans, and the European Descent Lutheran Association for Racial Justice. The purpose of this consultation will be to review and coordinate efforts in the churchwide organization and other grass-roots work related to worship resource development as

called for in the resolution. This work comes alongside strengthening ecumenical relations (both grass-roots and church-to-church) with the African Methodist Episcopal church.

CC ACTION [*En Bloc*]

Recommended:

To receive the response on “Motion A: Establish June 17 as Emanuel 9 Day of Repentance” from the Office of the Presiding Bishop; and

To request that a report on the implementation of this resolution be provided at Church Council’s fall 2020 meeting.

XI. Unaltered Augsburg Confession

Churchwide Assembly Action [CA19.02.09q]

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

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

Executive Committee Action [EC19.09.28.a11]

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

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

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

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

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

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

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

While it may be most convenient and expedient for churchwide staff to undertake these first steps alone, it is likely wiser and more beneficial for staff members to undertake them in partnership with a

consulting group or series of consultations. Those consulted could include persons from the Church Council and the ELCA publishing house, as well as those who have responsibility for teaching the Augsburg Confession, for teaching in congregations, for preparation for ministry and for ecumenical relationships, and persons with other expertise and experiences. Those with responsibility for teaching could include not only those teaching at ELCA seminaries, colleges and universities, but also those teaching elsewhere or engaged in independent research, as well as ecumenical partners. Full attention to the letter and spirit of the ELCA's representational principles in the recruiting and convening of a consulting group or consultations will serve this undertaking well (see 5.01.e in the ELCA Constitution).

CC ACTION [*En Bloc*]

Recommended:

To receive the response on “Unaltered Augsburg Confession” from the Office of the Presiding Bishop;

To request that a report with possible recommendations be provided to the Church Council's spring 2021 meeting; and

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

XII. Augusta Victoria Hospital

Churchwide Assembly Action [CA19.02.09i]

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

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

To request the presiding bishop, ELCA synods, and congregations to petition the U.S. president and all applicable legislators to restore FY 2018 funding to the United Nations Relief and Works Agency for Palestine Refugees in the Near East (UNRWA) and beyond, and continue funding at previous levels until the Israeli/Palestinian conflict is resolved; and

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

Executive Committee Action [EC19.09.28.a9]

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

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

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

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

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

CC ACTION [*En Bloc*]

Recommended:

To receive the response on “Augusta Victoria Hospital” from the Office of the Presiding Bishop;

**To commend the ongoing advocacy and to encourage the continued efforts on this action; and
To request that the secretary of this church inform the synods of this action.**

XIII. Church and State

Churchwide Assembly Action [CA19.05.29]

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

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

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

Executive Committee Action [EC19.09.28.a16]

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

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

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

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

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

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

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

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

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

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

The primary factors that support this recommendation include:

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

CC ACTION [En Bloc]

Recommended:

To authorize the development of a social message on the vocation of citizenship, civic engagement, and church and state as requested by the Churchwide Assembly 2019, in light of existing social teaching, in accordance with “Policies and Procedures of the Evangelical Lutheran Church in America for Addressing Social Concerns” (2018); and

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

XIV. Gun Policy

Churchwide Assembly Action [CA18.02.09m]

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

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

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

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

Executive Committee Action [EC19.09.28.a18]

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

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

Response from Office of the Presiding Bishop (November 2019)

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

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

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

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

Following the social message on civic engagement, the Director for Theological Ethics will reassess each remaining issue, staff capacity and finances and provide a recommendation to the fall 2020 Church Council meeting.

CC ACTION *[En Bloc]*

Recommended

To receive the response on Gun Policy from the Office of the Presiding Bishop; and

To defer the questions of developing a social message on U.S. National Drug Policy, aging, gender identity, or gun policy until Fall 2020 Church Council meeting when a new assessment of each issue, staff capacity and finances will be brought to the council; and

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

**XV. Palestine (No Way to Treat a Child)
[response forthcoming]**

**XVI. Gender Identity
[response forthcoming]**

**XVII. Health Care Benefits
[response forthcoming]**

How Strategic and Authentic is Our Diversity; A Call for Confession, Reflection and Healing Action

Executive Summary from Task Force for Strategic Authentic Diversity

Since its inception, this church has wrestled with the challenge of becoming an authentically multiethnic, multicultural church. The vision and promised “**kindom**” and reign of God lie within us. The transformative power for being God’s change agent in society is intricately bound to our own transformation as God’s people.

For the task force participants who created this report, the conversations, prayers, and reflections that informed the work were deeply personal and, at times, extremely painful. In many ways these conversations, prayers, and reflections have modeled the struggle toward authenticity in ethnic diversity that is both a challenge and an opportunity for this church in all its expressions.

The report calls not for a brand-new strategic plan but for this church, in faith and with integrity, to “go deeper.” It seeks:

- **Theological Framing and Equipping** that more broadly reflect the wide ethnic diversity of who we are, have been, and are yet becoming. Our church must dig deeper into the history and emerging theology that ground, clarify, and justify our call and continuing commitment to ethnic diversity and inclusion.
- **Healing Action** to address the personal woundedness perpetuated by racism and racial prejudice. Deeper diagnosis of the collective, structural, and systemic nature of these sins will give us the opportunity for deeper prescriptive action toward healing.
- **Structural Accountability** to deepen the intentional focus of ELCA policies, governance, related structures, agencies, and organizations, so that they might serve the goals and initiatives of an authentically diverse church in society.
- **Theological Education and Leadership Development** that, drawing on the aforementioned theological framing, equip leadership for a “*metanoia movement*,” a change of hearts and minds about the violent sin of racism and the value of diversity, equitable inclusivity, and racial justice.
- **Partnerships With Full Communion, Ecumenical and Interreligious Partners, and Related Organizations** that deepen our shared commitment and struggle toward authentic diversity and inclusion in our systems, structures, and organizations.

The task force has discerned a call to engage these opportunities more fully, deepening our work, our journey, and our joy as our church moves toward **Strategically Authentic Diversity**.

In the report’s final section, the task force lifts up **Recommendations** to be embodied in the life of the ELCA. A number of these are not new, but they warrant new attention, resources, and energy to be implemented.

The 2016 Churchwide Assembly adopted a resolution to create a task force composed entirely of persons of color from regions and synods across the country, so that the views and voices of this church so often unheard or unheeded might benefit the whole church. We have this ministry together.

The spirit and intent of the document are to help us transcend the paralysis of guilt and blaming and reach a shared accountability and honest relational engagement in the body of Christ.

Future Directions 2025 calls for a more equitable investment in the gifts and passions of people of color; those gifts are reflected in the vitality and leadership of the task force and this document.

Mindful of the marginalization that is evident throughout this church and society, the task force tried to be faithful to the work of naming and addressing with its recommendations, so that they might contribute to this church’s ongoing challenge to formulate its own goals and expectations for racial diversity and inclusion.

Background Summary

At the 2016 ELCA Churchwide Assembly, voting members considered a proposal to delete from the ELCA constitution language directing that 10 percent of the members of its assemblies, councils, committees, boards, and other organizational units be people of color or whose primary language is other than English.¹ In response to the proposal, a resolution was presented to the assembly and adopted to create a Task Force for Strategic Authentic Diversity composed entirely of people of color (African Descent, American Indian and Alaska Native, Asian and Pacific Islander, Arab and Middle Eastern, Latino) and inclusive of immigrant and LGBTQIA+ identities.

This task force listened to stories from across the ELCA and, mindful of working constructively with white allies within the church, consulted with the European Descent Lutheran Association for Racial Justice (EDLARJ). Throughout its work, the task force learned that the commitment and work of developing strategies for Multicultural Ministries has been done and continues to be happening in the church, though not always in full view or with public accountability. Drawing upon the Multicultural Ministry Strategy document “A Strategy for Proclamation of the Gospel” (1991), the subsequent “Recommitment to a Strategy for Proclamation of the Gospel” (1997), and the recommendations of the 2016 Multicultural Summit, the task force believes the time has come for the ELCA to live even more intentionally into what God calls us to be together.

Sharing collective wisdom and reviewing historical documents, the task force has come to a consensus on the following statement and recommendations. This document will offer the task force’s working definition of authentic diversity, provide a theological frame for the discussion, name the need for healing, address the question of structural accountability, examine our theological education and leadership development, and reflect upon our relationships with full communion, ecumenical, and interreligious partners and their related agencies. Finally, it will propose a set of recommendations in each of these areas.

Authentic Diversity

The manifold communities of the ELCA are called to exhibit *authentic diversity*— demographically matching the ethnic and racial composition of their respective contexts, as stated in the ELCA constitution (5.01.A16). They are likewise called to recognize that race and ethnicity intersect with other marginalizing traits (including gender, sexuality, and ability) and that people in these groups are also vulnerable.

The Evangelical Lutheran Church in America is a predominantly white, middle-class church, most of whose members are of European descent. Intentional outreach efforts have increased the proportion of nonwhite members (African Descent, American Indian and Alaska Native, Asian and Pacific Islander, Arab and Middle Eastern, and Latino) from 2 percent to 7.3 percent.² Yet this proportional increase coincides with a membership decline in white communities and congregations. Despite the ELCA’s numerous multicultural efforts, there is still a lack of authentic diversity in all its expressions. Racism exists within the ELCA, boldly and outwardly as well as subtly and inwardly. White privilege is systemic and persistent. The problem calls for a radical, systemic change in accordance with the proclamation of the gospel. The ELCA recognizes the perpetuation of racism still exists within the denomination despite personal good intentions. Yet, the systemic and structural ambiguity toward the elimination of racism continues.

In faithfulness to the biblical mandate to proclaim the gospel³ requires us to foster greater equity, fairness, and justice at all levels of the ELCA to ensure authentic diversity. The ELCA recognizes that such diversity is not reflected across all three expressions of this church. The dominant center of power and privilege still resides with people of European descent and their culture, while people of color and/or whose primary language is other than English remain at the margins, along with their cultures and identities. This problem is compounded by the cross-cutting issues of gender, sexuality, and ability. As a result, we have not been able to fully partner with God in turning the ELCA into the just, inclusive, and authentically diverse community described in the priority area for action under goal one of Future Directions 2025, where the ELCA is called to “develop a deep and shared understanding of who we are as a Lutheran church and equip leaders and all the baptized to communicate our

¹ 5.01.B87., Constitutions, Bylaws, and Continuing Resolutions of the Evangelical Lutheran Church in America, 2013 ed. (Chicago: ELCA, 2013), pg. 25.

² “Statistical Review of the Ethnic Specific Ministry Participation,” Evangelical Lutheran Church in America, February 2016.

³ “Recommitment to a Strategy for Proclamation of the Gospel,” Evangelical Lutheran Church in America, 1997.

theology and beliefs in accessible and compelling ways.”⁴ We have failed to realize our vision of a church that welcomes all people regardless of race, background, status, ability, family situation, and numerous other identifiers.⁵ The ELCA continues to be the whitest denomination in the U.S.

In a country where 39 percent of the population are people of color, only structural and systemic reinforcement can account for the glaring whiteness of our church. Thus, the work of this task force is rooted not in charity or pity but in resistance to tokenism and the nominal representation of cultures in ELCA structures. We work toward seeing a fuller glimpse of God’s image and the fullness of God’s creation. In addressing the need for authentic diversity within the ELCA, we strive for what the Holy Spirit created in the Pentecost moment: the fullness of God’s diversity and creativity existing simultaneously in space and time.

We condemn any form of discrimination or harassment based on color, gender, race, ethnicity, social or socio-economic status, sexual orientation, gender expression, or physical or intellectual (mental) ability. We propose a *metanoia* (a change of heart and mind) to dismantle structures of discrimination. We yearn to promote systemic and structural strategies to establish and ensure authentic diversity.

Theological Framework: Why Strategic Authentic Diversity?⁶

In Mark 12:31, as part of the Great Commandment, Jesus tells the disciples, “You shall love your neighbor as yourself.” Our baptismal covenant reminds us that “We will seek and serve Christ in all persons, loving our neighbors as ourselves, we will strive for justice and peace among all peoples and respect the dignity of every human being.”

Therefore, we seek authentic diversity not as an option but in obedience to the Great Commandment, in affirmation of our baptismal promise, in proclamation of the gospel, and toward the restoration of God’s beloved community from the brokenness we have created. The need for this authentic diversity, tied to incarnational identity and a Lutheran theological framework, is expressed in goal two of Future Directions 2025, which in part aims to “form and equip the baptized to express their faith through their life and witness as followers of Jesus.”⁷ Part of this expression of faith is to acknowledge our identities as both saints and sinners when we address the realities of authentic diversity within the ELCA.

As proclaimed in our confessions, we have marred the body of Christ and the household of faith⁸ through what we have done and have left undone. The sin of racism, like all sin, causes brokenness, so no one should be surprised that this sinfulness is manifested in the ELCA. Racism—a mix of power, privilege, and prejudice—and other forms of oppression are sins, violating God’s intention for humanity. As Lutherans, we honor the value of calling a thing what it is, shining a light on evil to reveal it to the world. Since the inception of the ELCA, our aim has been to achieve a gospel vision of community. Though the church has developed strategies for multicultural ministry,⁹ named racism as sin,¹⁰ and even continues to affirm the importance of multiculturalism,¹¹ we have fallen far short of affirming authentic diversity. Thus, the ELCA had committed and recommitted itself to “an ongoing comprehensive [multicultural] ministry.”¹² Healing together is our responsibility. Dismantling racism and building an inclusive community are things we must do together.

As Martin Luther counseled us, we can do no good works of our own accord. It is the Holy Spirit who empowers us to speak, listen, and act, as on the day of Pentecost. Article 20 of the Augsburg Confession states:

[I]t may be readily seen that this doctrine is not to be charged with prohibiting good works, but rather the more to be commended, because it shows how we are enabled to do good works.

⁴ “[Future Directions: Goal One](#),” Evangelical Lutheran Church in America.

⁵ “Recommitment to a Strategy for Proclamation of the Gospel.”

⁶ In accordance with “Recommitment to a Strategy for Proclamation of the Gospel.”

⁷ “[Future Directions: Goal Two](#),” Evangelical Lutheran Church in America.

⁸ In Romans 12:4-5 and Ephesians 2:19, the apostle Paul gives us the image of the body of Christ and the household of God.

⁹ “A Strategy for Proclamation of the Gospel,” Evangelical Lutheran Church in America, 1991.

¹⁰ “Freed in Christ: Race, Ethnicity and Culture,” Evangelical Lutheran Church in America, 1993.

¹¹ Called Forward Together in Christ, 2015.

¹² “Recommitment to a Strategy for Proclamation of the Gospel.”

This work of justice, peacemaking, and reconciliation is not only our call; we are equipped to perform it, as members, congregations, synods, and the churchwide organization. In this humbleness we can remember that Christ has given us the ministry of reconciliation¹³ and that we belong to each other.

If we remain silent, it may be as Mordecai told Esther:

God will bring healing, relief and deliverance to the world from another place. And, who knows? That you have come to your privileged position for such a time as this.¹⁴

As we address the theological framework for authentic diversity, we recount that we are a humanity enslaved to sin and falling short of the glory of God.¹⁵ We also recount that we are a church gathered in freedom and looking toward the freedom of God's reign as announced and embodied by Jesus. Trusting the promise of freedom, we confess that each of us is held captive by sin.¹⁶ Because we are sinners as well as saints, we rebuild walls that were broken down by Christ, fall back into enslaving patterns of injustice, and betray the truth that sets us free. Because we are saints as well as sinners, we reach for the freedom that is ours in Christ.

The racial, ethnic, and cultural barriers erected by racism and other forms of oppression deny the truth that all people are created by God and, therefore, created in dignity. Racism and other forms of oppression fracture and fragment church and society. When we speak of racism and other forms of oppression as though they were only matters of personal attitude, we underestimate them. We have only begun to comprehend the complexity of the sin, which spreads like an infection through the entire social system. Racism and other forms of oppression infect and affect everyone, though their impact varies according to race, ethnicity, culture, and such additional factors as gender, sexuality, and ability.

As siblings in Christ, baptized into the priesthood of all believers, we must hold one another accountable in confession and repentance. Racism may affect each of us differently, but we must take responsibility for our participation, acknowledge our complicity, repent of our sin, move toward restoration, and pray to God for reconciliation.

Healing: Why Healing?¹⁷

The historical and contemporary reality of racism demonstrates that racism is violence, manifested in multiple ways to injure and harm individuals and the greater society. The church in society as an agency of the redemptive, restorative will, and reign of God, carries a responsibility and an opportunity to be a primary facilitator of healing from the generational trauma of racism, internalized racial oppression, white supremacy, and racial injustice in contexts both foreign and domestic.¹⁸

The ELCA, as church in society, has been and is complicit in this racial hindering and harm—institutionally, systemically, and structurally. This hindering and harm must first be boldly named and identified as diminishing the life and vitality of the ELCA's congregations, synods, churchwide organization, and related agencies and institutions. As the ELCA was unable to reach a constitutional goal of 10 percent people of color/and or whose primary language is other than English by 1998, it was removed from the ELCA constitution in 2016. The removal was attempted en bloc (without discussion) but was brought to the floor of the 2016 Churchwide Assembly by concerned voting members who saw the placement of the 10 percent goal in an en bloc motion as an offense made to marginalized communities within the ELCA.

Our church must, with increasing intentionality, acknowledge and name the deep and pervasive wound of racism. Our church must boldly recognize and renounce the many forms of denial that contribute to the

¹³ "All this is from God, who reconciled us to himself through Christ and has given us the ministry of reconciliation" (2 Corinthians 5:18).

¹⁴ Esther 4:14 (paraphrased).

¹⁵ Romans 3:23.

¹⁶ 1 John 8.

¹⁷ How can we heal without honest and humble confession?

¹⁸ The Task Force acknowledges there are other varied ways in which individuals experience oppression; gender, gender identities, sexuality, physical, and neurological difference, are only a few. These manifestations of diversity are of no less importance than the specific ethnic and cultural diversity named in this document.

continuation of racist thought, action, policy, and practice. Our church must fully engage in a *metanoia* movement—a change of heart and mind—that will, in partnership with the gospel, generate redemptive recognition, restorative justice, and the conscious development of capacity for healing. Goal three of Future Directions 2025 aims to equip church members to “understand, speak out, and act against discrimination based on race, gender, disability, sexual orientation and social status.”¹⁹ If truly embodied and enacted, this can initiate a healing process within the ELCA.

Some synods, associations, and congregations within the ELCA have shown leadership by developing antiracism programs, training antiracism facilitators, and working to prioritize the dismantling of racism within their communities. Yet this should be the work of all entities within the ELCA, not just a few. This work must boldly reflect the historical and present lived experiences and stories of those affected by racism and racial oppression within the ELCA.

Structural Accountability

Within the myriad structures of the ELCA, people experience a diversity of faith journeys. Through these individualized experiences, people are called by God to accompany one another together in community. When transformed into Christ’s image, one joins a community of people who affirm the values of diversity, dignity, compassion, justice, and inclusion, and who summon the courage to change and to invest in beloved community. The Rev. Dr. Martin Luther King Jr. defined beloved community as a “global vision in which all people can share in the wealth of all the earth.” This vision can be realized only by creating a climate of accountability that grows out of love, not guilt. The ELCA’s congregations, synods, colleges, universities, seminaries, and churchwide organization must become accountable in this journey of creating authentic diversity in observance of our baptismal promise. Working through the Holy Spirit, we are gathered and created to be a beloved community that includes all. This inclusivity is reflected in goal five of Future Directions 2025, especially through leadership in governance “to provide for clarity in roles and authority, strong relationships and shared leadership and a culture of willing accountability.”²⁰

The task force is committed to a calling that the manifold communities of the ELCA exhibit *authentic diversity*—demographically matching the ethnic and racial diversity of their contexts, as stated in the ELCA constitution (5.01.A16.), while also understanding that racial and ethnic diversity intersects with other marginalized identities (including gender, sexuality, and ability) and recognizing their vulnerability. To accomplish this, the church must embody Christ’s mission through the lens of a *crucified* Jesus, who gathers all to himself in one family devoid of hierarchies and unhealthy power structures. This communal life mutually respects, nurtures, and embraces, with the certain hope that, though each member of the community remains unique, our fellowship will transcend age-old borders that hinder forward progression and God will be glorified.

Theological Education and Leadership Development

Theological education within the ELCA is highly Eurocentric and rooted in hierarchical colonial education practices. ELCA colleges, universities, and seminaries are overwhelmingly white communities of privilege at all levels of staff, faculty, students, and decision-making bodies. The curriculum of our seminary education makes room for other races and cultures only when they are palatable and serve as foils to a Eurocentric, predominantly white agenda. Our institution and churches pay minimal attention to social movements such as “Black Lives Matter.” Over the years, theological education within the ELCA has failed to equip Lutherans with an understanding of the gospel that can help dismantle racist practices and structure within our churches and institutions. The inadequacy of theological education and leadership formation in our church should be addressed by engaging voices from the margins.

Without enforcing assimilation, colleges, universities, and seminaries must create equity and equitable opportunities to study theology, share in privilege and power, and serve the people of God. Students, faculty, and staff of color must be given equitable opportunities to participate in seminaries, congregations, and decision-making bodies at all levels of leadership, including boards, presidencies, permanent chairs, etc. This must be modeled by this church’s leadership, starting at the churchwide organization.

¹⁹ “[Future Directions: Goal Three](#),” Evangelical Lutheran Church in America.

²⁰ “[Future Directions: Goal Five](#),” Evangelical Lutheran Church in America.

Specifically, within leadership formation, seminaries must create spaces and resources for people of color to engage in higher education. Programs, such as Theological Education for Emerging Ministries (TEEM) and lay mission schools, need to be promoted to recognize the leadership and gifts that people of color bring to make the ELCA a truly diverse church. Discernment and candidacy for ministry must be systems of support and not processes of inhibition and intimidation, especially for people of color.

We need theological education and leadership formation that affirms our freedom to embrace and uphold the gospel mandate. This mandate is biblically rooted and centers on the life, ministry, crucifixion, and resurrection of Christ. Instead, the values upheld by ELCA colleges and seminaries have been predominantly those of the status quo, reinforcing a colonial, Eurocentric model of education and leadership.

We need theological education and leadership formation that is life-giving, transforming, and transcending. It must also be honest, impartial, and inclusive. With education and leadership focused primarily on western and Eurocentric voices, the stories of those who do not fit such a model are excluded from the greater narrative of the gospel. This is a denial of identity and existence. Theological education and leadership must endorse not a single, controlling narrative but a collection of stories and experiences that bring wholeness to the body of Christ as represented in God's creation. Goal three of Future Directions 2025 must be made manifest in theological education and leadership cultivation, particularly in building "confidence and competence among lay leaders and rostered ministers to provide an authentic welcome to people from different cultures and circumstances and embrace the ideas and experience they bring."²¹ When we know and embrace one another's complete story within God's created world, we have a greater ability to share honestly, to be impartial, and to live into inclusivity and authentic diversity.

We need theological education and leadership formation that honors and embraces the covenant of being "reconciled in Christ." We need a new hermeneutic in speaking of reconciliation with one another, focused on a crucified and resurrected Christ. We must also recognize that reconciliation is not a singular event but a process that must be fostered, cultivated, and developed over time to pass on to future generations.

Finally, we need theological education and leadership formation that practices cultural humility while also engaging the power of the gospel. There is no single cultural context in which the gospel exclusively resides or is better comprehended. Both the gospel and our various cultures are important to the church of which we are a part.

Partnerships with Full Communion, Ecumenical, and Interreligious Partners, and With Related Organizations

Given the changes happening around the world, many denominations, institutions, and organizations have been reexamining their traditional postures toward justice and discrimination. Social change cannot be stopped, so the church must embody the gospel of Jesus Christ and not fear change.

The time has come to embody what we believe and preach, yet never forgetting the lessons learned of past inaction and indifference that have lasting generational impacts. Past inactions and stances of indifference include adhering to the doctrine of discovery, slavery, and the accumulation of wealth at the expense of marginalized communities. The church must renew its commitment to the fullness of authentic diversity represented in God's creation within denominations, institutions, and organizations. We must seek, ask, and understand the stories of those impacted by inaction and indifference. We must recognize what divides us, what continues to hurt the fullness of God's creation, and begin a communal process that will embody compassion and understanding.

We recognize that many of the ELCA's full communion partners struggle with similar histories of inaction and indifference. Many of these partners have recognized and are learning from their past actions, especially concerning authentic diversity. Some denominations and institutions have moved faster than others, yet all have recognized that justice work and partnerships cannot survive in a vacuum. There is a common belief that, to strive for and embody justice, we must commit to working together. This commitment must be made active and tangible through allocation of resources, including people and money. Investing in partnerships with other denominations, institutions, and organizations can prompt a congregation to reassess its views²² and can create new opportunities

²¹ "[Future Directions: Goal Three](#)," Evangelical Lutheran Church in America.

²² "[Welcoming Diversity: An Inventory for Congregations](#)," Partners for a Racism-Free Community, www.prfc-gr.org.

to develop training and educational material for youth and children.²³

The ELCA is not alone in working toward authentic diversity. We must take advantage of the work already completed and lessons already learned from our ecumenical partners and related organizations. We have the unique opportunity to share not only resources but also the burden of labor. We must consult and learn from different organizations within the ELCA—such as Women of the ELCA—that have been deeply invested in addressing discrimination and racial justice for some time. This need for partnership is reflected in goals one and four of Future Directions 2025, recognizing the need for dialogue and coordinated action with ecumenical partners and related organizations to embody the church we desire to be.

We must ask ourselves how the ELCA has not only allowed but also perpetuated a culture of division that has kept us from an authentic diversity. In seeking answers, we must discern with our full communion partners and related organizations what it means to embody the vision of a beloved community. As siblings in the gospel, we must be invested in this work together, so that we might not only learn from one another but also work together to bring about the fullness of God’s reign. This involves learning lessons from years past, reassessing and recalibrating our work,²⁴ beginning a process of healing, and committing to embody change from within ourselves and our institutions.

Recommendations

To help the church to fully engage in a *metanoia* (a change of heart and mind) movement, the task force has developed recommended responses to be embodied within the ELCA. Some of these recommendations are currently being implemented, whereas others will require a thoughtful, communal, and embodied response that can move us to better comprehend and incarnate authentic diversity within the expressions of the ELCA.

Recommendations for Healing

1. Awareness

Raising awareness calls us to:

- Host learning opportunities for a deeper understanding of the systemic and root causes of historical and contemporary racism and internalized racial oppression.
- Develop liturgical and teaching resources related to our baptismal covenant, with the need of confession as part of the awareness of naming and addressing racism within the ELCA.
- Encourage individuals to report instances of oppression, exclusion, etc. to a designated person outside their system who will document and facilitate resolution.

2. Reflections

The work of reflections calls us to:

- Encourage those participating in the provided learning opportunities to write reflection papers, blogs, social media posts, etc. on insights gleaned from those sessions, and share their work within congregations, synods, and the churchwide organization.

3. Training

The training for this work calls:

- ELCA synods, seminaries, colleges, and universities to require their staff and rostered ministers to participate in antiracism training every two to three years, and that training should be reported in the Ministry Leader Profile and annual reporting. This type of training is reflected in the 2016 Churchwide Assembly resolution on Racial Justice (CA16.05.22).
- Synods providing resources and training for their congregational members on white privilege, internalized racial oppression, and cultural humility. Such training would intersect with issues of gender, sexuality, class, ability, naturalization status, etc. in a way that is holistic, comprehensive and mutual.
 - Work in affinity groups, caucus groups, etc.
 - Empowerment through an educational process.
 - Support for gatherings such as Multicultural Summit.

²³ “[AntiRacism/Diversity – Required Training - Sept 29](#),” United Church of Christ.

²⁴ “A Strategy for Proclamation of the Gospel” and “Recommitment to a Strategy for Proclamation of the Gospel.”

- The Office of the Presiding Bishop develop a theological statement on deconstructing whiteness, white privilege, and white supremacy.
 - Synods are strongly urged to include the statement in any antiracism training provided to rostered leaders.
 - The Office of the Presiding Bishop develop educational and worship resources that support the statement, for use by synods, congregations, and antiracism teams.
 - The churchwide organization incentivize training and teaching of the statement by linking a specified percentage of its financial support for Lutheran institutions of higher learning to the development and implementation of curricula that encompass the statement.

Recommendations for Structural Accountability Call

1. The churchwide organization to develop an assessment process, to be utilized across all three expressions of the ELCA, that records, maps, and evaluates the efforts of diversity initiatives. Planning, Research and Evaluation, in partnership with appropriate churchwide staff and stakeholders, to create a Synod Accountability Report Card Toward Authentic Diversity, Equity, and Inclusion; synod bishops and directors for evangelical mission (DEMs) be responsible for providing data for this report card,²⁵ with the ultimate goal of an audit system across all three expressions of the ELCA.
2. Synods and the churchwide organization designate resources (for example, grants or the creation of specific funds) to incentivize multicultural educational events and antiracist leadership development for all leaders, both rostered and lay. This work will be done in alignment or conjunction with the vision for mission of Congregational Vitality.²⁶
3. Because congregations of color are closing at a higher rate than white congregations, a racial equity assessment process be initiated to determine the reinvestment of resources whenever any congregation is in conversation for closure.
 - The Office of the Presiding Bishop create an office(r) for Diversity, Equity, and Inclusion. The primary functions of this office will be (a) to equip and support leaders at all levels of the church to understand, speak out about, and act against discrimination based on race, gender, ability, sexual orientation, or social status, and (b) to receive reports of harassment and discrimination and to investigate such claims, working in conjunction with functioning areas such as marketing, legal counsel, and human resources. This office will also assess the organization's current representation and recruitment of people of color, people whose primary language is other than English, and other protected classes.
4. The Office of the Presiding Bishop and Conference of Bishops incorporate mandatory diversity training into its orientation of new bishops. Every current and established bishop be assigned a diversity and inclusion coach.
5. Synods and the Domestic Mission unit develop resources/funding for alternative communities to:
 - Assess and develop new measures of evaluation and benchmarks for ministries that do not follow traditional congregational models.
 - Increase representation of people of color and/or people whose primary language is other than English at synodical tables—including but not limited to the Vitality table, Stewardship Mission Support table, and Strategic Thinking table—to adapt strategies for creating and cultivating authentically diverse leadership.
6. Synods encourage all congregations to learn about their communities and neighborhoods, and to develop and implement outreach plans geared toward increasing authentic diversity representative of race, ethnicity, gender, age, socioeconomic class, and ability. The Domestic Mission unit will develop tools to aid congregations in this work.
7. The churchwide organization strongly encourage, appropriately prepare and incentivize synods and predominately white congregations to call rostered ministers of color, particularly women of color.

²⁵ Gap Analysis from 1997 Recommitment assessment to today; Designate funding to Provide Intercultural competency program & work for congregations doing multicultural ministry or wanting to do it ([assessment, tools for preparation](#), resources for development of readiness)

²⁶ “[Future Directions: Congregational Vitality](#),” Evangelical Lutheran Church in America.

8. The churchwide organization work with synods to monitor the duration of the call process for people of color, particularly women of color. The average duration of the call process for white males will serve as a benchmark, and people of color still waiting for call after that amount of time has passed will receive priority.
9. The churchwide organization in partnership with synods determine the extent to which all white or predominantly white congregations are implementing goal three of Future Directions 2025 and the extent to which they are engaged in outreach to people of color in their geographic location or beyond.
10. Synods and the churchwide organization incentivize (through financial support, human resources, student debt forgiveness, etc.) white or predominantly white congregations to call people from marginalized communities.
11. The Mission Advancement unit, in conjunction with the Ethnic Specific Ministries, Racial Justice, and Multicultural desks, develop a communications strategy to highlight the ELCA's efforts toward strategic authentic diversity. This includes alerting mainstream media to the ELCA's shifts in investment toward greater diversity and presenting our written and spoken history in a way that shows the true full diversity within the historical bodies of the ELCA.
12. The Church Council further empower this task force or create another external body to track this work, support the staff desk responsible for it, and the assessment of:
 - Intentional relationships between the areas doing this work;
 - Reporting and auditing process;
 - Full accountability for the work of strategic authentic diversity in alignment with goal five of Future Directions 2025.

Recommendations for Theological Education and Leadership

1. The boards of ELCA colleges, universities, and seminaries be authentically diverse and focus on stakeholder engagement to ensure such diversity.
2. The staff of ELCA colleges, universities, and seminaries be authentically diverse, with professors, pastors, field education directors, and supervisors for internship and ministry in context who are people of color or LGBTQIA+ people of color, or who have shown the cultural competency to engage with communities of color and their many facets.
3. ELCA colleges, universities, and seminaries be multicultural centers offering space/safety, educational resources, and policy changes that address the specific needs of people of color in all their facets.
4. In consultation with the Theological Education Advisory Committee, synods and churchwide organization develop a comprehensive multicultural curriculum that integrates the concept of cultural humility. This curriculum will be part and parcel of the full requirements for being rostered in the ELCA.
5. Supervisors for internship and ministry in context and contextual education directors participate in antiracism training that includes all systemic oppressions and stresses a cultural humility representative of strategic authentic diversity.
6. The churchwide organization recommit monies from the Fund for Leaders capital campaign to the Educational Grant Program to ensure that such grants are intentionally and appropriately distributed to the communities of color for which they are intended. Specifically:
 - Develop a plan in partnership with ethnic-specific directors and associations to welcome the gifts, skills,

- and bodies of work of theologians and lay leaders from marginalized communities, and to promote and distribute the opportunities for learning from the work of theologians, teachers and leaders from marginalized communities.
- Provide funding for mentorships between lay and rostered leaders of color and those interested in and exploring opportunities within lay and rostered ministry.
 - Encourage pathways to leadership for people of color and people whose primary language is other than English, including church council boards, boards of Lutheran organizations, employment within the ELCA, and access to ELCA colleges, universities, and seminaries.
7. ELCA colleges, universities, and seminaries require a percentage of faculty to be representative of strategic authentic diversity.
 8. The churchwide organization create a database of rostered and lay leaders of color to create an effective networking platform.
 9. Synods and the churchwide organization invest in lay leadership schools and lay formation that is culturally responsive.
 10. ELCA seminaries provide guidance on incorporating cultural competency into the Hein-Fry Book of Faith Challenge and expanding its panels to be more representative of strategic authentic diversity.
 11. The churchwide organization strategically disburse Fund for Leaders scholarships to enhance the capacity of people of color who are TEEM candidates, non-English speakers, part-time students, or seminary students. Provide communities of color with opportunities for student leadership and reinstate the Horizon Internship Program so that students of color can train in their own communities.
 12. Synods and the churchwide organization institute annual leadership schools of governance that give people of color and persons impacted by poverty—particularly young adults from a diverse range of communities—the opportunity to both learn and affect governance, polity, structure, and practice of the ELCA’s three expressions.
 13. The churchwide organization create a pathway for lay congregational leaders of color to pursue greater leadership opportunities within their congregations and synods.
 14. The churchwide organization incentivize Lutheran institutions of higher learning to hire faculty, deans, and/or presidents from marginalized communities by linking such hires to a specified percentage of the financial support provided to those institutions.

Recommendations for Partnerships With Full Communion, Ecumenical, and Interreligious Partners and Related Organizations

1. Working in alignment with Congregational Vitality, synods and the churchwide organization to establish grants for congregations and synods to fund work that focuses on strategic authentic diversity.
2. The ELCA intentionally partner with The Episcopal Church (TEC) and other full communion, ecumenical and interreligious partners on justice, antiracism, and reparations, while also sharing resources and the burden of labor to broaden such work and relationships.
3. The Office of the Presiding Bishop and the Domestic Mission unit to review the racial audit processes of our full communion, ecumenical, and interreligious partners for the purpose of developing a similar audit within the ELCA.

4. Increase the level of intentional engagement with historically ethnic-specific religious communities, which includes through Churchwide Assembly memorials, and establish relationships with historically black denominations.
5. The churchwide organization, synods and other appropriate ELCA agencies work with full communion, ecumenical, and interreligious partners to address and name historical and current oppressions and tell the truth about denominational, congregational, and organizational wealth. This includes learning the racial history of our religious partners, with areas of study including but not limited to:
 - Kristallnacht,
 - the massacre of the Mennonite,
 - actions to/with the African-descent community,
 - Salzburger,
 - communities whose paraments, etc., were purchased by the Ku Klux Klan,
 - repudiation of the doctrine of discovery, and
 - the legacy of slavery.
6. Congregations, synods, and the churchwide organization research the titled curricula of full communion, ecumenical, and interreligious partners, utilizing and adapting educational materials for youth and children. This research will also include material from partners' publishing houses that have an ecumenical department. Because this is a common effort, the churchwide organization may need to incentivize congregations and synods by establishing grants to fund this work.
7. The churchwide organization work with the National Council of Churches, the Lutheran World Federation Communion Office, and the ELCA's synod partners to address the goal of strategic authentic diversity.
8. The churchwide organization honor the work of our related agencies through board development, engagement, and utilization of already existing curricula.
9. The churchwide organization monitor authentic diversity in representation on boards of ELCA Related Organizations.
10. The churchwide organization intentionally engage directors for evangelical mission and roundtables to increase diversity among senior pastors, executives at Lutheran social service organizations, CEOs, and other leadership positions within related organizations.



Evangelical Lutheran Church in America
God's work. Our hands.



Strategy Toward Authentic Diversity within the ELCA

**Goals,
Priority Program/
Lead Unit objectives,
Resource Projections**

August 2019

Background

The 2016 Churchwide Assembly adopted a resolution [CA16.05.25], titled “Motion B: Resolution for a Strategy Toward Authentic Diversity,” to create a task force composed entirely of persons of color from regions and synods across the country. In November 2017, the Church Council appointed individuals to the task force [CC17.11.27]. Under the leadership of co-conveners, the Rev. Abraham D. Allende, bishop of the Northeastern Ohio Synod, and the Rev. Albert Starr Jr., director for ethnic specific and multicultural ministries, task force members began their work to implement *Strategy Toward Authentic Diversity within the ELCA* (Motion B) and provided periodic updates to Church Council on the task force's progress. At the April 2019 meeting, the Church Council received an executive summary and report and recommendations of the task force for strategic authentic diversity titled “How Strategic and Authentic is Our Diversity: A Call for Confession, Reflection and Healing Action,” and voted to transmit the following recommendation to the 2019 Churchwide Assembly.

Assembly action

To thank the Task Force for Strategic Authentic Diversity and all who contributed to its work to develop a report and recommendations on how this church exhibits authentic diversity and formulates its own goals and expectations for racial diversity and inclusion;

To call this church in all its expressions into a time of confession, reflection, and healing as its members renew an honest relational engagement in the body of Christ;

To urge the church in all its expressions and related agencies, organizations, and institutions to intentionally engage more deeply in the recommendations named in the report and to provide funds in support of these recommendations; and

To call upon the Office of the Presiding Bishop, in collaboration with appropriate units in the churchwide organization, to establish and oversee processes for consideration, assignment, implementation of, and accountability for these recommendations identified to the churchwide organization and to report regularly to the Church Council.

- This matrix is provided to outline the strategies and emerging plans for implementation over the coming months
- Initial Consultations with designated CWO lead Unit and Program Staff will completed by Dec. 2019
- Subsequent Consultations will facilitate deeper conversations to better determine resources, cost projections, timelines and prioritization of work
- Annual Progress Report to be presented to Spring Council Meeting

Recommendations for Healing

CWO – Churchwide Organization
 DM – Domestic Mission Unit
 OPB – Office of Presiding Bishop
 OS - Office of the Secretary
 HR- Human Resources
 RJ – Racial Justice
 DTDE/DTD – Director for Theological Diversity and Engagement
 MA – Mission Advancement
 DTF - Program Director for Theological Formation

Strategic Recommendation 1	Priority Program with Lead Unit Designation	Evaluation Strategy	Resources/ Costs Projections	Timeline
<p>Awareness</p> <ol style="list-style-type: none"> 1. CWO Consultation with DM, OB, OS, HR, ESMM, RJ, MA, 2. Develop Liturgical resources 3. Create Learning opportunities 4. result in resources to further, understanding of Repudiation of the Doctrine of Discovery, Declaration & Apology to People of African Descent 	<p>ESMM</p> <p>Racial Justice</p> <p>Director for Theological Diversity and Engagement</p> <p>OPB Worship Team</p>	<p>*Develop “Awareness Indicators” incorporated in CWO,</p> <p>*Engage support of R&E to create evaluation tools</p> <p>* Create reporting system for how/where resources are being used, number of persons involved in learning opportunities</p> <p>*Impact Narratives</p>		<p>ESMM Director will convene consultation with OB, OS, HR, RJ, MA to develop “Awareness Indicators” and related cost projections by March 2020</p>
<p>Strategic Recommendation 2</p> <p>Reflections</p> <ol style="list-style-type: none"> 1. DTDE, RJ, provide platform research papers 2. Participants in the provided learning opportunities to write reflection papers, blogs, social media posts, etc. on insights gleaned from those sessions, and share their work within congregations, synods, and the churchwide organization 	<p>Priority Program with Lead Unit Designation</p> <p>Director for Theological Diversity and Engagement</p> <p>Racial Justice Director</p> <p>MA</p>	<p>Reflections/Resources will appear via multiple platforms</p>		

Strategic Recommendation 3	Priority Program with Lead Unit Designation	Evaluation Strategy	Resources/Costs Projections	Timeline
<p>Training</p> <ol style="list-style-type: none"> 1. ELCA synods, seminaries, colleges, and universities to require their staff and rostered ministers to participate in antiracism training every two to three years, and that training should be reported in the Ministry Leader Profile and annual reporting. This type of training is reflected in the 2016 Churchwide Assembly resolution on Racial Justice (CA16.05.22) 2. Synods providing resources and training for their congregational members on white privilege, internalized racial oppression, and cultural humility 3. The Office of the Presiding Bishop develop a theological statement on deconstructing whiteness, white privilege, and white supremacy 4. The churchwide organization incentivize training and teaching of the statement by linking a specified percentage of its financial support for Lutheran institutions of higher learning to the development and implementation of curricula that encompass the statement 	<p>(1) Racial Justice Director will enhance trainings with additional resources to the current toolkit. Convene trainers from various synods</p> <p>RJD will connect with COB to collect information on trainings</p> <p>Seminary Presidents and Deans, MM Director and Program Dir for Theological formation, Seminaries and Lay Schools</p> <p>(1) COB and DM unit provide support for synod and/or regional Multicultural Summits/Institutes ESMM to organize CW Multicultural Institute</p> <p>(3) Director for TDE & Racial Justice to support OB development of theological statement on deconstructing whiteness, white privilege and white supremacy – integrating the CWA Resolution on White Nationalism</p>	<p>Tracking frequency of trainings, use of tool kit and number of participants. Number of trainers equipped and available to facilitate training in synods.</p> <p>2 Regional Multicultural Summits 2020 CW Multicultural Institute 2021</p> <p>Publish Statement with engagement strategy</p>	<ul style="list-style-type: none"> • Tool Kit development and promotion • Convening Trainers • Cost of 2 Summits (2020) • Cost of Churchwide Institute (2021) 	

	<p>(4) Director for Theological Formation and Leadership, Seminaries and Lay Schools in consultation with RJ and MM Director</p>			
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Recommendations for Theological Education and Leadership

Strategic Recommendation	Priority Program with Lead Unit Designation	Evaluation Strategy	-Resources/ Costs Projections	Timeline
<p>1. The boards and staff of ELCA colleges, universities, and seminaries be authentically diverse and focus on stakeholder engagement to ensure such diversity.</p> <p>2. The staff of ELCA colleges, universities, and seminaries be authentically diverse, with professors, pastors, field education directors, and supervisors for internship and ministry in context who are people of color or LGBTQIA+ people of color, or who have shown the cultural competency to engage with communities of color and their many facets.</p>	<p>(1/2) Program Director for Theological Formation Seminaries and Lay School in consultation RJ, MM director and Reconciling Works</p> <p>(1/2) Executive Director, College & University Network Program Director for Theological Formation</p>	<p>Create a matrix for reporting current status relative to ethnic/racial demographics and tracking progress.</p>		<p>Ongoing work</p> <p>Development of matrix for reporting By Spring 2020</p> <p>status update and progress report annually</p>

<p>3. ELCA colleges, universities, and seminaries be multicultural centers offering space/safety, educational resources, and policy changes that address the specific needs of people of color in all their facets.</p> <p>4. In consultation with the Theological Education Advisory Committee, synods and churchwide organization develop a comprehensive multicultural curriculum that integrates the concept of cultural humility. This curriculum will be part and parcel of the full requirements for being rostered in the ELCA.</p> <p>5. Supervisors for internship and ministry in context and contextual education directors participate in antiracism training that includes all systemic oppressions and stresses a cultural humility representative of strategic authentic diversity.</p> <p>6. The churchwide organization recommit monies from the Fund for Leaders capital campaign to the Educational Grant Program to ensure that such grants are intentionally and appropriately distributed to the communities of color for which they are intended.</p> <p>6a. Develop a plan in partnership with ethnic-specific directors and associations to welcome the gifts, skills, and bodies of work of theologians and lay leaders from marginalized communities, and to promote and distribute the opportunities for</p>	<p>(3) Executive Director, College & University Network Director for Theological Formation</p> <p>(4) Director for Theological Formation TEAC, DM Unit Leadership</p> <p>(5) Seminary field placement officers Collaboration with DEMs, OB and Synod Antiracism teams</p> <p>(6) Mission Advancement, OB, DM Unit and Ethnic Associations</p> <p>(6a/6b) DTF, Seminary Network, MA</p>			
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<p>learning from the work of theologians, teachers and leaders from marginalized communities.</p> <p>6b. Provide funding for mentorships between lay and rostered leaders of color and those interested in and exploring opportunities within lay and rostered ministry.</p> <p>6c. Encourage pathways to leadership for people of color and people whose primary language is other than English, including church council boards, boards of Lutheran organizations, employment within the ELCA, and access to ELCA colleges, universities, and seminaries.</p> <p>7. ELCA colleges, universities, and seminaries require a percentage of faculty to be representative of strategic authentic diversity.</p> <p>7a. The churchwide organization create a database of rostered and lay leaders of color to create an effective networking platform.</p> <p>8. Synods and the churchwide organization invest in lay leadership schools and lay formation that is culturally responsive.</p> <p>1. ELCA seminaries provide guidance on incorporating cultural competency into the Hein-Fry Book of Faith Challenge and expanding its panels to be more representative of strategic authentic diversity.</p> <p>2. The churchwide organization strategically disburse Fund for Leaders scholarships to</p>	<p>(6c) Ethnic Directors in collaboration with Ethnic Associations to generate a database of bios of potential leaders to serve on Boards of agencies, organizations, seminaries and Church Council</p> <p>DTF, Seminaries and Lay Schools to work with Racial Justice and Multicultural Director</p> <p>(7) DM Director for Theological formation and Exec. Director for ELCA Colleges & Universities to work with Racial Justice and Multicultural Ministries</p> <p>(7a) R&E in consultation with ESMM& RJ team</p> <p>(8) Program Director for Theological Formation</p>			
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<p>enhance the capacity of people of color who are TEEM candidates, non-English speakers, part-time students, or seminary students. Provide communities of color with opportunities for student leadership and reinstate the Horizon Internship Program so that students of color can train in their own communities</p>	<p>(8.2) Fund for Leaders engaged around policy change relative to this initiative</p>			
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Recommendations for Partnerships with Full Communion, Ecumenical, and Interreligious Partners and Related Organizations

<i>Strategic Recommendation</i>	<i>Priority Program with Lead Unit Designation</i>	<i>Evaluation Strategy</i>	<i>Resources/ Costs Projections</i>	<i>Timeline</i>
<p>1. Working in alignment with Congregational Vitality, synods and the churchwide organization to establish grants for congregations and synods to fund work that focuses on strategic authentic diversity.</p> <p>2. The ELCA intentionally partner with The Episcopal Church (TEC) and other full communion, ecumenical and interreligious</p>	<p>(1) MM/CV This action aligns with goals 6/7 under Structural Accountability</p> <p>(2) Program Director for Racial Justice will utilize designated fund to convene ecumenical gathering to</p>			

<p>partners on justice, antiracism, and reparations, while also sharing resources and the burden of labor to broaden such work and relationships.</p> <p>3. The Office of the Presiding Bishop and the Domestic Mission unit to review the racial audit processes of our full communion, ecumenical, and interreligious partners for the purpose of developing a similar audit within the ELCA.</p> <p>4. Increase the level of intentional engagement with historically ethnic-specific religious communities, which includes through Churchwide Assembly memorials, and establish relationships with historically black denominations.</p> <p>5. The churchwide organization, synods and other appropriate ELCA agencies work with full communion, ecumenical, and interreligious partners to address and name historical and current oppressions and tell the truth about denominational, congregational, and organizational wealth. This includes learning the racial history of our religious partners, with areas of study including but not limited to: Kristallnacht, the massacre for the Mennonite, actions to/with the African descent community, Salzburger, churches supported by Klu Klux Klan, Repudiation of the Doctrine of Discovery, and the legacy of slavery.</p> <p>6. Congregations, synods, and the churchwide organization research the titled curricula of full</p>	<p>gather information on existing resources and current initiatives tracking racial justice goals within denominations</p> <p>(3) Program Director for Racial Justice will prepare and present report of findings to DM Unit</p> <p>(4) OB, DM unit, COB, Synods work to increase relationships with historic black churches and other ethnic specific religious communities</p> <p>(5) OB, Director for Theological Diversity and Engagement, Racial Justice, ESMM * Director for Theological Diversity and Engagement will begin work in January 2020</p> <p>(6) DM Unit and Director for Theological Diversity and</p>			
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<p>communion, ecumenical, and interreligious partners, utilizing and adapting educational materials for youth and children. This research will also include material from partners' publishing houses that have an ecumenical department. Because this is a common effort, the churchwide organization may need to incentivize congregations and synods by establishing grants to fund this work.</p> <p>7. The churchwide organization work with the National Council of Churches, the Lutheran World Federation Communion Office, and the ELCA's synod partners to address the goal of strategic authentic diversity.</p> <p>8. The churchwide organization honor the work of our related agencies through board development, engagement, and utilization of already existing curricula.</p> <p>9. The churchwide organization monitor authentic diversity in representation on boards of ELCA Related Organizations.</p> <p>10. The churchwide organization intentionally engage directors for evangelical mission and roundtables to increase diversity among senior pastors, executives at Lutheran social service organizations, CEOs, and other leadership positions within related organizations.</p>	<p>Engagement develop resources for youth and children</p> <p>(7) Racial Justice and ELCA Ecumenical Officer</p> <p>(8) OB</p> <p>(9) OB R&E in consultation with RJ and MM monitor the representation of diversity on ELCA related boards</p> <p>(10) DM unit work to increase Representation of people of color among Lutheran Social Service organizations, CEOs, Staff, Boards and other related organizations</p>			
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Structural Accountability

<i>Strategic Recommendation</i>	<i>Priority Program with Lead Unit Designation</i>	<i>Evaluation Strategy</i>	<i>Resources/ Costs Projections</i>	<i>Timeline</i>
<p>1. The churchwide organization to develop an assessment process, to be utilized across all three expressions of the ELCA, that records, maps, and evaluates the efforts of diversity initiatives. Planning, Research and Evaluation, in partnership with appropriate churchwide staff and stakeholders, to create a Synod Accountability Report Card Toward Authentic Diversity, Equity, and Inclusion; synod bishops and directors for evangelical mission (DEMs) be responsible for providing data for this report card,¹ with the ultimate goal of an audit system across all three expressions of the ELCA.</p>	<p>(1) DM Unit, OPB, COB, R&E develop Synod Accountability Report Card</p>	<p>Reporting Tool Currently Under development Tool to be introduced and implemented by Spring 2020(?)</p>		

¹ Gap Analysis from 1997 Recommitment assessment to today; Designate funding to Provide Intercultural competency program & work for congregations doing multicultural ministry or wanting to do it ([assessment](#), [tools for preparation](#), resources for development of readiness)

<p>2. Synods and the churchwide organization designate resources (for example, grants or the creation of specific funds) to incentivize multicultural educational events and antiracist leadership development for all leaders, both rostered and lay. This work will be done in alignment or conjunction with the vision for mission of Congregational Vitality.²</p> <p>3. Because congregations of color are closing at a higher rate than white congregations, a racial equity assessment process be initiated to determine the reinvestment of resources whenever any congregation is in conversation considering closure.</p> <p>4. The Office of the Presiding Bishop and Conference of Bishops incorporate mandatory diversity training into its orientation of new bishops. Every current and established bishop be assigned a diversity and inclusion coach.</p> <p>5. Synods and Domestic Mission unit develop resources/funding for alternative communities to: -Assess and develop new measures of evaluation and benchmarks for ministries</p>	<p>(2) OPB, DM Unit, MA Congregational Vitality, Faith Formation, Leadership teams in consultation with ESMM</p> <p>(3) DM Unit E.D. & Assistant Director, HR, OPB, OS, ESMM & Racial Justice In consultation for the creation of an Office for Diversity, Equity and Inclusion. (See position description in Strategy Toward Authentic Diversity within the ELCA document under Structural Accountability)</p> <p>(4) Racial Justice, Gender Justice, DM/ESMM, Reconciling Works in consultation with COB develop a calendar of diversity trainings. Identify the resource of Diversity & Inclusion Coach</p> <p>(5) DM Unit ESMM, DEM Congregational Vitality in Consultation with, RJ, R&E work</p>	<p>Create a designated fund and/or campaign to raise funds for grants for trainings, educational events and leadership development</p> <p>Trainings, Multicultural Educational Events, Internalized Racial Oppression Created with networks of congregations within synods, regionally and nationally</p> <p>Equity Assessment Process be developed by (Fall 2020?) for implementation by fiscal year 2021?</p> <ul style="list-style-type: none"> • Diversity Training in New Bishop Training (winter 2020) • Diversity & Inclusion Coaching relationships in place with Bishops by (Fall 2020) 		
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² [Future Directions: Congregational Vitality](#),” Evangelical Lutheran Church in America.

<p>that do not follow traditional congregational models</p> <p>-Increase representation of people of color and/or people whose primary language is other than English at synodical tables—including but not limited to the Vitality table, Stewardship Mission Support table, and Strategic Thinking table—to adapt strategies for creating and cultivating authentically diverse leadership.</p> <p>6. Synods encourage all congregations to learn about their communities and neighborhoods, and to develop and implement outreach plans geared toward increasing authentic diversity representative of race, ethnicity, gender, age, socioeconomic class, and ability. The Domestic Mission unit will develop tools to aid congregations in this work.</p> <p>7. The churchwide organization strongly encourage, appropriately prepare and incentivize synods and predominately white congregations to call rostered ministers of color, particularly women of color.</p>	<p>towards mapping, assessing ministries, dollars invested, personnel equity, program budgets</p> <p>(5) DM, ESMM, CV, DEM Engage Ethnic Strategic Plans for increasing ethnic diversity and inclusivity at synod tables</p> <p>(6) DM, CV, ESMM **Connect this goal with the continuing resolution to the constitution on Diversity Goal Setting</p> <p>(7) RJ in consultation with DM, CV ESMM, MA</p>	<p>Reporting twice a year on progress of diversity and inclusivity of synod tables and leadership related initiatives</p> <p>Track and report on use of One Body Many Members and other related resources designed for assisting congregations in this work</p> <p>Design and implement resource for preparing predominately white congregations to call ministers of color. Design and implement resource for preparing ministers of color for calls to predominately white congregations. Design and implement resource for preparing white ministers for calls to serve congregations predominately persons of color. Make resources available to synods, seminaries, congregations</p>		
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<p>8. The churchwide organization work with synods to monitor the duration of the call process for people of color, particularly women of color. The average duration of the call process for white males will serve as a benchmark, and people of color still waiting for call after that amount of time has passed will receive priority.</p> <p>9. The churchwide organization in partnership with synods determine the extent to which all white or predominantly white congregations are implementing goal three of Future Directions 2025 and the extent to which they are engaged in outreach to people of color in their geographic location or beyond.</p> <p>10. Synods and the churchwide organization incentivize (through financial support, human resources, student debt forgiveness, etc.) white or predominantly white congregations to call people from marginalized communities.</p> <p>11. The Mission Advancement unit, in conjunction with the Ethnic Specific Ministries, Racial Justice, and Multicultural desks, develop a communications strategy to highlight the ELCA's efforts toward strategic authentic diversity. This includes alerting mainstream media to the ELCA's shifts in investment toward greater diversity and presenting our written and spoken history in a way that shows</p>	<p>(8/9) Racial Justice Director Recommendations 8 and 9 connect with synod initiatives relative to synod diversity and inclusion</p> <p>Racial Justice Director Recommendations 8 and 9 connect with synod initiatives relative to synod diversity and inclusion</p> <p>(10) D M Unit with Racial Justice, Research and Evaluation in consultation with Seminary Network. Create Debt forgiveness fund</p> <p>(11) MA Unit, Racial Justice, ESMM to work developing /implementing diversity awareness marketing strategies</p>	<p>Survey seminarian persons of color and recently ordained and long-term rostered ministers of color who may still be carrying large student debt.</p> <p><i>By Spring 2020</i> Advisory team (9) from Task Force and Recommendations, Plus 1 Bishop 1 Church Council Member Convening twice a year (in person and video conference) for updates, tracking progress, writing and reporting to Church Council</p>		
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<p>the true full diversity within the historical bodies of the ELCA.</p> <p>12. The Church Council further empower this task force or create another external body to track this work, support the staff desk responsible for it, and the assessment of:</p> <ul style="list-style-type: none"> o Intentional relationships between the areas doing this work; o Reporting and auditing process; o Full accountability for the work of strategic authentic diversity in alignment with goal five of Future Directions 2025. 	<p>(12) Church Council, DM/ESMM Director</p>	<p>**Authorize Exec. Committee to approve appointments to this team</p>		
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En Bloc Items

I. Board Development Committee

II. Budget and Finance Committee

A. Audit Committee Membership

CC ACTION [EN BLOC]

Recommended:

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

B. Audit Committee Report

CC ACTION [EN BLOC]

Recommended:

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, 2019.

C. Audit Committee Engagement of Crowe LLP and Capin Crouse LLP

CC ACTION [EN BLOC]

Recommended:

To approve the engagement of Crowe LLP and Capin Crouse LLP to perform the audit service plan for the churchwide organization's year ending January 31, 2020.

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

In April 2019, the Church Council adopted CC19.04.20d regarding the Appointment of Assistant Officers. A revision is being proposed to update the appointments. The proposed revisions are as follows:

1. Appointment of Assistant Officers

CC ACTION [EN BLOC]

Recommended:

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

RESOLVED, that for the sole purpose of executing, when necessary, documents approved and authorized in accordance with actions of the Church Council, the following are hereby appointed as assistant treasurers of this corporation: Cecilia Favela, **Christina Jackson-Skelton**, **Kathy Freeman Summers**, Santiago Padilla, and Annette Roman, to serve until

replaced or removed by subsequent appointments, with such subsequent appointments to be based upon the nomination and recommendation of the Treasurer;

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

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

E. Changes to Investment Policy

CC ACTION [EN BLOC]

Recommended:

- To approve the revisions to the [Cash Management Policy](#);
- To approve the revisions to the [Operating Investment Policy](#); and
- To approve the revisions to the [Core Investment Policy](#).

F. [FY2020 Revised Spending Authorization](#)

CC ACTION [EN BLOC]

Recommended:

- To approve a 2020 fiscal year current fund spending authorization of \$67,666,652; and
- To approve a 2020 ELCA World Hunger spending authorization of \$21,596,595.

III. Executive Committee

IV. Legal and Constitutional Review Committee

A. Lutheran School of Theology at Chicago

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

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

CC ACTION [EN BLOC]

Recommended:

To approve the revised Bylaws and **Articles of Incorporation Constitution** of the Lutheran School of Theology at Chicago, Chicago, Illinois.

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

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

Portico Benefit Services proposed changes to the [ELCA Survivor Benefits Plan and the ELCA Retirement Plan](#), which received the approval of Portico Benefit Services Board of Trustees in August 2019.

CC ACTION [EN BLOC]

Recommended:

To approve the amendments to the ELCA Survivor Benefits Plan effective January 1, 2020.

CC ACTION [EN BLOC]

Recommended:

To approve the amendments to the ELCA Retirement Plan effective January 1, 2020.

C. Churchwide Organization Personnel Policies

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

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

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

CC ACTION [EN BLOC]

Recommended:

To approve the amended Churchwide Organization Personnel Policies.

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

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

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

CC ACTION [EN BLOC – two-thirds approval required]

Recommended:

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

14.41.G19. Resource Development Committee A Resource Development Committee – composed of eight to ten members, at least one of whom shall be a member of the Budget and Finance Committee, and appointed by the Executive Committee ~~for three year, renewable terms~~ – shall assist the Budget and Finance Committee and the Church Council in developing strategies related to funding initiatives and churchwide appeals. This committee shall oversee how to grow resources to support the ministries and priorities of the churchwide organization. The Treasurer and Executive

Director of the Mission Advancement unit shall serve as ex officio members of the committee. Church Council members shall be appointed for three-year terms, renewable for so long as they are on Church Council. Non-Church Council members, who are shall be members of an ELCA congregation, shall be appointed for a three-year terms with the possibility of two consecutive re-elections appointments. No member shall serve more than nine consecutive years. This committee shall have staff services provided by the Office of the Presiding Bishop and the Mission Advancement unit and shall relate to the work of the Office of the Treasurer.

V. Planning and Evaluation Committee

VI. Program and Services Committee

A. Corporate Social Responsibility Documents

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

CC ACTION [EN BLOC]

Recommended:

To approve the amendments to the following corporate social responsibility documents to serve as the basis for ongoing corporate social responsibility work in this church:

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

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

B. Update to ordination and installation ministry rites

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

CC ACTION [EN BLOC]

Recommended:

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

C. Church Council Liaison to the Justice for Women Consulting Committee

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

CC ACTION [EN BLOC]

Recommended:

To appoint Ms. Tracey Beasley as Church Council liaison to the Justice for Women Consulting Committee for a term ending in August 2025.

VII. Other Items

A. Church Council Nominations and Elections

The Church Council has the responsibility of electing people to fill terms on boards of Separately Incorporated Ministries (SIM), social ministry organizations, and seminaries. Bylaw 8.21.03. outlines basic parameters for the election of members to the boards of ELCA seminaries. Pursuant to 14.22. of the *Constitution, Bylaws, and Continuing Resolutions of the Evangelical Lutheran Church in America*, the Church Council is also to elect nominees to a vacancy on a board or committee of the churchwide organization.

Biographical information is provided in [Biographies](#).

CC ACTION [EN BLOC]

Recommended:

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

CC ACTION [EN BLOC]

Recommended:

To elect to the Board of Directors of National Lutheran Campus Ministry, Inc. for a four-year term beginning in March 2020 and concluding March 2024: The Rev. Carol L. Schneider.

CC ACTION [EN BLOC]

Recommended:

To re-elect to the board of directors of Wartburg Theological Seminary to a five-year term expiring in 2025: Mr. David L. Horstmann; and

To elect to the board of directors of Wartburg Theological Seminary to a five-year term expiring in 2025: The Rev. Stacy L. Martin.

CC ACTION [EN BLOC]

Recommended:

To elect to the board of directors of Lutheran Theological Southern Seminary of Lenoir-Rhyne University to a four-year term expiring in 2024: The Rev. Angela Ford Nelson.

CC ACTION [EN BLOC]

Recommended:

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

CC ACTION *[EN BLOC]*

Recommended:

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

CC ACTION *[EN BLOC]*

Recommended:

To elect to the Committee on Appeals for a term expiring in 2022: Mr. Murray G. Sagsveen.



**Meeting of the St. Olaf College Corporation
November 8, 2019 ~ 8:00 a.m. Central
Lutheran Center ~ Council Room
8765 W. Higgins Rd., Chicago, IL**

AGENDA

Dial-in information

DIAL: 877-720-8817

CODE: 2013

CALL TO ORDER

BACKGROUND

- Sue Rothmeyer, Secretary of the ELCA

REPORT OF THE COLLEGE TO THE CORPORATION

- David Anderson, President, St. Olaf College (see Attachment 1)
- Jo Beld, Vice President for Mission, St. Olaf College
- Deanna Thompson, Director, Lutheran Center for Faith, Values, and Community, St. Olaf College (see Attachment 2)

ADJOURNMENT



Report of the President November 2019

Founded in 1874, St. Olaf College shares with other ELCA colleges and universities a common calling to provide an education that is both “deeply rooted in the Lutheran intellectual tradition and boldly open to insights from other religious and secular traditions” (NECU, *Rooted and Open*, 2018). St. Olaf’s mission is to challenge students to excel in the liberal arts, examine faith and values, and explore meaningful vocation in an inclusive, globally engaged community nourished by Lutheran tradition.

The college continues to attract a broad pool of talented students, currently representing 49 states and 91 countries. With an enrollment of approximately 3000 full-time undergraduates, our Fall 2019 incoming first-year students had an average high school grade point of 3.69 and a median ACT composite score of 29. Our diversity continues to increase, with 22% of incoming first-years self-identifying as domestic students of color, 11% as international students, and 18% as first-generation college students. Within the student body as a whole, 22% self-identify as Lutheran and another 10% are members of a denomination in full communion with the ELCA. Among our Class of 2019 graduates, 92% participated in an internship, mentored research experience, practicum, or other vocation-related opportunity, and 73% studied off-campus. A representative sample of graduating seniors who completed the Collegiate Learning Assessment of critical thinking and writing proficiencies in Spring 2019 scored above the 90th percentile among students from all participating colleges and universities nationwide.

St. Olaf continues to offer daily Chapel services led by the college pastors and featuring St. Olaf faculty, students, and staff as speakers and musicians. The St. Olaf Student Congregation and guests also gather for Sunday worship with Holy Communion during the academic year. All services at Boe Chapel are [streamed live](#) and then [archived](#) for on-demand viewing on the St. Olaf website. In addition, in Spring 2019 the College Ministry team launched a new weekly chapel [podcast series](#), also available on demand. A significant new development in College Ministry is the addition of a part-time rabbi as Associate Chaplain for Jewish Life; a search for a part-time Associate Chaplain for Muslim Life is currently underway.

The college also continues its weekly [Sing For Joy](#) radio program, broadcast on more than 150 stations in the U.S., the U.K., and throughout Africa, and streamed both live and on demand. Built around the Revised Common Lectionary of scripture selections throughout the church year, *Sing For Joy* integrates the best in sacred choral music with thoughtful commentary. The [St. Olaf Conference on Worship, Theology, and the Arts](#) returns July 27-30, 2020, with “Scatter the Imagination of Our Hearts” as its theme, and featuring theologian Willie James Jennings (Yale University Divinity School) and Professor of Homiletics and Liturgics Eunjoo Mary Kim (Iliff School of Theology) as guest keynoters.

St. Olaf College Corporation Meeting – November 8, 2019
Attachment 2

In October 2018, St. Olaf announced that it had received two major gifts as part of its *For the Hill and Beyond* campaign, enabling the establishment of two new centers that are knit together in the college's mission. The [Glenn and Myretta Taylor Center for Equity and Inclusion](#), launched in Spring 2019, fosters a welcoming and inclusive community for students at St. Olaf by providing resources and programs that support student success, engagement, leadership and intercultural understanding. The [Lutheran Center for Faith, Values, and Community](#), launched in Summer 2019, engages people of all backgrounds and beliefs in deep exploration of core commitments and life choices in ways that foster inclusive community, both within and beyond St. Olaf College. The Lutheran Center will help advance faculty, staff, and student understanding of what it means to be a college "nourished by Lutheran tradition;" foster the examination of faith and values; enhance inter-religious understanding and engagement; and deepen the discernment and pursuit of vocation. These two new centers join two other enterprises at the college that enrich the student experience and enhance their preparation for life after college. The [Piper Center for Vocation and Career](#) helps students explore careers, gain experience outside of the classroom, and pursue meaningful post-graduate work, service, and education. The [Institute for Freedom and Community](#) encourages free inquiry and meaningful debate of important political and social issues by exploring diverse ideas about politics, markets, and society. Together, these four centers help advance the academic excellence, engagement with faith and values, and pursuit of vocation that are at the heart of the St. Olaf experience.

We encourage you to send students to St. Olaf, and we thank you for your prayers and support.

David R. Anderson '74, *President*



Mission, Vision, and Values

St. Olaf College mission statement:

St. Olaf College challenges students to excel in the liberal arts, examine faith and values, and explore meaningful vocation in an inclusive, globally engaged community nourished by Lutheran tradition.

Lutheran Center mission statement:

Nourished by Lutheran tradition, the Lutheran Center for Faith, Values, and Community engages people of all backgrounds and beliefs in deep exploration of core commitments and life choices in ways that foster inclusive community, both within and beyond St. Olaf College.

Lutheran Center vision:

The Lutheran Center for Faith, Values and Community will enrich the spiritual and relational well-being of members and friends of the St. Olaf community; strengthen St. Olaf's contributions to the Evangelical Lutheran Church in America (ELCA) and other religious traditions; and extend St. Olaf's visibility and impact as a leading religiously-affiliated and religiously-inclusive institution of higher education.

The Center will:

- *Strengthen commitment to the college mission*, helping St. Olaf faculty, staff, and students to understand and embrace the ways in which the whole of the mission is "nourished by Lutheran tradition"
- *Enhance the exploration and application of faith and values* in an inter-religious context, thereby deepening engagement with one's own core commitments and enriching understanding of others' core commitments
- *Deepen the discernment and pursuit of vocation*, not only among students but also among faculty, staff, alumni, and friends of the college
- *Strengthen relationships in an inclusive community* through interactive programming that brings diverse people together to build relationships and discuss issues of personal and professional significance

***St. Olaf College Corporation Meeting – November 8, 2019
Attachment 2***

- *Reinforce relationships with alumni*, both by engaging them in programming designed to enrich the student experience and by offering programming designed to enrich their own experience
- *Initiate relationships with individuals and communities beyond St. Olaf* whose interests align with the central questions that the Center will pursue
- *Support scholarship and other forms of dissemination* within and beyond the Lutheran theological tradition

Lutheran Center key values:

- Grace
- Freedom
- Humility
- Being neighbor
- Love and compassion
- Inclusive community
- Inquiry that is both open and critical
- Mutual respect
- Service
- Seeking the common good
- Lifelong learning
- Interreligious dialogue and relationship
- Justice
- Embracing paradox

Publishing House of the ELCA (1517 Media)

Submitted by Tim Blevins, President and CEO

The goals identified in [ELCA's Future Directions 2025](#) continue to be helpful in describing activities of 1517 Media. Augsburg Fortress and Sparkhouse are the principal imprints of our Congregational Resources area, focused on supporting congregations and equipping leaders especially for their worship and faith formation ministries. Under the Fortress Press and Beaming Books imprints, we publish academic, education, and ministry titles, as well as adult and children's books for wider audiences.

Goal 1: A thriving church — spreading the gospel and deepening faith for all people.

Priorities: Church identity; Renew and strengthen evangelism; Church leaders; Renewal and formation of congregations and worship communities; Ecumenical dialogues and relationships

“We Are Church,” the theme of the 2019 Churchwide Assembly, was a strong reminder that even and especially in a time of common perception about churches in decline, the ELCA and 1517 Media as its publishing ministry are as intensely committed as ever to living out our calling to be the church for the sake of the world. Renewing and strengthening the weekly gathering of God's people around word and sacrament goes hand in hand with renewing and strengthening leaders and members alike to proclaim the gospel in word and deed.

Hear My Voice: A Prison Prayer Book, released in August 2019, witnesses to the fact that being church happens not only in traditional sanctuaries but in difficult and complicated places of need. This prayer and devotional resource was developed collaboratively by the ELCA and Augsburg Fortress with a team of writers who have extensive experience with the correctional system. Chaplains, pastors, and congregations are getting this book into the hands of those who are incarcerated, and they are finding it useful also for those who care for someone “on the inside” as well as for sparking conversation about how ministry to people in prison can be enriched and renewed across the church.

Resources aimed at the “formation, education, and continuing development of rostered ministers and lay leaders” are at the heart of our work. Equipping leaders for the week in/week out of preaching in worship is the goal of a new book series we are beginning in collaboration with Working Preacher at Luther Seminary. *Preaching the Old Testament* by Walter Brueggemann is the first release in this series. Support for preaching is annually refreshed through *Sundays and Seasons: Preaching*, and our web-based worship planner sundaysandseasons.com features a Preaching Module add-on with even more helps.

The latest release in our Word and World Books series is Anna Madsen's *I Can Do No Other: The Church's New Here We Stand Moment*, making the claim that justice, anchored in justification, is our new Reformation moment, one not inconsistent with Luther's theology, but weighted differently to address the different weighty concerns of our day.

Goal 2: An equipping church — equipping people for their baptismal vocations in the world and this church.

Priorities: Baptismal vocation, Faith formation and practice, Youth and young adults in mission

Resources that support congregations as they seek to form people in Christian faith and practice represent another essential pillar of 1517 Media's publishing ministry. Following the release in 2018 and 2019 of sacramental preparation resources based on Daniel Erlander's work—A Place for You communion resources and Come to the Water baptism resources for the whole congregation—a new series of Lutheran identity booklets was launched in August 2019, also based on Erlander's work. Whether placed in a narthex rack, handed to inquirers, or used as part of new member instruction, the first six booklets communicate Lutheran basics: *A Lutheran Welcome to Holy Baptism*, *A Lutheran Welcome to Holy Communion*, *A Lutheran Welcome to Jesus*, *A Lutheran Welcome to the Bible*, *A Lutheran Welcome to Forgiveness*, and *A Lutheran Welcome to a Reformation Way*.

More congregations that make use of our comprehensive array of faith formation resources for children and youth are discovering [Sparkhouse Digital](#), the robust web-based platform that includes hundreds of assets and tools for customizing their education programs to fit their particular contexts.

Goal 3: An inviting, welcoming church — reflecting and embracing the diversity of our communities and the gifts and opportunities that diversity brings.

Priorities: An outwardly focused church; Theological and cultural competence of leaders; Church leadership profile; Addressing discrimination and oppression

We are expanding our efforts to be “outwardly focused” especially in our book publishing programs, seeking to reach wider audiences of people who are asking questions about how religion, spirituality, and faith intersect with daily life, culture, and society. In these efforts we are building relationships with a broad pool of authors with compelling points of view, and we are extending our marketing efforts beyond traditional church channels. Among the recent releases with this focus are *Seculosity: How Career, Parenting, Technology, Food, Politics, and Romance Became Our New Religion and What to Do about It*; *Religion in The Handmaid’s Tale*; and *Love and Quasars: An Astrophysicist Reconciles Faith and Science*.

The Beaming Books imprint reaches directly to parents and others who want children to thrive emotionally, socially, and spiritually, with a mix of high-quality religious and values-based children’s books. *Maybe I Can Love My Neighbor Too* and *When Charley Met Emma* are two recent examples that invite children to explore ways of accepting and loving people who are different from them in creative and faithful ways.

In our organizational life, we’ve committed 1517 Media to another year of designing and implementing intercultural competency learning experiences for all employees. The particular emphasis in 2019-20, consonant with the ELCA’s newly adopted social statement on Faith, Sexism, and Justice, is a series of training and growth activities around gender bias in the workplace.

Goal 4: A visible church — visible and deeply committed to working ecumenically and with other people of faith for justice, peace, and reconciliation in communities and around the world.

Priorities: Poverty and hunger; Response to disasters and humanitarian crises; ELCA-related social ministries; Advocacy and action on economic justice, racial justice, gender justice, climate justice

Three recent examples illustrate our support for this goal. Safwat Marzouk’s *Intercultural Church: A Biblical Vision for an Age of Migration* offers a biblical vision that views cultural, linguistic, racial, and ethnic differences as gifts from God that can enrich the church’s worship, deepen its sense of fellowship, and broaden the church’s witness to God’s reconciling mission in the world. Dana Horrell’s *Engage! Tools for Ministry in the Community* offers 26 practical tools to help congregations start and continue effective community action ministries. Angela Denker’s *Red State Christians: Understanding the Voters Who Elected Donald Trump*, accompanied by a discussion guide, has become a must-read for people seeking to navigate our current political landscape as we prepare for another major election in 2020.

Goal 5: A well-governed, connected, sustainable church.

Priorities: Leadership in governance; Church structures; Resources for mission; Communication

We strive to work with partners in ministry all across the ELCA in this arena, seeking communication and collaboration in areas such as lay and professional education, resourcing congregations, and pursuing future directions for this church and its mission for the sake of the world. Thank you for your interest in and continuing support of your ministry of publishing! If you have any questions or concerns, please don’t hesitate to contact Tim Blevins at blevinst@1517.media.

1517 Media, Publishing House of the ELCA

Submitted by Tim Blevins, President and CEO

Date(s) of Board Meeting(s): June 7-8, 2019

Category 1: *(Policies with an impact beyond the SIM, which require Church Council approval.)*

None

Category 2: *(Policies related to the day-to-day functioning of or to the specific mandate of the SIM.)*

Voted to approve the minutes of the November 2-3, 2018 Board of Trustees meeting in open session. (PH.19.06.01)

Voted that the Board of Trustees of 1517 Media, the Publishing House of the Evangelical Lutheran Church in America, elect the following persons to serve as officers and members of the Executive Committee for a three-year term:

1. Chair: Mark Brokering
2. Vice Chair: Fred Halvin
3. Secretary: Mark V. Hoffman
4. Chair, Acquisitions Committee: Fred Halvin
5. Chair, Audit Committee: Linda Brown
6. Chair, Board Development Committee: Pam Smith (PH.19.06.02)

Voted that the Board of Trustees of 1517 Media, express appreciation and extend thanks to Chris Boerger, Robert Flynn, Julie Stecker and Susan Worst for their service as members and advisor of this board. (PH.19.06.03)

Executive Session actions

Voted that the 1517 Media operating budget be approved as presented. (PH/ES.19.06.01)

Voted to approve the minutes of the November 2-3, 2018 Board of Trustees meeting in executive session. (PH/ES.19.06.02)

Voted to approve June 11-12 and November 5-6, as the 2021 meeting dates for the Board of Trustees. (PH/ES.19.06.03)

Category 3: *(Other procedures and board actions.)*

None

ELCA Foundation

Submitted by Wyvetta Bullock, Interim President and CEO

The ELCA Foundation (officially known as the Endowment Fund of the ELCA) has completed nearly two years of operations as a separately incorporated ministry of the Evangelical Lutheran Church in America.

Overview of Transition Implementation

Most components of the ELCA Foundation transition implementation plan, identified by the Foundation Task Force, have been completed over the course of this past year. Updates on remaining items follow:

- **Transfer of Charitable Gifts Annuity (CGA) Assets**

Phases I & II, representing twenty states of the CGA Program, transferred from the ELCA to the Foundation in 2018. The ELCA Foundation is now registered in fourteen of the thirty Phase III states and negative consent letters have been mailed to the annuitants in those fourteen Phase III states. The date given for annuitants to opt-out of the transfer was September 30, 2019; we did not receive any objections. We will transfer the contracts from the fourteen registered states over to the Foundation in January 2020 with an effective date of December 31, 2019. We continue to work on registrations for the remaining sixteen states.

- **Financial Systems and Administration Services**

The Foundation and the ELCA churchwide organization are hard at work on the Workday financial system implementation which is tentatively scheduled to go live during the third quarter of 2020.

The Foundation signed a contract with State Street Global Advisors to handle CGA administration. We are on target to have State Street take over the administration effective January 1, 2020.

Staff continues to research and evaluate options to handle the endowment administration.

Development Results through 2nd Quarter 2019

- **Endowment Fund A**

As of June 30, 2019, Endowment Fund A had total assets of \$769.1 million, up from \$749.6 million at March 31, 2019. Total investing participants in Fund A are 1,123, including 910 congregations and 52 synods. During the first half of 2019, 28 new endowment accounts totaling \$7.3 million were opened and 4 accounts were closed totaling \$540.9 thousand. Total contributions (from outside participants) to new and existing endowment accounts through June were \$20.3 million. Withdrawals totaled \$9.6 million.

- **Charitable Gift Annuity Pool**

Nine new charitable gift agreements were signed during the first six months of the year with a total value of \$692,927.54.

- **Charitable Remainder Trusts (CRT)**

During the first half of 2019, one new CRT was funded, and two others received additional funds. Contributions totaled \$312,841.39 through June. An additional new charitable remainder trust established in the second quarter totaling \$1.5 million is in the final stages of funding.

- **Gift Planner Results**

The ELCA Foundation network currently has 23 regionally located gift planners (a search for one open position is currently underway), 17 partnerships and over 150 partners. The Foundation, and its affiliated partners, posted strong results during the first half of 2019 with \$64.6 million in total gifts and endowment assets developed. Of that, \$47.4 million was written in future gift commitments, \$3.5 million in current gifts, including funded trusts, gift annuities and individual endowments, and \$13.7 million in new outside investor managed assets.

The number of gift plans written has also been on the rise. During the first six months, 172 new plans were created surpassing the 167 total plans written in 2018. Further, gift planners stewarded over \$13 million in previously written plans, in some cases increasing the estimated gift size to ministry.

- **Gift Distributions**

During the first half of 2019, approximately \$23.3 million was distributed to ministry.

Looking Ahead

Over the past several weeks, I have enjoyed serving as the Interim President/CEO of the ELCA Foundation and the Executive Director of the Mission Advancement Unit during the transition from Christina Jackson-Skelton to Kathy Freeman Summers. We are grateful for Christina's years of faithful service and wish her the best as she enters a new chapter in her life. We are excited to welcome Kathy to this position. You will meet Kathy at this meeting. She began her official service on October 7, 2019.

ELCA Foundation Digest of Board Actions

Submitted by: Wyvetta Bullock, Interim President and CEO

Date(s) of Board Meeting(s): May 20, June 25, July 31, September 12, September 19-20, 2019

Category 1: *(Policies with an impact beyond the SIM, which require Church Council approval.)*
None.

Category 2: *(Policies related to the day-to-day functioning of or to the specific mandate of the SIM.)*

June 25, 2019 (by written action)

Voted to approve the audited combined financials of the ELCA Foundation for the year ended December 31, 2018. (FO.19.06.01)

July 31, 2019 (by written action)

Voted to approve a resolution to amend Section 2.2 of the Bylaws of the Endowment Fund of the Evangelical Lutheran Church in America. (FO.19.07.01)

September 12, 2019 (telephone meeting)

Voted to approve the selected Kathy Freeman Summers as president and Chief Executive Officer of the ELCA Foundation. (FO.19.09.01)

September 19-20, 2019

Voted to approve the engagement of the firm Crowe for the 2019 fiscal year financial audit for the ELCA Foundation and the Endowment Fund Pooled Trust Combined Audit. (FO.19.09.07)

Voted to approve the engagement of the firm CapinCrouse for the 2020 internal audit. (FO.19.09.08)

Voted to approve the revised Bylaws of the Endowment Fund of the Evangelical Lutheran Church in America. (FO.19.09.10)

Voted to approve the engagement of State Street Global Advisors as the charitable gift annuity program investment manager. (FO.19.09.12)

Voted to approve the revised Charitable Gift Annuity Investment Policy Statement to be effective upon the transfer of assets from Portico to State Street Global Advisors. (FO.19.09.13)

Voted to approve the revised Endowment Fund A Investment Policy Statement including the new strategic asset allocation. (FO.19.09.14)

Voted to approve the revised Endowment Fund A Distribution Policy Statement and Distribution Rate Setting Method. (FO.19.09.15)

Voted to approve the revised Charitable Trust Investment Policy Statement. (FO.19.09.16)

Voted to approve expanding Graystone Consulting mandate to include investment consulting services for the charitable trusts and charitable gift annuity programs. (FO.19.09.17)

Voted to retain State Street Global Advisors as the investment advisor/manager for the charitable trusts program. (FO.19.09.18)

Voted to approve the 2020 Budget for the ELCA Foundation. (FO.19.09.20)

Category 3: *(Other procedures and board actions.)*

Voted to approve Liza Canino as Chair of the Board of Trustees of the ELCA Foundation and member of the Executive Committee. (FO.19.09.22)

Voted to approve Eric Brudos as Vice Chair of the Board of Trustees of the ELCA Foundation and member of the Executive Committee. (FO.19.09.23)

Voted to approve Kristy Albrecht as Secretary of the Board of Trustees of the ELCA Foundation and member of the Executive Committee. (FO.19.09.24)

Voted to approve Naomi Horsager as member at large of the Executive Committee of the Board of Trustee of the ELCA Foundation. (FO.19.09.25)

Voted to approve Keith Christensen as member at large of the Executive Committee of the Board of Trustee of the ELCA Foundation. (FO.19.09.26)

Voted to approve James Wilkins as Treasurer of the Board of Trustees of the ELCA Foundation. (FO.19.09.27)

Voted to approve Kim Kernodle as Assistant Secretary of the Board of Trustees of the ELCA Foundation. (FO.19.09.28)

Mission Investment Fund

Submitted by: Ms. Eva M. Roby, President and CEO

Financial Update

The Mission Investment Fund (MIF) continued to perform well throughout the first eight months of 2019. Our loan portfolio continued to grow, yet investment obligations saw a decline in an overall tight market for deposit accounts. Investment gains contributed to an increase in net assets.

Total loans rose to \$562.5 million at August 31, 2019 from \$556.6 million at December 31, 2018. Total investment obligations, however, decreased to \$482.6 million at August 31 from \$499.1 million at December 31. The deposit environment continues to be a difficult one. As interest rates continued to rise through mid-year, account holders shopped for the most competitive rates available. MIF began to see a rebound in deposits in September and October.

With a reduction in investment obligations, total assets declined slightly to \$699 million at August 31, 2019 from \$705.4 million at December 31, 2018. Gains in our investment portfolio, however, contributed to an increase in net assets to \$211.7 million at August 31 from \$200.8 million at December 31. Growth in net assets led to a higher capital ratio of 30.3 percent.

Key Initiatives and Partnerships

The Mission Investment Fund has made excellent progress toward the key goals and strategies of the organization's Strategic Plan for 2019-2021.

Our goal for growth calls for continuing to achieve greater awareness of and participation in MIF. This spring, we engaged a market research firm to develop detailed online surveys of ELCA congregations, ministries and individuals to ascertain their needs and preferences in investment and loan products and related services—as well as other financial services. The ELCA Federal Credit Union and the church extension funds of our key ecumenical partners are participating in this research. Surveys have launched in the field, and with the data we collect, we hope to have a more precise understanding of the financial needs of congregations, ministries and individual members in the coming years.

This year, we took the next steps to transition the ELCA Federal Credit Union as MIF's correspondent bank. We worked closely with the Credit Union on the church's Resourceful Servants initiative, and our partnership with the Credit Union continues to grow stronger.

We are investing in organizational development priorities that will enable us to keep pace with planned growth and increased business complexity. We are already experiencing returns on these investments. Finally, MIF completed the renovation of our eighth-floor office space. We were deliberate in planning added security to protect our customer and account data as well as creating a contemporary work environment that invites collaboration and new ways of working.

Looking Ahead

MIF has made great progress in this first year of our Strategic Plan. We have laid the groundwork for transformational work to come. We will emerge with a fuller understanding of our customers, the possibilities for deeper internal and external partnerships, and a route for supporting the church into the future. Our commitment to our own strength and stability will remain as steadfast as ever.

Mission Investment Fund

Submitted by Eva Roby, President and CEO

Category I: *(Policies with an impact beyond the unit which require Church Council approval.)*

Category II: *(Policies related to the day-to-day functioning of or to the specific mandate of the SIM.)*

To adopt the amendment to MIF Bylaws Article 6, Section 1(b) as prescribed by the amendment made by the Churchwide Assembly in August 2019 to the ELCA Constitution, Bylaws and Continuing Resolutions Section 17.30.04.

Category III. *(Other procedures and board actions.)*

Portico Benefit Services

Submitted by: The Rev. Jeffrey D. Thiemann, President and CEO

Portico's Presence at 2019 Churchwide Assembly

As the ELCA's benefit expert, largest institutional investor, and benefit policy advocate, Portico attends this triennial event to lend perspective as the church conducts its business. This year, we:

- Offered an unbinding prayer practice to help attendees be more present for the event
- Provided information and insights on two benefit-related memorials: D5: Social Purpose Funds (requesting education to increase awareness of ELCA social purpose funds)[CA19.02.09s] and D7: Health Care Benefits (calling the Church Council to review the current Gold+ recommendation and bring a health coverage recommendation to its spring 2020 meeting)[CA19.06.33]
- Explained how our socially responsible investing answered the 2016 Churchwide Assembly's calls to address climate change
- Partnered at the assembly with [Lutherans Restoring Creation](#) to demonstrate how we can, as church together, tackle problems as overwhelming as climate change.

2020 Rates & Benefit Changes

Portico's Board of Trustees approved a [2020 average baseline health contribution rate increase](#) of 4% for sponsoring organizations — the lowest in six years, thanks in part to ELCA-Primary member participation in personalized, cost-saving programs. As we expand our investment in innovation, we're keeping deductibles, copayments, coinsurance, and out-of-pocket maximums the same, lowering wellness dollars, and offering members more cost-saving opportunities, including an online mental health program; on-demand, text-based primary care; and lower copayments on some of the most expensive specialty prescription drugs.

Extending Service in the ELCA

While interest is strong in both health and retirement benefits, the costly, unpredictable nature of health benefits is a pain point for many Lutheran organizations. Portico's solutions — our size and access to national vendors coupled with our many cost-saving programs — are resonating. Examples of organizations recently choosing Portico:

- Moravian Church Northern Province converted its clergy defined benefit plan to a Portico defined contribution plan for its 74 clergy members effective July 1, 2019.
- Lutheran Family Services of Virginia will offer Portico health benefits to its nearly 400 eligible employees effective Jan. 1, 2020.
- Lutheran Services Carolinas joined Portico to be part of a 403(b) plan and will offer retirement benefits to its approximately 2,000 eligible employees effective Jan. 1, 2020.

As you interact with leaders in ELCA colleges and universities and in Lutheran social ministry organizations, please mention Portico's innovative, cost-saving benefits and refer anyone interested to Pr. Jeff Thiemann.

2019 Live Well

This year's Live Well 2019 wellness invitation featured an optional 28-day Summer Shape-Up Challenge, and 358 teams participated, including first-place finishers, team "Bishops." We learned that people will participate without financial incentives, that the month-long timeframe may drive engagement (watch for a 31-day Advent

opportunity from Portico), there is interest in team competition, and that social media invites broader ELCA participation.

ELCA Medicare-Primary Update

Our efforts to help members transition to the new Medicare Advantage group plan offered through Humana have been well-received and our call volume has decreased. Members appreciate lower 2019 premiums, the speed of claims processing and found helpful our June email clarifying how the plan works. We continue to help providers and members understand that a provider doesn't need to be in-network with Humana in order to submit Humana a bill; they just need to accept Medicare. In most cases, Humana's involvement has resolved the issue.

Advocacy Update

Thanks to years of effort by Church Alliance leaders, including Pr. Jeff Thiemann, [the clergy housing allowance was successfully defended](#) in March, ensuring that long-serving and retired clergy can continue to count on its availability. Pr. Thiemann also represented Portico this September in a closed White House meeting on the opioid crisis, describing how Portico's holistic invitation to make Portico Care Coordinators their first point of contact has resulted in positive addiction-related outcomes while making effective use of less costly preventive and outpatient interventions.

Investment Market & Fund Performance Update

While volatility continued during the first six months of 2019, our retirement plan fund returns have been tracking ahead of long-term expectations for the year and continue to perform competitively relative to comparable mutual fund peer groups, both YTD (as of June 30, 2019) and over longer time periods. Of course, past performance is not indicative of future performance. This strong fund performance could provide some buffer should the last quarter of the year be less favorable.

Investing for Social Impact Update

This year, Portico published updates on the positive impact created by our social impact first [Nuveen Green Bond](#) investment and our [Bank of Palestine](#) investment, and announced implementation of the ELCA's new [human rights screen](#). Recently, we've fielded questions asking whether Portico holds securities from companies benefitting from border detention centers like GEO Group and CoreCivic. ELCA social purpose funds do not invest in private prisons, these companies represent a scant 0.02% of ELCA unscreened fund assets, and we actively leverage our shareholder role to advocate for human rights.

Expanding Social Media Presence

As we expand service in the ELCA, we're using social media to extend Portico's reach, and we invite you to follow and interact with us. We've refreshed our [Facebook page](#) and built a Twitter profile, [@PorticoBenefits](#), to continue the conversation about what it means to live well spiritually, emotionally, financially, and physically. In addition to Pr. Thiemann's steady presence on the Clergy Facebook page, he is now tweeting on a range of topics, including health care, financial well-being, and the value of innovation — [@RevJeffThiemann](#).

Legal Update

The class action lawsuit, Pastor David Bacon, Pastor Timothy Hepner, Ruth Dold, and Sharon Hvam v. Board of Pensions of the ELCA (DBA Portico Benefit Services), was filed against Portico in March 2015 alleging and seeking remedies related to investment fees and plan administration as well as ELCA Retirement Plan investment

fund selection. In July 2018, the court denied class certification regarding investment performance claims based, in part, on expert testimony that the majority of plan members were better off financially in ELCA Retirement Plan funds than they would have been in the alternative funds cited by Pastor Bacon, et al. The court did, however, grant class certification regarding administrative fee claims, and discovery on those claims continued. Portico disagrees strongly with these allegations and continues to defend itself vigorously as the five-year anniversary of this lawsuit approaches.

Portico Benefit Services

Submitted by Jeffrey D. Thiemann, President and CEO

Date(s) of Board Meeting(s): August 1-2, 2019 and September 2019 Electronic Vote

Category I: *(Policies with an impact beyond the unit which require Church Council approval.)*

September 2019 Electronic Vote

Approved the resolution proposing the nomination of the Rev. Thomas P. Schlotterback as a trustee to be elected by ELCA Church Council at its November 2019 meeting.

Category II: *(Policies related to the day-to-day functioning of or to the specific mandate of the SIM.)*

August 2019 Resolutions/Actions

Approved the amendments to the Total Remuneration Philosophy and Strategy for CEO Position.

Approved the resolution approving the 2020 Contribution Rates for the Survivor, Disability and Medical and Dental Benefits Plans, and Retiree Support.

Approved the resolution approving the Contingency Reserve Methodology for the ELCA Survivor Benefits Trust and the ELCA Disability Benefits Trust.

Approved the resolution related to changing the name of the Board's Products and Services Committee to "Services and Solutions Committee" and assign that committee additional responsibilities and oversight.

Approved amendments to:

ELCA Survivor Benefits Plan – *Effective January 1, 2020*

Section 5.01 (increase the minimum Lump-Sum Survivor Benefit from \$6,000 to \$7,500)

ELCA Retirement Plan – *Effective January 1, 2020*

Section 5.12, 9.12 (remove the spousal consent provisions)

Section 9.04 (remove spousal consent provisions and add new regulations)

Sections 9.07, 9.08, 10.06 (clarify when annuity distributions/transfers may occur)

ELCA Retirement Savings Plan – *Effective January 1, 2020*

Section 9.04 (add new hardship withdrawal option and regulations)

ELCA Master Institutional Retirement Plan – *Effective January 1, 2020*

Section 2.10 (expand the housing allowance to all ministers)

Section 2.43 (change the break-in-service period)

Section 4.02 (change due to IRS requirements)

Section 5.01 (change provisions for transfers to and from the Plan)

ELCA Flexible Benefits Plan – *Effective January 1, 2020*

Section 3.01 (plan clarifications in accordance with regulations)

Section 4.06 (plan clarifications in accordance with current procedures)

ELCA Medical and Dental Benefits Plan – *Effective January 1, 2020*

Sections 3.02, 4.01 (Plan clarifications in accordance with regulations)

Sections 5.01, 5.04, 5.05, 5.06, 6.03, 6.05, 6.06 (Plan changes to expand health coverage for Flex Members)

Sections 7.01, 9.01, 9.02 (Plan clarifications for Flex Members)

Section 10.09 (Plan changes to reflect the inclusion of telemedicine)

Section 12.13 (remove language which conflicted with the Exclusions)

Sections 13.01, 13.02, 13.03, 13.09, 13.10 (dental benefit updated coverage information)
Sections 14.06, 14.07, 15.05 (voluntary benefit coverage information)
Appendix (update information due to coverage changes)

Received amendments approved by the President to:

ELCA Survivor Benefits Plan – *Effective January 1, 2020*

Section 8.06 (The amendment is an administrative clarification)

ELCA Disability Benefits Plan – *Effective January 1, 2020*

Sections 3.02, 3.03, 5.01, 5.02, 5.10, 5.13, 5.14, 6.01, 6.02, 7.01, 7.02, 7.05, 8.26, 10.11 (These amendments are administrative corrections)

ELCA Retirement Plan – *Effective January 1, 2020*

Sections 4.01, 4.02 (These amendments are an administrative correction)

ELCA Retirement Savings Plan – *Effective January 1, 2020*

Section 4.05 (This amendment is an administrative correction)

ELCA Master Institutional Retirement Plan – *Effective January 1, 2020*

Sections 2.07, 3.02, 4.02, 4.04 (These amendments are administrative corrections)

ELCA Flexible Benefits Plan – *Effective January 1, 2020*

Sections 5.05, 7.15, 8.07, 9.03 (These amendments are administrative corrections)

ELCA Medical and Dental Benefits Plan – *Effective January 1, 2020*

Sections 7.02, 7.05, 9.05, 12.14, 15.02, 17.21, 18.07, 18.25, 20.02, 20.03 (These amendments are administrative corrections)

Category III. (*Other procedures and board actions.*)

August 2019 Resolutions/Actions

Approved the retention of RSM as independent auditor for the year ending December 31, 2019.

Received Portico's August 2019 Management Report and all Committee Reports, en bloc.

Elected the following Board of Trustees Officers for 2019-2021:

Leon J. Schwartz, Chairperson

James B. Vos, Vice Chairperson

Sr. Elizabeth-Ann (Becky) Ingersoll Swanson, Secretary

Approved the resolution relating to the Appointment of the Treasurer to be Stacy A. Kruse, Chief Operating and Financial Officer.

Elected the following At-Large Members for 2019-2021:

At-Large Member #1: Peter J. Enko and At-Large Member #2: Angela M. Dejene

Elected Committee Chairs for 2017-2019:

Diana G. Haywood, Appeals Committee

Frank A. Roth, Audit Committee

Lori A. Lewis, Board Development Committee

Jennifer L. McGinnis, Finance Committee

James B. Vos, Investment/Corporate Social Responsibility Committee

The Rev. Dr. Adam J. Copeland, Services & Solutions Committee

Women of the ELCA

Submitted by: Linda Post Bushkofsky, Executive Director

The work of the churchwide staff of Women of the ELCA (WELCA) is to support the organization's participants as they live out the mission of mobilizing women to act boldly on their faith in Jesus Christ. Here are a few highlights since the last meeting of the Church Council.

- The organization's communication efforts received eight awards from the Religion Communicators Council and 11 awards from the Associated Church Press at April meetings of the two organizations. From [Gather](#) to [Café](#) to digital media to public relations materials, WELCA's communication efforts were honored. Even the organization's human trafficking exhibit at the 2018 ELCA Youth Gathering received an award of excellence.
- The fall Bible study in [Gather](#) magazine is "No hard feelings? Poetry and emotions in the Old Testament," written by the Rev. Dr. Anna Madsen. The Rev. Dr. Kathryn Kleinhans is writing a four-part study on vocation and calling, to launch January 2020.
- Scholarships have been awarded to 12 ELCA women, for a total of \$38,500. Education in fields as diverse as a public health doctoral program, a business entrepreneurship program and a nutrition for wellness program were supported.
- The [Synodical Leaders Guide](#) was updated and re-published. A wide range of [tools and resources are available online](#) for WELCA leaders.
- The churchwide organization exhibited at the 2019 ELCA Churchwide Assembly, promoting both [Gather](#) magazine and the 2020 Gathering.
- Voting members, the churchwide executive board and staff are preparing for the Eleventh Triennial Convention, to be held in July 2020 in Phoenix.
- Registration opened on September 30 for the 2020 Gathering, open to all women in the ELCA. Complete details about the Thursday to Sunday event can be found at [welcatg.org](#).
- Two staff members recently enjoyed three-month sabbaticals: Eva James Yeo, director for membership, and Elizabeth Hunter, editor, [Gather](#) magazine. Deana Velandra joined the staff in July as an administrative assistant. In June, two former staff members left their positions with Women of the ELCA to join the Mission Investment Fund (Gabriela Contreras) and Global Mission (Ann Hightower).
- Beginning in July 2019, the churchwide organization of Women of the ELCA expanded its purchased accounting services from the ELCA Office of the Treasurer.

Women of the ELCA

Submitted by Linda Post Bushkofsky, Executive Director

Date(s) of Board Meeting(s): April 26-27, 2019;

Category 1: *(policies with an impact beyond the SIM, which require Church Council approval)*

None.

Category 2: *(policies related to the day-to-day functioning of or to the specific mandate of the SIM)*

Approved the use of funds to cover shortfalls caused by revenue falling short of expectations and annual operating expenses exceeding income (although within budget) in fiscal 2018

Adopted proposed rules of procedure for the Eleventh Triennial Convention (2020); designated offering recipients for the convention and the 2020 Gathering

Established a calendar for the 2020-2023 triennium

Created a plan whereby each executive board member establish and strengthen a personal relationship with three assigned synodical presidents, with board members conducting phone conversations in May regarding urgent fiscal issues

Approved a process for designating and disbursing Women of the ELCA-held global purpose endowments funds

Approved the formation of a special unit of Women of the ELCA through its WELCA Campus program at Muhlenberg College, Allentown, Pa.

Updated the Women of the ELCA travel policy

Recommended to the executive director distribution of grants from endowments held by Women of the ELCA for ministry in India

Category 3: *(Other procedures and board actions.)*

Engaged in racial justice and stewardship education along with strategic planning

Received a report from the 2019 Conference of Synodical Presidents

Received an interim report from the Exploratory Committee and discussed three questions being used by the committee as it gathers information for its work

ELCA Churchwide Assembly Evaluation Executive Summary September 2019

Pre-Assembly Experience

- Most respondents felt the appropriate amount of materials and communication were sent to them prior to the assembly.
- The Orientation Video and Parliamentary Procedure Video available on elca.org were seen as somewhat helpful. The ratings were not overwhelmingly positive.
- Half of the respondents met one time with their synod voting members prior to the assembly. 17% never met with other voting members from their synods. 60% of all respondents would have liked to have met two times or more.

Legislation/Business of the Church

This Legislation/Business theme appeared in different areas throughout the survey although it did not have its own subject area. Following are some suggestions/comments from the respondents.

- ***The work of the Churchwide Assembly is primarily to act on legislation for the ELCA.***
- More time/focus could be spent on legislative items in the synod pre-meetings.
- The pre-assembly emails could add more information about what legislative items to focus on.
- At the assembly, more legislation could be scheduled at the beginning. Many suggested putting some legislation at the beginning of the assembly instead of primarily reports and greetings.
- The legislative work of the assembly was rushed on the final day and ultimately, not all items were finished. More time needs to be devoted to legislative items.

Registration/Accommodations

- ***Respondents were quite satisfied with the registration process and accommodations.***
- There were a few complaints about the cost of food or the quality of the food in the convention center.

Nominations/Elections

Respondents were generally satisfied with the bishop and secretary elections. While over half of the respondents were very or extremely satisfied with the common ballot, there were some issues.

- Notes and highlights about the nominees were lost when updates to Guidebook were pushed out.*
- The deadline for submitting the common ballots was too close to the finish of the AMMPARO walk. People were rushing to get their ballots submitted on time.

* This was only for one document, the biographies for the common ballot. All other PDFs pushed to Guidebook retained the users' comments/highlights.

Schedule/Logistics

The most common concerns were the following:

- **The schedule was too rushed.** There was not enough time to complete the business of the church. There was not enough time for Bible Study, no time for breaks, etc.
- The tables in the plenary were too close.
- The plenary space was too cold.

Technology

- 69% of respondents used 2 devices in the plenary hall
- 89% found documents easy to read
- **35% found it easy to take notes/make comments on the pre-assembly report**
- 95% felt iPad registration/pickup/drop off was quick and efficient
- 89% experienced no issues with Guidebook while in plenary

Guidebook Suggestions for Improvement

1. Make it easier to navigate/find documents (possibly numbering pages, color coding, providing a better index)
2. Make it possible to save highlights/comments on a document when updates are pushed out.
3. Make it possible to view multiple documents at one time.
4. Speakers should announce clearly where an item is in the Guidebook app from the podium. Then speakers should wait so that users can locate the item in Guidebook.

Overall Suggestions for Improvement

- **Have more time for legislation/business and less time for reports/greetings. Try to limit the time for reports/greetings. Put some legislation/business at the front end of the schedule.**

What will you take back to your synod/congregation about the assembly?

- **Knowledge of the wider church. Knowledge of the breadth of the work the church does. A better understanding of the inter-connectedness of the three expressions of the church and all ministries associated with the ELCA.**
- The decisions made at the assembly and how these will affect their congregations/communities. They will let their congregations know about the legislative actions taken and their implications.
- The worship was uplifting and life-filling. They will try to incorporate some of those positive experiences into their local contexts.

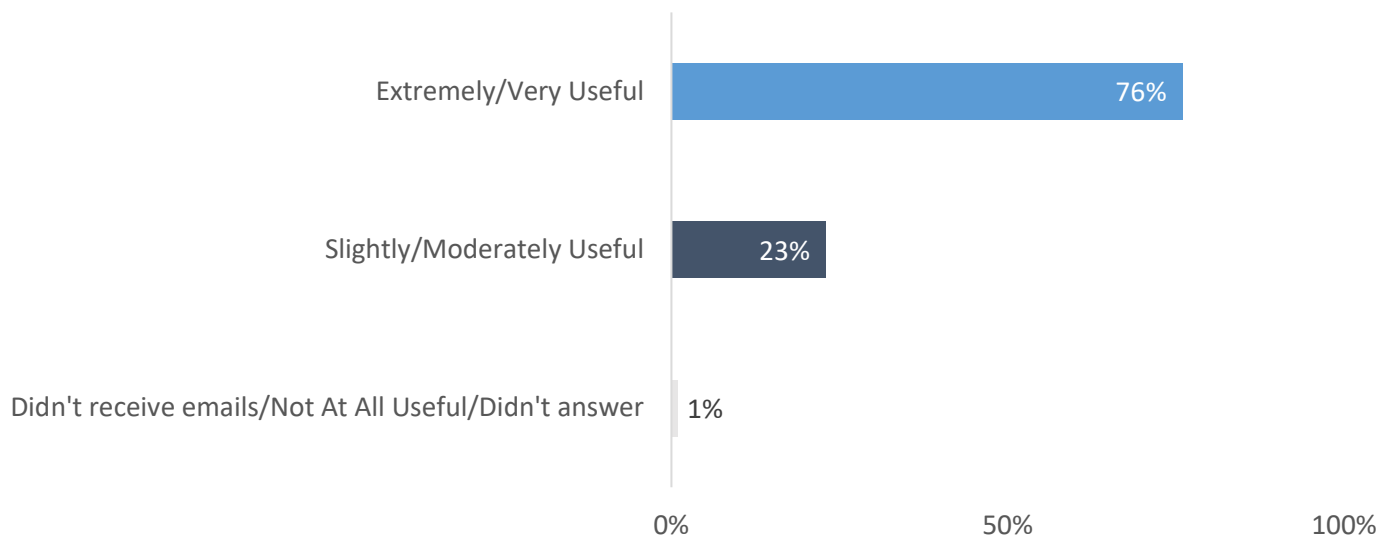
Summary of the 2019 ELCA Churchwide Assembly Evaluation

Planning, Research and Evaluation, Office of the Presiding Bishop
September 2019

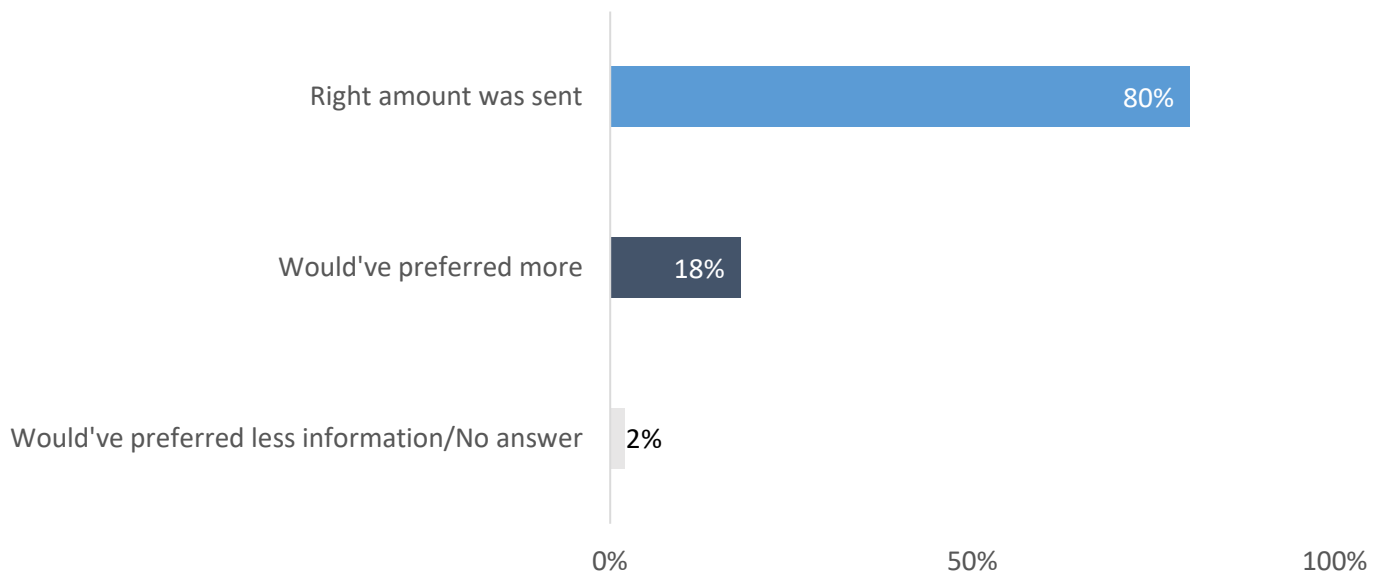
The Greater Milwaukee Synod of the Evangelical Lutheran Church in America hosted the 2019 ELCA Churchwide Assembly in Milwaukee, Wisconsin from August 5th to 10th. Most events took place at the Wisconsin Center. An evaluation of the weeklong event was made available via Survey Monkey from August 8 – September 5. In total, 372 responses were collected out of a possible 960 voting members for a response rate of 39 percent. A summary of those responses follows.

Assembly Materials and Preparation

Most of the respondents found the Pre-Assembly email communication very or extremely useful. (N=372)



Most of the respondents felt the right amount of Pre-Assembly emails were sent. (N=372)



There were 67 open-ended comments related to receiving communication prior to the assembly. The most common area for which they would have liked more communication related to the legislative elements of the assembly was related to **Legislation**.

Topic	# of Responses
Legislative information – what they should focus on, what memorials are on the agenda, how the voting process works, etc.	21
Logistics – flights, hotels, parking, etc.	12

Select Comments – Pre-Assembly Communication

More regular updates throughout the year ahead of the Assembly to understand the basics of how an Assembly works – short, engaging videos released over time would be hugely helpful!

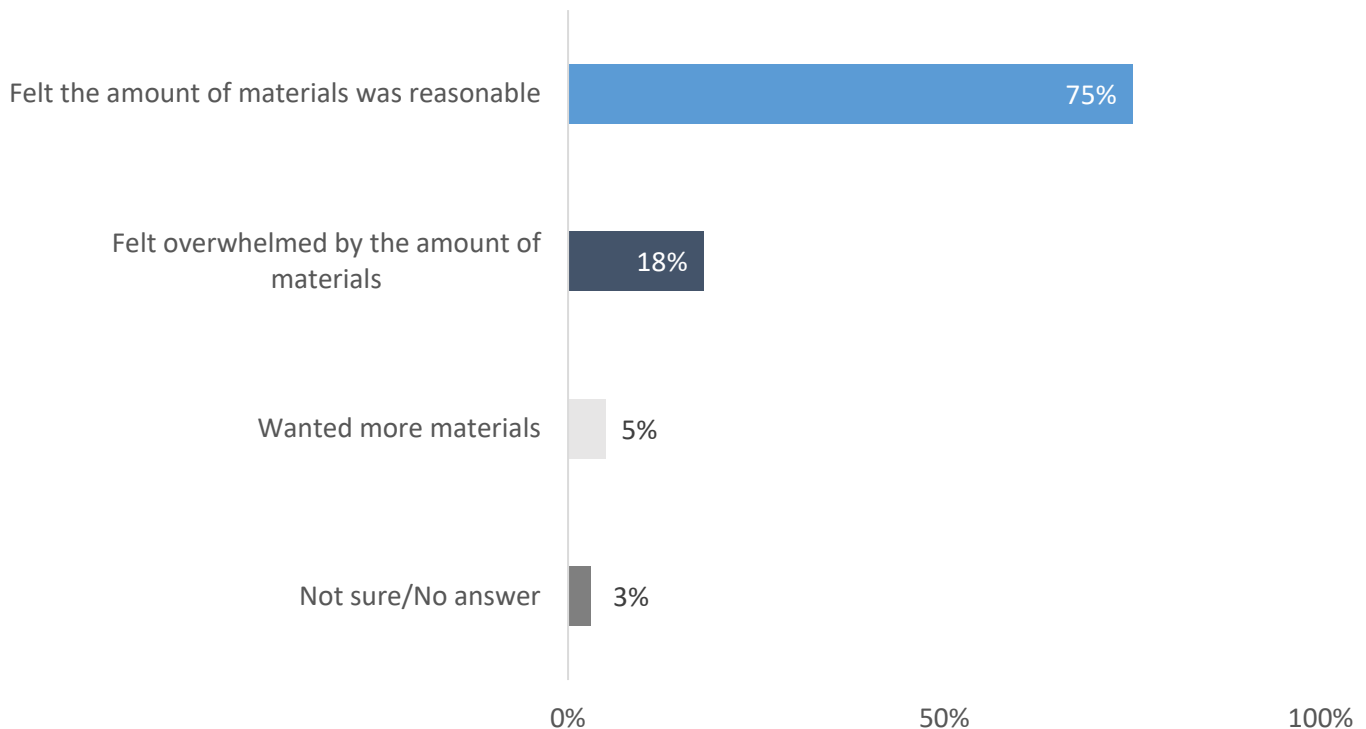
More summaries on the business being brought forth and what the implications of them are.

Most of the communication was later than I expected.

Not necessarily more, but a better explanation why it was being provided and what action would be required regarding a specific communication.

Reminders or instructions about how to access the Pre-Assembly report when using a computer (not tablet). The materials were available, but that wasn't clear to me until the weekend before the Assembly.

Most respondents felt the quantity of materials received was reasonable. (N=372)

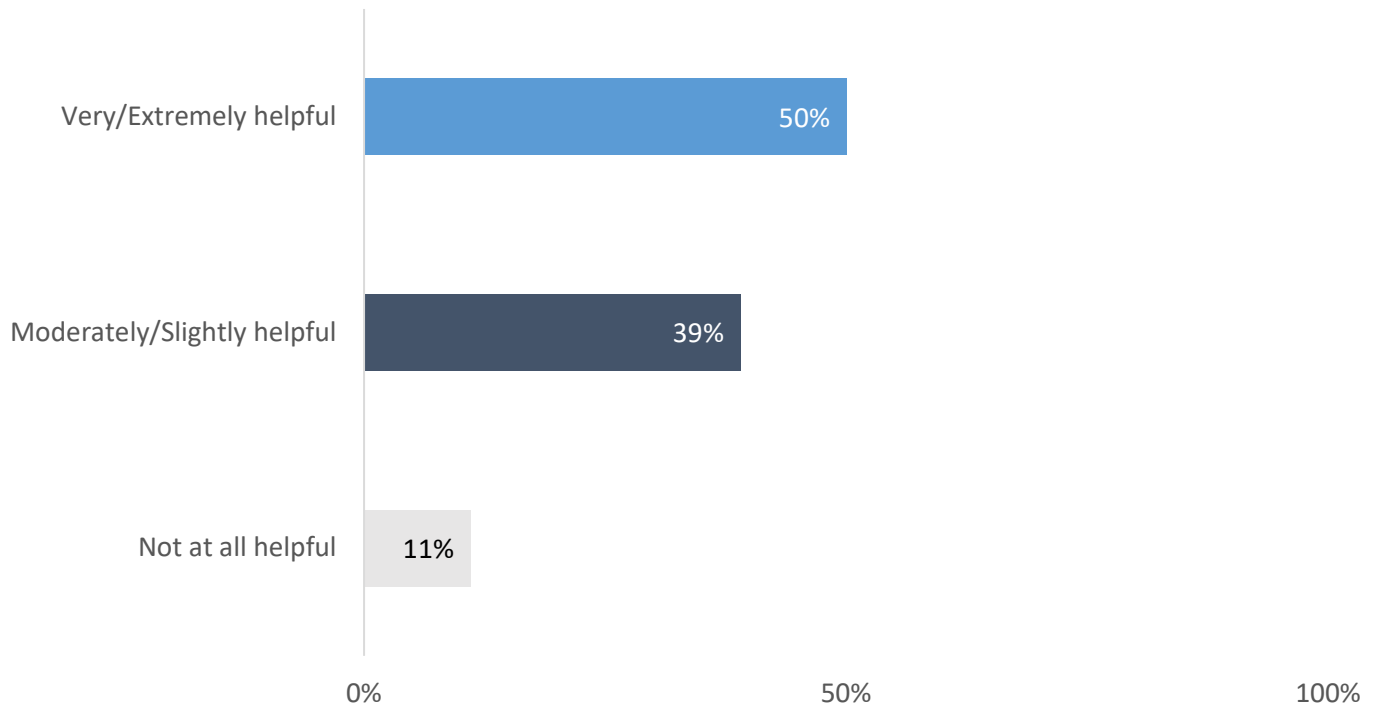


What specific material would you have liked to have received?

There were 15 comments for this question. The only item that appeared more than once (6 times) was related to memorials. These respondents would have liked to have received them earlier, wanted more background and recommendations or an explanation of the difference between memorials and constitutional changes.

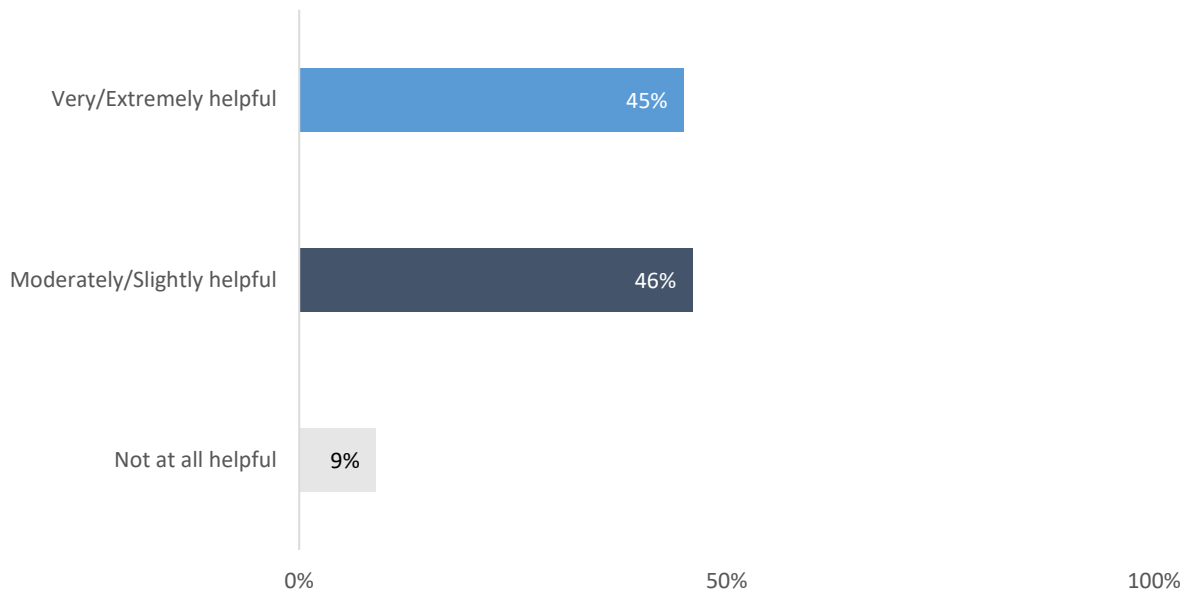
Orientation Video (N=334)

Half of the respondents found the orientation video very/extremely helpful.



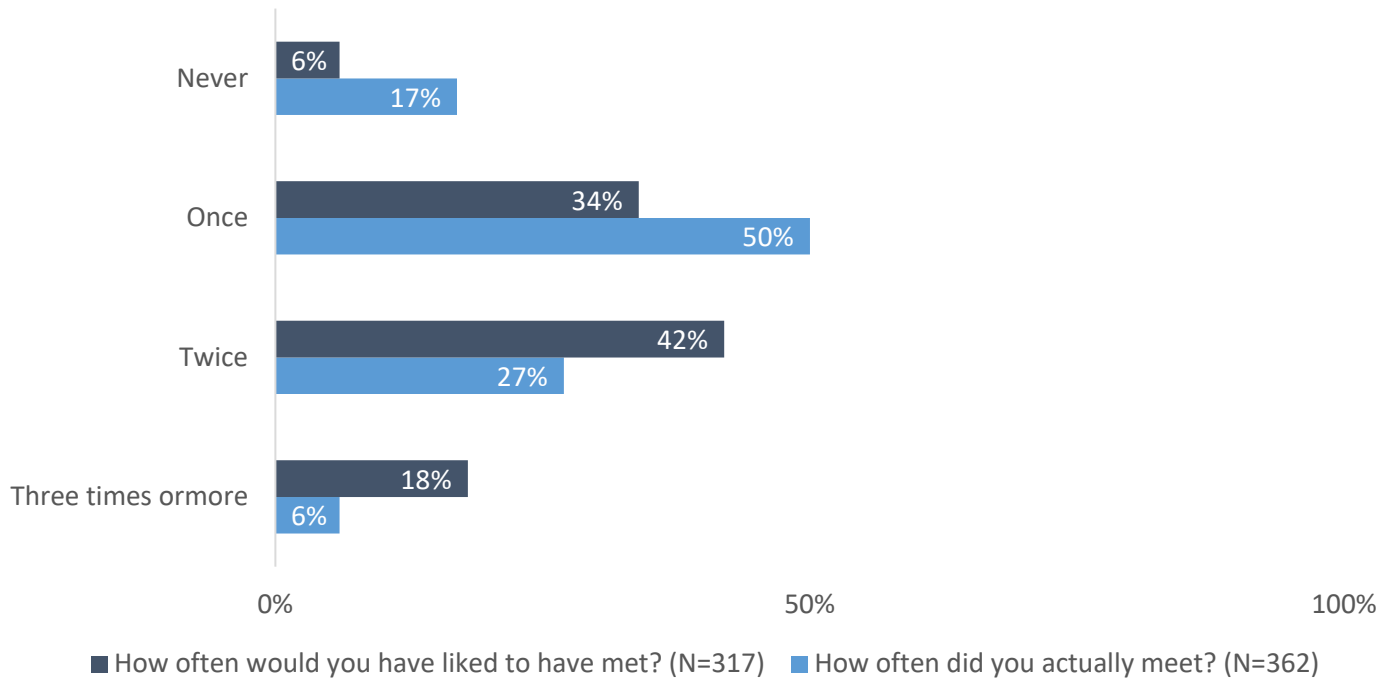
Parliamentary Procedure Video (N=341)

The respondents' views on the Parliamentary Procedure video were slightly more mixed.



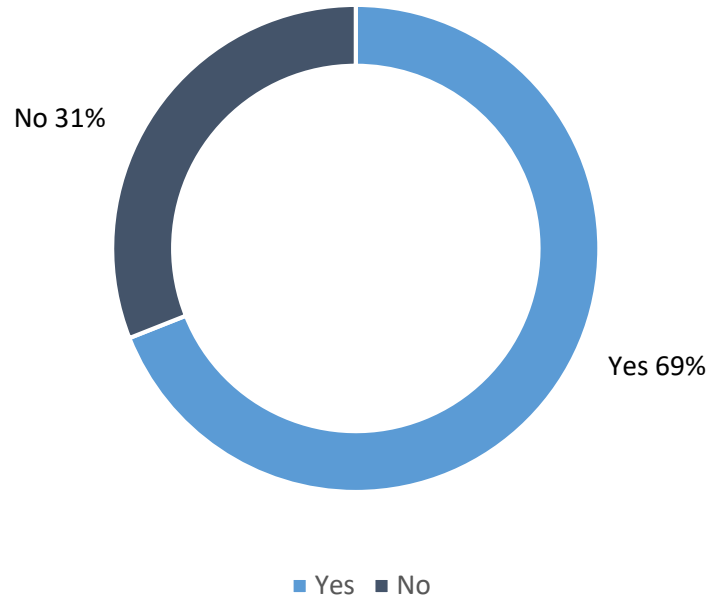
A higher percentage of the respondents would have liked to have met more often with other voting members from their synods prior to coming to the assembly.

How often did you meet/would you have liked to have met with other voting members from your synod prior to coming to the assembly?



Most felt they received enough information from their synods about topics to be voted on at the assembly.

In your meetings, did you receive sufficient information from your synod about topics to be voted on at Churchwide Assembly? (N=346)



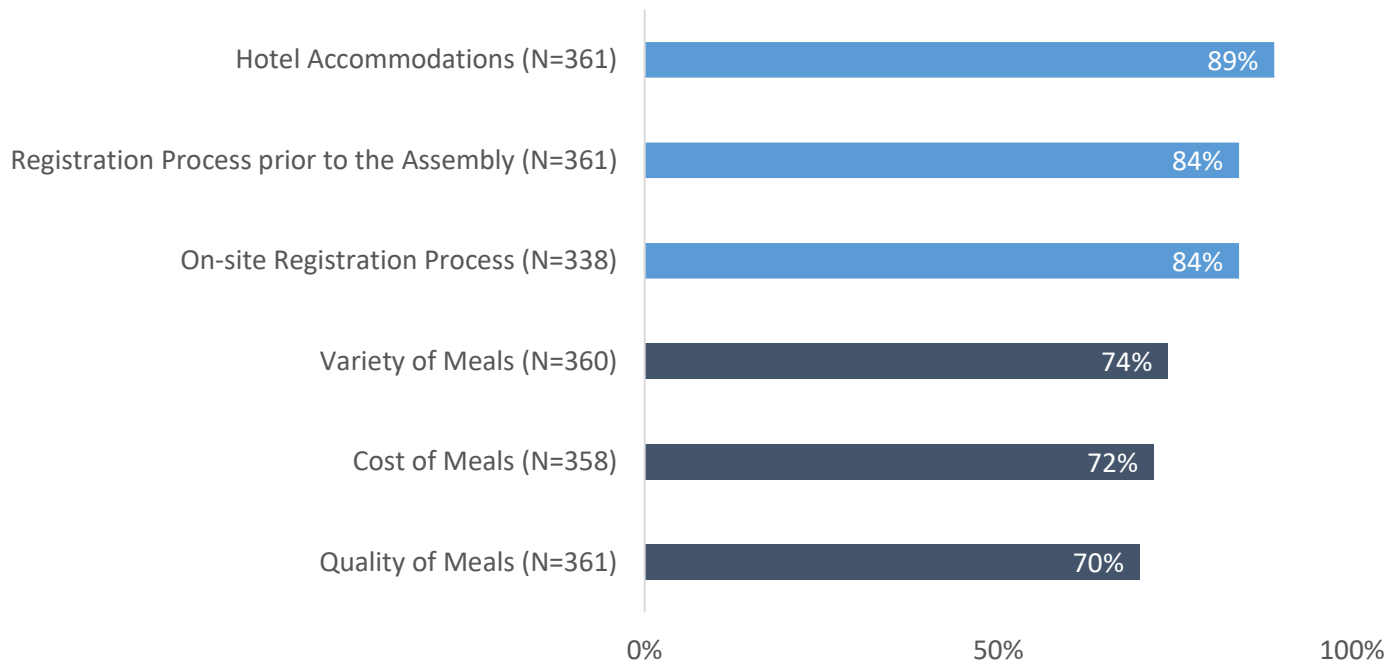
There were 101 open-ended comments about what would have been most helpful in the pre-meetings in synods. The vast majority were about legislative actions – what topics would be covered, what memorials were being addressed, what constitutional changes were coming before the assembly. They wanted a concise explanation of the major legislative actions that would be addressed at the assembly.

What information in synod pre-meetings would have been most helpful?	# of Responses
Legislative actions – memorials, constitutional changes, etc.	73
Logistics – travel details, hotel details, schedule, dinners, what to wear, how to register	9
Guidebook – how to use it, how to access documents	8
Fellowship – getting to know other people from their synods who would be attending	8

Registration and Accommodations

Respondents were quite satisfied with the registration process, hotels and meals. Hotel accommodations were viewed quite favorably. The quality of the meals had the lowest rating of these six items.

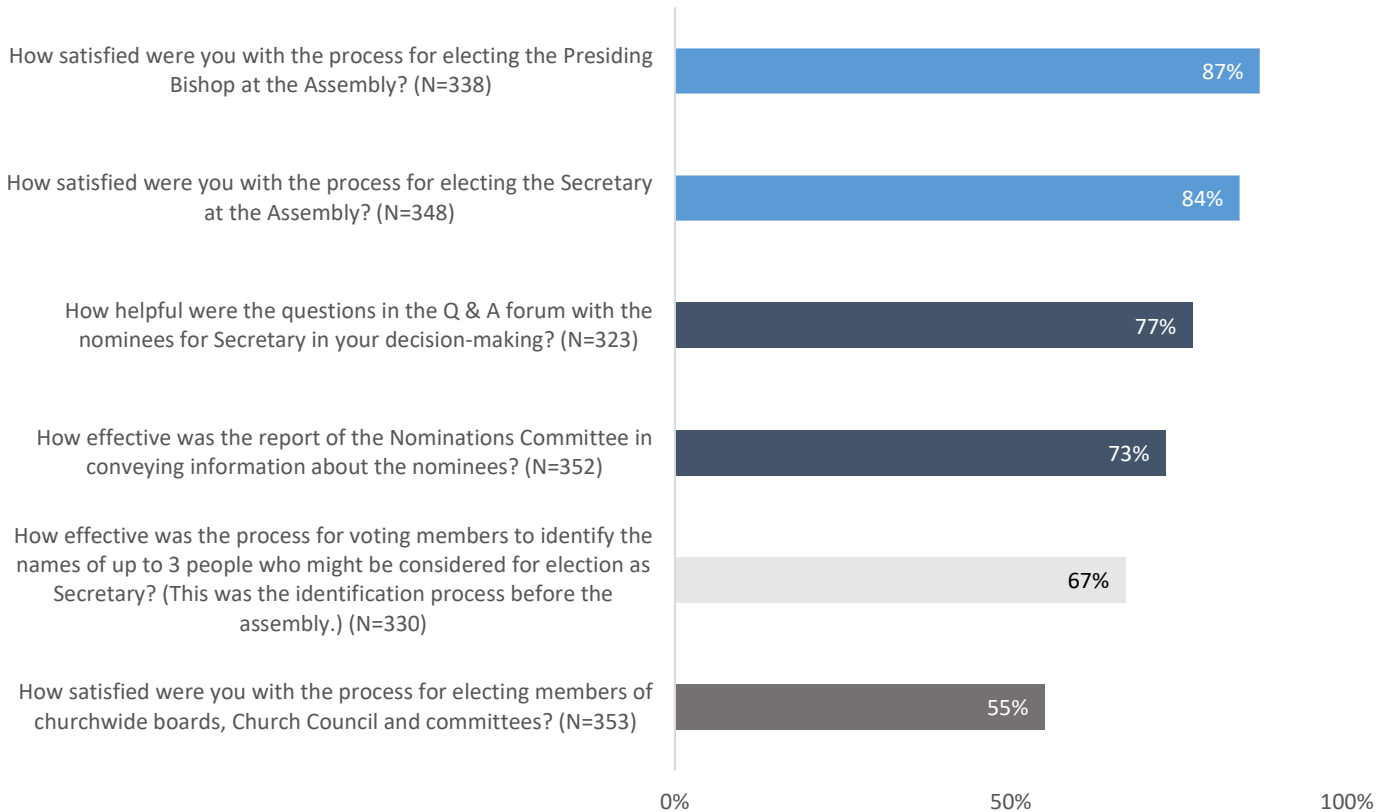
Percent of Respondents Indicating They Were Satisfied or Extremely Satisfied



Nominations and Elections

Respondents were asked about the nominations and elections process. A noticeable minority were relatively unsatisfied with the process for the common ballot. This could be due to the fact that the deadline for submitting ballots was right after the AMMPARO Prayer Vigil Walk, and some may have felt rushed to submit their ballots by the scheduled deadline.

Respondents Indicating Very or Extremely Satisfied, Helpful or Effective



There were 85 comments related to nominations and elections. Most were about issues with the common ballot.

Nominations and Elections Comments	# of Responses
Common Ballot	41
Secretary Ballot	23
Presiding Bishop Ballot	7

Common Ballot Issues

- *Rushing to vote after the AMMPARO walk*
- *Difficult to read all the biographies and make decisions on people you don't know*
- *Highlights/Comments in Guidebook were erased when updates were pushed out. People lost their notes and did not know who to vote for in the time allotted.*
- *Not enough time having the common ballot. Is it possible to distribute it earlier?*
- *Tickets could have one, two or three nominees. This caused confusion.*
- *The number of candidates was referred to as "daunting" and "overwhelming".*

Secretary Election Issues

- *The biographies of the pre-identified candidates were removed prior to the assembly.*
- *Calling it an ecclesiastical ballot while having pre-identified candidates is contradictory.*
- *Wanted more challenging questions than what were posed. Wanted different topics other than Future Directions 2025.*
- *Wanted more time to discern after the Q&A. Wanted an additional Q&A with the three candidates. Wanted more input from the voting members of the assembly for the questions.*
- *The election took too much time.*
- *The biographies of the seven candidates were incomplete/cutoff (possibly due to character limits in the document?)*

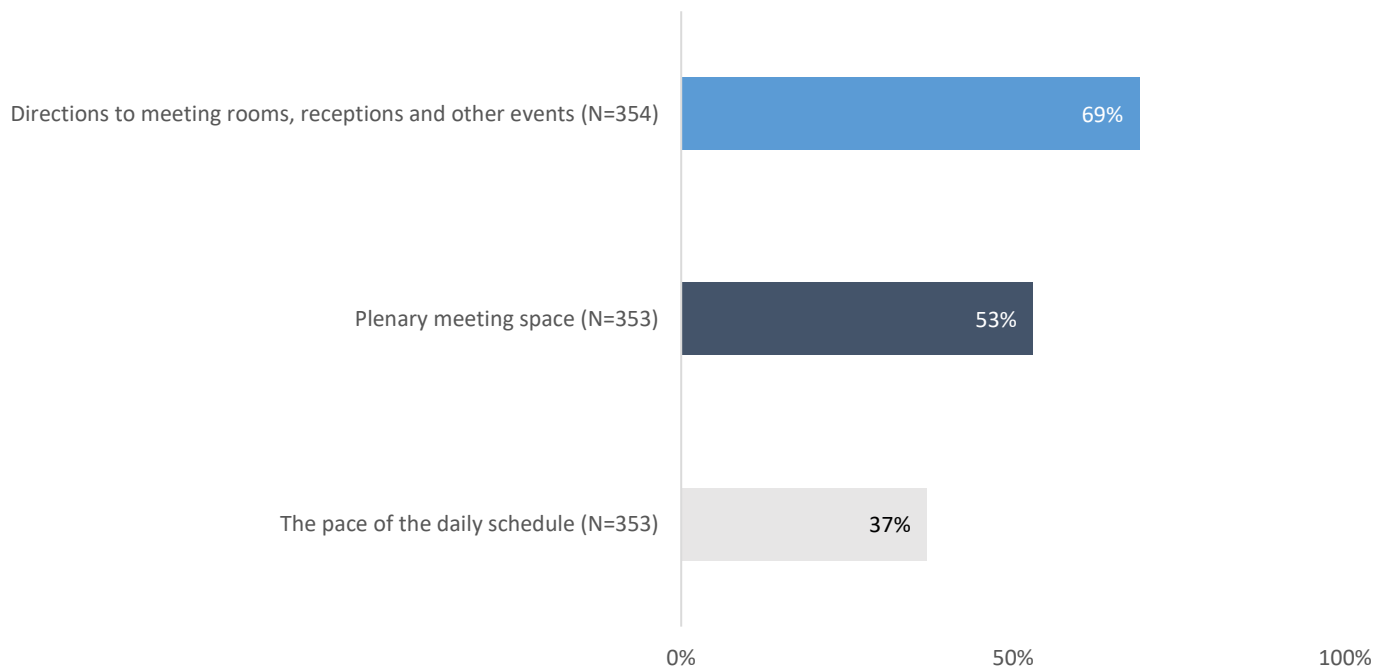
Bishop Election Issues

- *Bishop's election results were "leaked" on social media.*
- *Redoing the Presiding Bishop's election should have been avoided. The parliamentarian or secretary should have been aware of the effect of adding Church Council to the voting body of the assembly.*
- *Some type of pre-identification would help. It's too superficial since they do not know who else to vote for.*

General Schedule and Logistics

Less than half of the respondents felt the pace of the daily schedule was very good or excellent.

Respondents Indicating *Very Good or Excellent*



Eighty-five people provided comments on the general schedule and logistics. The most common theme was about the spacing of the tables in the plenary hall. The tables were too close. People could not get up to go to the microphones nor could they get out to go to the restroom. They often knocked other people's materials on the floor. Considering the empty space at the back of the plenary hall, the tables should have been placed further apart. The second most common theme was about the lack of time. Legislative matters/business were rushed and all at the end. Too much time was devoted to reports and promotions early in the assembly so all the business at the end was rushed.

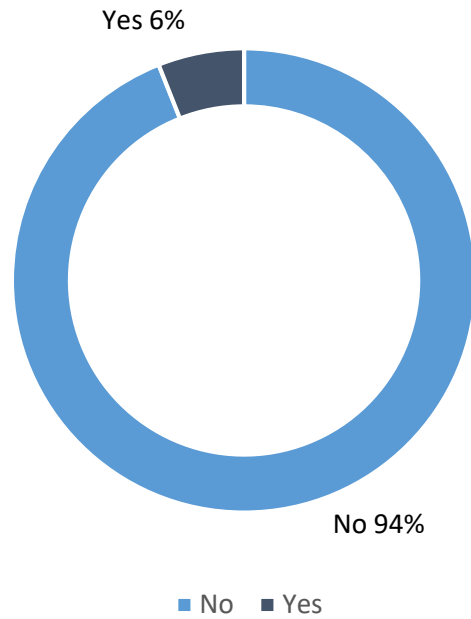
General Schedule and Logistics Comments	# of Responses
<i>Space</i> - Tables too close together. Need more space to move in the rows. Power strips at the ends of tables were in the way	70
<i>Time</i> – Not enough time for business. Give priority to legislation. Limit speeches and greetings so there is more time for the work of the church.	40
<i>Time</i> – In general, the pace of everything was rushed. Too much to do in one day.	19
<i>Time</i> – Need more time for breaks, stretching, time to process, downtime.	17
<i>Time</i> – Not enough time for Bible Study	16
<i>Temperature</i> – Freezing. Too cold. Meat locker conditions.	10
<i>Directions</i> – Signage not good enough. Instead of 1 st floor or 3 rd floor, say “Meals” and “Bible Study”. Volunteers were better than signs.	8
<i>Worship</i> – Need more time for worship or less time for worship. Either have worship at a different time of day so it's not rushed in the middle of the day or only have eucharist twice a week.	7

Possible Solutions/Recommendations

- *Mix speeches, greetings, reports in with other business of the church. Don't front load the assembly with greetings and reports. Then there is more time for discernment and discussion of the legislative matters before the assembly.*
- *Is it possible to have schedule a plenary for the night? Is it possible to start later one day?*
- *Is it possible not to have worship in the middle of the day? Having Bible study, lunch and worship in the middle of the day is a rushed schedule. In addition, there was the AMMPARO walk one day.*
- *Is it possible to have boxed lunches in the plenary hall one day or more? That way, people could eat at their tables and read, participate in Bible study, etc.*
- *Is it possible to seat synods in two rows so they can talk with each other rather than in one long row?*

Technology

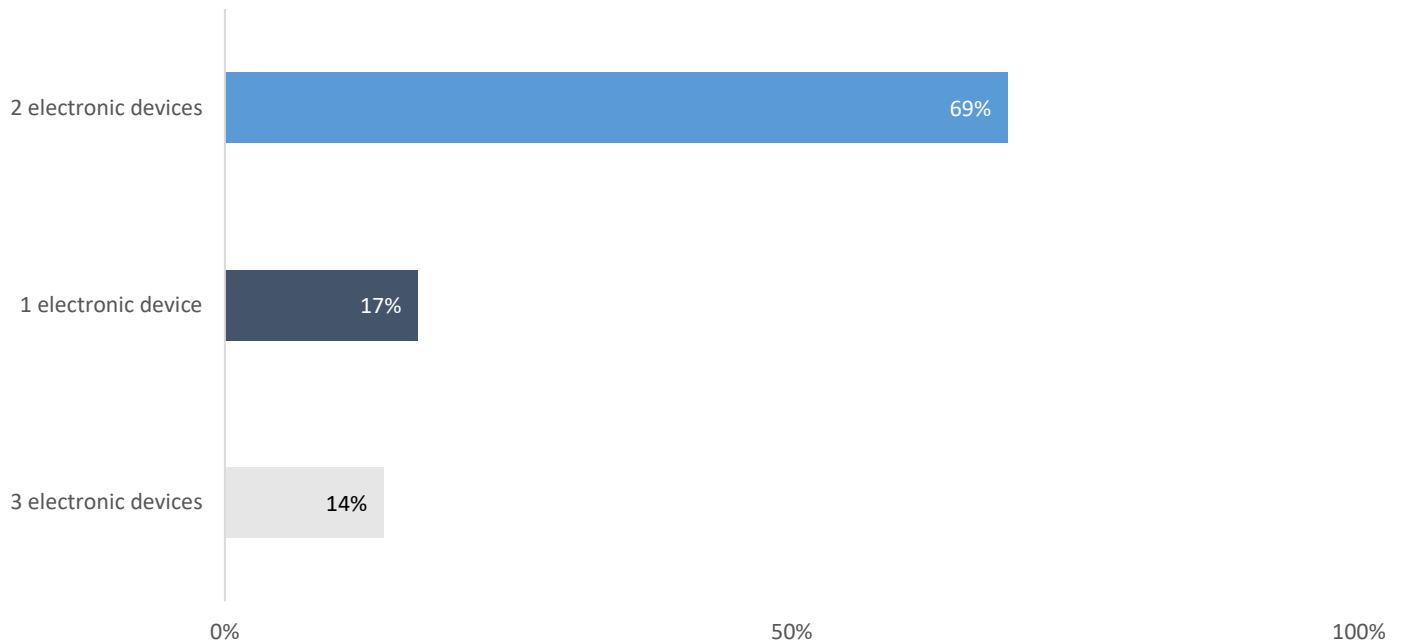
Was not having an ELCA-issued device before the Assembly an issue? (N=351)



Twenty respondents provided feedback. No themes appeared five times.

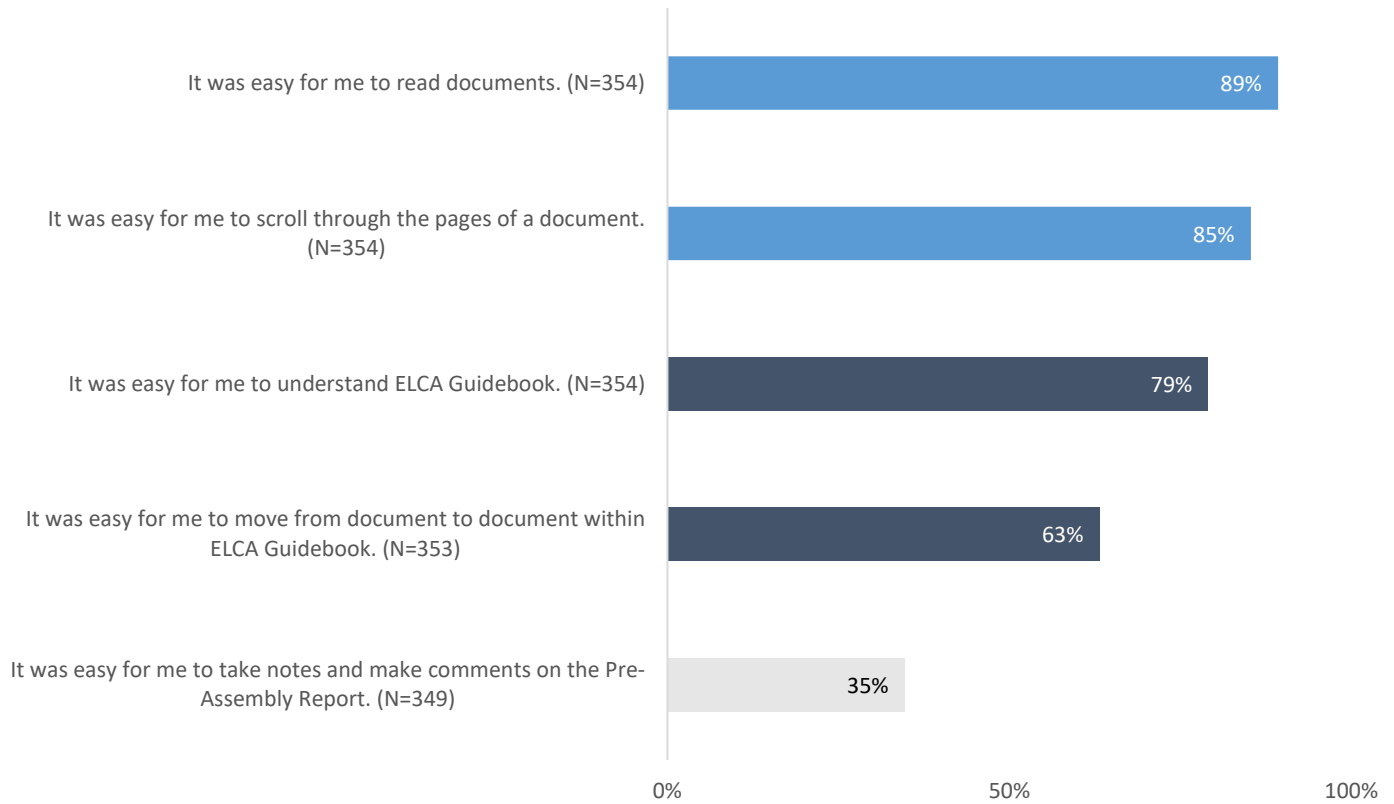
Most people used two electronic devices in the Assembly Hall.

How many electronic devices did you use? (N=345)



Most of the respondents found it easy to read and scroll through documents. The majority of respondents did not find it easy to take notes or make comments on the Pre-Assembly Report.

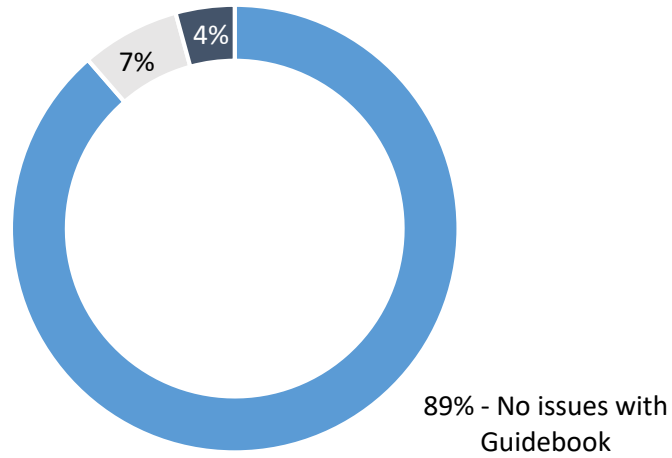
Percent of Respondents Who Agreed or Strongly Agreed



Most respondents had no issues with ELCA Guidebook.

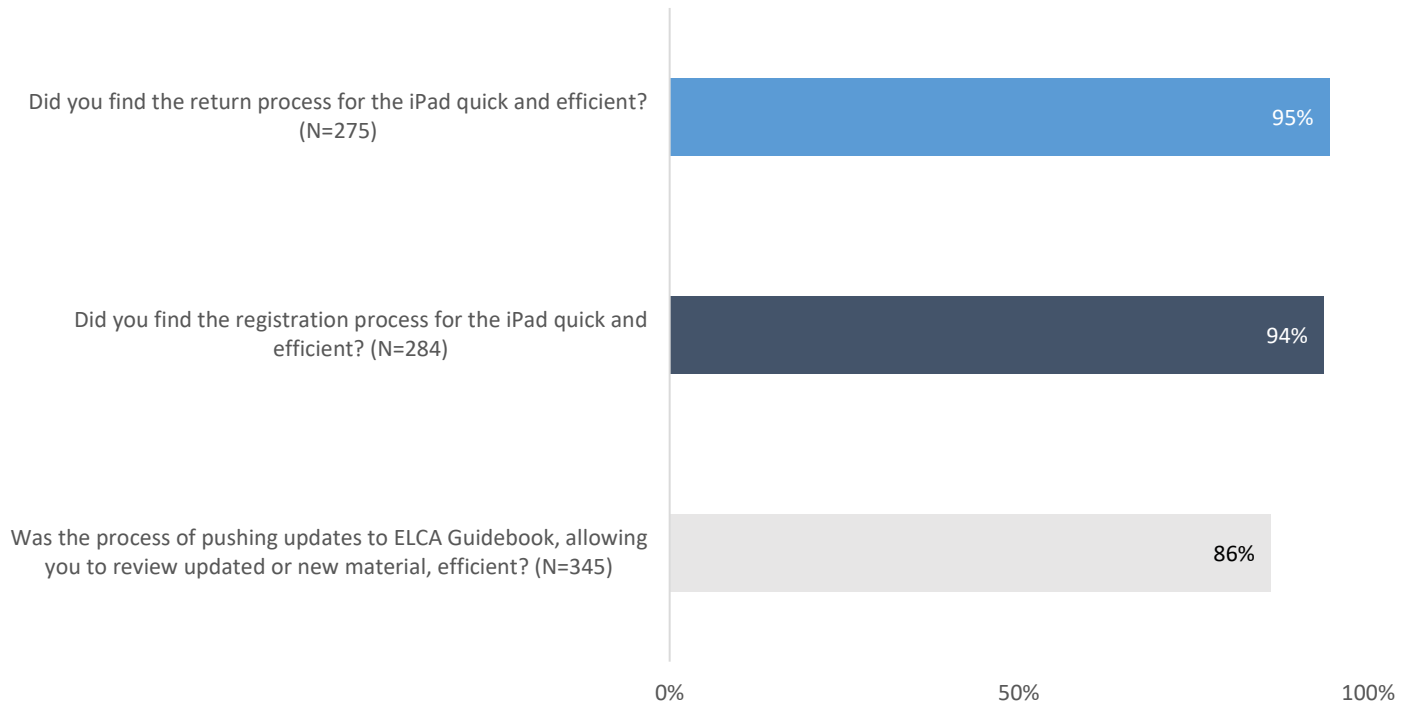
Which of the following was true while at the Assembly? (N=349)

- I did not have issues with ELCA Guidebook.
- I had issues with ELCA Guidebook, and they were resolved within an hour.
- I had issues with ELCA Guidebook, and they were not resolved within an hour.



Respondents found the iPad registration and return processes efficient. They also found the process for pushing updates to the ELCA Guidebook efficient as well.

Respondents Indicating the Processes were Efficient



Guidebook – Suggestions for Improvement (171 Responses)

1. Navigation - “Make it easier to find stuff.” (91 Responses)

Solutions

- Better tab titles
- Better index/table of contents
- Provide a pull-down menu to choose documents/headings
- Color code different areas (green for elections, red for memorials, orange for constitutional matters, etc.)
- List documents in alphabetical order
- List documents by date of upload (but still have the ability to keep the previous version of the document)
- Hyperlinks between documents
- Number pages
- Provide a “favorites” or “shortcut” option
- Use more intuitive headings/titles (e.g., pre-assembly information was not differentiated from new material provided at the assembly)
- Add a “search” function to both the app and each PDF (10 comments specifically)*

2. Updates (22 Responses)

- Orders of the day were not updated.
- Updates were difficult to find.
- Push out updates so users do not need to close out of the app and then re-open in order to see those updates.

* Paul Edison-Swift – “The global search only searched section titles and the schedule. When you opened a PDF there was a local search, but a bug obscured the search button. I covered how to do search in the Guidebook orientation.”

3. Highlights/Notes (19 Responses)**

- Highlights/comments that users made at home were lost on the app once the assembly began. This was a problem especially for the common ballot. People lost their choices.
- Highlights/comments were lost when updated documents were uploaded. Is there a way to maintain previous documents so people can keep their comments and then transfer them to the updated document?

4. View Multiple Documents Simultaneously (15 Responses)

- Paul Edison-Swift – “I know that is a sought-after feature.”

5. Compatibility with other devices (7 Responses)

- Make it work better with Androids
- Make it easier to transfer between laptop and iPad

6. Better Stage Directions (6 Responses)

- Speakers at the podium should clarify where in Guidebook the assembly should focus.
- The place in Guidebook should be shown on the screen.

Improve Technology in the Plenary Hall (116 Responses)

1. Wi-Fi (36 Responses)

- Enforce a 2-device limit. Give each person two unique codes.
- Add a signal booster.
- Make the suggestion for 2 devices only at the beginning of the assembly.
- Have 2 networks – one for the iPad and one for the voting machines.

2. Screens – Better Utilization of Screens (18 Responses)

- Make sure all screens are used. People on the sides could not see everything. (e.g., Bible study leaders were only on the center screen.)
- Utilize picture within picture so people can see the speaker and what is being reviewed (i.e., motion, memorial, etc.)
- Have worship on the screens for those in the assembly hall who do not attend worship
- Put lyrics to hymns and words for prayer in the middle of the screen
- Utilize larger fonts so all can read what is on the screens.

3. Voting Machines (11 Responses)

- Fix them.

4. Clearer Instructions/More Time (11 Responses)

- Speakers need to give the assembly more time to find the documents in Guidebook or more time to get their voting machines ready.
- Speakers need to explain exactly where the documents are on the Guidebook app.

5. Item on Screen (8 Responses)

- Motion, memorial, action, etc. needs to be on the screen.
- The screen should also say where in Guidebook the item is.

6. Electronic 2nd Ballot and Common Ballot (5 Responses)

- Use voting machines or Guidebook for the 2nd ballot and common ballot

** * This was only for one document, the biographies for the common ballot. All other PDFs pushed to Guidebook retained the users' comments/highlights.

Churchwide Assembly Improvement (230 Responses)

CWA Improvement (Themes appearing 10 times or more)	# of Responses
<i>More Business/Less Presentation</i> - Business at the front end of the assembly. Fewer presenters or less time for presenters. More time for Memorials, Motions and CBCR items.	46
<i>Food and Drink</i> – Not enough coffee in plenary, coffee not out early enough in plenary. Food too expensive for spouses, no breakfast at hotel. Have beer/wine tickets at banquet.	25
<i>Worship</i> – Minstrel imagery was problematic. Couldn't see the screens. Could cut down time by only having eucharist on Monday and Friday. Too political. No Confession and Forgiveness. Not connected to actions in plenary that day.	24
<i>Downtime</i> – More time between events. More stretching. More breacktime. More time to explore the city.	21
<i>Bible Studies</i> – People felt rushed or could not attend. People felt sorry for the study leaders because of the lack of attendance/attention. Could they be replaced with devotionals? Could they be held at night?	19
<i>Speakers at Microphones</i> - Shorten the time to speak. Limit the number of times a speaker can speak. Encourage people to ask their bishop first before going to the microphone with a question.	19
<i>Parliamentary Procedure/Robert's Rules</i> – Have parliamentarian closer to the Presiding Bishop. Have parliamentarians on the floor to answer questions. Help people to understand parliamentary procedure better. Too much time wasted dealing with parliamentary issues due to lack of understanding.	18
<i>Time Management</i> – In general, the assembly was rushed. Possibly move things around or lengthen the assembly. Is it possible to allow for time to extend the assembly if things run over?	16
<i>More room/More space</i> – Need more room between the tables so people can move better.	15
<i>Pre-Assembly Issue/Pre-Assembly Communications</i> – Need more preparation at the synod level. Need better communication about what will be voted on. Is it possible to confirm if people have prepared for the assembly?	12

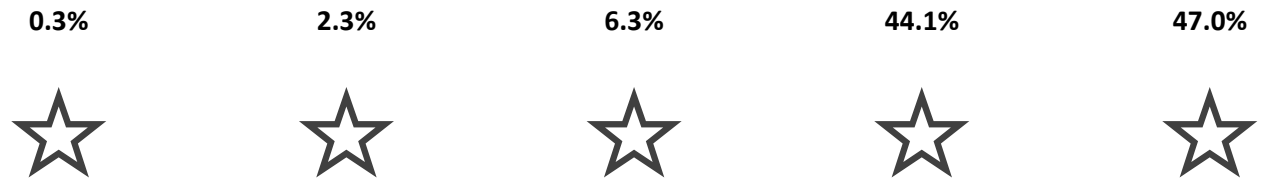
What will you take back to your synod and/or congregation about the assembly? (282 Responses)

Take back home (Themes appearing 10 times or more)	# of Responses
<i>Wider Church/Breadth of the Work of the ELCA</i> – Seeing the interconnectedness of the three expressions. Becoming more aware of the wide range of ministries that the ELCA engages in. Understanding Bishop Eaton’s 4 emphases. Seeing the domestic and global reach of the work of the church.	84
<i>Everything</i> – Generally inspired by the event. Proud to be an ELCA Lutheran. Everything was amazing. Honored to serve. It was an amazing experience.	76
<i>Decisions</i> – All of the legislative actions and how they affect their congregations.	59
<i>Worship</i> – Very diverse. Uplifting. Will take back ideas for worship bulletins.	57
<i>Sanctuary Church</i> – Walk on ICE. AMMPARO. Sanctuary Church Decision.	21
<i>Fellowship/Camaraderie</i> – Being with other Lutherans. Seeing old friends. Getting to know other Lutherans from around the country. Getting to know other people from their synods.	17
<i>Holy Spirit</i> – Witnessing the Holy Spirit at work.	15
<i>Women</i> – In 50 th Anniversary of the Ordination of Women. The Procession of women. The banquet.	14
<i>Racial Justice</i> – Apology to people of African descent. Thursdays in Black. Emanuel 9.	14
<i>Well-Run/Smooth</i> – How hard everyone works to make this a success. How well executed the event was.	13
<i>Diversity of Voices</i> – We don’t always agree but we debate civilly and hear each other.	13
<i>Encourage Others To Go</i>	11

Ninety-one percent of respondents gave the Churchwide Assembly four or five stars.

One person gave it one star.

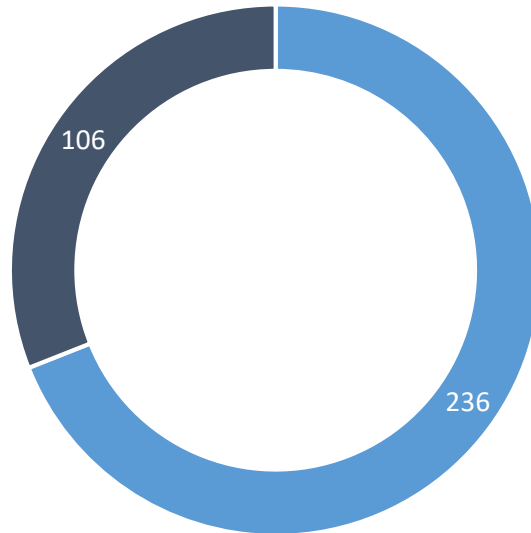
Please rate your overall 2019 Churchwide Assembly experience. (N=349)



Respondents' Characteristics

Over two-thirds of the respondents were first-time Churchwide Assembly voting members.*

Experience as a Voting Member



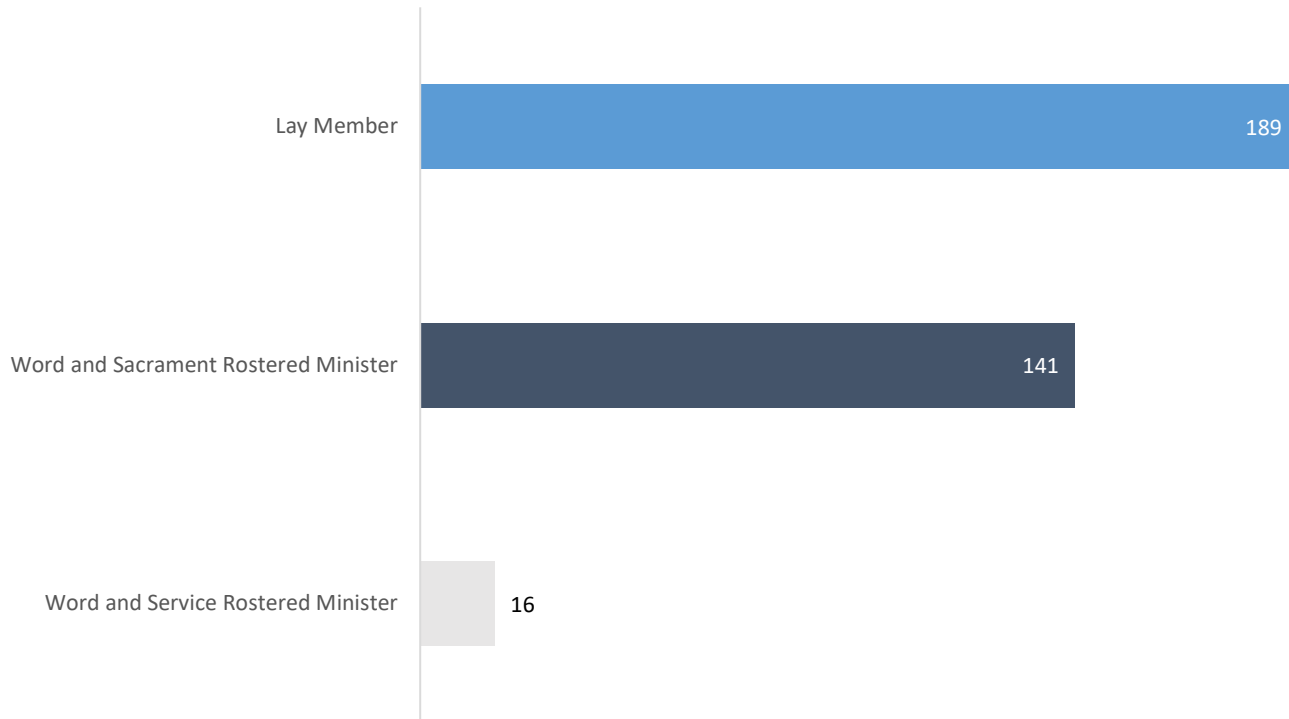
■ First-time CWA Voting Member

■ Prior Experience as a CWA Voting Member

* 4 respondents were not voting members.

Fifty-five percent of the respondents were lay members.

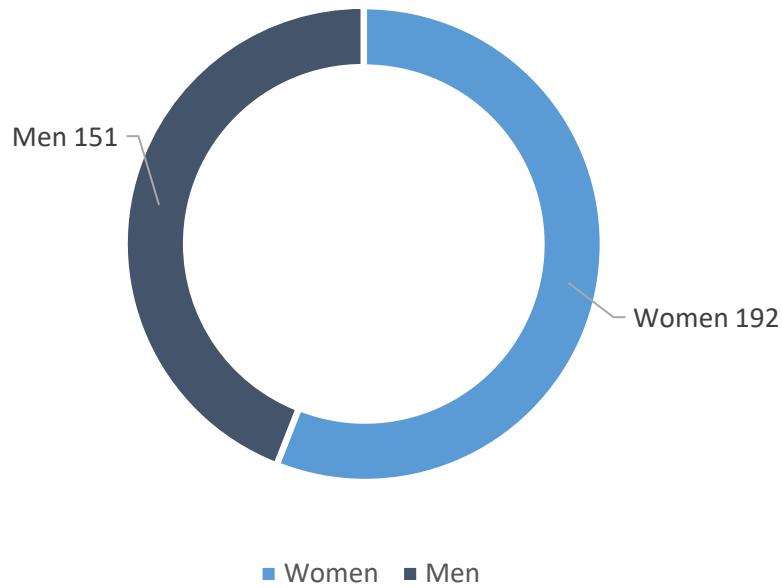
Roster Status*



* One person was an ELCA Church Council member. Roster status is unknown.

Fifty-six percent of the respondents were women.

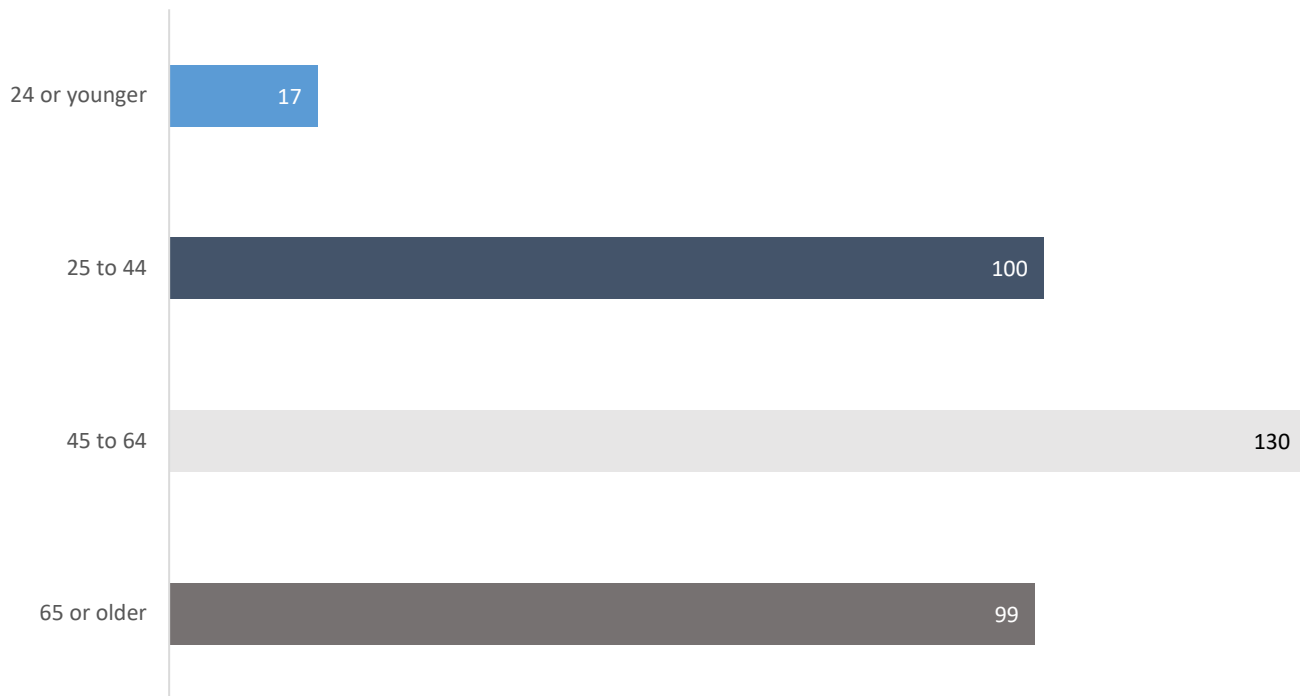
Gender*



* One person indicated "Not listed above".

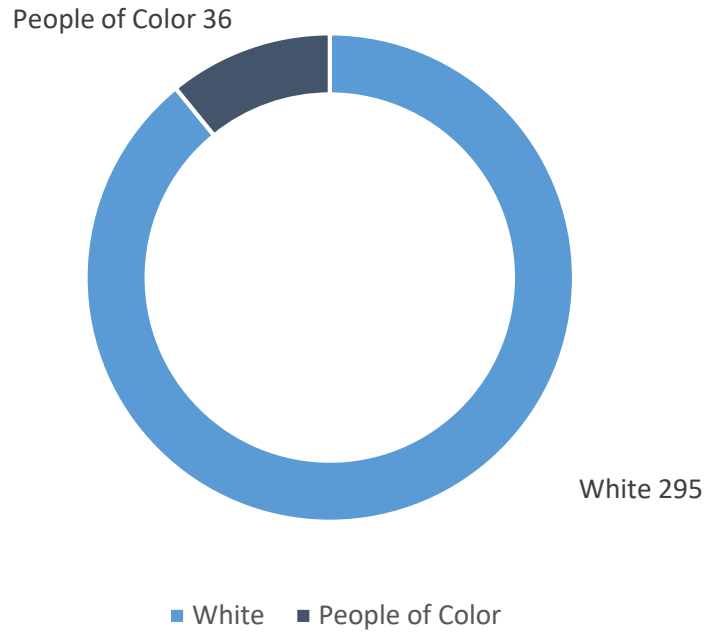
Two-thirds of the respondents were 45 or older.

Age



Close to 90 percent of the respondents identify as White.

Race/Ethnicity*



* There were 15 African-American/Black, 7 Latino/Hispanic, 7 Multi-racial, 4 Asian/Pacific Islander and 3 African National/African Caribbean respondents. No people who identify as American Indian/Alaska Native or Arab/Middle Eastern responded to the survey.



**Church Council
Triennial Calendar of Actions**

FY	Spring Meeting	Fall Meeting
2019	<p><u>Assembly Recommendations</u> Triennium Budget FSJ Social Statement Social Policy Resolutions Archival</p> <p><u>Policy Approvals</u> Revise 2019 Spending Authorization (<i>en bloc</i>)</p> <p><u>Other</u> Receive Future Campaign and Income Generation Task Force report</p>	<p><u>Policy Approvals</u> Memorandum of Mutual Recognition with ACC/TEC/ELCIC/ELCA CWO Personnel Policies (<i>en bloc</i>) Ratification of Synod Constitutions (<i>en bloc</i>) 2020 Spending Authorization (<i>if necessary; en bloc</i>) Continuing Resolutions amendments (<i>en bloc</i>) Report of the Audit Committee (<i>en bloc</i>) Approval of seminary bylaws (<i>if necessary</i>)</p> <p><u>Social Teaching Documents</u> Social Message Prioritization</p> <p><u>Elections/Appointments</u> At-Large Members to Executive Committee of Church Council Seminaries (<i>en bloc</i>) National Lutheran Campus Ministry (<i>en bloc</i>) SIM Boards (<i>en bloc</i>) Justice for Women Consulting Committee (<i>en bloc</i>)</p> <p><u>Other</u> St. Olaf College Corporation Meeting Resolution for authority to act in financial matters (<i>en bloc</i>) Ministry Rites proposed updates (<i>en bloc</i>) Theological Education Advisory Committee report (<i>en bloc</i>) Receive initial report on Mission Support Experiment Synods Receive Future Campaign and Income Generation Task Force report</p>



**Church Council
Triennial Calendar of Actions**

FY	Spring Meeting	Fall Meeting
2020	<p><u>Policy Approvals</u> Revise spending authorization(s) Approval of seminary bylaws <i>(if necessary)</i> Review (1) social criteria investment screen Review (3) CSR issue papers</p> <p><u>Social Teaching Documents</u> Social Message Consideration <i>(if ready)</i></p> <p><u>Elections/Appointments</u> Seminaries <i>(en bloc)</i> Social Statement Task Force <i>(possible)</i></p> <p><u>Other</u> Receive CWO 2019 Annual Report Receive update on Mission Support Experiment Synods Action on health insurance [CA19.06.33] Receive reports on memorials/resolutions <i>(en bloc)</i></p>	<p><u>Policy Approvals</u> New Vision and Expectations Revision to Definitions and Guidelines for Discipline Ratification of Synod Constitutions <i>(en bloc)</i></p> <p><u>Social Teaching Documents</u> Social Message Prioritization <i>(en bloc)</i></p> <p><u>Elections/Appointments</u> Seminaries <i>(en bloc)</i> Audit Committee <i>(en bloc)</i></p> <p><u>Other</u> Affirmation of CWO 2020-2022 Operational Plan Receive update on Mission Support Experiment Synods Receive reports on memorials/resolutions <i>(en bloc)</i></p>
2021	<p><u>Policy Approvals</u> Roster Manual <i>(possible)</i> Revise spending authorization(s) Approval of seminary bylaws <i>(if necessary)</i> Review (1) social criteria investment screen Review (3) CSR issue papers</p> <p><u>Social Teaching Documents</u> Social Message Consideration <i>(if ready)</i></p> <p><u>Elections/Appointments</u> Seminaries - ULS <i>(en bloc)</i> SIM Boards <i>(if necessary; en bloc)</i> Audit Committee <i>(en bloc)</i></p> <p><u>Other</u> Receive initial report on Mission Support Experiment Synods Receive CWO Annual Report Receive reports on memorials/resolutions <i>(en bloc)</i></p>	<p><u>Assembly Recommendations</u> Amendments to CBCR</p> <p><u>Policy Approvals</u> Ratification of Synod Constitutions <i>(en bloc)</i> Approval of seminary bylaws <i>(if necessary)</i> CWO Personnel Policies <i>(if necessary; en bloc)</i></p> <p><u>Social Teaching Documents</u> Social Message Prioritization <i>(en bloc)</i></p> <p><u>Elections/Appointments</u> Memorials Committee <i>(en bloc)</i> Reference and Counsel Committee <i>(en bloc)</i> Seminaries <i>(en bloc)</i></p> <p><u>Other</u> Receive final report on Mission Support Experiment Synods Receive reports on memorials/resolutions <i>(en bloc)</i></p>



**Church Council
Triennial Calendar of Actions**

FY	Spring Meeting	Fall Meeting
2022	<p><u>Assembly Recommendations</u> Triennium Budget Social Policy Resolutions Archival 2022 CWA Rules of Organization & Procedure Transmitting Nominating Committee Nominees</p> <p><u>Policy Approvals</u> Revise spending authorization(s) Approval of seminary bylaws <i>(if necessary)</i> Review (1) social criteria investment screen Review (3) CSR issue papers</p> <p><u>Social Teaching Documents</u> Social Message Consideration <i>(if ready)</i></p> <p><u>Elections/Appointments</u> Committees elect chairs (begin following 2022 CWA) Seminaries <i>(en bloc)</i></p> <p><u>Other</u> Receive CWO Annual Report Affirmation of CWO Operational Plan Receive reports on memorials/resolutions <i>(en bloc)</i></p>	<p><u>Policy Approvals</u> CWO Personnel Policies <i>(en bloc)</i> Ratification of Synod Constitutions <i>(en bloc)</i> 2020 Spending Authorization <i>(en bloc)</i> Continuing Resolutions amendments Report of the Audit Committee <i>(en bloc)</i> Approval of seminary bylaws <i>(as necessary)</i> Review the Governance Policy Manual</p> <p><u>Elections/Appointments</u> At-Large Members to Executive Committee of Church Council Audit Committee <i>(en bloc)</i> Seminaries <i>(en bloc)</i> National Lutheran Campus Ministry <i>(en bloc)</i> Justice for Women Consulting Committee <i>(en bloc)</i></p> <p><u>Other</u> St. Olaf College Corporation Meeting Receive timelines on 2022 CWA memorials/resolutions <i>(en bloc)</i></p>

**Church Council Member Synod Contacts
 2019-2022**

#	Synod Name	Representative
1A	Alaska	
1B	Northwest Washington	Pr. Joanne Engquist
1C	Southwestern Washington	Mr. Keoni Newman
1D	Northwest Intermountain	
1E	Oregon	
1F	Montana	Ms. Loni Taylor
2A	Sierra Pacific	
2B	Southwest California	Ms. Valerie Shaw
2C	Pacifica	Ms. Valerie Shaw
2D	Grand Canyon	Pr. Karn Carroll
2E	Rocky Mountain	
3A	Western North Dakota	
3B	Eastern North Dakota	
3C	South Dakota	Divine
3D	Northwestern Minnesota	Mr. Loren Solberg
3E	Northeastern Minnesota	Mr. Loren Solberg
3F	Southwestern Minnesota	Ms. Cherrish Holland
3G	Minneapolis Area	Ms. Cheryl Chatman
3H	Saint Paul Area	Ms. Cheryl Chatman
3I	Southeastern Minnesota	Ms. Cherrish Holland
4A	Nebraska	Divine
4B	Central States	Ms. Susan Boxberger
4C	Arkansas-Oklahoma	Ms. Susan Boxberger
4D	N. Texas-N. Louisiana	Pr. Nick Billardello
4E	Southwestern Texas	Pr. Marcus Bigott
4F	Texas-Louisiana Gulf Coast	Pr. Marcus Bigott

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#	Synod Name	Representative
5A	Metropolitan Chicago	
5B	Northern Illinois	Pr. Bill Callister
5C	Central/Southern Illinois	Pr. Bill Callister
5D	Southeastern Iowa	Mr. Joe Nolte
5E	Western Iowa	Mr. Joe Nolte
5F	Northeastern Iowa	Pr. Chad Huebner
5G	Northern Great Lakes	Mr. Philip Wirtanen
5H	Northwest Synod of Wisconsin	Ms. Pat Kluetz
5I	East-Central Synod of Wisconsin	Ms. Pat Kluetz
5J	Greater Milwaukee	Ms. Sonja Wolfe
5K	South-Central Synod of Wisconsin	Ms. Sonja Wolfe
5L	La Crosse Area	Pr. Chad Huebner
6A	Southeast Michigan	Pr. Kjersten Priddy
6B	North/West Lower Michigan	Pr. Kjersten Priddy
6C	Indiana-Kentucky	
6D	Northwestern Ohio	Mr. David Lenz
6E	Northeastern Ohio	Mr. David Lenz
6F	Southern Ohio	
7A	New Jersey	Ms. Tracey Beasley
7B	New England	Ms. Lisa Burk
7C	Metropolitan New York	Pr. Pamela Hoh
7D	Upstate New York	Pr. Pamela Hoh
7E	Northeastern Pennsylvania	Mr. Jim Jennings
7F	Southeastern Pennsylvania	Ms. Tracey Beasley
7G	Slovak Zion	Ms. Lisa Burk
8A	Northwestern Pennsylvania	Pr. Dena Gable
8B	Southwestern Pennsylvania	Pr. Tara Lynn
8C	Allegheny	Pr. Dena Gable
8D	Lower Susquehanna	Mr. Noah Roux
8E	Upper Susquehanna	Mr. Noah Roux
8F	Delaware-Maryland	Ms. Emma Wagner

EVANGELICAL LUTHERAN CHURCH IN AMERICA
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#	Synod Name	Representative
8G	Metropolitan Washington, D.C.	Mr. Kevin Anderson
8H	West Virginia-Western Maryland	Pr. Tara Lynn
9A	Virginia	
9B	North Carolina	Pr. Emily Hartner
9C	South Carolina	Pr. Emily Hartner
9D	Southeastern	Mr. Gary Pederson
9E	Florida-Bahamas	Pr. Ricardo Rivera
9F	Caribbean	Pr. Ricardo Rivera

DRAFT

Synod Visit Reports

Meri Jo Petrivelli
Synod Visited: Pacifica
Visit Date: May 9-11, 2019
Purpose of Visit: Synod Council & Synod Assembly

What are the joys and opportunities happening within the Synod?

They approved entering a strategic planning process with Gronlund Sayther Brunkow (Mike Ward's company).

The synod was able to increase mission support by ~\$8000.

How did the visit deepen the relationship between the Synod and the Churchwide Organization? What, if anything, should be shared with the Church Council and/or Churchwide Organization?

Pacifica Synod seems to have a good relationship and opinion of the churchwide organization. I don't know that there was anything particularly noteworthy – time constraints made it so that I was not given any real time for a report.

Please share how the Synod continues to engage Future Directions 2025.

Congregations continue to sign up and participate in the congregational vitality survey and process, led by the DEM. The synod currently has several candidates in various stages of the process, and the assistant to the bishop who oversees this process is constantly on the lookout for potential new leaders. She encourages all members of the synod council and synod assembly to "listen for God's call" and be thinking about who may be called to this. Leaders are supported and affirmed in a variety of ways.

Emma Wagner
Synod Visited: Delaware-Maryland
Visit Date: May 31-June 1, 2019
Purpose of Visit: Churchwide Council Representative and Voting Member

What are the joys and opportunities happening within the Synod?

Joys:

- Five new mission starts this year!
- Youth Ministry: 71 high schoolers in LYO, a new outreach/event for third through fifth graders.
- Organizing work around four focus areas: Communication, Connectedness, Discipleship, and Leadership.

Opportunities/Challenges:

- Much lower revenue than anticipated, plus rising healthcare costs, the synod will likely have to cut staff in the upcoming year (already they operate on a less than \$1 million budget).
- Generosity- beginning to cultivate individual donors in the synod.

Please share how the Synod continues to engage Future Directions 2025.

The "discipleship" team is working on vital congregations (new mission starts, grants for new ministry ideas) and the whole synod works on building up leaders. The synod has over 20 seminarians currently in candidacy.

Gary A. Pederson

Synod Visited: Southeastern

Visit Date: May 30-June 2, 2019

Purpose of Visit: Attend the Southeastern Synod Council held on May 30 and the Southeastern Synod Assembly held on May 31 to June 2.

What are the joys and opportunities happening within the Synod?

The major event planned during the Synod Council meeting and occurring during the Synod Assembly was the election of a new bishop. Bishop Gordy was extremely well liked and respected within the Synod (as well as the entire ELCA) and his 12 years of service were completed as bishop. The synod spent a year discussing in conference and other meetings what the synod was looking for in the next bishop. The process went smoothly with several good candidates rising to the top. The top eight candidates from the second ballot each spoke to the assembly. A few made it very clear that they were willing to be guided by the Holy Spirit but preferred to remain parish pastors. The third ballot narrowed it down to three diverse candidates (female, LGBT, and African American) who spoke to assembly members in a detailed question and answer process. Following the fourth ballot, the top two candidates, Pastors Kevin Strickland and Tiffany Chaney, each spoke to the Assembly. Pastor Kevin Strickland was elected as Bishop-Elect in the fifth ballot!

How did the visit deepen the relationship between the Synod and the Churchwide Organization? What, if anything, should be shared with the Church Council and/or Churchwide Organization?

Mikka McCracken, churchwide representative, was simply outstanding in her many roles during the assembly. She not only chaired the bishop election and presented the churchwide report, but also presented information at the Synod Council meeting, preached (and sung) an outstanding sermon during the Saturday worship and made a presentation at the Global Mission breakfast. She received a standing ovation at the end of the assembly, which to my knowledge in attending ~25 assemblies is extremely rare. Voting members were very impressed (i.e. from many overheard conversations in the hallways) and she is certainly welcome to come back to their assembly next year and any other time.

During the assembly, a workshop was held on "Trustworthy Servants" chaired by Pastor Matt Henning. Matt did an excellent job discussing why a document like "Vision and Expectations" or "Trustworthy Servants" is needed. Progress was shared on the development of a new document. I discussed how Church Council members read all the hundreds of comments made about Trustworthy Servants. As an example from some comments received, I noted how a new single pastor with a huge seminary debt load may need a roommate for economic reasons when serving a call in an expensive area. Just an example of something that may need to be considered in developing a new document. I found out later that the information that Church Council members read all the comments was very well received by pastors in the assembly. This was a real positive in the relationship of synod and churchwide.

Please share how the Synod continues to engage Future Directions 2025.

The Southeastern Synod Council had a discussion at their January meeting and continued a discussion at this meeting for an hour on roster diversity; especially focusing on the continued concerns that women ministers face day-to-day in their call and daily life in the South. A grant received by Region 9 has facilitated establishment of a core team concentrating on boundary training (held during the assembly for rostered members), candidacy concerns, call process, and planning for a 2020 Southeastern Synod Rostered Women Gathering. Experiences and stories were shared by female rostered ministers. This effort will continue and hopefully the core team can develop a model that can be used in other regions to improve the situations female ministers face.

John Lohrmann

Synod Visited: Montana

Visit Date: May 31-June 3, 2019

Purpose of Visit: Report to Synod Council at the Synod Assembly

What are the joys and opportunities happening within the Synod?

1. New bishop election
2. Authorized new worshipping community in Missoula-“Conspire”
3. Emphasis on congregational vitality
4. They are very proud of the LPA program-“Synodically Authorized Ministers”
5. Excited to have a new “Synod House”-not paid from mission support

How did the visit deepen the relationship between the Synod and the Churchwide Organization? What, if anything, should be shared with the Church Council and/or Churchwide Organization?

I gave a report to both Synod Council and Synod Assembly. Synod Council was especially informed from the ELCA Church Council Summary of Action from the April 2019 Church Council meeting, and verbally from the talking points. They were quite interested, and the relationship-I think-was nurtured. They are concerned that their mission support is down for all sorts of reasons.

Please share how the Synod continues to engage Future Directions 2025.

Strong emphasis on congregational vitality; questions of sustainably continues, unfortunately.

Synod Council is reading “Future Faith-Ten Challenges Reshaping Christianity” by Wesley Cranberg-Michaelson.

THE LATINO MINISTRIES ASSOCIATION OF THE EVANGELICAL LUTHERAN CHURCH IN AMERICA ANNOUNCES ITS NEWLY ELECTED BOARD DURING ITS XIII ASSEMBLY



TAMPA, FLORIDA – September 21, 22 – The Latino Ministries Association of the Evangelical Lutheran Church in America (ELCA) held their XIII Assembly this past September 21-22 in Tampa, Florida. Over 80 Lutheran Latinx, made up of bishops (including the four Latinx Bishops of the entire ELCA) pastors, deacons and lay leaders from across the country, gathered to pray, learn and worship. The assembly's keynote presentation, entitled "ELCA Latino Communities and Lutheran Identities," was delivered by The Rev. Dr. Francisco Javier Goitía Padilla. Dr. Goitía Padilla is an ordained minister of the ELCA, and the Program Director for Theological Formation, Seminaries and Lay Schools in the Domestic Mission of the ELCA.

Other presentations included a music workshop lead by ELCA Glocal Mission Gathering; a Congregational Vitality Conference presented by The Rev. Rubén Durán, Director for New Congregational Development for the ELCA; and a workshop on social justice lead by ELCA AMMPARO Program representatives.

Bishop Pedro M. Suarez of the Florida-Bahamas Synod opened the assembly with worship, and the assembly ended with a powerful sermon by The Rev. Maristela Freiburg.

A new board was elected during the assembly, and they were installed by Bishop Idalia Negron of the Caribbean Synod.



Evangelical Lutheran Church in America
God's work. Our hands.



**Asociación de Ministerios Latinos
de la ELCA**

The newly elected board is:

Jennifer De Leon, *President*
Gabriel Marcano, *Vice President*
Lupita Escamilla, *Secretary*
Damáris Ortega, *Treasurer*
David Rojas, *Youth Representative*
Roberto Lara, *Officer for Communications and Media*
Marta Salazar, *Officer for Regional Chapter Development*

The newly elected board congratulates and offers grateful recognition and thanksgiving to the outgoing board for its multiple accomplishments on behalf of the Latino community, both within the United States and worldwide.

For more information please visit www.amlatinos-elca.org, or send an email to Roberto Lara at rlara@mnys.org.

About the Latino Ministries Association of the Evangelical Lutheran Church in America

The ELCA Latino Ministries Association's primary mission is to support Lutheran Latinx in the United States and Puerto Rico. The mission of the organization is also to advocate for the strengthening and growth of Latino communities within the Evangelical Lutheran Church in America (ELCA), and to promote the ELCA's mission to the Latino communities.

For more information please visit www.amlatinos-elca.org, or send an email to Roberto Lara at rlara@mnys.org.

LA ASOCIACIÓN DE MINISTERIOS LATINOS DE LA IGLESIA EVANGÉLICA LUTERANA EN AMÉRICA ANUNCIA SU RECIENTEMENTE ELECTO CONSEJO DURANTE SU XIII ASAMBLEA



Tampa, Florida – 21 y 22 de septiembre – La Asociación de Ministerios Latinos de la Iglesia Evangélica en América (ELCA por sus siglas en inglés) celebró su Decimotercera Asamblea los pasados 21 y 22 de septiembre en Tampa, Florida. Más de 80 luterano/as de origen latino, compuestos por obispo/as (incluidos los cuatro obispos latinos de toda la ELCA) pastores, diáconos y líderes laicos de todo el país, se reunieron para rezar, aprender y adorar. La presentación principal de la asamblea, titulada “Las identidades luteranas y las comunidades hispanas en la IELA (ELCA) del siglo XXI”, fue entregada por el Rev. Dr. Francisco Javier Goitía Padilla. El Dr. Goitía Padilla es un ministro ordenado del ELCA y director del Programa de Formación Teológica, Seminarios y Escuelas Laicas en la Misión Doméstica del ELCA.

Otras presentaciones incluyeron un taller de música dirigido por ELCA Global Mission Gathering; una “Conferencia de vitalidad congregacional” presentada por el Rev. Rubén Durán, director de Nuevo Desarrollo Congregacional para el ELCA; y un taller sobre justicia social dirigido por representantes del programa ELCA AMMPARO.

El Obispo Pedro M. Suárez del Sínodo de Florida-Bahamas lideró el servicio de apertura de la asamblea, misma que fue clausurada con un poderoso sermón por parte de la Rev. Maristela Freiburg.

Durante la asamblea se eligió un nuevo consejo, el cual fue instalado por la Obispa Idalia Negrón del Sínodo del Caribe.



Evangelical Lutheran Church in America
God's work. Our hands.



**Asociación de Ministerios Latinos
de la ELCA**

El nuevo consejo electo está integrado por:

Jennifer De Leon, *Presidenta*
Gabriel Marcano, *Vicepresidente*
Lupita Escamilla, *Secretaria*
Damáris Ortega, *Tesorera*
David Rojas, *Representante Juvenil*
Roberto Lara, *Oficial de Comunicaciones y Medios*
Marta Salazar, *Oficial de Coordinación de Regiones*

El nuevo consejo electo felicita y ofrece un agradecido reconocimiento al consejo saliente por sus múltiples logros a favor de la comunidad latina, tanto dentro de los Estados Unidos como en todo el mundo.

Para mayor información, visite www.amlatinos-elca.org o envíe un correo electrónico a Roberto Lara a rlara@mnys.org.

Sobre la Asociación de Ministerios Latinos de la Iglesia Evangélica Luterana en América

La misión principal de la Asociación de Ministerios Latinos del ELCA es apoyar a luteranos/as de origen latino en los Estados Unidos y Puerto Rico. Adicionalmente, la organización también aboga públicamente por el fortalecimiento y el crecimiento de las comunidades latinas dentro de la Iglesia Evangélica Luterana en América (ELCA por sus siglas en inglés), y promueve la misión del ELCA en las comunidades latinas.

Para mayor información, visite www.amlatinos-elca.org o envíe un correo electrónico a Roberto Lara a rlara@mnys.org.

Report of The European Descent Lutheran Association For Racial Justice

In January of this year the European Descent Lutheran Association (EDLARJ) held its board retreat. Out of that retreat came its new mission statement as well as its new tag line. The mission statement is:

To awaken hearts to God's work in the world through Jesus Christ, to confront injustice, oppression, and white supremacy as offenses to the gospel, and to inspire transformational action for personal and systemic change throughout the ELCA and society.

Our new tag line is: "Awaken hearts, Confront injustice, Inspire transformation. The next EDLARJ retreat is scheduled for January 16-18, 2020, at which it will establish its goals for the upcoming year.

EDLARJ works in conjunction with Racial Justice Ministries at Churchwide; our liaison with Churchwide is Judith Roberts. The 13-member board draws from 12 synods and 8 regions across the ELCA. Board members regularly attend the Facing Race biennial conference, the annual Ecumenical Advocacy Days, and the White Privilege Conference. Recently 7 members attended a Transforming White Privilege training session at Churchwide. We also had four board members attend the Churchwide Assembly.

Over the last year EDLARJ has been actively working to build relationships with the other ethnic specific associations. To that end, board members attended a regional meeting of the American Indian and Alaska Native Lutheran Association, the African Descent Lutheran Association biennial meeting and the meetings of the Asociación Ministerios Latinos E.L.C.A. and the Association of Lutherans of Arab and Middle Eastern Heritage. We held a joint hospitality event with the other ethnic specific ministries at Churchwide Assembly that was attended by 50+ people allowing for fellowship among the six ethnic specific associations.

During the past year, the Association has been active in all three expressions of the church. At the congregational level, many Board members are active with their congregational racial justice teams and also have been shepherding work on Intercultural Development Plans. In addition, board members have led book studies, facilitated discussions on racial issues including the ELCA Declaration to People of African Descent, and conducted presentations on the Strategic Authentic Diversity plan. Plans are in the works for board members to be actively involved with congregational anti-racism training.

At the synodical level board members are active on synod anti-racism teams and are also working to create anti-racism teams. As part of this work at least one synod is interested in utilizing the Transforming White Privilege training to educate the clergy in the synod. We have had informational tables at our synod assemblies and have presented resources to synod anti-racism teams. There are also plans for at least one interfaith anti-racism training that is scheduled to take place in the next few months.

At the churchwide level, we have assisted Racial Justice Ministries with Transforming White Privilege training in various synods. We have also assisted with the drafting of the Declaration to People of African Descent and the plan for Strategic and Authentic Diversity.

EDLARJ sends out a semi-monthly newsletter. EDLARJ Facebook (@EDLA4RJ) has 756 likes and 751 follows. Its Twitter handle @RaceJusticeEDLA has 2410 Tweets, 676 Follow, and 1,141 Followers.

EDLARJ uses its funding to cover expenses for board meetings, sending partners to conferences, providing grants for antiracism events, and communication expenses.

Donna R. Matteis, President, European Descent Lutheran Association for Racial Justice

AMERICAN INDIAN ALASKA NATIVE ASSOCIATION
SUMMARY REPORT
November , 2019

The purpose of the American Indian Alaska Native Lutheran Association is to foster and promote understanding of our unique cultures and traditions among ourselves and Churchwide. To serve American Indian and Alaska Native people in ministry; to provide fellowship among ourselves and Churchwide; to provide leadership development; and to work in conjunction with the whole body of the ELCA.

During 2019 the AIANLA continue to advocate for our Congregational Native Ministries:

Eben Ezer Lutheran Church
Oaks, OK

Church of the Living Waters
Burns, OR

Our Saviors Lutheran Church
Alamogordo, NM
Pastor Kristi Koppel

Lakota Lutheran Center
Scottsbluff, NE
Pastor Will Voss

Alaska Native Lutheran Church
Anchorage, AK
Pastor Lisa Hackler

Living Waters Lutheran Church
Cherokee, NC
Pastor Jack Russell

House of Prayer LC and Navajo Mission
Rock Point, AZ
Pastor Kate Adelman

Pine Ridge Retreat Center
Pine Ridge, SD
Pastor Kay Ressel

Peoples Church/Red Lake Development
Bemigi, MN
Pastor Bob Kelly

Our Saviors Lutheran Church
Nome, AK
Pastor Melissa May

Dakota Oyate Lutheran Church
Tokio, ND
Pastor Larry Thiele

Native American Urban Ministry
Phoenix, AZ
Pastor Mary Louise Frenchman

Our Saviors Lutheran Church
Rocky Boy, MT
Pastor Linda Webster

Wopila House
Rosebud, SD

Shishmaref Lutheran Church
Shishmaref, AK

Oaks Indian Mission
Oaks, OK

Lutheran Church of the Wilderness
Bowler, WI
Pastor Paul Johnson

Lutheran Church of the Great Spirit
Milwaukee, WI
Pastor E. Bairs

Woyatan Lutheran Church
Rapid City, SD

Brevig Memorail LC
Brevig Mission, AK

Vicar Jonathan Old Horse

Pastor Brian Crockett

Teller Lutheran Church
Teller, AK
Pastor Brian Crockett

Thorton Memorial Lutheran Church
Wales, AK
Sam Gilbert

In July 2017 Association members voted to have the Association Executive Board and members visit our Native Ministries in regional meetings. These meetings would extend the Associations outreach to the ministries between the National Association Gatherings.

The Association Executive Board met in Washington state in February 2018 for the first of it's regional meetings; January 2019 the Association Executive board and members met at Living Waters Lutheran Church, Cherokee, NC, and in the Spring of 2019 Executive Board member Elizabeth Gaskins attended the Alaska Synod Spring Conference; in October 2019 the Association Executive Board and members met at Native American Urban Ministry, Phoenix, AZ.

AIAN Clergy and other leaders have been active in providing congregations with information and training on the Doctrine of Discovery and the Churches Repudiation of the Doctrine of Discovery. AIAN Clergy and member leadership are also active in AMPARO, Caring for Creation and the Task Force for Strategic Diversity, Women's 50th Anniversary gathering, Missing and Murdered Indigenous Women and Girls, Indigenous Peoples Celebration Liturgy for congregations and Synods and MYLE. Contact information of AIAN Leadership for Synods and Congregations is listed at the end of this AIAN Summary Report .

Our next American Indian Alaska Lutheran Association Gathering will be January 2-4, 2020 at River Spirit Casino, Tulsa, OK. Information and Registration can be accessed on our Facebook page: ELCANATIVE and/or by contacting Liz Gaskins at eyegaskins@bluemarble.net .

A block of 25 rooms have been set aside for Association members.

Registration will begin about 12:00 on 1/2/20 . There will be a social gathering in the evening.

We will be welcomed on 1/3/20 by the Principal Chief and Bishop Mike Girlinghouse, Arkansas-Oklahoma Synod with a full day of workshops and CW updates, tours and Clergy mini- Spiritual retreat and evening Reception.

January 4th will began with Worship followed by lunch and an afternoon of Ministry check in and conversation about AIANLA and the AIAN Ministry Desk .

The Association Business meeting and election will follow.

‘And while I stood there I saw more than I can tell and I understand more than I saw; for I was seeing in a sacred manner the shapes of all things in the Spirit, and the shape of all shapes as they must lie together like one being. And I saw that the Sacred Hoop of my people was one of many hoops that made one circle, wide as daylight and as starlight and in the center grew one Mighty flowering tree to shelter all the children of one mother and one father. And I saw that it was Holy.’ Black Elk Speaks.

Rev. Joann Conroy, President
Joan.conroy@gmail.com

Rev. Will Voss, Vice-President
Wvoss@actcom.net

Elizabeth Gaskins, Treasurer
eyegaskins@bluemarble.net

Loni Whitford-Taylor, Secretary
Loniwhitford@yahoo.com

TEAC TRANSITION PLAN

CC REC Reference	Topic	Desired Outcome	TEAC Outcomes/Progress	Transition to	Next Steps
Rec #1	Sustaining Networks				
1A	Advisory Committee	Sustain a robust network of theological education and prioritize and oversee implementation of TEAC recommendations	1. Active TEAC committee worked closely with seminaries, churchwide and conference of bishops for three years to implement CC directives		Sunset TEAC and handoff to entities listed in each section
1B	1. <i>Integrated Communication Plan</i>	1. Communication Plan - for lifting up how teaching and learning ministry is central to life of faith	1. Developed communication plans to promote TEAC and related theological education efforts including report outs to Church Council. Included churchwide communications staff on TEAC. ⁸	1. Mission Advancement Unit	1.1 Determine standards for communication (criteria for what should be communicated; what is outcome) and timeline/frequency expectation 1.2 Define to whom we are communicating (i.e., should it be a broader audience?) 1.3 Identify all of the intersections for Theological Education related communication (under the umbrella of the Leadership Initiative)
	2. <i>Assessment Criteria</i>	2. Criteria - to prioritize alignment within churchwide and synodical organizations and to gauge potential impact of experiments and joint theological education efforts	2. a) Developed assessment framework and attempted to use it to evaluate pilot programs. Refined to use in conjunction with ethnic specific asset mapping/pilot program promotion. ¹¹ b) Dashboards for seminaries	2a. Office of Evaluation 2b. Program Director of Theological Formation, Seminaries and schools	2.1 Align assessment to synodical Theological Education efforts 2.2 Continue pre and post review of all financial ratios from 2010 until

					current day – assess trends in fiscal performance (more focused and progress based comparative analysis)
1C	Common Platform	(See below 3B)			
1D	Asset mapping	<p><i>Direct ELCA Research and Evaluation unit to support an ongoing robust asset mapping that identifies all theological education activity across the church and explores opportunities for scaling best practices and undoing duplicative efforts and makes possible an interactive depository of resources across the church.</i></p>	<p>1. Focused efforts to expand the diversity of narratives, hermeneutics and pedagogical models by inviting innovative Theological Education programs to share information and be promoted through a pilot program⁹ using existing Select Learning (Augsburg hosted) resources and the developed assessment criteria as areas of program differentiation for the pilot. (spun off into two tracks – one with ethnic specific communities).</p> <p>a) Theological Roundtable Mutual Goals developed²</p> <p>b) Alignment with other ELCA Congregation Vitality/Future Leaders - Riverside Innovation Hub (Augsburg</p>	<p>Office of Presiding Bishop</p> <p>Domestic Mission Unit</p>	<p>1.1 Define principal intent of mapping and indicate timelines for completion.</p> <p>1.2 Determine how lay and other theological programs should be connected through this pilot and platform.</p> <p>1.3 Identify gaps in comprehensive programming.</p> <p>1.4 Identify required resources and networking across 65 synods.</p> <p>1.5 Finalize mutual goals and continue work with theological roundtable to highlight important work of theological scholars.</p> <p>1.6 Facilitate upload of Riverside Innovation Hub onto platform for promotion and testing of platform</p>

			<p>University/Lily Foundation study)</p> <p>2. Lay Schools working group formed and asset map in development.</p> <p>3. Identify specific platform to promote and share innovation in theological</p>	<p>Domestic Mission Unit</p> <p>Augsburg University</p>	<p>1.7 Request funding for and a dedicated resource to manage a sustainable platform and process of program/approach promotion.</p> <p>2.1 Complete asset mapping inventory across lay programs Fall 2019</p> <p>2.2 Define specific lay school resources necessary to fill gaps (content and program directory) across all baptized. (Lay Schools Virtual Plaza & Library – Goitia email)</p> <p>2.3 Assess resources needs and required Synod and churchwide investment in support</p> <p>3.1 Adopt Theological education asset and resource platform - Fishernet (Select)</p>
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			education and development of leaders of the future.	1517 Media	<ul style="list-style-type: none"> 3.2 Determine posting parameters and protocol 3.3 Define process to identify what should be promoted 3.4 Develop quality assurance approach for content 3.5 Determine if funding is available to support expansion/enhancement 3.6 Assess need for new platform due to expansion needs for need to reach wider audience
<i>Rec #2</i>	Vocational Discernment				
2A	<i>Young Adult</i>	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	<ul style="list-style-type: none"> 1. Discussion of ways to connect existing discernment activities with seminary recruitment effort and incorporation into cross seminary efforts. 2. Proactive collaboration and encouragement between various young adult discernment activities (e.g., YAGM, ELCA Colleges and 	<ul style="list-style-type: none"> Coalition of existing networks (including ethnic specific groups) Kotter model approach convened by Domestic Mission Unit 	<ul style="list-style-type: none"> 1.1 Encourage continued recruitment collaborations with current youth focused vocational discernment initiatives (e.g., YAGM, outdoor camps, youth gathering) 2.1 Further assessment of opportunity for impact through aligning 4th

	<p>of the ELCA (i.e., networked programs, resources and opportunities).</p>	<p>Universities, summer camps)</p> <p>3. Appropriate portion of the infaith grant (e.g., youth focused) combined with with 5% match used to support cross seminary collaboration on recruitment (ends in 2019)</p>		<p>year ELCA undergraduate completion with seminary graduate programs.</p> <p>3.1 Identify approaches to best use funding to support social media and other communication platforms to routinely advise youth members of discernment activities.</p> <p>3.2 Define ways to use funding to track critical discernment connections and results (i.e., required reporting to show ROI).</p>
<p>2B <i>Ethnic specific communities</i></p>		<p>1. 5% funding of seminary discernment collaboration activities focused on ethnic specific candidates</p> <p>2. Analyzing seminary statistics relative to diversity via the enterprise scorecard</p> <p>3. Advocated for other existing programs -</p>	<p>Domestic Mission Unit with ethnic specific desks, TRT networks, etc.</p> <p><i>Align with findings from Strategic</i></p>	<p><i>All activities are interrelated and move forward previous work:</i></p> <p>1.1 Continue to work with seminaries on discernment activities and funding</p> <p>1.2 Continue asset mapping of synod programs addressing racism</p>

		<ul style="list-style-type: none"> • Horizon internship work • Bishops Initiative on Vocational discernment • Conference of Bishops intentionality for voc. discernment within synods <p>4. Hispanic Theological Education project (included TEAC members) ongoing collaboration between seminaries, Domestic Mission unit to create focused Masters of Divinity shared across seminaries with Wartburg lead</p> <p>5. Focus on better aligning seminary faculty composition and seminary curriculum with ethnically diverse perspectives within the Lutheran context</p>	<p><i>Authentic Diversity Taskforce⁴</i></p>	<p>1.3 Continue to track diversity of students</p> <p>1.4 Need to make more culturally aware and inclusive any information portals, communication relative to discernment (e.g., Hispanic translation, pictures of diverse members)</p> <p>1.5 Consider use of translator more broadly</p> <p>1.6 Determine optimal and inclusive approach to prioritize resources and deliver these efforts (e.g., ethnic members part of decision-making process)</p> <p>1.7 Continue to align dialogues of seminary leaders, synods and churchwide to enhance recruitment and discernment efforts (e.g., leverage learnings from YADM and YAGM to develop programs of mutual avenues for discernment and vocational sites; focused roles for</p>
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				<p>bishops of color; TEEM intersection)</p> <p>1.8 Prioritize efforts to develop ethnic specific faculty and scholars (e.g., churchwide strategy, endowed chairs, graduate scholarships) and seminary staff and boards – Goitia email</p> <p>1.9 Enhance culturally sensitive approaches for all system activities</p>
2C	<i>Lay Leaders – networked education</i>	<p>1. Asset mapping begun and considered as part of other theological education pilot discussions.</p> <p>2. Convened meeting of lay schools working group⁶</p>	<p>Conference of Bishops, Domestic Mission Unit</p>	<p>1.1 Align work in lay program and content asset mapping with synods and congregation and clearly define roles</p> <p>1.2 Define potential opportunities to share innovations via pilot project (see 1D, 3.1)</p> <p>2.1 Set objectives for lay schools working group and timeline for interactions</p>
2D	<i>Rostered Leaders – continuing education</i>	<p>3. No direct progress – pilot with TRT can serve as baseline for these courses</p>	<p>Conference of Bishops,</p>	<p>3.1 Reconsider to move forward the recommendation made</p>

			and materials to be shared in online fashion (i.e., less costly, more accessible)	Candidacy committee	at Assembly in 90's (i.e., 50 contact hours each year required) 3.2 Evaluate annual report form to determine CE results/variance within and between synods to address gaps
Rec #3	Stability of Seminaries				
3A	<i>Educational Enterprise</i>	Connect synods, congregations, seminaries and lay school to enhance strategic sharing of resources, organize common recruitment and application, generate common research agenda and enable operational efficiencies for expanded work and new experiments.	<p>Study funded and concluded – actions included:</p> <ol style="list-style-type: none"> 1. Enterprise-wide scorecard (performance metrics) completed to measure progress to balance budgets⁵ 2. Extensive discussion about various models for seminary education and indirect impact on seminaries embedding and/or merging. 3. Emergence of curriculum revisions in parallel to the change in organization structure 4. Creation of Seminary Alliance Collaboration plan – implementation is ongoing⁷ 	<p>Church Council</p> <p>Office of the Secretary</p> <p>Domestic Mission Unit</p> <p>Seminary and Synod Leaders</p>	<p>1.1 Church Council continue to use enterprise wide seminary scorecard to evaluate goals and progress and refine metrics to better address desired outcomes</p> <p>2.1 Complete fiscal benchmarking referred to in section 1B, 2.2 and evaluate other qualitative impacts to assess impact of various models</p> <p>3.1 Inventory seminaries around curriculum revisions and work to identify additional gaps relative to future leader development</p> <p>4.1 Seminaries continue to pursue initiatives listed in Seminary Alliance</p>

			<p>5. Beginning of seminary manual development as means to ensure commonality in seminary expectations and assurance of churchwide and synod support.</p> <p>6. Common seminary application process</p>		<p>Collaboration plan and report to Church Council</p> <p>5.1 Church Council authorize development of a policy¹ that establishes criteria for recognition of official ELCA seminaries</p> <p>5.2 Church Council authorize development of a best practices manual for seminary operations and relationships. Development of both should:</p> <ul style="list-style-type: none"> • Reflect and reference all sections of the churchwide constitution that pertain to seminaries • Reflect recommendations of the <i>Strategy Toward Authentic Diversity</i> within the ELCA - Goitia email • Be guided by the Domestic Mission Unit and involve a working group of seminary and synod leaders in conversation with the ELCA Office of the Secretary <p>6.1 No action required</p>
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			<p>pursued – decision to not implement</p> <p>7. Catalyst for and funding of coordinated recruitment between seminaries and integration with existing discernment efforts</p> <p>8. Inclusion of common research agenda as part of Seminary Alliance Collaborative program.</p>		<p>7.1 Continue efforts on collaborative recruitment funded by 5% set aside – receive details for 2019 to release funding</p> <p>8.1 see 4.1 above</p>
3B & 1C	<i>Platform with Learning Portfolio</i>	Common online learning platform bringing together resources in support of curricular offerings, life-long learning for members and continuing education for rostered leaders.	Study funded and concluded – no action taken.	Dr. James Nieman Project Director	Report to Church Council – express lessons learned and future potential opportunities.
3C	<i>Finances and Student Debt</i>	Support seminary efforts to balance budgets while also reducing student debt while at the same time exploring alternative organizational structures, degree models and degree accelerating arrangements.	<p>1. a) Implemented common performance metrics to inform progress on balancing budgets and reducing student debt.</p> <p>b) Conversation with CoB regarding student debt.</p> <p>2. TEAC set atmosphere for distinctly reducing student debt and resulted in donor funding</p>	Synods, Seminaries and Office of the Bishop	<p>1.1 Continued collaboration with seminaries and CoB on disbursement strategies (e.g., housing allowances, targeted stacked scholarships, etc.)</p> <p>2.1 Enhance creation of student financial wellness resources and</p>

			<p>and allowed ELCA to secure funds to teach financial management and provide resources for various efforts (e.g., financial health, etc.).</p> <p>3. Shared service arrangements in place at some seminaries.</p>		<p>network – churchwide lead</p> <p>2.2 Consider collaboration between seminaries on sharing of programs and approaches</p> <p>3.1 Consider ecumenical collaboration on faculty sharing</p>
3D	<i>Church Funds for Innovation</i>	Develop process to make available synodical and churchwide funds for academic and administrative processes.	<p>1. Churchwide funding for shared seminary recruitment process (5% set aside) ⁷</p> <p>2. Exploration of synod funding alternatives – extensive discussion and CoB support for seminary and theological education funding¹⁰</p>	<p>Office of the Bishop</p> <p>Conference of Bishops</p>	<p>1.1 Evaluate what was allocated, the ROI and who benefited – what was impact of 5% allocation (i.e., outcomes based)</p> <p>2.1 Continue to assess trends in actual synodical level of funding as a % of operating budget – broken out by what went directly to seminaries and what was given in terms of scholarship</p> <p>2.2 Add student debt ratios to enterprise scorecard</p>

					<p>2.3 Consider optimal alignment of various scholarships (e.g., donor, congregations-direct, Fund for Leaders) towards debt reduction and other recruitment and discernment goals</p> <p>2.4 Develop creative alternatives to debt reduction after degree obtainment</p>
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Footnotes and Additional Reference Material:**1 Seminary Recognition Policy Direction:**

The church council should authorize the development of a policy that establishes criteria for recognition of official ELCA seminaries (e.g., subscription to the ELCA statement of faith, conformity with the ELCA mandates for selection of a governance board, compliance with the ELCA standards for ministry, discipline, etc., or being a wholly-owned subsidiary of a recognized ELCA seminary). This policy should indicate implications of such recognition in relation to churchwide funding, candidacy processes, etc., and should examine comparable recognition policies from other denominations. Drafting for this policy to be guided by the Director for Theological Education and will involve a small task force comprised of relevant seminary and synod leaders, in conversation the ELCA office of the secretary

2 TEAC and Theological Roundtable Mutual Goals for Promotion of Innovative Theological Education for Future Leaders

Joint goals developed which form the basis for a joint collaboration to pilot various approaches, frameworks and to encourage agreement to positively impact the sharing, promotion and evolution of authentically diverse theological education within the ELCA. <http://us.hdle.it/7531838>

3 Policy Manual Outline -

A subgroup of TEAC including a seminary President, ELCA Office of General Counsel and Domestic Mission began to outline potential components of the manual. <http://us.hdle.it/7909267>

4 Strategic Authentic Diversity Report

Report by churchwide taskforce to be considered and aligned for remaining vocational discernment and other theological education initiatives involving Indigenous people, peoples of color or other perspective offering diversity of viewpoint. <http://us.hdle.it/7530087>

5 Enterprise wide Scorecard (performance Metrics)

Performance metrics development for use by Church Council and if desired referral to seminary boards to assess seminary performance relative to sustainability, outcomes and fiscal realities. <http://us.hdle.it/5329185>

6 Lay Program and Schools

- a. **2018 Gathering Agenda** <http://us.hdle.it/5431006>
- b. **Database** <http://us.hdle.it/4612953>

7 Seminary Alliance Collaboration

- a. Seminary Alliance Focus

Description of proposed Seminary Alliance focus and initiatives <http://us.hdle.it/3778765>

- b. 5% gran - Recruitment Efforts
 - i. Presentation of Goals/Focus <http://us.hdle.it/5407320>
 - ii. October 2018 Report out <http://us.hdle.it/7909560>
 - iii. Grant Budget <http://us.hdle.it/7909561>
- c. Innovative Offerings <http://us.hdle.it/5321844>
- d. Past work on seminary model:
 - i. Thought paper – Presently Available Elements for Productive Unity in Governance of ELCA Seminaries– Strandjord <http://us.hdle.it/3903015>
 - ii. 2015 TEAC Study of Theological Education Model- Baker Tilly <http://us.hdle.it/3815481>
 - iii. Matrix Model for National Seminary – Foster <http://us.hdle.it/3815474>
 - iv. Evolution of Model Discussion <http://us.hdle.it/3796684>

8 **Communications Plan** <http://us.hdle.it/2458719>

9 **Asset Mapping & Innovation Promotion and Platform Pilot**

Original concept – Pribbenow <http://us.hdle.it/4603835>

10 **Synod Funding Reflections** – Crist <http://us.hdle.it/4609064>

11 **Assessment Criteria** –

- a. **Comprehensive** - <http://us.hdle.it/2069724>
- b. **Simplified** - <http://us.hdle.it/2351917>

12 Goitia 9.5.19 follow-up email for next steps <http://us.hdle.it/8584512>

Theological Education Advisory Committee (TEAC) Report

TEAC Church Council (CC)

November 2019

Reported by

Emma Wagner, TEAC Member, Church Council

Javier Goitia, Director of Program Director Seminary and Schools



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Agenda

1.

- Background/Context for TEAC Work

2.

- Progress on Church Council Charge

3.

- Transition Plan & Focus Areas

4.

- Resolutions



TEAC Chronology

April 2013 Church Council Established Theological Education Advisory Council (TEAC)






November 2015 TEAC Report Received & working group formed

April 2016 Church Council Report of Actions and Implementing Strategies Directive

April 2016 – November 2019 TEAC Work & Progress Reports to Church Council



TEAC Desired Outcomes

-  More relevant and diverse leaders
-  More collective Theological education (TE) capacity
-  More *cost effective* approaches to TE
-  Less cost to students
-  Receptive faith communities



Theological Education Advisory Committee Focus

It's about all forms of theological education...

Recommendation 1 – Sustaining the Network

Advisory Committee for
ELCA Church Council

A

Synod/congregations to
recognize centrality

B

Seminaries to develop
common platform

C

Research and evaluation
to do asset mapping

D

Recommendation 2 – Vocational Discernment

Young adults

A

Ethnic-specific
communities

B

Lay leaders

C

Rostered leaders

D

Recommendation 3 – Stability of Seminaries

Educational
enterprise

A

Platform with
portfolio

B

Finances and
student debt

C

Church funds for
innovation

D

...and not only our seminaries



Changes in Theological Landscape since TEAC Formation

While not directly attributable to TEAC, many of these changes occurred as a result of TEAC discussion, dialogue and analysis.



TEAC Progress to Date

Sustaining Networks

Enterprise Scorecard

Lay Initiatives Asset Mapping

Theological Education Platform Framework & Initial Design

Vocational Discernment

Theological Roundtable Partnership & Mutual Goals

Seminary Discernment & Recruitment Collaborative

Stability of Seminaries

Discuss ELCA Designated Seminary Policy & Manual

Develop Enterprise Scorecard



Lay Program Asset Mapping

TEAC recognizes the significant role that lay leaders will continue to play in the future of the church, as such, we focus on linking theological education efforts within and between lay programs.



Create

A database of lay programs



Facilitate

A gathering of lay program leaders to share ideas, discuss challenges, and focus on priorities



Share

Lay course content and resources



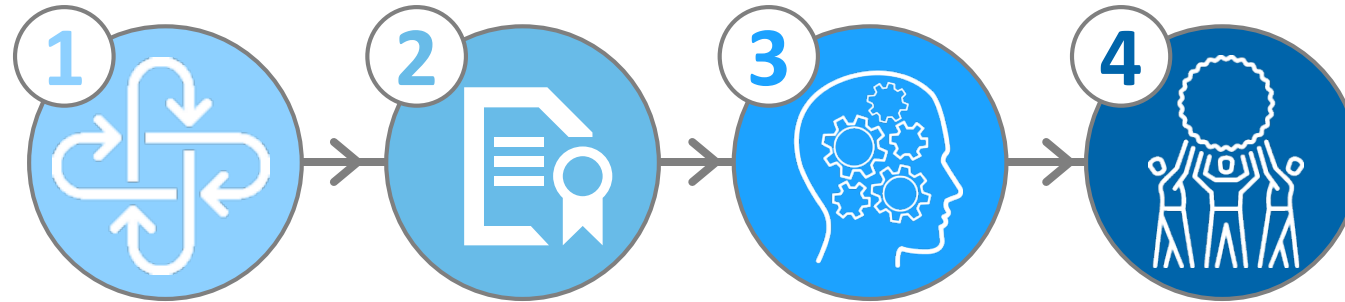
Identify

Core materials and assess gaps in current available curriculum



Current TEAC Focus: Theological Education Roundtable Pilot

Goal: Partner with the network of theological education programs to lift up effective and new ways of educating future leaders of all types.



Invite

Shared platform and open and dialogical process to promote innovative theological education programming

Define

Identify programs, content, and initiatives which broaden perspectives and highlight theological education key to future church leaders

Share

Collaborate to make available innovative theological material and coursework across the ELCA ecology

Promote

Promotion of programs as well as approaches with significant impact

In partnership with Augsburg University and 1517 Media



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Vocational Discernment– 5% Funding Set Aside

Enhanced partnerships:

- Hispanic Theological Network
- Elisha's Call
- Horizons Apprenticeship Program
- Camp Hope
- Ethnic Leaders Under 40
- Key Leadership Tables
- Bishops & Seminary Leaders



Total Request is \$150,000 Funded by this set aside and the InFaith Grant



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TEAC Transition & Focus Areas

Sustaining Networks

Lay School Networked Education Efforts

Program networking across Synods and types of theological education through an accessible platform

Vocational Discernment

Enhanced collaborations and connections between recruitment and discernment efforts

Align focused efforts with Strategic Authentic Diversity Taskforce findings across all critical TE components (e.g., curriculum, faculty, student body composition, etc.)

Stability of Seminaries

Develop ELCA seminary policy and manual

Implement Enterprise-wide Seminary Scorecard



TEAC Recommendations

To: Thank the members of the Theological Education Advisory Committee for their faithful service; and
Receive the final TEAC report; and
Approve the Transition Plan as submitted; and
Approve the completion of the committee's work as of November 8, 2019.

