

Minutes

EVANGELICAL LUTHERAN CHURCH IN AMERICA
CONSTITUTING CONVENTION

April 30—May 3, 1987
Columbus, Ohio



Minutes

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CONSTITUTING CONVENTION

April 30 — May 3, 1987

The Ohio Center
Columbus, Ohio

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Minutes

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Foreword

The thirteenth General Convention of The American Lutheran Church, the sixth Delegate Assembly of The Association of Evangelical Lutheran Churches, and the thirteenth Biennial Convention of the Lutheran Church in America adopted the Rules of Procedure for the Constituting Convention of the Evangelical Lutheran Church in America as recommended by the Commission for a New Lutheran Church.

Rule 8 of the Rules of Procedure stated "The agenda of the constituting convention shall include the following items and any other required by action of the church bodies or recommended by the initial board of directors (the three bishops):

- a. A statement of the purpose of the constituting convention.
- b. Adoption of the constitution effective at the close of the constituting convention.
- c. Adoption of the bylaws effective at the close of the constituting convention.
- d. Adoption of the continuing resolutions effective at the close of the constituting convention.
- e. Election of the bishop of the church.
- f. Election of the secretary of the church.
- g. Election of the vice-president of the church.
- h. Election of the editor of the church periodical.
- i. Election of members of the Church Council, members of the boards, and members of the nominating committee.
- j. Adoption of a budget.
- k. Adoption of church pension and other benefits plans, consistent with the descriptive material approved by the August 1986 church conventions.
- l. Authorization of certain studies (e.g., ministry; WCC; NCC).
- m. Consideration of legal statements.
- n. Consideration of other recommendations from the churches."

On the basis of Rule 8 and action by the initial board of directors the following business agenda was established for the Constituting Convention of the Evangelical Lutheran Church in America:

- Presentation of current Roster of Congregations
- Presentation of current Roster of Clergy
- Certification of Delegates
- Statement of the Purpose for the Constituting Convention
- Review of the Rules of Procedure for the Constituting Convention
- Appointment of Committees
- Adoption of Special Rules of Order

Adoption of Constitution, Bylaws, and Continuing Resolutions
Adoption of Constitution for Synods
Adoption of Model Constitution for Congregations
Election of the Bishop of the ELCA
Recommendations from the Churches
Adoption of Budget for the ELCA
Greetings
Adoption of church Pension and other Benefits Plans
Authorization for studies
Nominations for church council, boards, and committees
Election of the Secretary of the ELCA
Consideration of legal statements
Election of the Vice-President of the ELCA
Elections to council, boards, and committees
Consideration of recommendations from the conventions of the uniting churches
Consideration of new business
Election of the editor of the ELCA periodical

The program for the Constituting Convention included worship at the beginning and prayer at the conclusion of each business day, a mission drama, a birth day party, a festival eucharist, holy communion each morning before the business sessions were called to order, and morning prayer on the concluding morning of the convention. In addition special luncheons were arranged for persons involved in theological education and in higher education.

The minutes of the Constituting Convention of the Evangelical Lutheran Church in America report the handling of the business of the convention and note the other program events.

The minutes which follow were approved by the bishop, vice-president, and secretary of the Evangelical Lutheran Church in America as authorized by action CNLC 87.3.62.

ARNOLD R. MICKELSON
Editor

Program

THURSDAY, APRIL 30

7:00 A.M. Registration

First Business Session

—Battelle Hall

8:30 A.M. Call to Order

Worship

“In the Unity of the Spirit . . . One Lord”

Presentation of current Roster of Congregations

The American Lutheran Church

The Association of Evangelical Lutheran Churches

Lutheran Church in America

Presentation of current Roster of Clergy

The American Lutheran Church

The Association of Evangelical Lutheran Churches

Lutheran Church in America

Certification of Delegates

The American Lutheran Church

The Association of Evangelical Lutheran Churches

Lutheran Church in America

Statement of the Purpose for the Constituting Convention

Review of the Rules of Procedure for the Constituting
Convention

(Report & Recommendations, pages 159-168)

Appointment of Committees

Committee on Reference and Counsel

Committee on Elections

Committee on Minutes

Adoption of Special Rules of Order

Recommendation: New Business

(Transition Team Recommendation 9, page 145)

Recommendation: Privilege of Voice

(Transition Team Rec. 8, page 144)

Recommendation: Nominations Procedures

(Transition Team Rec. 7, page 144)

- Adoption of Constitution, Bylaws, and Continuing Resolutions
(*R & R*, Resolution 1a, page 191)
- Adoption of Constitution for Synods
(*R & R*, Res. 1b, page 191)
- Adoption of Model Constitution for Congregations
(*R & R*, Res. 1c, page 191)
- Election of the Bishop of the ELCA
First ballot (nominating ballot)—unanimous vote required for election
- Recommendations from the Churches
Report of the Transition Team
- Adoption of Budget for the ELCA
Presentation of Budget
Discussion
Recommendation: ELCA 1988 and 1989 Fiscal Proposals
(Transition Team Rec. 11d(1)-(5), pages 147-148)
- Election of the Bishop of the ELCA (continued)
Report of the Tellers
Distribution of an alphabetical listing of all nominees
Second ballot—75% of vote required for election
- Adoption of Budget for the ELCA (continued)
- Election of the Bishop of the ELCA (continued)
Report of the Tellers

1:00 P.M. Recess

Special Event

1:00 P.M. Theological Education Luncheon —Delaware Room
Hyatt Regency Hotel

Second Business Session

—Battelle Hall

2:30 P.M. Call to Order

- Election of the Bishop of the ELCA (continued)
Distribution of biographical data on the eight persons receiving the highest number of votes and those with 7% or more of the total vote
- Third ballot—75% of vote required for election
- Greetings
Lutheran World Federation
World Council of Churches
National Council of the Churches of Christ in the USA

Election of the Bishop of the ELCA (continued)

Report of the Tellers

Distribution of names of the seven persons receiving the highest number of votes and those with 8% or more of the total vote

Fourth ballot—two-thirds vote required for election

Greetings

Evangelical Lutheran Church in Canada

The Lutheran Church-Missouri Synod

Latvian Evangelical Lutheran Church

Report of the Tellers

Distribution of names of the six persons receiving the highest number of votes and those with 9% or more of the total vote

Fifth ballot—two-thirds vote required for election

Concluding Prayer

5:30 P.M. Recess

Special Events

8:00 P.M. "Why"—a mission drama —Ballroom
Hyatt Regency Hotel

9:00 P.M. Birth Day Party —2nd floor meeting rooms
Hyatt Regency Hotel

11:00 P.M. Compline —Hotels

FRIDAY, MAY 1

7:30 A.M. Holy Communion —Atrium

Third Business Session —Battelle Hall

8:30 A.M. Call to Order

Worship

"In the Unity of the Spirit . . . One Faith"

Election of the Bishop of the ELCA (continued)

Report of the Tellers

Distribution of names of the five persons receiving the highest number of votes and those with 10% or more of the total vote

Sixth ballot—two-thirds vote required for election

- Adoption of church Pension and other Benefits Plans
 - Presentation of plans
 - Discussion
 - Recommendation: Pension and Other Benefits Program
(*R & R*, Res. 14, pages 198-199; Transition Team Rec. 5, page 143)
- Election of the Bishop of the ELCA (continued)
 - Report of the Tellers
 - Addresses by the four persons receiving the highest number of votes for bishop on the sixth ballot (limited to five minutes each)
 - Seventh ballot—two-thirds vote required for election
- Adoption of church Pension and other Benefits Plans (continued)
- Election of the Bishop of the ELCA (continued)
 - Report of the Tellers
 - Distribution of the names of the three persons receiving the highest number of votes

1:00 P.M. Recess

Special Event

1:00 P.M. Higher Education Luncheon —Ballroom
Hyatt Regency Hotel

Fourth Business Session

—Battelle Hall

- 2:30 P.M. Call to Order
- Election of the Bishop of the ELCA (continued)
 - Eighth ballot—two-thirds vote required for election
- Authorization for studies
 - Study of the Nature of Ministry
(Reference Continuing Resolution 10.11.A87 and Constitution Provision 22.16.)
 - Study of continuing ELCA membership in the World Council of Churches and in the National Council of the Churches of Christ in the USA
(Reference Constitution Provision 22.52. and 22.53., and *R & R*, Res. 10, page 195)
 - Priorities for development of social statements
(*R & R*, Res. 12, pages 196-197)
- Election of the Bishop of the ELCA (continued)
 - Report of the Tellers
 - Ninth ballot—majority vote required for election
- Nominations for church council, boards, and committees
 - Church body nominations
 - Floor nominations

5:30 P.M. Recess

Fifth Business Session

—Battelle Hall

8:00 P.M. Call to Order

Election of the Bishop of the ELCA (continued)

Report of the tellers

Declaration of election

Election of the Secretary of the ELCA

First ballot (nominating ballot)—unanimous vote required for election

Consideration of legal statements

Privileged Communication with Clergypersons

Chaplaincies Supported by Government

Civil Disobedience

The Bearing of Arms

(R & R, Res. 11a-d, pages 195-196)

Election of the Secretary of the ELCA (continued)

Report of the Tellers

Distribution of an alphabetical listing of all nominees

Second ballot—75% of vote required for election

Election of the Vice-President of the ELCA

Nominations by the churches

The American Lutheran Church

Association of Evangelical Lutheran Churches

Lutheran Church in America

Floor nominations

Elections to council, boards, and committees (continued)

Distribution of biographical data on persons nominated from the floor

Preliminary ballot

for positions for which more than two persons have been nominated—majority required for election; if no election, the two persons with the highest number of votes to final ballot

Election of the Secretary of the ELCA (continued)

Report of the Tellers

Concluding Prayer

10:00 P.M. Recess

10:30 P.M. Compline

—Hotels

SATURDAY, MAY 2

7:30 A.M. Holy Communion

—Atrium

Sixth Business Session

—Battelle Hall

8:30 A.M. Call to Order

Worship

“In the Unity of the Spirit . . . One Baptism”

Election of the Secretary of the ELCA (continued)

Distribution of biographical data on the five persons receiving the highest number of votes

Third ballot—two-thirds vote required for election

Consideration of recommendations from the uniting churches

Theological Education

(*R & R*, Res. 5, pages 192-193)

Inter-Lutheran Cooperation

(*R & R*, Res. 7a and 7b, pages 193-194)

Lutheran World Federation Membership

(*R & R*, Res. 8, page 194)

Inter-Church Cooperation

(*R & R*, Res. 9a and 9b, pages 194-195)

Office Site

(*R & R*, Res. 13, page 197)

Election of the Secretary of the ELCA (continued)

Report of the Tellers

Distribution of the names of the three persons receiving the highest number of votes

Addresses by the three nominees for secretary or by the designee of the nominee (limited to three minutes)

Fourth ballot—two-thirds vote required for election

Consideration of recommendations from the uniting churches (continued)

Recommendation: Participation in Inter-Confessional Dialogues

(Transition Team Rec. 2, page 141)

Recommendation: Affiliation of Social Ministry Organizations

(Transition Team Rec. 3, pages 141-142)

Recommendation: World Hunger Appeal

(Transition Team Rec. 4, page 142)

Recommendation: Terms of Office for Persons Elected by Churchwide Assembly and Church Council

(Transition Team Rec. 6, pages 143-144)

Recommendation: First Churchwide Assembly

(Transition Team Rec. 10, page 145)

Election of the Secretary of the ELCA (continued)
Report of the Tellers
Distribution of the names of the two persons receiving
the highest number of votes
Fifth ballot—majority vote required for election
Consideration of new business
Report of the Committee on Reference and Counsel
Election of the Secretary of the ELCA (continued)
Report of the Tellers
Declaration of election
Election of the Vice-President of the ELCA (continued)
Distribution of biographical data on each nominee
First ballot—75% of vote required for election

1:00 P.M. Recess

Seventh Business Session

—Battelle Hall

2:30 P.M. Call to Order

Election of the Vice-President of the ELCA (continued)
Report of the Tellers
Distribution of the names of the five persons receiving
the highest number of votes
Second ballot—two-thirds vote required for election
Unfinished business
Election of the Vice-President of the ELCA (continued)
Report of the Tellers
Distribution of the names of the three persons receiving
the highest number of votes
Addresses by the nominees for vice-president or by the
designee of the nominee (limited to three minutes)
Third ballot—two-thirds vote required for election
Unfinished business
Election of the vice-president of the ELCA (continued)
Report of the Tellers
Distribution of the names of the two persons receiving
the highest number of votes
Fourth ballot—majority vote required for election
Election of the editor of the ELCA periodical
Nomination by the Transition Team
(Transition Team Rec. 1, page 141)
Ballot—majority vote required for election

Elections to council, boards, and committees (continued)
Report of the Tellers
Final Ballot—majority required for election
Concluding Prayer

5:00 P.M. Recess

Special Event

—Battelle Hall

7:30 P.M. Pre-service music

8:00 P.M. The Festival Eucharist

SUNDAY, MAY 3

7:00 A.M. Holy Communion

—Atrium

Eighth Business Session

—Battelle Hall

8:30 A.M. Morning Prayer
“In the Unity of the Spirit . . . One Hope”

9:00 A.M. Call to Order

Election of the Vice-President of the ELCA (continued)
Report of the Tellers
Declaration of election

Election of the editor of the ELCA periodical (continued)
Report of the Tellers
Declaration of election/or request for different nomination

Elections (continued)
Report of the Tellers
Declaration of elections to
Church Council
Boards
Nominating Committee
Committee on Discipline
Committee on Appeals

Unfinished business

Closing of the Constituting Convention

11:00 A.M. Benediction

Minutes of the Constituting Convention of the Evangelical Lutheran Church in America April 30 – May 3, 1987

FIRST BUSINESS SESSION

THURSDAY, APRIL 30

8:30 A.M. — 1:00 P.M.

Worship

The Constituting Convention of the Evangelical Lutheran Church in America opened with a Service of Worship on Thursday, April 30, 1987, at 8:30 A.M. in Battelle Hall, the Ohio Center, Columbus, Ohio. The theme for the worship service was "In the Unity of the Spirit . . . One Lord."

As the presiding bishops of the uniting churches entered in procession, a baptismal font was prepared for the remembrance of baptism. Each bishop poured water into the font symbolizing the unification of the churches. The Rev. Barbara Lundblad was the preacher. The Capital University Brass Choir, the Wittenberg University Choir, and Paul Manz provided special music.

Call to Order

Dr. William A. Kinnison, Springfield, Ohio, the presiding officer, called the Constituting Convention to order at 9:33 A.M. He introduced Mrs. Loretta Walker, Nicoma Park, Oklahoma, the secretary of the convention.

Resource Documents

The chair advised the convention that the following resource books, which had been mailed to each delegate, would be needed during the convention:

Report & Recommendations of the Commission for a New Lutheran Church to The American Lutheran Church, The Association of Evangelical Lutheran Churches, Lutheran Church in America as amended and adopted by the thirteenth General Convention of The ALC, the sixth Delegate Assembly of the AELC, the thirteenth Biennial Convention of the LCA, August 29, 1986. Arnold R. Mickelson, editor.

(NOTE: This document will be referred to as "R & R" throughout these minutes.)

Pension and other Benefits Plans. Annette Johnson, Faegre & Benson, editor.

Summary, Pension and other Benefits Plans. Annette Johnson, Faegre & Benson, editor.

Nominations. Arnold R. Mickelson, editor.

Program and Reports. Arnold R. Mickelson, editor.

Rosters, Presentation of

The current Roster of Congregations and the current Roster of Clergy were presented by the General Secretary of The American Lutheran Church, Kathryn W. Baerwald, the Executive Secretary of The Association of Evangelical Lutheran Churches, Elwyn Ewald, and the Secretary of the Lutheran Church in America, Reuben T. Swanson.

Convention, Purpose of

The chair advised the members of the convention that the purpose of the Constituting Convention was to adopt the Constitution, Bylaws, and Continuing Resolutions of the Evangelical Lutheran Church in America, the Constitution for Synods, the Model Constitution for Congregations, the Pension and Other Benefits Plans, and to take certain other actions approved by the uniting churches at their 1986 conventions without the freedom of changing them nor the liberty of not adopting them. He further advised that the Constituting Convention was to elect officers and members of councils, boards, and committees.

Rules of Procedure

Refer to *R & R*, pages 159-168.

The chair reviewed the Rules of Procedure as established by the uniting churches.

Motion: that the body establish as its procedure between the announcement of the results of one ballot and the holding of the next for bishop a 10-minute recess for reflection.

Voted: To amend the motion to read “. . . a 10-minute recess after ELCA 87.30.1 every second ballot.”

Motion Lost

Voted: That the body establish as its procedure between the announcement of the results of one ballot and the holding of the next

Motion Lost for bishop a 10-minute recess for reflection.

Convention Committees

The chair appointed the following convention committees:

Committee on Reference and Counsel

Kathryn W. Baerwald
James R. Crumley Jr.
Barbara M. Hanst
Will L. Herzfeld
Gerhard I. Knutson

Harold R. Lohr
H. W. Pfennig
David W. Preus
Reuben T. Swanson

Committee on Elections

Stephanie K. Frey
Don Jones
Jim Myers

Committee on Minutes

James R. Crumley Jr.
Will L. Herzfeld
Arnold R. Mickelson

David W. Preus
Loretta Walker

Special Rules of Order

Refer to *Program and Reports*, Report of the Transition Team, Part II, 7, 8, and 9, pages 50-51 (pages 144-145 of these minutes).

The convention considered three recommendations from the Transition Team.

Voted: ELCA 87.30.3 Whereas, the Transition Team authorized by the uniting churches will present several resolutions pertinent to the formation of the ELCA at its Constituting Convention; and

Whereas, the members and staff of the Transition Team can assist in facilitating the work of the convention by their participation in convention discussion; now, therefore, it is hereby

Resolved, that the non-delegate members and the staff of the Transition Team serve as advisory members to the Constituting Convention of the Evangelical Lutheran Church in America under the provisions of Rule 29 of the Rules of Procedure.

Voted: ELCA 87.30.4 Whereas, the uniting churches adopted rules of procedure for the Constituting Convention of the ELCA at their August 1986 conventions; and

Whereas, these rules specify the agenda items to be considered at the Constituting Convention and further specify that items of new business proposed by delegates shall be referred to the Committee on Reference and Counsel which shall report to the convention with its recommendations for handling such new business; now, therefore, it is hereby

Resolved, that items of new business to be considered by the Committee on Reference and Counsel be presented to the chair prior to the earlier of the following:

a. the recessing of the Friday morning sessions on May 1, or

b. 1:00 P.M. on May 1.

Voted: ELCA 87.30.5 Whereas, the uniting churches adopted governing documents and rules of procedure at their August 1986 conventions that provide the process to be followed in electing board and committee members for the ELCA; and

Whereas, provision is made in these documents and rules for nominations from the floor at the Constituting Convention which, as the nominations made by the uniting church bodies, must conform to the criteria set forth in ELCA governing documents; now, therefore, it is hereby

Resolved, that a nominations center be utilized at the Constituting Convention to facilitate the making of floor nominations by delegates and that it be staffed from 9:00 A.M. to 9:00 P.M. on Thursday, April 30, and from 8:30 A.M. to 3:00 P.M. on Friday, May 1; and be it further

Resolved, that delegates wishing to make floor nominations in accord with the provisions for such inquire as to the validity of the proposed nomination at the center and register their intent to make such, if it is valid, with the person staffing the center during the hours noted above; and be it further

Resolved, that delegates registering their intent to make floor nominations be given a number, the calling of which by the chair of the convention at the time for the making of floor nominations will permit the delegate to make the nomination.

Greetings

Dame R. Nita Barrow, one of the presidents of the World Council of Churches and ambassador from Barbados to the United Nations, brought greetings from the World Council of Churches and its general secretary, Emilio Castro.

The Rev. Joan Campbell, executive director of the U.S. Conference of the World Council of Churches, presented the convention with a framed resolution from the House of Representatives, State of Ohio. The presentation was made on behalf of her daughter, Jane L. Campbell, a state representative, who was not able to be present.

Bishop, Election of

Refer to *R & R*, Rules of Procedure for the Constituting Convention, 11, pages 160-161.

The chair called the attention of the delegates to Rule of Procedure No. 11 which outlines the procedure for the election of the bishop of the Evangelical Lutheran Church in America.

The chair instructed the members of the convention to cast their nominating ballot for bishop.

The ballot was declared closed. (Refer to page 20 for results.)

Constitution, Bylaws, and Continuing Resolutions

Refer to *R & R*, Resolutions Adopted by the 1986 Church Conventions, 1.a., page 191.

The secretary read the resolution adopted by the 1986 church conventions regarding the adoption of the Constitution, Bylaws, and Continuing Resolutions of the Evangelical Lutheran Church in America.

Voted:

ELCA 87.30.6

Whereas, the Constituting Convention must approve the proposed Constitution, Bylaws, and Continuing Resolutions of the Church in the form approved by the conventions of the Uniting Churches; and

Whereas, such approval is included in the subjects for consideration at the Constituting Convention as set forth in the proposed Rules of Procedure for the Constituting Convention of the Church; now, therefore, it is hereby

Resolved, that the proposed Constitution, Bylaws, and Continuing Resolutions of the Church are hereby approved pursuant to paragraph 4 of the Agreement and Plan of Merger.

Refer to Exhibit C of these minutes, pages 185-297.

Constitution for Synods

Refer to *R & R*, Resolutions Adopted by the 1986 Church Conventions, 1. b., page 191.

The secretary read the resolution adopted by the 1986 church conventions regarding the adoption of a Constitution for Synods of the Evangelical Lutheran Church in America.

Voted: Whereas, a Constitution for Synods has been proposed; now, ELCA 87.30.7 therefore, it is hereby

Resolved, that the proposed Constitution for Synods is hereby approved pursuant to paragraph 4 of the Agreement and Plan of Merger.

Refer to Exhibit D of these minutes, pages 299-318.

Model Constitution for Congregations

Refer to *R & R*, Resolutions Adopted by the 1986 Church Conventions, 1. c., page 191.

The secretary read the resolution adopted by the 1986 church conventions regarding the adoption of a Model Constitution for Congregations.

Voted: Whereas, a Model Constitution for Congregations has been ELCA 87.30.8 proposed; now, therefore, it is hereby

Resolved, that the proposed Model Constitution for Congregations is hereby approved pursuant to paragraph 4 of the Agreement and Plan of Merger.

Refer to Exhibit E of these minutes, pages 319-336.

Recommendations of the Churches

Refer to *Program and Reports*, Report of the Transition Team to the Constituting Convention, pages 31-90 (Exhibit B of these minutes, pages 125-184).

The chair of the Transition Team, H. W. Pfennig, presented the report of the Transition Team and responded to questions regarding the report.

Budget

Refer to *Program and Reports*, Report of the Transition Team, Part II, 11, Exhibits A-G, pages 51-90 (Exhibit B of these minutes, pages 145-184).

The Transition Team Program and Budget Development Manager, the Rev. Leonard Sibley, presented the proposed 1988 Budget for the Evangelical Lutheran Church in America as recommended by the Transition Team. He responded to questions regarding the budget proposals.

Voted: a. That the Evangelical Lutheran Church in America adopt ELCA 87.30.9. a 1988 (14-month fiscal year) budget of \$112,325,000; and

That the Church Council of the ELCA establish an initial expenditure authorization consistent with 1988 anticipated income (currently projected at \$108,300,000); and That the Church Council periodically revise the expenditure authorization during the 1988 fiscal year.

- b. That, during fiscal years 1988 and 1989, each synod remit to the churchwide organization a minimum of 55% of all donor unrestricted receipts contributed to the synod by its congregations. Individual exceptions may be made by the Church Council upon request of a synod.
- c. That the Church Council be authorized to adjust (increase or decrease) the approved 1988 budget in the light of actual receipts. It is understood that should funds beyond the amount of \$112,325,000 become available during fiscal year 1988, the Church Council may add programs such as those described in Exhibit G.
- d. That the Church Council be empowered to establish (through the mandated budget development process, including consultation with synods) an expenditure authorization for fiscal year 1989 not to exceed anticipated 1989 income.
- e. That the Constituting Convention concur with the proposal for consultations during the fall of 1987 among newly-elected and appointed synodical and churchwide leaders.

Bishop, Election of (Continued from page 18.)

Mr. Don Jones, chair, Committee on Elections, reported at 11:44 A.M. the results of the first ballot for bishop.

Valid Votes 1,029
 Invalid Votes 2
 Abstentions 1

A unanimous vote is required for election.

Adam, John	1	Erdahl, Lowell	3
Almen, Lowell	1	Fjeld, Roger	1
Anderson, Charles S.	1	Folkers, Norman	1
Anderson, Dennis	17	Fry, Franklin D.	23
Anderson, H. George	7	Gerald, Curtis W.	1
Bartley, Richard	1	Gieschen, Roger J.	2
Beekmann, Darold H.	13	Grumm, A. Lorenz	1
Blevins, Thomas L.	8	Hand, Lawrence	5
Brndjar, Paul	1	Heglund, Franklin	2
Brown, L. David	22	Herzfeld, Will	21
Chilstrom, Herbert W.	112	Himmelman, Donald	1
Christensen, Howard	1	Hock, Robert	1
Crumley, James Jr.	55	Hoffman, Gerald	1

Holle, Reginald	1	Rice, Vernon	1
Jalkanen, R. J.	1	Roberts, Edith	1
Jansen, E. Harold	6	Rogness, Peter	2
Jensen, Richard	1	Roth, Samuel	1
Kelley, Robert W.	2	Sauer, Kenneth	56
Knutson, Gerhard	1	Senft, Kenneth	44
Lazareth, William H.	101	Svendsbye, Lloyd	1
Lee, Gilbert M.	1	Swanson, Reuben T.	61
Lohr, Harold	11	Tietjen, John	6
Lundblad, Barbara	52	Trout, Nelson	24
Marshall, Robert	3	Troutman, Gerald S.	1
Marty, Martin	5	Vannorsdall, John	1
McDaniel, Michael	9	Wahlberg, Philip	1
Meuser, Fred	19	Wee, Paul	2
Miller, Lyle	1	Weiskotten, Edward	4
Neuhaus, Richard John	1	Weissenbuehler, Wayne	1
Olson, Stanley	2	Wenzel, August	2
Osterbur, Ehme	1	Werger, Paul	9
Perry, Edward K.	1	Wismer, Cyril M. Sr.	1
Peters, Philip	1	Yee, Edmond	1
Preus, David W.	284	Youngdahl, Paul M.	1

Delegates, Certification of

Bishop James R. Crumley Jr., Bishop Will Herzfeld, and Bishop David W. Preus certified the delegates from their respective churches as listed on pages 91-115, *Program and Reports*. Adjustments in the delegate list will be certified to the secretary. Refer to Exhibit A of these minutes for final listing of delegates, pages 101-124.

Voted: **To accept the certification of the delegates.**
ELCA 87.30.10

Bishop, Election of (Continued from page 20.)

The second ballot for bishop was cast at 12:23 P.M.

Dr. Kinnison declared the ballot closed at 12:27 P.M. (Refer to page 22 for results.)

Pensions and Other Benefits Program

Refer to *R & R*, Proposed Pension and Other Benefits Program, pages 172-177; Resolutions Adopted by the 1986 Church Conventions, 14, pages 198-199; *Program and Reports*, Report of the Transition Team, Part I, A, 8, pages 36-37, Part II, Recommendation 5, page 49 (pages 130-131 and 143 of these minutes); *Pension and other Benefits Plans*, and *Summary, Pension and other Benefits Plans*.

H. W. Pfennig presented the Transition Team recommendation regarding the Pensions and Other Benefits Program. He and Dorothy J. Marple, Transition Team coordinator, answered questions concerning the plans.

Bishop, Election of (Continued from page 21.)

Mr. Don Jones, Committee on Elections, reported the results of the second ballot for bishop.

Valid Votes 1,035
 Invalid Votes 0

Seventy-five percent of vote is required for election.

Preus, David W.	294	Brndjar, Paul	0
Chilstrom, Herbert W.	187	Christensen, Howard	0
Lazareth, William H.	134	Fjeld, Roger	0
Lundblad, Barbara	83	Folkers, Norman	0
Swanson, Reuben T.	79	Gerald, Curtis W.	0
Sauer, Kenneth	57	Gieschen, Robert	0
Senft, Kenneth	43	Grumm, A. Lorenz	0
Crumley, James Jr.	37	Heglund, Franklin	0
Trout, Nelson	21	Himmelman, Donald	0
Fry, Franklin D.	19	Hock, Robert	0
Brown, L. David	18	Hoffman, Gerald	0
Beekmann, Darold H.	13	Holle, Reginald	0
Meuser, Fred	10	Jalkanen, R. J.	0
Herzfeld, Will	9	Jensen, Richard	0
Anderson, Dennis	7	Kelley, Robert W.	0
Jansen, E. Harold	4	Knutsen, Gerhard	0
Lohr, Harold	4	Lee, Gilbert	0
Tietjen, John	4	Marshall, Robert	0
Werger, Paul	3	Neuhaus, Richard John	0
Erdahl, Lowell	1	Olson, Stanley	0
Hand, Lawrence	1	Osterbur, Ehme	0
Marty, Martin	1	Perry, Edward	0
McDaniel, Michael	1	Peters, Philip	0
Miller, Lyle	1	Roth, Samuel	0
Rice, Vernon	1	Svendsbye, Lloyd	0
Roberts, Edith	1	Troutman, Gerald	0
Rogness, Peter	1	Vannorsdall, John	0
Weiskotten, Edward	1	Wahlberg, Philip	0
Adam, John	0	Wee, Paul	0
Almen, Lowell	0	Weissenbuehler, Wayne	0
Anderson, Charles S.	0	Wenzel, August	0
Anderson, H. George	0	Wismer, Cyril M. Sr.	0
Bartley, Richard	0	Yee, Edmond	0
Blevins, Thomas L.	0	Youngdahl, Paul	0

The first business session recessed at 1:08 P.M.

SECOND BUSINESS SESSION
THURSDAY, APRIL 30
2:30 — 5:30 P.M.

Call to Order

The chair called the convention to order at 2:52 P.M.

Greetings

The convention was informed that the member churches of the Lutheran World Federation were advised by a letter from Bishop James R. Crumley Jr. in February 1987 that the Constituting Convention of the Evangelical Lutheran Church in America would be held April 30 – May 3, 1987. The churches were asked to join the uniting churches and Bishops Crumley, Herzfeld, and Preus in prayer for this new Lutheran church.

A number of communications have been received from member churches of the LWF and from other Christian churches. Telegrams just received from the United Evangelical Lutheran Church in South-West Africa/Namibia and the Evangelical Lutheran Church in Hong Kong were read.

Voted: That the names of the churches from which communications have been received be entered in the record.
ELCA 87.30.11

Refer to Exhibit F, pages 337-344.

The president of the Evangelical Lutheran Church in Canada, the Rev. Donald W. Sjoberg, addressed the convention and brought greetings from the ELCIC. The editor of the *Canada Lutheran*, Ferdy Baglo, assisted in presenting a book of bound copies of the 1986 editions of the *Canada Lutheran* to the ELCA. The secretary of the ELCIC, the Rev. Leon Gilbertson, assisted in presenting a "petros cross," created from wood and semi-precious stones to celebrate the forming of the Evangelical Lutheran Church in America, as a gift from the Evangelical Lutheran Church in Canada to the ELCA.

Bishop, Election of (Continued from page 22.)

Biographical sketches of the eight persons receiving the highest number of votes for bishop on the second ballot were distributed.

The third ballot for bishop was cast at 3:23 P.M. The chair declared the third ballot closed at 3:28 P.M. (Refer to page 26 for results.)

Ministry, Nature of

Refer to Continuing Resolution 10.11.A87 and Constitution Provision 22.16.

The convention received the information that Continuing Resolution 10.11.A87 required that the ELCA "shall engage in an intensive study of the nature of ministry" during the period 1988-1994.

Councils of Churches, Membership in

Refer to Constitution Provisions 22.52 and 22.53, and to *R & R*, Resolutions Adopted by the 1986 Church Conventions, 10, page 195.

The secretary of the convention presented the resolution on the membership of the Evangelical Lutheran Church in America in the World Council of Churches and in the National Council of the Churches of Christ in the USA.

Voted:
ELCA 87.30.12

Whereas, the ALC and the LCA hold membership in the World Council of Churches; and

Whereas, the LCA holds membership in the National Council of the Churches of Christ in the U.S.A.; and

Whereas, it is desirable for the present relationships of the uniting churches with the World Council of Churches and the National Council of the Churches of Christ in the U.S.A. to be maintained until the church can determine whether to continue membership in such organizations; now, therefore, it is hereby

Resolved, that the Constituting Convention initiate action to establish membership in the World Council of Churches and the National Council of the Churches of Christ in the U.S.A. and that the participation and financial support be at the level of the uniting churches combined.

Resolved further, that the Constituting Convention instruct the Church Council of the church to plan and implement a study on continuing church membership in the World Council of Churches and the National Council of the Churches of Christ in the U.S.A.

Resolved further, that the Church commit itself at its Constituting Convention to determine the status of continuing membership in the World Council of Churches and the National Council of the Churches of Christ in the U.S.A. at its first convention following the Constituting Convention.

Social Statements

Refer to *R & R*, Resolutions Adopted by the 1986 Church Conventions, 12, pages 196-197.

The convention secretary presented the resolution regarding social statements.

Voted:
ELCA 87.30.13

Whereas, the Commission for a New Lutheran Church has had staff persons of the uniting churches review the various social statements adopted by the uniting churches to determine if such statements were held in common; and

Whereas, the Commission for a New Lutheran Church has determined that the social statements of the uniting churches are not sufficiently similar to provide social statements for adoption by the Constituting Conventions; now, therefore, it is hereby,

Resolved, that the Constituting Convention of the Evangelical Lutheran Church in America:

- a. **receive the social statements of the existing churches as historical documents of the predecessor bodies; and**
- b. **instruct the Commission for Church in Society to set priorities in regard to the issues to be studied.**

Civil Matters

Refer to *R & R*, Recommendations Adopted by the 1986 Church Conventions, 11. a.-d., pages 195-196.

Secretary Walker presented the resolution on civil matters as adopted by the 1986 church conventions.

Voted:

ELCA 87.30.14

Whereas, the Commission for a New Lutheran Church has studied and debated the legal rights of congregations and church members with a view to formulating policies for the church to be presented at its Constituting Convention; and

Whereas, the Commission for a New Lutheran Church has developed and approved recommendations with respect to privileged communication with clergypersons, chaplaincies supported by government, civil disobedience, and the bearing of arms; now, therefore, it is hereby

Resolved, that the statements of policy set forth below are hereby approved, and the delegates to the Constituting Convention are directed to approve such statements as the policies of the Church:

a. Privileged Communication with Clergypersons

The Evangelical Lutheran Church in America affirms that its pastors are obligated not to divulge any confidential disclosure made to them in the course of their pastoral ministry, nor to testify concerning conduct observed by them while working in a pastoral capacity, except with the express permission of the person who has confided in them or was observed, or if the person intends great harm to self or others.

b. Chaplaincies Supported by Government

The Evangelical Lutheran Church in America affirms that chaplaincies supported by the government must be granted the right to provide ministry according to the faith and practice of the ecclesiastical traditions from which the chaplains come.

c. Civil Disobedience

The Evangelical Lutheran Church in America asserts its commitment to the rule of law as an expression of the will of God for human societies. Nevertheless, it is recognized that laws may be enacted, or social customs may exist, which are believed to be in basic conflict with the moral law of God or the constitutional law of the land. When the means of legal recourse have not brought relief, Christians may then choose to serve the cause of justice by disobeying a law that clearly involves the violation of their obligations as believers, so long as the disobedience is done (1) only as a last resort; (2) only by nonviolent means after earnestly seeking the

counsel of other Christians and the will of God in prayer; (3) always for the sake of the larger community; (4) always with respect for the consciences of those who disagree; (5) always with willingness to accept the legal penalty for their action. The ELCA affirms as normative the teaching of the church in Article XVI of the Augsburg Confession: "Christians are obliged to be subject to civil authority and obey its commands and law in all that can be done without sin. But when commands of the civil authority cannot be obeyed without sin, we must obey God rather than [human authority] (Acts 5:29)."

d. The Bearing of Arms

The Evangelical Lutheran Church in America supports those of its members who conscientiously object to bearing arms in military service at any time, those who in conscience object to participation in a particular war or military activity (such as the refusal to use weapons of mass destruction in combat), and those who in conscience choose to participate in armed service.

Greetings

The Rev. Vilis Varsbergs, president, Latvian Evangelical Lutheran Church in America, brought greetings to the convention.

Bishop, Election of (Continued from page 23.)

The chair of the Committee on Elections, Mr. Don Jones, reported the results of the third ballot for bishop at 3:55 P.M.

Valid votes 1,027

Invalid votes 1

Seventy-five percent of vote is required for election.

Preus, David W. 337

Chilstrom, Herbert W. .. 218

Lazareth, William H. ... 151

Lundblad, Barbara 111

Swanson, Reuben 98

Sauer, Kenneth 55

Senft, Kenneth 40

Crumley, James Jr. 17

The chair announced that the seven persons receiving the highest number of votes were eligible for the fourth ballot.

The fourth ballot was cast. The chair announced that the ballot was closed at 4:00 P.M. (Refer to page 28 for results.)

Inter-Lutheran Cooperation

Refer to *R & R*, Inter-Lutheran Cooperation, pages 178-184; Resolutions Adopted by the 1986 Church Conventions, 7.a. and 7.b., pages 193-194.

The two resolutions on Inter-Lutheran Cooperation adopted by the 1986 church conventions were presented by the secretary of the convention.

Voted: To adopt the following resolutions:
ELCA 87.30.15

a. Evangelical Lutheran Church in Canada

Whereas, the Commission for a New Lutheran Church and the Lutheran Merger Commission adopted a common statement regarding the relationship of the churches that formed the Evangelical Lutheran Church in Canada and the churches that are forming the Evangelical Lutheran Church in America (reference *R & R*, Inter-Lutheran Cooperation, Section I, pages 178-179); and

Whereas, the Constituting Convention must adopt the statement on the relationship between ELCIC and ELCA in the form approved by the conventions of the uniting churches; now, therefore, it is hereby

Resolved, that the statement set forth in InterLutheran Cooperation (reference *R & R*, pages 178-179) is hereby approved.

b. The Lutheran Church-Missouri Synod

Whereas, the Commission for a New Lutheran Church and The Lutheran Church-Missouri Synod received the Report of the CNLC/LC-MS Committee on Cooperation and adopted the Principles for Cooperation and the Recommendations Regarding Issues and Schedule (reference *R & R*, Inter-Lutheran Cooperation, Section II, pages 179-184); and

Whereas, the Constituting Convention must adopt the Principles of Cooperation in the form approved by the conventions of the uniting churches; now, therefore, it is hereby

Resolved, that the Principles for Cooperation set forth in Inter-Lutheran Cooperation (reference *R & R*, pages 179-182) are hereby approved.

Lutheran World Federation Membership

Refer to Constitution Provision 22.51. and to *R & R*, Resolutions Adopted by the 1986 Church Conventions, 8, page 194.

The resolution of membership of the ELCA in the Lutheran World Federation adopted by the 1986 church conventions was presented by Secretary Walker.

Voted: Whereas, each of the uniting churches holds membership
ELCA 87.30.16 in the Lutheran World Federation; and

Whereas, it is desirable for the present relationships of the uniting churches with the Lutheran World Federation to be continued by the Church; now, therefore, it is hereby

Resolved, that the Constituting Convention of the Church take action to permit the Church to hold membership in the Lutheran World Federation.

Bishop, Election of (Continued from page 26.)

Mr. Don Jones, Committee on Elections, reported the results of the fourth ballot for the office of bishop at 4:24 P.M.

Valid votes 1,032

Invalid votes 1

Two-thirds of the votes cast are required to elect.

Preus, David W. 343

Chilstrom, Herbert W. 285

Lazareth, William H. 161

Lundblad, Barbara 108

Swanson, Reuben 80

Sauer, Kenneth 37

Senft, Kenneth 18

The chair announced that the six persons receiving the highest number of votes on the fourth ballot were eligible for the fifth ballot.

The fifth ballot for bishop was cast. The chair declared the ballot closed at 4:38 P.M. (Refer to page 32 for results.)

Inter-Church Cooperation

Refer to *R & R*, Inter-Church Cooperation, pages 185-187; Resolutions Adopted by the 1986 Church Conventions, 9.a. and 9.b., pages 194-195.

Resolutions adopted by the 1986 church conventions on inter-church cooperation were presented by the convention secretary.

Voted: a. Episcopal Church

ELCA 87.30.17.

Whereas, the 1982 conventions of The Association of Evangelical Lutheran Churches, The American Lutheran Church, and the Lutheran Church in America adopted common resolutions regarding relationships with the Episcopal Church (reference *R & R*, Inter-Church Cooperation, Section I, pages 185-186); and

Whereas, the Constituting Convention must adopt the statement on the relationship between the Episcopal Church and the Evangelical Lutheran Church in America in the form approved by the conventions of the uniting churches; now, therefore, it is hereby

Resolved, that the statement set forth in Inter-Church Cooperation (reference *R & R*, pages 185-186) is hereby approved.

b. Presbyterian Church (USA) and Reformed Churches in America

Whereas, the Commission for a New Lutheran Church adopted a resolution regarding relationship with the Presbyterian Church (USA) and with the Reformed Church in America (reference *R & R*, Inter-Church Cooperation, Section II, pages 186-187); and

Whereas, the Constituting Convention must adopt the

resolutions on the relationship between the Presbyterian Church (USA), the Reformed Church in America and the Evangelical Lutheran Church in America in the form approved by the conventions of the uniting churches; now, therefore, it is hereby

Resolved, that the resolution set forth in Inter-Church Cooperation (reference R & R, pages 186-187) is hereby approved.

Office Site

Refer to R & R, Resolutions Adopted by the 1986 Church Conventions, 13, page 197.

The resolution adopted by the 1986 church conventions regarding the locations of ELCA offices was presented by the secretary of the convention.

Voted: Whereas, extensive study, evaluation and consideration
ELCA 87.30.18 have been given to the location of church offices by task forces and committees appointed by the Commission for a New Lutheran Church and by the Commission itself; and

Whereas, to inform the discussions, data have been gathered by a consulting organization as well as by other groups and individuals and, after much discussion, the commission has approved recommendations for consideration by the uniting churches relating to office sites, and has reviewed and revised them in preparing its final report; now, therefore, it is hereby

Resolved, that the church bodies and the constituting convention approve the recommendation of CNLC:

- a. that Chicago be designated as the main offices for the new church;
- b. that Governmental Affairs and Service to Military Personnel be located in Washington, D.C.;
- c. that the Board of Pensions be located in Minneapolis;
- d. that the ELCA Publishing House be located in Minneapolis and Philadelphia.

The chair of the Transition Team, H. W. Pfennig, commented on the building purchased in Chicago for the ELCA offices located in that city.

Recommendations of the Churches (Continued from page 19.)

● Inter-Confessional Dialogues

Refer to *Program and Reports*, Report of the Transition Team, Part II, 2, page 47 (Exhibit B of these minutes, page 141).

H. W. Pfennig, Transition Team chair, presented a recommendation regarding participation of the ELCA in inter-confessional dialogues.

Voted: Whereas, one of the purposes of the Evangelical Lutheran
ELCA 87.30.19 Church in America (ELCA 4.03.) is to "foster Christian unity by participating in ecumenical activities, contributing its witness and work and cooperating with other churches which confess God the Father, Son, and Holy Spirit"; and

Whereas, the proposed ELCA Constitution (16.21.A87) provides that the Office for Ecumenical Affairs "shall coordinate the ecumenical, inter-Lutheran, and interfaith activities of this church and shall recommend policies relating thereto to the Churchwide Assembly and Church Council"; and

Whereas, the uniting churches are currently involved in inter-confessional dialogues which are expected to extend into 1988 when the ELCA assumes operational status; and

Whereas, it is desirable to assure continuity of participation in the inter-confessional dialogues until the ELCA Church Council and the Office for Ecumenical Affairs can assume responsibility for administering such participation; now therefore, it is hereby

Resolved, that the representatives of The American Lutheran Church, The Association of Evangelical Lutheran Churches, and the Lutheran Church in America, participating as of December 31, 1987, in the Lutheran-Roman Catholic Dialogue, the Lutheran-Episcopal Dialogue III, the Lutheran-Methodist Dialogue II, the Lutheran-Orthodox Dialogue, the Lutheran-United Church of Christ Dialogue, and the Lutheran-Jewish-Roman Catholic Colloquium be requested to serve in the same capacity in the Evangelical Lutheran Church in America until such time as representation has been acted upon by the Church Council.

● *Social Ministry Organizations, Affiliation of*

Refer to *Program and Reports*, Report of the Transition Team, Part II, 3, pages 47-48 (Exhibit B of these minutes, pages 141-142).

A recommendation of the Transition Team regarding the affiliation of social ministry organizations to the ELCA was presented by the Transition Team chair.

Voted: ELCA 87.30.20 Whereas, the proposed Constitution for the ELCA (16.31.F87) provides that the Division for Social Ministry Organizations "shall grant and maintain affiliation with social ministry organizations which meet criteria that have been set by this church"; and

Whereas, it is necessary to assure the continuity of relationships with all social ministry institutions and organizations currently affiliated with one or several of the uniting churches until the Division for Social Ministry Organizations assumes operational status; now, therefore, it is hereby

Resolved, that all affiliated social ministry institutions and organizations be accepted into the Evangelical Lutheran Church in America on the basis of their current affiliation with one or several of the uniting churches.

● *World Hunger Appeal*

Refer to *Program and Reports*, Report of the Transition Team, Part II, 4, page 48. (Exhibit B of these minutes, page 142).

The Transition Team recommended that the Constituting Convention adopt the following resolution to establish a continuing hunger appeal:

Motion: Whereas, the proposed ELCA Constitution (16.41.A87.j.) assigns responsibility to the Commission for Church in Society in the program of this church to combat world hunger; and

Whereas, the uniting churches have been engaged in world hunger appeals since the mid-1970s; and

Whereas, it is necessary to assure continuity of the World Hunger Program since worldwide hunger needs and their underlying causes still exist; now, therefore, it is hereby

Resolved, that the following proposal be adopted by the Constituting Convention of the Evangelical Lutheran Church in America:

Because the Holy Spirit calls us to share in God's continuing care for all people and the entire creation;

Because God asks us to love our neighbors as Christ loves us;

Because God places us in a global neighborhood, with neighbors near and far who suffer hunger and oppression; and

Because God has given our uniting churches a positive experience with generous responses from our members to the world hunger reality, particularly through our special appeals since the mid-1970s; therefore,

- a. The Evangelical Lutheran Church in America establishes a World Hunger Program with these objectives:
 - 1) to provide relief and development assistance for those who suffer from hunger and injustices related to hunger in this and other countries;
 - 2) to foster the education of the members of this church to understand and confront the reality and underlying causes of hunger;
 - 3) to advocate policies and actions for social and economic justice relating to hunger—with governments, business institutions, and structures of this church and its related agencies;
 - 4) to encourage members to practice responsible stewardship of their lives and their financial resources toward the prevention and alleviation of hunger; and
 - 5) to facilitate listening to and working together with those who have special awareness of the realities of food and hunger, including poor and hungry people in local and global communities, and those who produce, process, and distribute food.
- b. The Evangelical Lutheran Church in America, in order to sustain its World Hunger Program, establishes a continuing hunger appeal. It directs that funds be expended in the range of 25-30% within the

territorial jurisdiction of this church and 70-75% in other parts of the world.

- c. The three uniting churches shall begin immediately to combine their hunger programs.

The resolution was discussed. (Refer to page 34, action ELCA 87.1.24.)

Bishop, Election of (Continued from page 28.)

The results of the fifth ballot for bishop were reported at 4:56 P.M. by the chair of the Committee on Elections.

Valid votes	1,026
Invalid votes	1
Chilstrom, Herbert W.	354
Preus, David W.	349
Lazareth, William H.	157
Lundblad, Barbara	91
Swanson, Reuben	49
Sauer, Kenneth	26

The chair announced that the five persons with the highest number of votes on the fifth ballot were eligible for the sixth ballot.

Motion: To change the Agenda and take the sixth ballot immediately.

The chair ruled the motion out of order.

Discussion followed.

Voted: To overrule the ruling of the chair.

ELCA 87.30.21

Voted: To move the previous question.

ELCA 87.30.22

Voted: To change the Agenda and take the sixth ballot immediately.

ELCA 87.30.23

Motion Lost

During further discussion, it was agreed that the sixth ballot for the office of bishop would be deferred until Friday morning, May 1. (Refer to page 33.)

Concluding Prayer

The bishop of The Association of Evangelical Lutheran Churches, Will L. Herzfeld, offered a concluding prayer.

The second business session was declared to be in recess at 5:25 P.M.

SPECIAL EVENTS

THURSDAY, APRIL 30

“WHY,” a mission drama, was presented at 8:00 P.M. in the Hyatt Regency Ballroom.

A special “BIRTH DAY PARTY” was celebrated beginning at 9:00 P.M. in the Ohio Center.

THIRD BUSINESS SESSION

FRIDAY, MAY 1

8:30 A.M. — 1:00 P.M.

Call to Order

William Kinnison, chair, called the convention to order at 8:30 A.M.

Worship

Refer to *Program and Reports*, Friday Morning Service, pages 16-23.

The third business session began with a worship service with the theme "In the Unity of the Spirit . . . One Faith."

Bishop, Election of (Continued from page 32.)

The sixth ballot for bishop was cast at 9:35 A.M. The chair declared the ballot closed at 9:42 A.M. (Refer to page 34 for results.)

Greetings

Dr. James R. Crumley Jr. requested a moment of personal privilege to read certain letters to the convention sent from other Lutheran church bodies on the formation of the Evangelical Lutheran Church in America.

Portions of greetings were read from communications received from:

Evangelical Lutheran Church in Bolivia
Evangelical Lutheran Church in Lithuania
Evangelical Lutheran Church in Thuringia
Evangelical Church of the Union Region FRG and Berlin West
Lutheran Church in the Philippines
Lutheran Church in Argentina
South Andhra Lutheran Church
Evangelical Lutheran Church of Saxony
Lutheran Church in Hannover
Lutheran Church in Liberia
Evangelical Lutheran Church in Chile
Gutnius Lutheran Church, Papua New Guinea
Christian Protestant Church in Indonesia
Huria Kristen Batak Protestant Church, Indonesia
India Evangelical Lutheran Church
Lutheran Church in Malaysia and Singapore
Evangelical Church in Austria

Refer to Exhibit F, pages 337-344.

Resource Documents, Changes in

Refer to *R & R*, Errata, pages 29-30.

The chair noted the corrections to *R & R* printed in *Program and Reports*. He also led the delegates through changes in the *Program and Reports* and *Nominations* distributed in the form of an errata sheet. Members of the convention then called attention to further corrections to be made in *Nominations*, particularly in regard to synod identification of nominees.

Bishop, Election of (Continued from page 33.)

Don Jones reported at 10:18 A.M. the following results of the sixth ballot for bishop:

Valid ballots	1,023
Invalid ballots	10
Herbert Chilstrom	387
David Preus	333
William Lazareth	150
Barbara Lundblad	124
Reuben Swanson	29

The chair announced that the following persons are eligible for the seventh ballot:

Herbert Chilstrom, David Preus, William Lazareth, Barbara Lundblad.

According to the convention rules, the four persons with the highest votes on the sixth ballot were to address the convention. Each person was limited to a five-minute presentation. The nominees spoke in alphabetical order: Chilstrom, Lazareth, Lundblad, Preus.

The seventh ballot for bishop was cast at 10:57 A.M. The chair declared the balloting closed at 11:00 A.M. (Refer to page 37 for results.)

Recommendations of the Churches (Continued from page 32.)

● *World Hunger Appeal* (Continued from pages 31-32.)

The recommendation of the Transition Team regarding a world hunger appeal was discussed further.

Voted: Whereas, the proposed ELCA Constitution (16.41.A87.j.) ELCA 87.1.24 assigns responsibility to the Commission for Church in Society in the program of this church to combat world hunger; and

Whereas, the uniting churches have been engaged in world hunger appeals since the mid-1970s; and

Whereas, it is necessary to assure continuity of the World Hunger Program since worldwide hunger needs and their underlying causes still exist; now, therefore, it is hereby

Resolved, that the following proposal be adopted by the Constituting Convention of the Evangelical Lutheran Church in America:

Because the Holy Spirit calls us to share in God's continuing care for all people and the entire creation;

Because God asks us to love our neighbors as Christ loves us;

Because God places us in a global neighborhood, with neighbors near and far who suffer hunger and oppression; and

Because God has given our uniting churches a positive experience with generous responses from our members

to the world hunger reality, particularly through our special appeals since the mid-1970s; therefore,

- a. The Evangelical Lutheran Church in America establishes a World Hunger Program with these objectives:
 - 1) to provide relief and development assistance for those who suffer from hunger and injustices related to hunger in this and other countries;
 - 2) to foster the education of the members of this church to understand and confront the reality and underlying causes of hunger;
 - 3) to advocate policies and actions for social and economic justice relating to hunger—with governments, business institutions, and structures of this church and its related agencies;
 - 4) to encourage members to practice responsible stewardship of their lives and their financial resources toward the prevention and alleviation of hunger; and
 - 5) to facilitate listening to and working together with those who have special awareness of the realities of food and hunger, including poor and hungry people in local and global communities, and those who produce, process, and distribute food.
- b. The Evangelical Lutheran Church in America, in order to sustain its World Hunger Program, establishes a continuing hunger appeal. It directs that funds be expended in the range of 25-30% within the territorial jurisdiction of this church and 70-75% in other parts of the world.
- c. The three uniting churches shall begin immediately to combine their hunger programs.

● *Terms of Office*

Refer to *Program and Reports*, Report of the Transition Team, Part II, 6, pages 49-50 (Exhibit B of these minutes, pages 143-144).

The Transition Team submitted a substitute recommendation for the recommendation regarding terms of office in its printed report.

Voted: Whereas, the governing documents of the ELCA provide for election of ELCA officers, Church Council, board and committee members, and executive directors for specified terms of service; and

Whereas, these governing documents do not specify the beginning and ending dates of the terms for these various office holders; and

Whereas, the terms of members of the Church Council, bishop, vice-president, secretary, and editor of the church periodical elected by the ELCA Constituting Convention should begin at

the close of the Constituting Convention to insure that the ELCA will have duly authorized and acting officers and Church Council members at all times during 1987; and

Whereas, the terms of office holders elected by a Churchwide Assembly held after the Constituting Convention should begin at an appropriate date subsequent to such Churchwide Assembly; now, therefore, it is hereby

Resolved, that

a. The terms of those persons elected by the Constituting Convention shall begin and end as follows:

- 1) The terms of the bishop, vice-president, secretary, and editor of the church periodical shall begin at the close of the Constituting Convention and end on the last day of the third month following the Churchwide Assembly at which their successors are elected.**
- 2) The terms of the members of the Church Council, boards, and nominating committee shall begin at the close of the Constituting Convention and end on the day preceding the first day of the first meeting of the appropriate unit following the Churchwide Assembly at which their successors are elected.**
- 3) The terms of the members of the discipline panel and Committee on Appeals shall begin at the close of the Constituting Convention and end on the last day of the Churchwide Assembly at which their successors are elected.**

b. The terms of those persons elected by a Churchwide Assembly held after the Constituting Convention shall begin and end as follows:

- 1) The terms of the bishop, vice-president, secretary, and editor of the church periodical shall begin on the first day of the fourth month following the Churchwide Assembly at which elected and end on the last day of the third month following the Churchwide Assembly at which their successors are elected.**
- 2) The terms of the members of the Church Council, boards, and nominating committee shall begin on the first day of the first meeting of the appropriate unit following the Churchwide Assembly at which elected and end on the day preceding the first day of the first meeting of the appropriate unit following the Churchwide Assembly at which their successors are elected.**
- 3) The terms of the members of the discipline panel and Committee on Appeals shall begin on the day following the end of the Churchwide Assembly at which**

elected and end on the last day of the Churchwide Assembly at which their successors are elected.

c. The terms of the persons elected and ratified by the Church Council and boards, shall begin and end as follows:

- 1) The terms of the first treasurer and executive directors elected after the Constituting Convention shall begin at the date of election and end on the last day of the second month following the meeting of the churchwide unit at which their successors are elected.
- 2) The terms of each treasurer and executive directors elected subsequent to a Churchwide Assembly held after the Constituting Convention shall begin on the first day of the third month following the meeting of the churchwide unit at which elected and end on the last day of the second month following the meeting of the churchwide unit at which their successors are elected.
- 3) The terms of the board of the Commission for Multicultural Ministries and the standing committees for the offices shall begin on the first day of the first meeting of the board or standing committee following the meeting of the Church Council at which elected or ratified and end on the day preceding the first day of the first meeting of the board or standing committee following the meeting of the Church Council at which their successors are elected or ratified.

Bishop, Election of (Continued from page 34.)

Don Jones reported the following results of the seventh ballot:

Valid Ballots	1,038
Invalid Ballots	1
Herbert Chilstrom	347
David Preus	340
William Lazareth	197
Barbara Lundblad	154

The chair announced that the following persons were eligible for the eighth ballot:

Herbert Chilstrom, David Preus, William Lazareth.

The chair announced that the delegates would have opportunity to ask questions of the three remaining nominees for bishop following the close of this convention session. (Refer to page 39.)

Recommendations of the Churches (Continued from page 37.)

● *First Churchwide Assembly, Date for*

Refer to *Program and Reports*, Report of the Transition Team, Part II, 10, page 51. (Exhibit B of these minutes, page 145).

H. W. Pfennig presented the Transition Team's recommendation regarding the date for the first Churchwide Assembly.

Motion: Whereas, it is necessary to clarify the ELCA Continuing Resolutions regarding the date for the first Churchwide Assembly; and

Whereas, responsible stewardship of resources requires careful scheduling of all ELCA events and thoughtful consideration of the use of time of delegates, all planning committees, and staff; now, therefore, it is hereby

Resolved, that the first Churchwide Assembly of the Evangelical Lutheran Church in America be held in 1990.

Voted: To amend the resolution by striking "1990" and inserting ELCA 87.1.26 "1989."

Voted: Whereas, it is necessary to clarify the ELCA Continuing Resolutions regarding the date for the first Churchwide Assembly; and

Whereas, responsible stewardship of resources requires careful scheduling of all ELCA events and thoughtful consideration of the use of time of delegates, all planning committees and staff; now, therefore, it is hereby

Resolved, that the first Churchwide Assembly of the Evangelical Lutheran Church in America be held in 1989.

Editor of *The Lutheran*, Election of

Refer to *R & R*, Rules of Procedure, 14, page 162; *Program and Reports*, Report of the Transition Team, Part II, 1, page 47. (Exhibit B of these minutes, page 141).

H. W. Pfennig presented the Transition Team's nomination of editor of *The Lutheran*.

Whereas, the 1986 general conventions of the uniting churches authorized the Transition Team to present one nominee for the editor of the church periodical to the Constituting Convention and to present a second nominee if the first is not elected; and

Whereas, the ELCA Constitution (16.51.57.) states that the editor shall be elected to a four-year term; now, therefore, it is hereby

Resolved, that the Rev. Edgar R. Trexler be nominated to serve as the editor of *The Lutheran* for a four-year term.

The chair announced that a "Yes" or "No" vote was to be written on the ballot for editor of *The Lutheran*.

The chair declared the balloting closed at 11:48 A.M. (Refer to page 39 for election results.)

The third business session recessed at 11:57 A.M.

FOURTH BUSINESS SESSION

FRIDAY, MAY 1

2:30 P.M. — 5:30 P.M.

Call to Order

The chair called the session to order at 2:30 P.M.

Editor of *The Lutheran*, Election of (Continued from page 38.)

Don Jones reported at 2:35 P.M. the results of the ballot for editor of *The Lutheran*:

Valid Ballots	943
Invalid Ballots	4
Votes required for election ...	472
Yes	831
No	112

Dr. Kinnison declared the Rev. Edgar R. Trexler elected editor of *The Lutheran* for a four-year term. Trexler responded with words of appreciation.

Bishop, Election of (Continued from page 37.)

The eighth ballot for bishop was cast at 2:40 P.M. The chair declared the ballot closed at 2:45 P.M. (Refer to page 40 for results.)

Introductions

As a point of personal privilege, the Rev. James R. Crumley Jr. announced that the three bishops had invited those churches with whom the ALC, AELC, and LCA are in dialogue to send representatives to the Constituting Convention. Executives of inter-Lutheran agencies also were invited to attend the Constituting Convention.

He presented the following persons to the convention:

Bishop Earl G. Hunt, President, Council of Bishops
United Methodist Church

The Very Rev. John Travis, Ecumenical Officer
Greek Orthodox Church in North and South America

The Very Rev. Leonid Kishkovsky, Ecumenical Officer
The Orthodox Church in America

The Rev. Avery D. Post, President
United Church of Christ

The Rev. Edwin Mulder, General Secretary
Reformed Church in America

The Rev. Arie Brouwer, General Secretary
National Council of the Churches of Christ in the USA

Father William Gorby
Episcopal Church in the U.S.

The Rev. Ralph A. Bohlmann, President
The Lutheran Church—Missouri Synod

The Rev. Samuel H. Nafzger
The Lutheran Church—Missouri Synod

Bishop William H. Keeler, Chairman
Roman Catholic Bishops' Committee for Ecumenical and
Inter-Religious Affairs

The Rev. Gunnar Staalsett, General Secretary
Lutheran World Federation

The Rev. John R. Houck, General Secretary
Lutheran Council in the U.S.A.

Mr. Norman E. Barth, Executive Director
Lutheran World Relief

Mr. Harold T. Hanson, General Secretary
Lutheran World Ministries

Greetings

The Rev. Ralph A. Bohlmann, president of The Lutheran Church—Missouri Synod, brought greetings and addressed the convention.

The Rev. Arie Brouwer, general secretary of the National Council of the Churches of Christ in the USA, brought greetings to the convention from the council expressing appreciation for Lutheran contributions to the work of the NCCUSA.

The Rev. Gunnar Staalsett, general secretary of the Lutheran World Federation, addressed the convention, bringing greetings from the Lutheran World Federation. He urged the ELCA to continue to pursue the ecumenical vision.

Bishop, Election of (Continued from page 39.)

Don Jones at 3:30 P.M. reported the following results of the eighth ballot for bishop:

Valid Ballots	1,034
Invalid Ballots	3
Votes needed for election	692
Herbert Chilstrom	423
David Preus	378
William Lazareth	233

The chair announced that the ninth ballot would be limited to the two persons receiving the highest number of votes: Herbert Chilstrom and David Preus.

The chair reported that the Committee on Elections has offered the following as its interpretation of how a majority vote is to be determined:

That a majority be determined by the majority of valid votes cast.

The ninth ballot for bishop was cast at 3:45 P.M. The chair declared the ballot closed at 3:50 P.M. (Refer to page 42 for results.)

Council, Boards, and Committees, Election of

Refer to convention action ELCA 87.30.5, page 17. *Nominations*, Nominations by the Churches, pages 11-42.

The chair referred to the church body nominees listed in the Nominations book mailed to the delegates prior to the convention and called for nominations from the floor for the Church Council, boards, and committees.

Persons making floor nominations were recognized in the order of numbers given them at the Nomination Center. The following nominations were made for the positions noted:

1. Anne Z. Van Wagoner—Church Council - position #19
2. Gordon H. DeWerth—Publishing House - position #12
3. Allan R. Nelson—Pensions - position #12
4. Paul M. Youngdahl—Publishing House - position #11
5. Krishen A. Persaud—Church in Society - position #3
6. Mark Borchers—Nominating Committee - position #8
7. Roy E. Satre—Ministry - position #6
8. A. Jean Lesher—Publishing House - position #17
9. June C. Kjome—Global Mission - position #2
10. Michael D. Thomas—Congregational Life - position #1
11. Phillip C. Huber—Outreach - position #13
12. Malcolm L. Minnick Jr.—Outreach - position #10
13. Larry G. Lenning—Global Mission - position #1
14. Sarah Payne Naylor—Outreach - position #11
15. Marie C. Jerge—Ministry - position #11
16. Mary Ann Shealy—Global Mission - position #14
17. Wallace J. Jorgenson—Communication - position #15
18. Elizabeth A. Eaton—Ministry - position #11
19. Gayle A. Borchert—Congregational Life - position #2
20. David R. Justian—Church Council - position #23
21. Gary L. Harbaugh—Ministry - position #16
22. Mary K. Nelson—Pensions - position #14
23. Kenneth C. Feinour Jr.—Pensions - position #16
24. James R. Crumley Jr.—Ministry - position #11
25. Reuben T. Swanson—Pensions - position #16
26. Viviane E. Thomas-Breitfeld—Church in Society - position #14
27. Ronald Bagnall—Pensions - position #16
28. Marlene B. Park—Outreach - position #17
29. Mildred Tengbom—Global Mission - position #14
30. George E. Keck—Ministry - position #10
31. Darlene B. Muschett—Outreach - position #13

Voted: **That nominations for Church Council, boards, and committees be closed.**
ELCA 87.1.28

Refer to page 50 for further action.

Bishop, Election of (Continued from page 40.)

The following results of the ninth ballot for bishop were reported at 4:12 P.M. by Don Jones:

Valid ballots	1,037
Invalid ballots	0
Votes needed for election	519
Herbert Chilstrom	626
David Preus	411

The chair declared the election completed and the selection of the bishop made by the proper rules. He then declared Herbert Chilstrom elected as bishop of the Evangelical Lutheran Church in America.

Bishop and Mrs. Chilstrom came to the podium to the applause of the assembly.

Bishop Chilstrom addressed the convention expressing his thanks and pledging his commitment to the Evangelical Lutheran Church in America and asking the assembly to commit themselves to praying fervently for the gift of the Holy Spirit.

Bishop Preus requested a point of personal privilege and addressed the convention expressing his support of Bishop Chilstrom.

Executive Directors, Selection of

Earlier in the convention a question had been raised concerning the process of selection of candidates/nominees for executive positions for the Evangelical Lutheran Church in America.

H. W. Pfennig, chair, Transition Team, reported briefly on the selection process. He also provided the following information regarding the number of persons from each of the church bodies who have been interviewed for executive director positions within the Evangelical Lutheran Church in America and whose application has been forwarded to the Transition Team for consideration:

- 42 persons from the ALC,
- 39 persons from the LCA, and
- 4 persons from the AELC.

Mr. Pfennig also informed the convention that 61 of these persons are men; 24 are women; and eight are persons of color.

Committee on Reference and Counsel, Report of

Kathryn W. Baerwald, chair of the Committee on Reference and Counsel, presented Report #1 of the committee. She outlined the following general principles under which the committee is working:

1. The ELCA Constituting Convention has the status of a special convention and therefore can deal only with a limited agenda as specified in the Call and Notice of the Constituting Convention.
2. As noted in item #9 of the Rules of Procedure (*R & R*, page 160), "a two-thirds vote of the constituting convention shall be required to add the item of new business to the agenda."

3. If the ELCA Constituting Convention approves by a two-thirds vote to add an item of new business to the agenda, a simple majority will be required when acting on the item insofar as the item is appropriate and permissible for convention consideration.

● *Pornography, Priority in Addressing Issue of*

The Committee on Reference and Counsel brought a resolution submitted by the members of the convention from the Virginia Synod regarding instructing the Commission for Church in Society concerning the handling of the issue of pornography and *recommended* that this item be presented to the ELCA Constituting Convention as new business.

The Committee on Reference and Counsel further *recommended* that, if adopted by the ELCA Constituting Convention as an item of new business, this resolution be referred to the Commission for Church in Society for consideration.

Voted: **To accept the resolution, Priority in Addressing the Issue ELCA 87.1.29 of Pornography, as new business.**

The chair announced that this item of new business would be taken up on Saturday when the agenda calls for new business. (Refer to page 64.)

● *Pension and Other Benefits Plans*

The Committee of Counsel and Reference brought a resolution submitted by the Rev. David W. Preisinger that asks the Board of Pensions and the Church Council to monitor the Pension and Other Benefits Plans and make recommendations to the first Churchwide Assembly for appropriate modifications. The committee called the convention's attention to ELCA Constitution Provision 16.51.33 that provides for the concern of the resolution.

The matter was discussed.

Motion: That Constitution Provision 16.51.33 constitutes an adequate response to the concern of the resolution.

The matter was discussed further.

Motion: To substitute: That the resolution on Pension and Other Benefits Plans be referred to the Church Council and the Board of Pensions of the Evangelical Lutheran Church in America for their information.

The matter was discussed further.

Voted: **That all matters now before the house be referred back to ELCA 87.1.30 the Committee on Reference and Counsel for a subsequent report.**

(Refer to pages 46 and 69 for further recommendation.)

● *Medical and Dental Benefits Plan*

The Committee on Reference and Counsel brought to the floor a resolution submitted by the Rev. Harold S. Weiss and others, which would instruct the Church Council and the Board of Pensions to delay the implementation of the Pension and Other Benefits Plans until after the first regular Churchwide Assembly.

The committee advised the convention that:

Inasmuch as the 1986 conventions of The American Lutheran Church, the Association of Evangelical Lutheran Churches, and the Lutheran Church in America adopted identical resolutions with respect to the pension and other benefits plans; and

Inasmuch as the uniting churches will cease their activities as of December 31, 1987;

The Committee of Counsel and Reference, upon the advice of legal counsel, deems that this resolution cannot be considered by the ELCA Constituting Convention.

The matter was discussed.

Motion: That the resolution not be brought before the convention.

Voted: To close debate.

ELCA 87.1.31

Voted: That the resolution, Medical and Dental Benefits Plan, not be brought before the convention.

ELCA 87.1.32

(Refer to pages 46-47 for text of resolution.)

Rules of Procedure, Interpretation of

Refer to *R & R*, Rules of Procedure, 9, page 160.

Motion: That Rule 9 of the Rules of Procedure be interpreted in this way:

- a. That any motion of new business go to the Committee of Counsel and Reference.
- b. That the committee make a recommendation on the item so reported which recommendation must be acted upon by the convention.
- c. The convention may adopt the recommendation of the committee by a simple majority.
- d. The convention may amend or reject the recommendation of the committee only by a two-thirds vote.

Refer to page 45, action ELCA 87.1.34.

The fourth business session was recessed at 5:30 P.M.

FIFTH BUSINESS SESSION

FRIDAY, MAY 1

8:00 P.M. — 10:15 P.M.

Call to Order

The chair called the meeting to order at 8:10 P.M.

Secretary, Election of

Refer to *R & R*, Rules of Procedure, 12, pages 161-162.

The chair read the rules of procedure for the election of the secretary of the Evangelical Lutheran Church in America.

The nominating ballot for secretary was cast at 8:15 P.M. The chair declared the balloting closed at 8:20 P.M. (Refer to pages 50-51 for results.)

Vice-President, Election of

The chair reported that two persons have asked to submit floor nominations for the position of vice-president.

Those nominated from the floor are:

Dorothy K. Jacobs, Austin, Texas

Margaret B. Wold, Garden Grove, California

Voted: To close nominations.

ELCA 87.1.33

(Refer to page 69 for church body nominations.)

Committee on Reference and Counsel, Report of

(Continued from page 44.)

The convention was informed that all resolutions to the Committee on Reference and Counsel will be printed in the minutes.

● *Rules of Procedure, Interpretation of* (Continued from page 44.)

Kathryn Baerwald, chair of the Committee on Reference and Counsel, offered an interpretation of Rule 9 of the Rules of Procedure for the Constituting Convention which was a restatement of the motion on the floor at the close of the fourth business session.

Voted: That Rule 9, Rules of Procedure for the Constituting Convention, be interpreted as follows:
ELCA 87.1.34

- a. Any proposed item of new business must be referred to the Committee on Reference and Counsel.
- b. The Committee on Reference and Counsel may propose one of the following actions:
 - 1) that the item be added as is as an item of new business, which would require a two-thirds majority vote, and that the item be adopted as is, which would require a simple majority vote; or

- 2) that the item in a changed or altered form be added as an item of new business, which would require a two-thirds majority vote; or
- 3) that the proposed item not be added as an item of new business; or
- 4) that the proposed item not be submitted to the convention because it proposes an improper action by the convention.

● *Pension and Other Benefits Plans* (Continued from page 43.)

Kathryn Baerwald also presented Item #2. Pension and Other Benefits Plans from the Report of the Committee on Reference and Counsel. This item had been referred back to the committee by ELCA action 87.1.30.

The resolution submitted by the Rev. David W. Preisinger reads as follows:

Whereas, the Pension and Other Benefits Plan of the ELCA will have an effect on all pastors, lay leaders, and congregations for many years to come; and

Whereas, this plan is of necessity written in technical language, and it is, therefore, extremely difficult to understand and interpret; and

Whereas, because of time constraints in the formation of the ELCA its approval and adoption took place before all documents could be thoroughly studied; and

Whereas, it has been projected that the over-all cost for the plan will mean an increased expenditure for most congregations, and such an expense may prove very difficult for smaller congregations, particularly in rural and urban areas; and

Whereas, for many congregations the increased costs may well impact upon mission giving; and

Whereas, the long-range cost of the program to the church-at-large is not yet known; and

Whereas, it has not been demonstrated that a 9% pension will be adequate to maintain a comparable style of living upon retirement; now, therefore, be it

Resolved, that the Board of Pensions and the Church Council of the ELCA be asked to monitor closely the Pension and Other Benefits Plan of the ELCA: especially 1) costs to congregations, 2) the impact of congregations opting out due to the cost; and be it further

Resolved, that the Board of Pensions and the Church Council make recommendations regarding appropriate modifications based upon their study in an effort to reduce the cost to congregations while ensuring the adequate care of pastors and lay professionals; and be it further

Resolved, that these reports and recommendations be presented to the 1990 Churchwide Assembly for study and possible action.

The Committee on Reference and Counsel advised the convention that it declines to submit the resolution to the convention because it is inappropriate at this time due to the actions taken by the church bodies.

● *Medical and Dental Benefits Plan* (Continued from pages 43-44.)

Item #3, a resolution which the convention by action ELCA 87.1.32 declined to add as new business, was read into the minutes as follows:

Whereas, the proposed pension plan of the ELCA, in its health and dental insurance provisions, mandates that all members of the plan must have that coverage for themselves and for their dependents; and

Whereas, congregations and other employing agencies of pension plan members are required to pay premiums for member and dependent coverage whether or not there are any dependents and whether or not the member is covered otherwise; and

Whereas, this provision results in severe additional financial burdens; e.g., a small congregation with an unmarried, covered pastor will face additional annual expenses of up to \$2,000; e.g., a large congregation with four staff persons (two of whom have dependents with their own coverage, with one of them having dependent coverage for the staff member) would have additional expenses of some \$6,000; e.g., an institution of the church is facing additional premium costs of approximately \$30,000; and

Whereas, planners for the ELCA budget are estimating that the effect of additional costs as described in the previous paragraph will be a \$6 million reduction in benevolence contributions for the ministries of the ELCA, thereby causing mission outreach to be curtailed; and

Whereas, certain institutions and congregations are already exploring with commercial insurance companies alternative proposals for benefits proposed under the entire Pension Plan program—retirement, life insurance, disability, medical, and dental—with optional features, which, if that became widespread, would result in serious confusion and problems, especially with regard to mobility of pastors and associates in ministry; and

Whereas, we have been advised that amending the Pension Plan cannot be allowed in accordance with actions of the final conventions of The ALC, AELC, and LCA; therefore, be it

Resolved, that this constituting convention of the Evangelical Lutheran Church in America take action instructing the Church Council and the Board of Pensions to delay the implementation of the proposed Pension Plan until January 1 of the year following the first regular ELCA convention, and that the Board of Pensions be instructed to develop and present to the first regular ELCA convention an alternative to the provision requiring member's and dependents' health and dental insurance coverage; and be it further

Resolved, that, in the interim, the Board of Pensions administer a continuation of the pension plans of the three uniting churches, providing for the possibility of present AELC members to become members of the ALC plan or the LCA plan, and providing for new members (and for present members taking new calls or appointments) to choose to enroll in either the ALC or the LCA plan (or to choose the AELC plan).

Addendum: Should it be ruled possible to amend the proposed Pension Plan, we could accomplish the objective presented above by a simple resolution instructing the Church Council and the Board of Pensions to amend the plan to provide for members of the plan to opt out of health and dental insurance coverage for themselves and for their dependents if they aver that they have alternate health insurance coverage.

● *Health Benefits Program, Supplemental*

Ms. Baerwald presented the following resolution with the information that the Transition Team has already voted to forward it to the ELCA as it has other resolutions adopted by the church body conventions:

Whereas, out-of-pocket expenses for individuals and families enrolled in ELCA Medical and Dental Benefit Plans (maximum \$1,000 per individual per calendar year, \$2,000 per family per calendar year) may impose a severe financial hardship on many individuals and families; and

Whereas, the ALC General Convention in 1986 adopted a resolution (GC86.27.132, 133; *Reports and Actions, Part 3*, pages 1267-1268) directing the Board of Pensions of ELCA to provide a supplemental program "to help cover the deductible and co-insurance costs"; therefore, be it

Resolved, that the ELCA Constituting Convention also encourage the Board of Pensions of ELCA to provide a supplemental health benefits program to be available for subscription by January 1, 1988.

● *Resolutions, Adoption of*

Item #5, Report of the Committee on Reference and Counsel, which reads as follows, was presented with the information that these matters have been cared for during the course of the convention:

Resolved, that all required resolutions contained in the Program and Reports book be accepted; and be it further

Resolved, that the agenda be followed and used as an order to comment on the accepted resolutions through appropriate discussion and sense resolutions.

The committee *recommended* that this item not be added as new business.

Voted: That the convention not add the resolution, Supplemental ELCA 87.1.35 Health Benefits Program, as new business.

● *Tobacco-free Church Facilities*

Item #6, Report of the Committee on Reference and Counsel, was presented with the information that the Churchwide Assembly may not direct its synods and congregations on matters such as this. The resolution reads:

Whereas, use of tobacco has been proved detrimental to the health of the user; and

Whereas, second-hand smoke from smoking tobacco has been proved to be detrimental to the health of non-smokers; therefore, be it

Resolved, that the congregations forming the ELCA be encouraged to make their churches tobacco-free by January 1, 1988. There may be extreme circumstances where tobacco use may need to be allowed. Some churches make room available to support groups such as AA, drug, child, spouse abuse, etc. which serve persons dealing with crises which may make non-tobacco use difficult for even one or two hours; and be it therefore

Resolved, that such congregations supply adequate ventilation to such room to assure the comfort of all in attendance and to ensure a smoke-free atmosphere to the remainder of the church area; and be it further

Resolved, that all ELCA offices be encouraged to make said offices tobacco-free on January 1, 1988; and be it further

Resolved, that all meetings of the ELCA, whether on a national, synodical, or congregational level, be declared tobacco-free beginning January 1, 1988.

Motion: That the convention not add the resolution, Tobacco-free Church Facilities, as new business.

The matter was discussed.

Motion: To substitute: That the convention add the resolution, Tobacco-free Church Facilities, as new business.

The matter was discussed.

Voted: To substitute: That the convention add the resolution, Tobacco-ELCA 87.1.36 free Church Facilities, as new business.

Motion Lost

Voted: That the convention not add the resolution, Tobacco-free ELCA 87.1.37 Church Facilities, as new business.

● *Youth Advisory Members of Church Council*

Item #7, Report of the Committee on Reference and Counsel, was brought to the floor. The resolution reads as follows:

Whereas, the position of youth representative to the Church Council is one of the highest positions a youth can serve in the Evangelical Lutheran Church in America; and

Whereas, the youth representatives to the Church Council provide a different and needed insight into the works of the church and the needs of its people; and

Whereas, Article 15.31.02 of the ELCA states "The Church Council shall have two youth representatives elected by the youth organization of this church;" and

Whereas, two meetings of the Church Council will take place before the constituting convention of the youth organization of the ELCA, where possibly the youth representatives will be selected; therefore be it,

Resolved, that nominations for the positions of youth representative to the Church Council be solicited from the delegate body; and be it further

Resolved, that the delegates to the constituting convention of the ELCA select two youth to serve as youth representatives to the Church Council; and be it further

Resolved, that the two youth selected by the constituting convention of the ELCA be submitted for ratification by the constituting convention of the youth organization of the ELCA; and be it further

Resolved, that the two youth representatives serve a term to end at the conclusion of the first meeting of the youth organization in August of 1988.

The Committee on Reference and Counsel *recommended* that this item be presented as new business and, if adopted, "that Youth Convo in attendance at the ELCA Constituting Convention select two representatives to serve as advisory

members to the ELCA Church Council until successors are elected by the ELCA Youth Organization.”

The matter was discussed.

Voted: That the convention add the resolution, Youth Advisory ELCA 87.1.38 members of Church Council, as new business.

The matter was discussed.

Motion: That Youth Convo in attendance at the ELCA Constituting Convention select two representatives to serve as advisory members to the ELCA Church Council until successors are elected by the ELCA Youth Organization.

The matter was discussed.

Motion: To substitute the original motion with these amendments:
to amend the second resolved to read “. . . two youth *from among the youth delegates to this convention* to serve . . .”;
to delete the third resolve.

The matter was discussed.

The chair announced that the convention must turn to other required business at this time and indicated this matter would be brought back to the floor at a later time. (Refer to page 58).

Council, Boards, and Committees, Election of (Continued from page 41.)

Refer to *R & R*, Rules of Procedure, 25, pages 165-166.

Biographical material on those persons nominated from the floor for the Church Council, boards, and committees had been distributed.

Mr. Jim Myers, a member of the Committee on Elections, introduced the preliminary ballot for Church Council, boards, and committees and explained its use.

Errors were discovered on the ballot in Ticket #2 under Outreach and Ticket #12 under Pensions. Both of these tickets were scratched and the remaining part of the ballot was used for voting.

Extension of Time

Voted: To extend the time for recess until the second ballot for ELCA 87.1.39 secretary has been cast.

Council, Boards, and Committees, Election of (Continued from page 50.)

The chair declared the preliminary ballot closed. (Refer to pages 53-57 for results.)

Secretary, Election of (Continued from page 45.)

Mr. Myers reported at 10:02 P.M. the results of the nominating ballot for the position of secretary.

Valid Ballots	939
Invalid Ballots	4
Abstentions	4

A unanimous vote is required for election.

Almen, Lowell	180	Lundblad, Barbara	22
Anderson, Dennis	3	Lutz, Charles	33
Aull, James	1	Lutz, Paul	1
Baerwald, Kathryn	55	Marple, Dorothy	20
Beekmann, Darold	4	Mauney, Marshall	1
BeMiller, Thomas	3	McDaniel, Michael	1
Blanck, Robert	2	Meuser, Fred	2
Briggs, Ann	1	Mickelson, Arnold	17
Brown, David	5	Nelson, Hubert	1
Burgess, Faith	32	Nelson, Vivian Jenkins	1
Burnford, Fran	1	Peper, Robert	2
Capers, James	12	Peterson, James E.	1
Crumley, James	3	Preus, David	4
Dickson, Donna	1	Price, Barbara	2
Dowhower, Kay	2	Reisinger, Frank	1
Dunlop, Patricia	2	Rodrick, Joe	2
Erickson, Paul	12	Rokke, David	1
Ewald, Elwyn	4	Rustad, Rena	34
Fry, Franklin D.	1	Sauer, Kenneth	6
Gengenbach, Gerald	1	Scheiber, Richard	1
Grorud, Mark	1	Schieve, Mary Jane	1
Grumm, Christine	2	Schneider, Edward	1
Hall, Donald	3	Sheneman, Lloyd	3
Herder, Robert	1	Senft, Kenneth	2
Herzfeld, Will	17	Settlage, Craig	4
Hicks, Sherman	1	Shaffer-Gottschalk, Patricia	1
Hillerich, Donald	1	Shannon, Amalie	2
Holle, Reginald	19	Sorenson, Morris	13
Hoy, Dortha	1	Swanson, Judith	1
Jacobs, Dorothy	1	Swanson, Reuben	108
Jansen, Harold	123	Tellekson, Wayne	1
Jensen, Bonnie	48	Thompson, Susan	3
Jensen, Richard	1	Teig, Shirley	7
Johnson, Delbert	1	Tietjen, John	2
Johnson, Lita B.	4	Trout, Nelson	10
Kelley, Robert	14	Ulring, Paul	1
Kinnison, William	2	Walker, Loretta	5
Koenig, Daryl	24	Weiskotten, Edward	2
Koenig, Karl	1	Weiss, Harold	2
Koenig, Marvin	2	Werger, Paul	1
Kreis, Sandra	2	West, Robert A.	1
Leffler, Lois	4	Wilson, Hazel	2
Light, Charlotte	1	Wold, Margaret	7
Lohre, John	2	Youngdahl, Stephen	1

Ms. Kathryn Baerwald, the Rev. Will Herzfeld, and the Rev. Reuben Swanson requested that people not continue to vote for them.

The second vote for the position of secretary was cast. The chair declared the ballot closed. (Refer to page 57 for results.)

Concluding Prayer

The Rev. Barbara Lundblad led in closing prayers, especially on behalf of the churchwide bishops of the current three church bodies for the work they had done in bringing the churches to this point of merger.

The convention recessed at 10:15 P.M.

SIXTH BUSINESS SESSION

SATURDAY, MAY 2

8:30 A.M. — 1:00 P.M.

Worship

Refer to *Program and Reports*, Saturday Morning Service, pages 24-27.

The sixth business session opened with a worship service at 8:30 A.M. The theme of the service was "In the Unity of the Spirit . . . One Baptism."

Call to Order

The chair called the session to order at 9:05 A.M.

Greetings

Telegrams were read from Archbishop Mesrob Ashjian of the Armenian Apostolic Church of America and from the Episcopal Conference of Diocesan Executives meeting in San Antonio, Texas. (Refer to Exhibit F, Greetings, page 343.)

Council, Boards, and Committees, Election of

(Continued from page 50.)

Refer to *Nominations*, Nominations by the Churches, pages 11-42.

The chair called for the report of the Committee on Elections on the preliminary ballot for Church Council, boards, and committees.

The following report was presented by the Rev. Stephanie Frey:

CHURCH COUNCIL

Ticket 19, page 56—valid 984; invalid 16

- a. Cobb, James G., Grand Rapids, MI 466
- b. Kamens, Alan W., Lansing, MI 309
- c. Van Wagoner, Anne M., Lakewood, OH 209

There is no election. The names of James G. Cobb and Alan W. Kamens will appear on the next ballot.

Ticket 23, page 58—valid 1,003; invalid 7; needed to elect 506

- a. Diehl, William E., Emmaus, PA 584
- b. Vos, Nelvin L., Allentown, PA 323
- c. Justian, David R., Muskegon, MI 96

The chair declared William E. Diehl elected for the term 1987-1989.

CONGREGATIONAL LIFE

Ticket 1, page 64—valid 973; invalid 17

- a. Aalhue, Josef P., Everett, WA 412
- b. Foss, Michael W., Beaverton, OR 406
- c. Thomas, Michael D., La Crosse, WI 155

There is no election. The names of Josef P. Aalhue and Michael W. Foss will appear on the next ballot.

Nominees are identified with city/state location of congregation of which they are members.

Ticket 2, page 65—valid 984; invalid 14; needed for election 500

- a. Larson, Lois B., Hannaford, ND 257
- b. Knutson, Barbara J., Willmar, MN 586
- c. Borchert, Gayle A., Thief River Falls, MN 141

The chair declared Barbara J. Knutson elected for the term 1987-1989.

GLOBAL MISSION

Ticket 1, page 84—valid 974; invalid 16; needed to elect 496

- a. Seitz, Merlyn E., Dayton, OH 242
- b. Yu, Kwang-Ja, Chicago, IL 581
- c. Lenning, Larry G., Pella, IA 151

The chair declared Kwang-Ja Yu elected for a term 1987-1989.

Ticket 2, page 85—valid 982; invalid 15

- a. Reed, Angeline N., San Jose, CA 200
- b. Foltz, Ann, Falls Church, VA 490
- c. Kjome, June C., La Crosse, WI 292

There is no election. The names of Ann Foltz and June C. Kjome will appear on the next ballot.

Ticket 14, page 91—valid 1,002; invalid 8

- a. Bowers, Joyce M., Kulpsville, PA 356
- b. Spengler, Mary Ann, Indianapolis, IN 263
- c. Shealy, Mary Ann, Florence, SC 129
- d. Tengbom, Mildred, Garden Grove, CA 254

There is no election. The names of Joyce M. Bowers and Mary Ann Spengler will appear on the next ballot.

MINISTRY

Ticket 6, page 97—valid 976; invalid 16

- a. Miller, Connie A., West Allis, WI 365
- b. Kintner, Susan M., Palo Alto, CA 350
- c. Satre, Roy E., Royal, IA 261

There is no election. The names of Connie A. Miller and Susan M. Kintner will appear on the next ballot.

Ticket 10, page 99—valid 991; invalid 12

- a. Moller-Gunderson, Mark R., Madison, WI 332
- b. Stewart, Richard N., Christiansted, VI 346
- c. Keck, George E., Philadelphia, PA 313

There is no election. The names of Mark R. Moller-Gunderson and Richard N. Stewart will appear on the next ballot.

Ticket 11, page 99—valid 1,000; invalid 5

- a. Nelson, Randolph A., St. Paul, MN 192
- b. Pence, Gary, Alameda, CA 113
- c. Crumley, James R. Jr., Hightstown, NJ 531
- d. Jerge, Marie C., Mayville, NY 87
- e. Eaton, Elizabeth A., Worthington, OH 77

The chair declared James R. Crumley Jr. elected for the term 1987-1989.

Ticket 16, page 102—valid 992; invalid 6

- a. Franke, Merle G., Austin, TX 276
- b. Ridenhour, Thomas E. Sr., Gettysburg, PA 462
- c. Harbaugh, Gary L., Pickerington, OH 254

There is no election. The names of Merle G. Franke and Thomas E. Ridenhour will appear on the next ballot.

OUTREACH

Ticket 10, page 109—valid 990; invalid 11

- a. Forell-Davis, Mary, Jersey City, NJ 430
- b. Malpica-Padilla, Rafael, Toa Baja (Levittown), PR . 294
- c. Minnick, Malcolm L. Jr., Summit, NJ 266

There is no election. The names of Mary Forell-Davis and Rafael Malpica-Padilla will appear on the next ballot.

Ticket 13, page 110—valid 986; invalid 11

- a. Anderson, Gary F., Minnetonka, MN 416
- b. Gladen, Ronald S., Fargo, ND 324
- c. Huber, Phillip C., Rio, WV 98
- d. Muschett, Darlene B., Rochester, NY 148

There is no election. The names of Gary F. Anderson and Ronald S. Gladen will appear on the next ballot.

Ticket 17, page 112—valid 970; invalid 15

- a. Schickel, Carol, Indianapolis, IN 313
- b. Sickles, Diana J., Des Moines, IA 346
- c. Park, Marlene B., Kenosha, WI 311

There is no election. The names of Carol Schickel and Diana J. Sickles will appear on the next ballot.

CHURCH IN SOCIETY

Ticket 3, page 125—valid 967; invalid 4

- a. Bunge, John E., Lincoln, NE 460
- b. Josephson, Wayne E., Johnson, NE 208
- c. Persaud, Krishen A., Sioux City, IA 299

There is no election. The names of John E. Bunge and Krishen A. Persaud will appear on the next ballot.

Ticket 14, page 131—valid 976; invalid 3

- a. Diaz, Herminio, Austin, TX 463
- b. Powell, Eugene, Atlanta, GA 284
- c. Thomas-Breitfeld, Viviane E., Milwaukee, WI 229

There is no election. The names of Herminio Diaz and Eugene Powell will appear on the next ballot.

COMMUNICATIONS

Ticket 15, page 139—valid 965; invalid 3

- a. Brenner, William F., Southampton, PA 339
- b. Olson, Edward, Thousand Oaks, CA 397
- c. Jorgenson, Wallace J., Charlotte, NC 229

There is no election. The names of William F. Brenner and Edward Olson will appear on the next ballot.

ELCA PUBLISHING HOUSE

Ticket 11, page 161—valid 988; invalid 3

- a. Finch, Richard, Spokane, WA 284
- b. Worthing, Carol, Pierre, SD 341
- c. Youngdahl, Paul M., Minneapolis, MN 363

There is no election. The names of Carol Worthing and Paul M. Youngdahl will appear on the next ballot.

Ticket 12, page 162—valid 961; invalid 3

- a. Jensen, Lawrence, Iron Mountain, MI 443
- b. Nelson, Charles V., Bronx, NY 256
- c. DeWerth, Gordon H., Avon, CT 262

There is no election. The names of Lawrence Jensen and Gordon H. DeWerth will appear on the next ballot.

Ticket 17, page 164—valid 978; invalid 3

- a. Conway, Beverly L. B., Chicago, IL 290
- b. Crist, Christine M., Camp Hill, PA 347
- c. Leshner, A. Jean, Chicago, IL 341

There is no election. The names of Christine M. Crist and A. Jean Leshner will appear on the next ballot.

PENSIONS

Ticket 14, page 173—valid 968; invalid 3

- a. Hasselmo, Patricia Tillberg, Tucson, AZ 290
- b. Olson, Arlene G., Mahtomedi, MN 264
- c. Nelson, Mary K., Chicago, IL 314

There is no election. The names of Patricia Tillberg Hasselmo and Mary K. Nelson will appear on the next ballot.

Ticket 16, page 174—valid 1,006; invalid 4; needed to elect 505

- a. Stehr, William F., Jacksonville, FL 200
- b. Warren, Robert R., Conyers, GA 94
- c. Bagnall, Ronald, Trenton, NJ 78
- d. Feinour, Kenneth C. Jr., Abington, PA 76
- e. Swanson, Reuben T., Chatham, NJ 558

The chair declared Reuben T. Swanson elected for the term 1987-1993.

NOMINATING COMMITTEE

Ticket 8, page 180—valid 976; invalid 3

- a. Rapp, David R., Pontiac, IL 443
- b. Naeseth, Gerhard B., Madison, WI 257
- c. Borchers, Mark, Holstein, IA 276

There is no election. The names of David R. Rapp and Mark Borchers will appear on the next ballot.

The preliminary ballot for elections to council, boards, and committees for the two positions scratched on the previous preliminary ballot was cast at 9:24 A.M. The ballot was declared closed at 9:34 A.M. (Refer to pages 61-62 for results.)

Secretary, Election of (Continued from pages 50-52.)

The chair called for a report from the Committee on Elections on the second ballot for secretary.

Jim Myers, chair of the committee, reported at 9:40 A.M. the following results:

Valid Votes996
 Invalid Votes 1

A three-fourths majority is required to elect. Votes required to elect 748.

Almen, Lowell350	BeMiller, Thomas 1
Jansen, Harold304	Brown, David 1
Jensen, Bonnie 85	Dunlop, Patricia 1
Burgess, Faith 50	Fry, Franklin 1
Rustad, Rena 29	Johnson, Lita 1
Lutz, Charles 22	Meuser, Fred 1
Koenig, Daryl 20	Price, Barbara 1
Lundblad, Barbara 17	Rodrick, Joe 1
Trout, Nelson 16	Sauer, Kenneth 1
Marple, Dorothy 14	Sheneman, Lloyd 1
Mickelson, Arnold 11	Shannon, Amalie 1
Sorenson, Morris 7	Walker, Loretta 1
Teig, Shirley 7	Weiskotten, Edward 1
Capers, James 5	Aull, James 0
Holle, Reginald 5	Blanck, Robert 0
Kelley, Robert 5	Briggs, Ann 0
Baerwald, Kathryn 4	Burnford, Fran 0
Leffler, Lois 4	Crumley, James 0
Tietjen, John 4	Dickson, Donna 0
Wold, Margaret 4	Dowhower, Kay 0
Beekmann, Darold 3	Gengenbach, Gerald 0
Erickson, Paul 3	Grorud, Mark 0
Ewald, Elwyn 3	Grumm, Christine 0
Settlage, Craig 3	Hall, Don 0
Swanson, Reuben 3	Herder, Robert 0
Kinnison, William 2	Herzfeld, Will 0
Preus, David 2	Hicks, Sherman 0
Anderson, Dennis 1	Hillerich, Donald 0

Hoy, Dortha	0	Reisinger, Frank	0
Jacobs, Dorothy	0	Rokke, David	0
Jensen, Richard	0	Scheiber, Richard	0
Johnson, Delbert	0	Schieve, Mary Jane	0
Koenig, Karl	0	Schneider, Edward	0
Koenig, Marvin	0	Senft, Kenneth	0
Kreis, Sandra	0	Shaffer-Gottschalk, Patricia	0
Light, Charlotte	0	Swanson, Judith	0
Lohre, John	0	Tellekson, Wayne	0
Lutz, Paul	0	Thompson, Susan	0
Mauney, Marshall	0	Ulring, Paul	0
McDaniel, Michael	0	Weiss, Harold	0
Nelson, Hubert	0	Werger, Paul	0
Nelson, Vivian Jenkins	0	West, Robert A.	0
Peper, Robert	0	Wilson, Hazel	0
Peterson, James E.	0	Youngdahl, Stephen	0

In accordance with the rules of the convention, the chair announced that biographical material will be distributed concerning those five persons receiving the highest number of votes: Lowell Almen, Harold Jansen, Bonnie Jensen, Faith Burgess, and Rena Rustad. (Refer to page 61.)

Committee on Reference and Counsel, Report of (Continued from page 50.)

● *Youth Advisory Members of Church Council* (Continued from pages 49-50.)

The chair called for the continuation of the Report of the Committee on Reference and Counsel, item #7, Youth Representation at Initial Meeting of ELCA Church Council.

A substitute motion had been moved for the recommendation of the committee. The mover of the substitute motion announced to the convention that since the previous session he has conferred with another delegate and has agreed to a new substitute.

The chair stated that the motion is to substitute the motion for the previous substitute motion before the house and the main motion from the Committee on Reference and Counsel.

Voted: **To substitute: That Youth Convo and delegates to this convention who are youth delegates together recommend four candidates to serve as advisory members to the ELCA Church Council until successors are elected by the ELCA Youth Organization; and, that the convention make no nominations from the floor and elect one male and one female from among the nominees after receiving biographical data.**
ELCA 87.2.40

Voted: **To amend by adding: "and that one of the four candidates be a person of color."**
ELCA 87.2.41

Voted: **That Youth Convo and delegates to this convention who are youth delegates together recommend four candidates to serve as advisory members to the ELCA Church Council**
ELCA 87.2.42

until successors are elected by the ELCA Youth Organization; and, that the convention make no nominations from the floor and elect one male and one female from among the nominees after receiving biographical data and that one of the four candidates be a person of color.

● *Central America Concerns Program*

Item #8, Report of the Committee on Reference and Counsel, was brought to the convention. The resolution submitted by the Rev. Beverly Burkum Allert reads as follows:

Whereas, more than 50,000 people have been killed in the political violence in El Salvador since 1980 and tens of thousands have been killed in Guatemala as well; and

Whereas, the level of political violence continues in Central America, forcing many to flee in order to save their lives; and

Whereas, the Lutheran Immigration and Refugee Service has established a program of Central American Concerns; and

Whereas, many Lutheran congregations and individuals are involved in service to both documented and undocumented Central American Refugees; and

Whereas, the Scriptures enjoin us as follows: "When a stranger sojourns with you in your land, you shall not do him wrong. The stranger who sojourns with you shall be to you as the native among you, and you shall love him as yourself; for you were strangers in the land of Egypt: I am the Lord your God" (Leviticus 19:33-34); Therefore be it

Resolved, that the new church give financial support to the Central American Concerns Program of Lutheran Immigration and Refugee Service and urge the other participating Lutheran church bodies to do the same; and be it further

Resolved, that congregations and individuals in the ELCA be urged to consider extending hospitality and support to Central American Refugees in the most appropriate ways possible. The whole range of options should be considered including legal defense against deportation, social services, spiritual support and the granting of sanctuary. Congregations are also encouraged to support those projects in their local communities and elsewhere which currently offer assistance to Central American Refugees; and be it further

Resolved, that this concern be conveyed to the synods and appropriate agencies of the new church.

The Committee on Reference and Counsel *recommended* that this item be presented to the ELCA Constituting Convention as new business.

Voted: To accept the resolution, Central America Concerns Program, as new business.
ELCA 87.2.43

The Committee on Reference and Counsel *recommended* that the resolution be referred to the Board for Church in Society.

Voted: To refer this resolution to the Board for Church in Society.
ELCA 87.2.44

● *Southern Africa Concerns*

The Committee on Reference and Counsel asked that items #9 and #16, Report of the Committee on Reference and Counsel, be considered together. The resolutions read:

#9 Whereas, predecessor bodies of the ELCA have repeatedly stated that apartheid is contrary to our Christian faith; and

Whereas, apartheid denies the creeds of the Christian Church and the historic and contemporary confessions of the Lutheran churches; and

Whereas, the ELCA understands that one aspect of its participation in God's mission in the world includes ". . . advocating dignity and justice for all people, working for peace and reconciliation among the nations, and standing with the poor and powerless and committing itself to their needs" (*R & R* 4.02.c); and

Whereas, "when one member of the body suffers, all suffer" and our brothers and sisters in South Africa and Namibia continue to suffer under the evil of apartheid; now, therefore, it is hereby

Resolved, that the ELCA in its constituting convention should publicly state its unqualified opposition to the apartheid system in South Africa, and instruct its officials to convey this message to the President of the U.S.A., the President of South Africa, and our Lutheran church leaders in Namibia and South Africa.

#16 Whereas, the ALC, LCA, and AELC have struggled to stand with you in hope for the coming of freedom, peace, and justice for all people in your lands; and

Whereas, the ALC, LCA, and AELC have continually spoken and tried to act in opposition to the sin of apartheid; and

Whereas, we give thanks to God for your witness in the face of your continued suffering, and also give God thanks for your faithfulness and courage; and

Whereas, we have been enriched and inspired by your lives and faith; therefore, be it

Resolved, that we, the delegates of the Constituting Convention of the ELCA, greet you, the members of the Evangelical Lutheran Church in South Africa (ELCSA) and United Evangelical Lutheran Churches of Southwest Africa/Namibia (UELCSWA/N); and, be it further

Resolved, that we in the ELCA assure you that our prayers and solidarity with you in the Gospel and in your struggle for freedom with justice will continue unabated.

The Committee on Reference and Counsel *recommended* that these two items, in an amended fashion, be presented to the ELCA Constituting Convention as new business.

Voted: To accept the combined amended resolution, Southern ELCA 87.2.45 Africa Concerns, as new business.

Motion: Whereas, the ALC, LCA, and AELC have struggled to stand with you in hope for the coming of freedom, peace, and justice for all people in your lands; and

Whereas, the ALC, LCA, and AELC have long recognized, with the world, the United Nations, and the World Court's judgment that Namibia is illegally occupied by South Africa; and

Whereas, the ALC, LCA, and AELC have continually spoken and tried to act in opposition to the sin of apartheid; and

Whereas, we give thanks to God for your witness in the face of your continued suffering, and also give God thanks for your faithfulness and courage; and

Whereas, we have been enriched and inspired by your lives and faith; therefore, be it

Resolved, that we, the delegates of the Constituting Convention of the ELCA, greet you, the members of the Evangelical Lutheran Church in South Africa (ELCSA) and United Evangelical Lutheran Churches of Southwest Africa/Namibia (UELCSWA/N); and be it further

Resolved, that we, the delegates of the Constituting Convention of the ELCA, assure you that our prayers and solidarity with you in the Gospel and in your struggle for freedom with justice will continue unabated; and be it further

Resolved, that we, the delegates of the Constituting Convention of the ELCA, express our unqualified opposition to the apartheid system in South Africa.

Voted: To amend by adding "and the illegal occupation and oppression by South Africa of Namibia" at the end of the final resolved.
ELCA 87.2.46

Secretary, Election of (Continued from page 58.)

Biographical data for the five persons receiving the highest number of votes on the second ballot for secretary had been distributed.

The third ballot for secretary was cast. The chair declared the balloting to be closed. (Refer to page 63 for results.)

Southern Africa Concerns (Continued from pages 60-61.)

The discussion resumed on the Report of the Committee on Reference and Counsel.

Voted: To amend by adding a fourth resolved: "that the text of this resolution be sent to the President of the U.S.A., the President of South Africa, and our Lutheran church leaders in South Africa and Namibia."
ELCA 87.2.47

Refer to pages 62-63 for further action.

Council, Boards, and Committees, Election of (Continued from pages 50, 53, and 57.)

Refer to *Nominations*, Nominations by the Churches, pages 109 and 172.

The chair called for the report of the Committee on Elections on the second preliminary ballot for council, boards, and committees.

The Rev. Stephanie K. Frey presented the following report for the committee:

OUTREACH

Ticket 11, page 109

- a. Barnard, Susan C., Canon City, CO 315
- b. Knodel, Patricia, Wilmington, DE 346
- c. Naylor, Sarah Payne, Phoenix, AZ 337

There is no election. The names of Patricia Knodel and Sarah Payne Naylor will appear on the next ballot.

PENSIONS

Ticket 12, page 172

- a. Bauerfeld, Richard J., Branford, CT 237
- b. Carter, W. Michael, Irving, TX 466
- c. Nelson, Allan R., Cromwell, CT 292

There is no election. The names of W. Michael Carter and Allan R. Nelson will appear on the next ballot.

Introductions

Bishop James R. Crumley Jr. asked for a moment of personal privilege. He introduced an ecumenical guest, the Rev. Robert C. Lamar representing the Presbyterian Church (U.S.A.).

Southern Africa Concerns (Continued from page 61.)

The discussion resumed on the Report of the Committee on Reference and Counsel.

Voted: To add as a fifth resolved: "that we pledge to you that we
ELCA 87.2.48 will work tirelessly to see that none of our ELCA Pension Funds will be invested in companies doing business in South Africa."

An editorial suggestion was made that the fifth resolved become the fourth in order that it would be included in the transmittal to the leaders named to receive this resolution. The suggestion was accepted by the assembly.

Voted: To move the previous question.
ELCA 87.2.49

Voted: That the following resolution be adopted by a standing vote:
ELCA 87.2.50 Whereas, the ALC, LCA, and AELC have struggled to stand with you in hope for the coming of freedom, peace, and justice for all people in your lands; and

Whereas, the ALC, LCA, and AELC have long recognized, with the world, the United Nations, and the World Court's judgment that Namibia is illegally occupied by South Africa; and

Whereas, the ALC, LCA, and AELC have continually spoken and tried to act in opposition to the sin of apartheid; and

Whereas, we give thanks to God for your witness in the face of your continued suffering, and also give God thanks for your faithfulness and courage; and

Whereas, we have been enriched and inspired by your lives and faith; therefore, be it

Resolved, that we, the delegates of the Constituting Convention of the ELCA, greet you, the members of the Evangelical Lutheran Church in South Africa (ELCSA) and United Evangelical Lutheran Churches of Southwest Africa/Namibia (UELCSWA/N); and be it further

Resolved, that we, the delegates of the Constituting Convention of the ELCA, assure you that our prayers and solidarity with you in the Gospel and in your struggle for freedom with justice will continue unabated; and be it further

Resolved, that we, the delegates of the Constituting Convention of the ELCA, express our unqualified opposition to the apartheid system in South Africa, and the illegal occupation and oppression by South Africa of Namibia; and be it further

Resolved, that we pledge to you that we will work tirelessly to see that none of our ELCA Pension Funds will be invested in companies doing business in South Africa; and be it finally

Resolved, that the text of this resolution be sent to the President of the U.S.A., the President of South Africa, and our Lutheran church leaders in South Africa and Namibia.

Secretary, Election of (Continued from page 61.)

The chair called for the report on the third ballot for secretary. Mr. Jim Myers reported for the Committee on Elections as follows:

Valid ballots cast 994

Invalid ballots 1

Two-thirds majority is required to elect. Votes required to elect 664.

Jansen, Harold 443

Almen, Lowell 343

Jensen, Bonnie 101

Burgess, Faith 78

Rustad, Rena 29

In accordance with the rules of the convention, the three persons receiving the highest number of votes on the third ballot were invited to address the convention for no more than three minutes.

The Rev. Lowell Almen, the Rev. Harold Jansen, and Ms. Bonnie Jensen addressed the delegates.

The fourth ballot for secretary was cast at 10:50 A.M. The chair declared the ballot was closed at 10:55 A.M. (Refer to page 67 for results.)

Committee on Reference and Counsel, Report of (Continued from pages 62-63.)

The chair called for the continuation of the report of the Committee on Reference and Counsel.

● *Pornography, Priority in Addressing Issue for* (Continued from page 43.)

Kathryn Baerwald, chair of the committee, reminded the convention that resolution #1., Priority in Addressing the Issue of Pornography, had been accepted as an item of new business by action ELCA 87.1.29.

The Committee on Reference and Counsel recommended referral to the Commission for Church in Society.

Voted: **To refer the resolution, Priority in Addressing the Issue of ELCA 87.2.51 Pornography, to the Commission for Church in Society for consideration.**

● *Constitution Provision 8.62.g., Amendment of*

Item #10, Report of the Committee on Reference and Counsel, was brought to the floor. The resolution reads:

Whereas, the ELCA is a new creation by the grace of God; and
Whereas, we are to be a forward-looking people, united in a new identity;
and

Whereas, we ought to be nurturing our new life, and encouraging the adoption of our new united identity; and

Whereas, it seems counter-productive to maintain reference to and differences between member congregations of former church bodies in our constitution; now, therefore, be it

Resolved, that the Church Council of the ELCA recommend an amendment to the Constitution of the ELCA in accordance with provision 21.11, to the effect of deleting provision 8.62. g.

The Committee on Reference and Counsel informed the convention that it declined to bring this item to the convention because it deems this to be an inappropriate action of this Constituting Convention due to the actions of the three church bodies and this convention to approve the ELCA Constitution.

● *Bishop, Term of Office*

Item #11, Report of the Committee on Reference and Counsel, was introduced. The resolution reads:

Whereas, it has been established that the term of office for bishop of the ELCA be limited to four years; now, therefore, be it

Resolved, that he/she be restricted to succeeding himself/herself to two successive terms amounting to a total of no more than twelve successive years.

Explanation: New leadership with new approaches and new ideas could benefit the new church. The bishop in office need not be pressured in staying on to satisfy courteous persuasions of fellow constituents while serving in his twilight years thus enabling him/her to continue with his/her own life.

The Committee on Reference and Counsel advised the convention that it declines to bring the recommendation to the convention because it is an inappropriate action for this convention.

● *Requests to Address the Convention*

Items #12 and #19, Report of the Committee on Reference and Counsel, were introduced. The resolutions read:

Item #12

To request that Dr. Philip Long be given the opportunity of addressing the convention at the close of the business session on Saturday morning in order to share the concerns of the Denominational Ministry Strategy.

Item #19

At the discretion of the chair, to invite a representative of the Youth Convo, chosen by the youth themselves, to address the convention for a period of time designated by the Reference and Counsel Committee.

The Committee on Reference and Counsel advised the convention that it is not presenting these two items as new business to the Constituting Convention of the ELCA. Previous actions of this convention have only given voice to those persons necessary to give explanation regarding matters of business before the convention.

Voted: To not accept these requests to address the convention as ELCA 87.2.52 new business.

● *Request for Text of Sermon*

Item #13, Report of the Committee on Reference and Counsel, was brought to the floor. The item reads:

The request was made on the floor yesterday, but please consider this a formal request of the committee to insure the distribution of the complete text of the Rev. Barbara Lundblad's sermon on April 30, 1987, to all delegates and visitors of this convention prior to the convention's adjournment (and after elections).

Ms. Baerwald reported that the text of Pastor Lundblad's sermon will be available for distribution to delegates and visitors prior to adjournment this afternoon. In addition, an audiocassette will be available.

● *Mission Commitment for the 1990s*

Item #14, Report of the Committee on Reference and Counsel, was presented by the chair of the committee. The resolution reads:

Whereas, the Evangelical Lutheran Church in America has come into existence on the premise that we are to be one so that, in our Lord's words, "the world may believe that thou hast sent me" (John 17:21); and

Whereas, Christ's great commission to his Church—including *this* church—is to "make disciples of all nations, baptizing them in the name of the Father and of the Son and of the Holy Spirit, teaching them to observe all that I have commanded you" (Matt. 28:19-20); and

Whereas, the Evangelical Lutheran Church in America has a once-in-lifetime opportunity to begin its existence as a "new" church with a strong commitment to evangelism; now, therefore, it is hereby

Resolved by the Constituting Convention of the Evangelical Lutheran Church in America:

- a. that the Board for Global Mission and the Board for Outreach each be requested by this convention to set as their highest priority during the first two years of their existence the development of a comprehensive and major mission commitment for the ELCA for the decade of the 1990s; and
- b. that the Board for Outreach, especially, give particular attention to mission priorities among minorities and others whose roots are traditionally not in the Lutheran church; and
- c. that the boards consider as source material the "Program for Outreach" suggested by the three uniting churches at their 1986 conventions (*R & R*, pp. 188-190); and
- d. that the boards submit their program design to the Church Council not later than January 1, 1989; and
- e. that, in response to the report of the boards, the Church Council submit a comprehensive major mission plan for the 1990s to the first church-wide assembly of the ELCA in 1989.

The Committee on Reference and Counsel *recommended* that this resolution be accepted as new business and that it be referred to the Boards for Global Mission and for Outreach.

Voted: **That the resolution, Mission Commitment for the 1990s, ELCA 87.2.53 be added as new business.**

Voted: **That "b" be amended by deleting "among minorities and others whose roots are traditionally not in the Lutheran church" and inserting in their place "with and among people of color and persons whose primary language is other than English and others who have not been touched by the ministry of the Lutheran church."**

Voted: **That the following resolution be referred to the Board ELCA 87.2.55 for Global Mission and to the Board for Outreach:**

Whereas, the Evangelical Lutheran Church in America has come into existence on the premise that we are to be one so that, in our Lord's words, "the world may believe that thou hast sent me" (John 17:21); and

Whereas, Christ's great commission to His church—including this church—is to "make disciples of all nations, baptizing them in the name of the Father and of the Son and of the Holy Spirit, teaching them to observe all that I have commanded you" (Matt. 28:19-20); and

Whereas, the Evangelical Lutheran Church in America has a once-in-its-lifetime opportunity to begin its existence as a "new" church with a strong commitment to evangelism; now, therefore, it is hereby

Resolved by the Constituting Convention of the Evangelical Lutheran Church in America:

- a. that the Board for Global Mission and the Board for Outreach each be requested by this convention to set as their highest priority during the first two years of their existence the development of a comprehensive and major mission commitment for the ELCA for the decade of the 1990s; and
- b. that the Board for Outreach, especially, give particular attention to mission priorities with and among people of color and those whose primary language is other than English and others who have not been touched by the ministry of the Lutheran church; and
- c. that the boards consider as source material the "Program for Outreach" suggested by the three uniting churches at their 1986 conventions (*R & R*, pp. 188-190); and
- d. that the boards submit their program design to the Church Council not later than January 1, 1989; and
- e. that, in response to the report of the boards, the Church Council submit a comprehensive major mission plan for the 1990s to the first churchwide assembly of the ELCA in 1989.

Secretary, Election of (Continued from page 63.)

The chair called for the report of the Committee on Elections.

Mr. Jim Myers reported the results of the fourth ballot for secretary for the committee:

Valid Votes980
Invalid Votes 3

A two-thirds majority is required to elect. Votes required to elect 654.

Almen, Lowell344
Jansen, Harold332
Jensen, Bonnie304

There is no election. The names of Lowell Almen and Harold Jansen will appear on the next ballot.

The chair instructed the convention to cast its fifth ballot for secretary. The two persons receiving the highest number of votes on the fourth ballot were eligible for the fifth ballot.

Harold Jansen requested a moment of personal privilege. He inquired of the chair whether or not it was possible to withdraw his name.

The chair ruled that it was not possible to withdraw.

Various parliamentary procedures were suggested by members of the convention.

The chair ruled that a ballot was in process and must be completed without interruption.

The ballot was declared closed at 11:37 A.M. (Refer to page 68 for results.)

Report of the Committee on Reference and Counsel
(Continued from page 67.)

● *Pension Plan, Prefunding of*

Item #15, Report of the Committee on Reference and Counsel, was introduced. The resolution reads:

Whereas, the ELCA is a new creation by the grace of God; and

Whereas, we are to be a forward-looking people, united in a new identity; and

Whereas, we ought to be nurturing our new life, and encouraging the adoption of our new identity; and

Whereas, the deduction of 6% of congregation contributions of former LCA congregations to prefund pension responsibilities impacts the budget of the entire ELCA; now, therefore, it is hereby

Resolved, that we recognize that with the formation of the ELCA we share at once a common heritage, and should consider ourselves all as being former members of the AELC, ALC, and LCA; and be it further

Resolved, that we, in language, if not in accounting practices, recognize the reality that the entire ELCA shoulders the burden and shares the responsibility of prefunding the pension financed by the 6% deduction from former LCA congregations' contributions.

The Committee on Reference and Counsel did not recommend this resolution for consideration as an item of new business by the Constituting Convention of the ELCA.

The convention was advised that the rationale for the committee's action was that the agreement on the funding has been carefully worked out and approved by The American Lutheran Church, the Lutheran Church in America, and the Association of Evangelical Lutheran Churches. It is therefore inappropriate to bring the matter before the convention.

A delegate rose to point out that the resolution contains factual errors and urged that changes be made in it.

Secretary, Election of (Continued from page 67.)

The chair called for the report of the Committee on Elections.

Mr. Jim Myers reported the results of the fifth ballot for secretary for the committee:

Valid Votes 993

Invalid Votes 11

A majority is required to elect. Votes required to elect 503.

Almen, Lowell 558

Jansen, Harold 435

Dr. Kinnison declared the Rev. Lowell Almen elected as secretary of the Evangelical Lutheran Church in America. Almen responded with words of appreciation.

Vice-President, Election of (Continued from page 45.)

The chair called for the church body nominations for vice-president of the ELCA.

Kathryn Baerwald presented the nominees of The American Lutheran Church:

Donald R. Hall
Arnold R. Mickelson

Bishop Will Herzfeld presented the nominee of the Association of Evangelical Lutheran Churches:

Christine Grumm

The Rev. Reuben T. Swanson presented the nominees of the Lutheran Church in America:

Robert F. Blanck
Amalie R. Shannon

There were two floor nominations: Dorothy K. Jacobs and Margaret B. Wold. A first ballot was cast for vice-president. (Refer to page 70 for results.)

Pension and Other Benefits Program

(Continued from pages 21 and 43.)

The approval of the Pension and Other Benefits Plans had been deferred until all floor resolutions regarding pensions were considered.

A delegate rose to state that although the convention was not privileged to vote "no" on the recommendations because of a mutual commitment by the uniting churches, there would be the possibility of abstaining.

The matter was discussed.

Voted:

ELCA 87.2.56

Whereas, the uniting churches took actions at the 1986 general conventions stating that "the Constituting Convention adopt church pension and other benefits plans, consistent with the descriptive material presented to and approved by each convention"; and

Whereas, the Transition Team approved the legal documents and trust agreements for the ELCA Pension and Other Benefits Program; now, therefore, it is hereby

a. Resolved, that the Constituting Convention approve the legal documents and trust agreements for the following plans:

- 1) ELCA Regular Pension Plan,
- 2) ELCA Survivor Benefits Plan,
- 3) ELCA Disability Benefits Plan,
- 4) ELCA Medical and Dental Benefits Plan,
- 5) ELCA Optional Pension Plan; and be it further

b. Resolved, that the Constituting Convention approve the legal documents for the following plans:

- 1) ELCA Medical Benefits Plan for Seminarians,
- 2) ELCA Survivor Benefits Plan for Seminarians,
- 3) ELCA Continuation of The ALC Major Medical/Dental Plan for Retired Participants,

4) ELCA Continuation of the LCA Ministerial Health Benefits Plan for Retired Members; and be it further

- c. Resolved, that the Constituting Convention authorize the Church Council to approve in 1987 the ELCA Military and Other Government Chaplaincy Plan prepared by the ELCA Board of Pensions.**

A division of the house was requested. (See results below.)

Interruption

The convention was momentarily interrupted by a group of 20-30 demonstrators, representing Denominational Ministry Strategy, who attempted to force their way into the delegate section. The demonstrators were escorted from the hall while the convention sang "A Mighty Fortress" and other hymns.

Pension and Other Benefits Program (Continued from above.)

The chair announced the vote on action ELCA 87.2.56.

Yes	733
No	4
Abstain	227

Vice-President, Election of (Continued from page 69.)

The chair called for the report of the Committee on Elections. Mr. Jim Myers reported the results of the first ballot for vice-president for the committee:

Valid Votes	1,005
Invalid Votes	8

A three-fourths majority is required to elect. Votes required to elect 760.

Grumm, Christine	313
Mickelson, Arnold R.	199
Wold, Margaret B.	151
Blanck, Robert F.	149
Jacobs, Dorothy K.	82
Shannon, Amalie R.	71
Hall, Donald R.	40

The chair announced that the five persons receiving the highest number of votes eligible for the second ballot are: Christine Grumm, Arnold R. Mickelson, Margaret B. Wold, Robert F. Blanck, and Dorothy K. Jacobs. (Refer to page 71.)

Interruption, Report on (Continued from above.)

The Sergeant-at-Arms of the convention, Mr. James Bosber, reported to the delegates on the earlier disturbance, assuring them that there had been no injuries and that proper action had been taken by the authorities.

Closing Prayer

Bishop Kenneth Sauer was asked to close the session with prayer.

The session recessed at 12:50 P.M.

SEVENTH BUSINESS SESSION

SATURDAY, MAY 2

2:30 P.M. — 5:00 P.M.

Call to Order

The chair called the convention to order for the seventh business session at 2:40 P.M. This session was held in the Hyatt Regency Ballroom of the Ohio Center.

Vice-President, Election of (Continued from page 70.)

The second ballot for vice-president was cast.

The chair declared the ballot closed. (Results are reported below.)

Council, Boards and Committees, Election of

(Continued from pages 41, 50, 53, and 61.)

The ballots for the Church Council, boards and committees were distributed. Computer punch cards were used for the balloting. Each delegate received a packet of 28 ballot cards.

The delegates proceeded to vote. (Results are reported on pages 74-95.)

Vice-President, Election of (Continued from above.)

The Committee on Elections reported the results of the second ballot for vice-president:

Valid votes 967

Invalid votes 5

A two-thirds vote is required for election.

Grumm, Christine 429

Mickelson, Arnold R. 195

Wold, Margaret B. 160

Blanck, Robert F. 122

Jacobs, Dorothy K. 61

The persons receiving the highest number of votes on the second ballot were then asked to address the convention or to designate someone to speak in their behalf. Ms. Wold was not in attendance at the convention but was reached by telephone. She requested that no one speak on her behalf and that delegates not cast their ballots for her.

Christine Grumm and Arnold R. Mickelson addressed the convention.

The third ballot for vice-president was cast. The chair declared the balloting closed. (Refer to page 72 for results.)

Youth Advisory Members of Church Council, Election of

(Refer to action ELCA 87.2.42., page 58.)

The delegates first voted for the two male youth nominees.

The delegates next voted for the two female youth nominees.

The chair declared the balloting closed. (Refer to page 74 for results.)

Vice-President, Election of (Continued from page 71.)

The Committee on Elections reported the results of the third ballot for vice-president:

- Valid votes972
- Invalid votes 2
- Abstentions 1

A two-thirds vote is required for election.

- Grumm, Christine 610
- Mickelson, Arnold R.360
- Wold, Margaret B. 2

The fourth ballot for vice-president was cast. The chair declared the ballot closed. (Refer to page 74 for results.)

Concluding Prayer

Bishop James R. Crumley Jr. read a message received from Bishop Thomas Blevins and Judy Blevins concerning the death of their son. Bishop and Mrs. Blevins had been notified while at the convention of the death of their son.

Bishop Crumley then offered evening prayer, with special petitions for the Blevins.

The convention recessed at 4:50 P.M.

FESTIVAL EUCHARIST

SATURDAY, MAY 2

8:00 P.M.

The convention Festival Eucharist was held in Battelle Hall, the Ohio Center. Bishop-elect Herbert Chilstrom was the presiding minister. The Rev. Gunnar Staalsett, general secretary of the Lutheran World Federation, was the preacher.

EIGHTH BUSINESS SESSION

SUNDAY, MAY 3

8:15 A.M. — 11:00 A.M.

Morning Prayer

The eighth business session opened with a Service of the Word in Battelle Hall, the Ohio Center. The setting for worship was the same as for the Festival Eucharist.

The preacher was the Rev. Albert Starr Jr., Los Angeles, California. Special music was provided by the Trinity Lutheran Seminary Choir, the Upper Arlington Lutheran Church Choir, the Capital University Brass Choir, and Paul Manz, organist.

Call to Order

The convention delegates moved from Battelle Hall to the Hyatt Regency Ballroom in the Ohio Center.

The chair called the convention to order.

Greetings

The chair read the following letter from the 1987 Youth Convo:

Greetings from the Youth Convo. We are pleased to have had the opportunity to be involved in this monumental demonstration of Christian unity. The youth of the ELCA look forward with great anticipation to the possibilities open to us as members in the new church.

This week, we have shared common ideas and expressed differing opinions on everything from youth participation in the church to the church's position on *Apartheid*. We have brought many aspirations and dreams, which we have shared.

All of us have been swept up with the emotion and electricity of the convention. The knowledge we have gained by observing the constituting convention will undoubtedly follow us through our future church participation.

But, first and foremost, we have gathered as three bodies under one God and will leave as one body under one God. Our call to mission, so poignantly exemplified in the presentation, "Why?" is a unified one. We are young Christians, willing to live and to spread the faith to our peers and to all persons.

We look forward to the first national youth gathering of the ELCA to be held in San Antonio in the summer of 1988. We ask for your prayers and your support for our efforts to develop the new youth organization this summer at the youth constituting convention in Indianapolis.

Love, Peace, and Joy.

The chair requested the personal privilege of inviting the Youth Convo participants to appear before the convention and also the possibility of asking two or three of them to bring greetings to the convention. The privilege was supported with no objections.

Youth Advisory Members of Church Council, Election of
(Continued from page 71.)

Mr. Jim Myers reported the results of the ballot for youth advisory members of the Church Council for the Committee on Elections:

Valid ballots 884
Invalid ballots 3

A majority vote is required for election.

Chu, William W. 493
Nies, Kermit C. 391

The chair declared William W. Chu elected as a youth advisory member of the Church Council until a successor is elected by the ELCA youth organization.

Valid ballots 996
Invalid ballots 1

A majority vote is required for election.

Grant, Karli A. 465
Shaft, Shari J. 431

The chair declared Karli A. Grant elected as a youth advisory member of the Church Council until a successor is elected by the ELCA youth organization.

Vice-President, Election of (Continued from page 72.)

Mr. Jim Myers reported the results of the fourth ballot for vice-president for the Committee on Elections:

Valid ballots 878
Invalid ballots 3
Abstentions 2

A majority vote is required for election. Votes needed for election 441.

Grumm, Christine 646
Mickelson, Arnold R. 232

The chair declared Christine Grumm elected vice-president of the Evangelical Lutheran Church in America.

Ms. Grumm came to the podium to the applause of the delegates to express her appreciation.

Council, Boards, and Committees, Election of
(Continued from page 71.)

The Rev. Stephanie Frey reported the results of the balloting for the Church Council, boards, and committees for the Committee on Elections.

Secretary's note: The persons elected are noted with an asterisk.

Persons elected on the preliminary ballot are included in the listing for the appropriate position; however, the vote totals on the preliminary ballot are not indicated in this listing. (Refer to pages 53-57, 61-62 for preliminary ballot results.)

The abbreviation "pc/1" in the criteria heading for a position indicates that this position is reserved for "persons of color and persons whose primary language is other than English."

Nominees are identified with city/state location of congregation of which they are members.

CHURCH COUNCIL

1. *ALC; clergy; term 1987-89; Synod II.C*
 - a. Knudson, John O., Dana Point, CA539*
 - b. Espeseth, Gloria A., San Diego, CA427
2. *ALC; clergy; term 1987-89; Synod VI.D*
 - a. Fuchs, Paul G., Fremont, OH468
 - b. Gabel, David G., Lima, OH491*
3. *ALC; lay, female; term 1987-89; Synods I.A and I.D*
 - a. Lowe, Margaret R., Anchorage, AK413
 - b. Gottschalk, Patsy, Spokane, WA541*
4. *ALC; lay, female; term 1987-89; Synods VII.D and IX.D*
 - a. Stapell, Susan Huber, Depew, NY506*
 - b. Wage, Virginia, Goodlettsville, TN433
5. *ALC; lay, male; term 1987-89; Synod IX.E*
 - a. Banks, James C., Tallahassee, FL440
 - b. Mathre, Loren W., St. Petersburg, FL501*
6. *ALC; clergy; pc/l; term 1987-91; Synods IV.E and VIII.G*
 - a. Griffin, Laura Dominic, Forestville, MD447
 - b. Figueroa, Joaquin, Austin, TX484*
7. *ALC; clergy; term 1987-91; Synods V.H and V.I*
 - a. Knutson, Gerhard, River Falls, WI562*
 - b. Quello, J. Christian, Appleton, WI384
8. *ALC; lay, female; term 1987-91; Synods V.F and V.K*
 - a. Boeke, Gwendolyn M., Cresco, IA533*
 - b. Braunschweig, Rhoda, Madison, WI410
9. *ALC; lay, male; term 1987-91; Synod II.B*
 - a. Harris, George E., Carson, CA695*
 - b. Fountain, Melvin, Los Angeles, CA236
10. *ALC; lay, male; term 1987-91; Synods III.A and III.F*
 - a. Johnson, Robert D., Marshall, MN423
 - b. Howe, Bruce R., Dickinson, ND523*
11. *ALC; clergy; term 1987-93; Synods IV.D and IV.F*
 - a. Blom, Paul J., Houston, TX471*
 - b. Lee, Jon R., Dallas, TX469
12. *ALC; clergy; term 1987-93; Synod III.C*
 - a. Holm, David M., Sioux Falls, SD523*
 - b. Thurow, Kenneth D., Aberdeen, SD419
13. *ALC; lay, female; term 1987-93; Synods III.G and III.I*
 - a. Baerwald, Kathryn W., Minneapolis, MN759*
 - b. Forsyth, Diane McNally, Houston, MN212
14. *ALC; lay, male; term 1987-93; Synods VI.A and VI.F*
 - a. Billings, William T., Livonia, MI426
 - b. Steele, Athornia, Columbus, OH525*

15. *ALC; lay, male; term 1987-93; Synods I.B and I.F*
 a. Dalthorp, George C., Billings, MT283
 b. Jennings, Frank R., Seattle, WA645*
16. *AELC; lay, male; term 1987-89; Synod V.A*
 a. Enlund, E. Stanley, Hinsdale, IL283
 b. McAuliffe, Richard L., Glen Ellyn, IL642*
17. *AELC; lay, female; pcll; term 1987-91; Synod IV.B*
 a. Light, Charlotte D., St. Louis, MO576*
 b. Piper, Marcella L., St. Louis, MO334
18. *AELC; clergy; term 1987-93; Synod VII.B*
 a. Lutze, Paul O., Vernon, CT732*
 b. Marschhausen, John J., Glastonbury, CT204
19. *LCA; clergy; term 1987-89; Synod VI.B*
 a. Cobb, James G., Grand Rapids, MI573*
 b. Kamens, Alan W., Lansing, MI378
20. *LCA; clergy; term 1987-89; Synod V.G and V.J*
 a. Jalkanen, Ralph J., Hancock, MI337
 b. Weiskotten, Edward F., Milwaukee, WI614*
21. *LCA; lay, female; term 1987-89; Synod III.D*
 a. Lohr, Edith, Moorhead, MN570*
 b. Swanson, Patti, Kennedy, MN382
22. *LCA; lay, male; term 1987-89; Synod III.H*
 a. Blomquist, Arne, Shoreview, MN562*
 b. Johnson, Wesley, St. Paul, MN373
23. *LCA; lay, male; term 1987-89; Synod VII.E*
 a. Diehl, William E., Emmaus, PA *
24. *LCA; clergy; term 1987-91; Synod VIII.D*
 a. Gleason, David P., Palmyra, PA340
 b. McCahey, Howard J., Camp Hill, PA624*
25. *LCA; clergy; term 1987-91; Synod V.D*
 a. Forell, George W., Iowa City, IA571*
 b. Jessen, Richard N., Cedar Rapids, IA397
26. *LCA; lay, female; term 1987-91; Synod VI.C*
 a. Harms, Helen R., Somerset, KY468*
 b. Hermodson, Susan, West Lafayette, IN464
27. *LCA; lay, female; term 1987-91; Synod V.B*
 a. Bengtson, Mary Ann, Galesburg, IL648*
 b. Hoy, Dortha S., Rock Island, IL303
28. *LCA; lay, male; term 1987-91; Synods I.E and IV.A*
 a. Hubbard, Howard, Beaverton, OR433
 b. Seagren, Alan T., Lincoln, NE479*
29. *LCA; clergy; term 1987-93; Synod IX.A*
 a. Mauney, Marshall F., Norfolk, VA278
 b. Marshall, Robert J., Columbia, SC693*

30. *LCA; clergy; term 1987-93; Synods VII.A and VII.C*
 - a. Fry, Franklin Drewes, Summit, NJ 296
 - b. Lundblad, Barbara K., New York, NY 687*
31. *LCA; lay, female; term 1987-93; Synod II.E*
 - a. Magnus, Kathy J., Denver, CO 534*
 - b. Sundberg, Shirley Uhrich, Los Alamos, NM 415
32. *LCA; lay, female; term 1987-93; Synods VIII.A and VIII.E*
 - a. Edwards, Ethel, Selingsgrove, PA 385
 - b. Herrick, JoAnn S., Erie, PA 550*
33. *LCA, lay, male; pcll; term 1987-93; Synod IX.F*
 - a. Andino, Aureo F., Guaynabo, PR 624*
 - b. Quinones, Pablo Jose, Vega Baja, PR 335

BOARD FOR CONGREGATIONAL LIFE

1. *ALC; clergy; term 1987-89; Synods I.B AND I.E*
 - a. Aalbue, Josef P., Everett, WA 461
 - b. Foss, Michael W., Beaverton, OR 479*
2. *ALC; lay, female; term 1987-89; Synods III.B and III.F*
 - b. Knutson, Barbara J., Willmar, MN *
3. *ALC; lay, male; term 1987-89; Synods III.C and V.I*
 - a. Brunkow, David C., Brandon, SD 643*
 - b. Huglen, Mark S., Mosinee, WI 280
4. *ALC; clergy; term 1987-91; Synods IV.A and IV.E*
 - a. Durette, Donna Rose, McCook, NE 392
 - b. Ziese, Lynn Schudy, Austin, TX 514*
5. *ALC; lay, female; term 1987-91; Synod II.D*
 - a. Drum, Peggy, Tucson, AZ 428
 - b. Morgan, Deanna Faye, Tempe, AZ 467*
6. *ALC; lay, male; term 1987-91; Synods I.F and V.J*
 - a. Day, Gordon H., Milwaukee, WI 560*
 - b. Senf, Randall L., Butte, MT 364
7. *ALC; clergy; term 1987-93; Synods VI.D and VI.F*
 - a. Accola, Louis W., Perrysburg, OH 422
 - b. Risch, David, Columbus, OH 497*
8. *ALC; lay, female; pcll; 1987-93; Synods IX.B and IX.D*
 - a. Starr, Gail Adora, Durham, NC 513*
 - b. Merriweather, Vivian, Mobile, AL 408
9. *AELC; clergy; term 1987-93; Synod IV.B*
 - a. Mansholt, Gerald L., Florissant, MO 435
 - b. Roth, Samuel, Ferguson, MO 494*
10. *LCA; clergy; pcll; term 1987-89; Synods VI.E and IX.D*
 - a. Strobert, Nelson T., Cleveland, OH 284
 - b. Capers, James M., Savannah, GA 674*

11. *LCA; lay, female; term 1987-89; Synods IV.F and V.A*
 - a. Brookover, Claudia Z., Humble, TX486*
 - b. Trendel, Virginia S., Deerfield, IL429
12. *LCA; lay, male; term 1987-89; Synods II.E and II.C*
 - a. Hultquist, Paul F., Wheat Ridge, CO393
 - b. Myers, Jim, Kailua, HI544*
13. *LCA; clergy; term 1987-91; Synods VIII.D and IX.C*
 - a. Dowhower, Richard L., Camp Hill, PA436
 - b. Setzler, John L., Newberry, SC505*
14. *LCA; lay, female; term 1987-91; Synods I.F and V.J*
 - a. Fleury, Kathy, Billings, MT533*
 - b. Pruitt, Cleo, Milwaukee, WI367
15. *LCA; lay, male; term 1987-91; Synods III.E and VI.A*
 - a. Erickson, Berger L., Livonia, MI277
 - b. Haugan, Edgar J., Duluth, MN631*
16. *LCA; clergy; term 1987-93; Synods III.G and V.C*
 - a. Anderson, Charles D., Robbinsdale, MN465*
 - b. Dahlin, Roger L., Decatur, IL449
17. *LCA; lay, female; term 1987-93; Synods III.F and IX.B*
 - a. Conrad, Kay O., Winston-Salem, NC594*
 - b. Danielson, LaVaun L., Hector, MN338
18. *LCA; lay, male; term 1987-93; Synods VI.E and VIII.B*
 - a. Huls, Marvin J., Greensburg, PA458*
 - b. Wiedmann, Jerome L., Doylestown, OH445

BOARD FOR EDUCATION

1. *ALC; clergy; term 1987-89; Synods VI.F and V.J*
 - a. Andrews, Paul H., Columbus, OH515*
 - b. Wheeler, Kenneth W., Milwaukee, WI425
2. *ALC; lay, male; term 1987-89; Synods III.F and III.I*
 - a. Peterson, Hamlet Albert, Rochester, MN379
 - b. Froiland, Richard S., Hendricks, MN538*
3. *ALC; clergy; term 1987-91; Synods II.B and II.C*
 - a. Schulz, Delbert, Thousand Oaks, CA458*
 - b. Holtz, Eugene R., San Diego, CA454
4. *ALC; lay, female; term 1987-91; Synods I.C and IV.E*
 - a. Vogel, Ruth E., Seguin, TX555*
 - b. Hemstad, Marilyn E., Olympia, WA356
5. *ALC; lay, male; term 1987-91; Synods IV.A and IX.E*
 - a. Gilbertson, Philip N., Lincoln, NE594*
 - b. Cole, William D., South Miami, FL316
6. *ALC; clergy; term 1987-93; Synod V.F*
 - a. Dickman, Dennis H., Waverly, IA474*
 - b. Flesberg, Evon O., Waverly, IA433

7. *ALC; lay, female; term 1987-93; Synods VII.C and VIII.B*
 - a. Rigg, Ardyce Gustafson, Mars, PA446
 - b. Herbert, Mary Ellen, Staten Island, NY464*
8. *ALC; lay, male; pcll; 1987-93; Synods I.C and III.G*
 - a. DeBoer, Roy J., Port Orchard, WA437
 - b. Green, Richard, Minneapolis, MN466*
9. *AELC; clergy; term 1987-89; Synods II.A and VII.A*
 - a. Bouman, Stephen Paul, Bogota, NJ550*
 - b. Henderson, Sharon, San Francisco, CA368
10. *LCA; clergy; term 1987-89; Synods I.B and IX.C*
 - a. Aull, James S., Columbia, SC530*
 - b. Winkel, Robert F., Seattle, WA414
11. *LCA; clergy; term 1987-89; Synods III.G and VI.E*
 - a. Johnson, Craig E., Minneapolis, MN438
 - b. Luoma, John K., Youngstown, OH491*
12. *LCA; lay, female; term 1987-89; Synods III.D and VIII.A*
 - a. Brose, Esther M., Erie, PA292
 - b. Schmider, Mary Ellen H., Moorhead, MN605*
13. *LCA; clergy; term 1987-91; Synods II.E and I.F*
 - a. Lee, Thomas R., Missoula, MT486*
 - b. Parker, Karen S., Englewood, CO433
14. *LCA; lay, female; pcll; term 1987-91; Synods II.B and IX.B*
 - a. Guajardo, Magdalena, Bell, CA515*
 - b. O'Kelly, Maxine H., Burlington, NC380
15. *LCA; lay, male; term 1987-91; Synods V.A and IX.B*
 - a. Lutz, Paul E., Greensboro, NC693*
 - b. McDanold, Gordon E., Northbrook, IL248
16. *LCA; clergy; term 1987-93; Synods V.J and VIII.C*
 - a. Echelbarger, David L., Waukesha, WI458*
 - b. Wenzke, John, State College, PA456
17. *LCA; lay, female; term 1987-93; Synods V.F and VII.A*
 - a. Feyerherm, Miriam, Moorestown, NJ315
 - b. Gregory, Solveig, Cedar Falls, IA586*
18. *LCA; lay, male; term 1987-93; Synods I.B and III.F*
 - a. Carlson, Dale, Seattle, WA286
 - b. Johnson, David C., St. Peter, MN632*

BOARD FOR GLOBAL MISSION

1. *ALC; clergy; term 1987-1989; Synods V.A and VI.F*
 - b. Yu, Kwang-Ja, Chicago, IL
2. *ALC; lay, female; term 1987-89; Synods II.A and VIII.G*
 - b. Foltz, Ann, Falls Church, VA586*
 - c. Kjome, June C., La Crosse, WI350

3. *ALC; lay, male; 1987-89; Synods II.D and II.E*
 - a. Solem, Robert J., Scottsdale, AZ 311
 - b. Ausenhus, Robert, Loveland, CO 593*
4. *ALC; clergy; term 1987-91; Synods I.C and IV.D*
 - a. Rue, Philip, Auburn, WA 365
 - b. Flachmeier, Raymond H., Garland, TX 541*
5. *ALC; lay, female; term 1987-91; Synods III.H and III.I.*
 - a. Jamieson, Marjorie Karen, St. Paul, MN 412
 - b. Hartwig, Charlotte M., Northfield, MN 481*
6. *ALC; lay, male; term 1987-91; Synods IV.B and IV.F*
 - a. Cardwell, Roland Oliver, Manchester, MO 316
 - b. Singh, Shri Krishna, Houston, TX 592*
7. *ALC; clergy; term 1987-93; Synods III.G and III.I*
 - a. Hoven, Duane Charles, Rochester, MN 288
 - b. Olson, Duane Allan, Minneapolis, MN 610*
8. *ALC; lay, female; term 1987-93; Synods V.H and V.K*
 - a. Carlson, Solveig Hyland, Milton, WI 428
 - b. Carlson, Marjorie J., Superior, WI 450*
9. *AELC; clergy; pcll; term 1987-93; Synods II.A and VI.B*
 - a. Herzfeld, Will L., Oakland, CA 841*
 - b. Ponds, Kenneth T., Oklahoma City, OK 135
10. *LCA; clergy; term 1987-89; Synods III.B and VII.G*
 - a. Cobrda, Juan, Akron, OH 447
 - b. Johnson, David L., Fargo, ND 476*
11. *LCA; lay, female; term 1987-89; Synods IV.A and IX.A*
 - a. Daire, Shirley F., Stamford, NE 338
 - b. Lane, Sue Stirewalt, New Market, VA 575*
12. *LCA; lay, male; term 1987-89; Synods III.F and VI.E*
 - a. McRostie, Clair N., St. Peter, MN 370
 - b. Radefeld, Denis A., Lorain, OH 510*
13. *LCA; clergy; term 1987-91; Synods II.B and IX.A*
 - a. Handley, George E., Roanoke, VA 291
 - b. Wu, Wilson, Monterey Park, CA 661*
14. *LCA; lay, female; term 1987-91; Synods VI.C and VII.F*
 - a. Bowers, Joyce M., Kulpsville, PA 504*
 - b. Spengler, Mary Ann, Indianapolis, IN 416
15. *LCA; lay, male; term 1987-91; Synods IV.D and V.B*
 - a. Paulson, Ross E., Rock Island, IL 557*
 - b. Streng, Adolph Jr., Mesquite, TX 341
16. *LCA; clergy; term 1987-93; Synod V.A*
 - a. Gazzolo, Barbara S., Lake Forest, IL 288
 - b. Leshner, William E., Chicago, IL 660*

17. *LCA; lay, female; pcll; term 1987-93; Synods I.C and VII.C*
 - a. Gay, Janet L., Brooklyn, NY570*
 - b. Royal, Goldie M., Tacoma, WA307
18. *LCA; lay, male; term 1987-93; Synods II.C and VII.A*
 - a. Clark, Harold R., Summit, NJ333
 - b. Vikner, Paul L., Mission Viejo, CA603*

BOARD FOR MINISTRY

1. *ALC; clergy; term 1987-89; Synods III.B and III.I*
 - a. Anderson, Elmo W., Fargo, ND414
 - b. Nycklemoe, Glenn W., Austin, MN507*
2. *ALC; lay, female; term 1987-89; Synods I.B and II.E*
 - a. Ulleland, Christy N., Seattle, WA430
 - b. Wilson, E. Marlene, Boulder, CO484*
3. *ALC; lay, male; term 1987-89; Synods I.F and VI.A*
 - a. Hagen, David, Dearborn, MI426
 - b. Mattocks, Theodore C., Cut Bank, MT460*
4. *ALC; clergy; pcll; term 1987-91; Synods V.F and V.H*
 - a. Prashad, Chaitram, Barron, WI331
 - b. Kang, Wi Jo, Dubuque, IA584*
5. *ALC; lay, male; term 1987-91; Synods III.D and III.F*
 - a. Runholt, Thomas, Marshall, MN448*
 - b. Redfield, Keith G., Alexandria, MN424
6. *ALC; clergy; term 1987-93; Synods II.A and V.J*
 - a. Miller, Connie A., West Allis, WI466*
 - b. Kintner, Susan M., Palo Alto, CA435
7. *ALC; lay, female; term 1987-93; Synods IV.C and IV.F*
 - a. Gomez, Maria D., Houston, TX479*
 - b. Opsahl, Geri, Houston, TX410
8. *ALC; lay, male; term 1987-93; Synods VII.A and VIII.F*
 - a. Pilshaw, John, Mendham, NJ350
 - b. Lentz, Vernon, Timonium, MD518*
9. *AELC; lay, male; pcll; term 1987-91; Synod IV.C*
 - a. Jones, Don, Oklahoma City, OK497*
 - b. Walker, Anthony, Oklahoma City, OK396
10. *LCA; clergy; term 1987-89; Synods V.K and IX.F*
 - a. Moller-Gunderson, Mark R., Madison, WI478*
 - b. Stewart, Richard N., Christiansted, VI469
11. *LCA; clergy; term 1987-89; Synods II.A and III.G*
 - c. Crumley, James R. Jr., Hightstown, NJ*
12. *LCA; lay, female; term 1987-89; Synods I.B and III.G*
 - a. Hendrickson, Gail H., Seattle, WA461
 - b. Peterson, Marybeth A., Edina, MN474*

13. *LCA; clergy; term 1987-91; Synods VII.E and VIII.F*
 - a. Roberts, Edith B., Easton, PA 337
 - b. Shields, Jane O'Hara, New Castle, DE 574*
14. *LCA; lay, female; term 1987-91; Synods II.B and VI.B*
 - a. Pierce, Connie A., Glendale, CA 419
 - b. Cobb, Judith Ann, Grand Rapids, MI 507*
15. *LCA; lay, male; term 1987-91; Synods IV.F and VIII.D*
 - a. Mgebroy, A. Earl, Yoakum, TX 478*
 - b. Beaver, R. Hart, Lebanon Co., PA 396
16. *LCA; clergy; term 1987-93; Synods IV.E and VIII.E*
 - a. Franke, Merle G., Austin, TX 367
 - b. Ridenhour, Thomas E. Sr., Gettysburg, PA 572*
17. *LCA; lay, female; term 1987-93; Synods VII.C and VIII.C*
 - a. Fjellman, Burnice L., Manhattan, NY 457
 - b. Wenzke, Annabelle, State College, PA 466*
18. *LCA; lay, male; term 1987-93; Synods IV.B and VI.A*
 - a. Ehlers, John, Mount Clemens, MI 287
 - b. Schroeder, Robert S., Prairie Village, KS 620*

BOARD FOR OUTREACH

1. *ALC; clergy; term 1987-89; Synods III.F and IV.D*
 - a. Birkland, Paul O., Sartell, MN 419
 - b. Haven, Donald M., Plano, TX 489*
2. *ALC; clergy; term 1987-89; Synod VII.A*
 - a. Nelson, John F., Allendale, NJ 450*
 - b. Gibson, Albert W., Freehold, NJ 449
3. *ALC; clergy; term 1987-91; Synods I.E and VI.B*
 - a. Bentz, Myrin D., Portland, OR 519*
 - b. Hardy, Roger D., Gladwin, MI 377
4. *ALC; lay, female; term 1987-91; Synods IV.B and VI.D*
 - a. Brown, Cheryl D., Kansas City, MO 314
 - b. Atkins, Nancy Lee, Toledo, OH 572*
5. *ALC; lay, male; term 1987-91; Synods IV.F and V.D*
 - a. Pfennig, H. W., Houston, TX 607*
 - b. Anderson, Robert E., Grinnell, IA 310
6. *ALC; clergy; pcl; term 1987-93; Synods II.A and II.B*
 - a. Hernandez, Samuel, Fresno, CA 482*
 - b. LeBlanc, Raymond, Carson, CA 425
7. *ALC; lay, female; term 1987-93; Synods I.B and II.D*
 - a. Oines, Randi, Phoenix, AZ 463*
 - b. Klein, Anna-Marie, Kirkland, WA 417
8. *ALC; lay, male; term 1987-93; Synods III.G and III.H*
 - a. Helmstetter, David W., Hastings, MN 362
 - b. Williams, Theartrice, Minneapolis, MN 515*

9. *AELC; lay, male; term 1987-89; Synods IV.B and VII.B*
 - a. Light, Harold M., St. Louis, MO460*
 - b. Schur, Walter R., Oxford, MA425
10. *LCA; clergy; term 1987-89; Synods VII.A. and IX.F*
 - a. Forell-Davis, Mary, Jersey City, NJ582*
 - b. Malpica-Padilla, Rafael, Toa Baja (Levittown), PR..366
11. *LCA; lay, female; term 1987-89; Synods II.E and VIII.F*
 - b. Knodel, Patricia, Wilmington, DE469*
 - c. Naylor, Sarah Payne, Phoenix, AZ460
12. *LCA; lay, male; pcli; term 1987-89; Synod I.C*
 - a. Frank, Ira, Auburn, WA523*
 - b. Kawasaki, Nobuo, Port Orchard, WA367
13. *LCA; clergy; term 1987-91; Synods III.B and III.G*
 - a. Anderson, Gary F., Minnetonka, MN527*
 - b. Gladen, Ronald S., Fargo, ND389
14. *LCA; lay, female; term 1987-91; Synods IV.E and V.A*
 - a. Jacobs, Dorothy K., Austin, TX660*
 - b. Robles, Myrta, Chicago, IL279
15. *LCA; lay, male; term 1987-91; Synods III.F and IX.C*
 - a. O'Brien, Thomas J., Lexington, SC374
 - b. Olson, Linden, Worthington, MN527*
16. *LCA; clergy; term 1987-93; Synods II.B and V.A*
 - a. Hicks, Sherman G., Chicago, IL601*
 - b. Johnson, Larry H. T., Thousand Oaks, CA331
17. *LCA; lay, female; term 1987-93; Synods V.D and VI.C*
 - a. Schickel, Carol, Indianapolis, IN360
 - b. Sickles, Diana J., Des Moines, IA542*
18. *LCA; lay, male; term 1987-93; Synods IV.E and VIII.A*
 - a. Harrington, Edward E., Port Allegany, PA471*
 - b. Johnson, Keith L., Austin, TX421

BOARD FOR SOCIAL MINISTRY ORGANIZATIONS

1. *ALC; clergy; term 1987-1989; Synods V.I and V.J*
 - a. Duea, Robert E., Milwaukee, WI606*
 - b. Metz, Randall J., Waupun, WI294
2. *ALC; lay, female; term 1987-89; Synods II.A and II.E*
 - a. Morgan, Maxine W., Oakland, CA379
 - b. Tepper, Sharon A., Colorado Springs, CO498*
3. *ALC; lay, male; term 1987-89; Synods I.A and I.D*
 - a. Lee, Donald E., Anchorage, AK684*
 - b. Leitz, Emil E., Richland, WA207
4. *ALC; clergy; term 1987-91; Synods III.C and III.G*
 - a. Johnson, Judith A., Sisseton, SD436
 - b. Nelson, Hubert J. (Hub), Minneapolis, MN458*

5. *ALC; lay, female; term 1987-91; Synods V.J and VI.F*
 - a. Steele, Gay Shelby, Columbus, OH502*
 - b. Chossek, Aletta, Milwaukee, WI376
6. *ALC; lay, male; pcll; term 1987-91; Synods IV.C and IX.B*
 - a. Kelley, Jack D., Oaks, OK491*
 - b. McDonald, William E., Durham, NC382
7. *ALC; clergy; term 1987-93; Synods IX.D and IX.E*
 - a. Straszheim, Jerry L., Coral Springs, FL388
 - b. Lang, Kent, Marietta, GA487*
8. *ALC; lay, male; term 1987-93; Synods VI.A and VII.A*
 - a. Scott, Willie G., Detroit, MI510*
 - b. Moffitt, Lee R., Freehold, NJ362
9. *AELC; lay, female; term 1987-93; Synods II.A and IV.B*
 - a. Reko, Ruth A., Richmond Heights, MO425
 - b. Kelly, Kathy, Alameda, CA464*
10. *LCA; clergy; pcll; term 1987-89; Synods II.C and VII.F*
 - a. Chen, David, San Diego, CA602*
 - b. Parkinson, John A., Philadelphia, PA319
11. *LCA; clergy; term 1987-89; Synods III.G and IX.C*
 - a. Holman, Mark K., Minneapolis, MN487*
 - b. McKay, Henry M., Columbia, SC415
12. *LCA; lay, male; term 1987-89; Synods I.B and I.C*
 - a. Johnstone, Theodore E. Jr., Gig Harbor, WA450*
 - b. Juhkental, Jaak, Bainbridge, WA431
13. *LCA; clergy; term 1987-91; Synods IV.D and VI.A*
 - a. Dennis, Roger D., Wichita Falls, TX302
 - b. Thomas, Carl E., Detroit, MI610*
14. *LCA; lay, female; term 1987-91; Synods VI.F and IX.B*
 - a. Murphy, Sarah C., Dayton, OH409
 - b. Thomas, Eloise D., Wilmington, NC461*
15. *LCA; lay, male; term 1987-91; Synods IV.A and V.D*
 - a. Jacox, David, Omaha, NE362
 - b. Larsen, Leonard C., Des Moines, IA522*
16. *LCA; clergy; term 1987-93; Synods V.A and VII.F*
 - a. Hallberg, Donald M., Des Plaines, IL542*
 - b. Rogers, Rinda G., East Lansdowne, PA361
17. *LCA; lay, female; term 1987-93; Synods III.B and VIII.B*
 - a. Franzen, Janet E., Pittsburgh, PA493*
 - b. Sellheim, Opal, Fargo, ND393
18. *LCA; lay, male; term 1987-93; Synods III.H and VII.B*
 - a. Armitage, Robert D., Marine-on-St. Croix, MN424
 - b. Forsberg, David P., Worcester, MA475*

BOARD FOR CHURCH IN SOCIETY

1. *ALC; clergy; term 1987-89; Synods VI.A and VI.E*
 - a. Jorstad, Eric, Detroit, MI581*
 - b. Bengson, Glen A., Youngstown, OH306
2. *ALC; lay, female; pc/l; term 1987-89; Synods I.A and II.B*
 - a. Miller, Mary, Nome, AK467*
 - b. Kitahata, Stacy Dee, Torrance, CA404
3. *ALC; clergy; term 1987-91; Synod IV.A*
 - a. Bunge, John E., Lincoln, NE611*
 - c. Persaud, Krishen A., Sioux City, IA293
4. *ALC; lay, female; term 1987-91; Synod V.K*
 - a. Instefjord, Annette, Janesville, WI412
 - b. Utrie, Andrea L., Beaver Dam, WI434*
5. *ALC; clergy; term 1987-93; Synods III.F and III.I*
 - a. Sundheim, Marlyn E., New London, MN509*
 - b. Heskin, Adrienne, Austin, MN365
6. *ALC; lay, female; term 1987-93; Synods VI.E and IX.E*
 - a. Fullerton, Barbara L., Columbiana, OH480*
 - b. Gula, Margaret S., Coral Springs, FL387
7. *ALC; lay, male; term 1987-93; Synod III.H*
 - a. Nelson, Ronald G., White Bear Lake, MN302
 - b. Egerstrom, Lee, St. Paul, MN541*
8. *AELC; lay, male; term 1987-89; Synods II.A and VIII.G*
 - a. Bente, Paul F. Jr., Washington, DC508*
 - b. Cole, Eugene, Oakland, CA350
9. *LCA; clergy; term 1987-89; Synods III.G and VII.F*
 - a. Bussert, Joy M. K., Minneapolis, MN568*
 - b. Fullenwieder, Jann B., Philadelphia, PA336
10. *LCA; lay, female; term 1987-89; Synods VII.B and VII.C*
 - a. Hurty, Kathleen S., Manhatten, NY495*
 - b. Simon, Joyce M., Natick, MA408
11. *LCA; clergy; term 1987-91; Synods I.E and III.D*
 - a. Knudson, L. Edward, Milwaukie, OR348
 - b. Rains, Robert L., Lengby, MN523*
12. *LCA; lay, female; term 1987-91; Synods IV.C and V.D*
 - a. Huppert, Peggy Ann, West Des Moines, IA406
 - b. Finn, Judith A., Tulsa, OK480*
13. *LCA; lay, male; term 1987-91; Synods II.A and V.A*
 - a. Brorby, Robert P., Richmond, CA434
 - b. Krueger, David A., Chicago, IL479*
14. *LCA; clergy; pc/l; term 1987-93; Synods IV.F and IX.D*
 - a. Diaz, Herminio, Austin, TX572*
 - b. Powell, Eugene M., Atlanta, GA339

15. *LCA; lay, male; term 1987-93; Synods III.D and VIII.D*
 a. DeGroat, Frank, Lake Park, MN403
 b. Spooner, Jack R., Shiremanstown, PA475*

BOARD FOR COMMUNICATION

1. *ALC; clergy; pcli; term 1987-89; Synods I.C and VII.C*
 a. Hill, David, Bronx, NY515*
 b. Shen, Joel Hui-Tsu, Tacoma, WA371
2. *ALC; lay, female; term 1987-89; Synods IV.E and V.K*
 a. Smith, Carol Becker, Madison, WI539*
 b. Hermanson, Renee, San Antonio, TX314
3. *ALC; lay, male; term 1987-89; Synods II.B and VII.C*
 a. Lee, Robert E. A., Baldwin, NY643*
 b. Terzian, Carl R., Hollywood, CA271
4. *ALC; clergy; term 1987-91; Synods VI.A and VI.E*
 a. Campbell, Charles, Bloomfield, MI496*
 b. Rauch, W. Eric, Berea, OH368
5. *ALC; lay, female; term 1987-91; Synods I.F and VII.D*
 a. Peterson, Linda Woods, Rochester, NY393
 b. Christianson, Carolyn I., Great Falls, MT463*
6. *ALC; clergy; term 1987-93; Synods V.E and V.F*
 a. Nielsen, Stanley, Shelby, IA382
 b. Gremmels, Robert C., Waverly, IA481*
7. *ALC; lay, male; term 1987-93; Synods III.G and III.H*
 a. Bachman, John F., St. Louis Park, MN571*
 b. Beckmann, Curtis John, Burnsville, MN303
8. *AELC; clergy; term 1987-91; Synods IV.B and VI.A*
 a. Neeb, Larry W., St. Louis, MO626*
 b. Schoof, Frederick A., Port Huron, MI232
9. *LCA; clergy; term 1987-89; Synods III.G and VII.E*
 a. Mattison, Judith M., Minneapolis, MN528*
 b. Shafer, Eric C., Allentown, PA379
10. *LCA; lay, male; term 1987-89; Synods V.J and VIII.G*
 a. Liberatore, George W., Germantown, WI226
 b. Welch, David, Washington, DC625*
11. *LCA; clergy; pcli; term 1987-91; Synods V.A and IX.F*
 a. Miranda, Mario C., Caguas, PR569*
 b. Planas-Belfort, Dimas, Chicago, IL323
12. *LCA; lay, female; term 1987-91; Synods VIII.F and IX.D*
 a. Lovell, Linda N., Ellicott City, MD293
 b. Pedrotti, Kay, Jonesboro, GA554*
13. *LCA; clergy; term 1987-93; Synods VI.E and VIII.A*
 a. Chamberlain, Linwood H. Jr., Lorain, OH333
 b. Souders, Harry G., Erie, PA521*

14. *LCA; lay, female; term 1987-93; Synods II.A and VII.B*
 - a. Ackerman, Caroline I., Natick, MA 329
 - b. Anderson, Karen A., San Francisco, CA 541*
15. *LCA; lay, male; term 1987-93; Synods II.B and VII.F*
 - a. Brenner, William F., Southampton, PA 385
 - b. Olson, Edward, Thousand Oaks, CA 477*

BOARD FOR FINANCIAL SUPPORT

1. *ALC; clergy; term 1987-89; Synods I.F and V.J*
 - a. Vitalis, Dale M., Billings, MT 551*
 - b. Silseth, Martinus, Milwaukee, WI 327
2. *ALC; lay, female; term 1987-89; Synod VI.A*
 - a. Nystrom, Deborah A. W., Ann Arbor, MI 554*
 - b. Hill, Terri A., Detroit, MI 302
3. *ALC; lay, male; term 1987-91; Synods III.D and III.E*
 - a. Swanson, Arlen, Hoyt Lakes, MN 485*
 - b. Peterson, Harry V., Fergus Falls, MN 350
4. *ALC; clergy; term 1987-91; Synods II.A and II.D*
 - a. Holmes, Vernon H., Lodi, CA 404
 - b. Hoffmann, Lester William, Phoenix, AZ 438*
5. *ALC; lay, female; term 1987-91; Synods VII.C and VIII.B*
 - a. Perry, Dorothy M., St. Albans, NY 438*
 - b. Miller, Betty L., Coraopolis, PA 383
6. *ALC; clergy; term 1987-93; Synods IV.A and IV.D*
 - a. Maeker, Rodney C., Dallas, TX 478*
 - b. Schaff, Robert J., Omaha, NE 348
7. *ALC; lay, male; term 1987-93; Synods III.C and III.F*
 - a. Hill, Thomas, Marshall, MN 300
 - b. Moe, Richard, Sioux Falls, MN 551*
8. *AELC; lay, male; pcli; term 1987-93; Synods IV.F and VI.E*
 - a. Walker, Richard Jr., New Orleans, LA 520*
 - b. Chikkola, Fred, Fairview Park, OH 298
9. *LCA; clergy; term 1987-89; Synods IV.F and VIII.D*
 - a. Johns, Theodore C., Houston, TX 578*
 - b. von Craig, Bertha T., Shellsville, PA 293
10. *LCA; lay, female; term 1987-89; Synods VI.C and IX.D*
 - a. Rehmel, Judith B., Richmond, IN 352
 - b. Thomas, Barbara H., East Point, GA 477*
11. *LCA; lay, male; term 1987-89; Synods II.B and III.G*
 - a. Fox, Clifford J., Bloomington, MN 486*
 - b. Lueck, Norman N., Thousand Oaks, CA 386
12. *LCA; clergy; term 1987-91; Synods III.H and IV.B*
 - a. Hillerich, Donald J., St. Paul, MN 478*
 - b. Olson, Milton J., Manhattan, KS 385

13. *LCA; lay, male; pcli; term 1987-91; Synods I.D and VII.C*
 - a. Trotman, Raynel' L., St. Albans, NY418*
 - b. Sato, David, Yakima, WA413
14. *LCA; clergy; term 1987-93; Synods VII.A and VIII.F*
 - a. Riley, E. Roy Jr., Trenton, NJ432*
 - b. Sabatelli, John R., Baltimore, MD423
15. *LCA; lay, female; term 1987-93; Synods II.B and VIII.D*
 - a. Appleby, Fae E., Mechanicsburg, PA341
 - b. Price, Barbara L., Burbank, CA556*

BOARD FOR WOMEN

1. *ALC; clergy; term 1987-89; Synod III.F*
 - a. Kunz, Marcus R., Winthrop, MN482*
 - b. Wiese, Arthur E., Gaylord, MN358
2. *ALC; lay, male; pcli; term 1987-89; Synods IV.F and V.A*
 - a. Gomez, Victor M., Houston, TX455*
 - b. Briggs, Norman E., Chicago, IL394
3. *ALC; clergy; term 1987-91; Synods IV.E and V.J*
 - a. Nilssen, June, Milwaukee, WI516*
 - b. Lundquist, Elizabeth Stein, San Antonio, TX384
4. *ALC; lay, female; term 1987-91; Synods II.B and II.D*
 - a. Foster, Ada M., Carson, CA309
 - b. Valenzuela, Maria, Glendale, AZ518*
5. *ALC; clergy; term 1987-93; Synod VI.A*
 - a. Rothaar, Michael R., Dearborn Heights, MI313
 - b. Shaffer-Gottschalk, Patricia, Milford, MI538*
6. *ALC; lay, female; term 1987-93; Synods V.A and V.F*
 - a. Kalkwarf, Faythe, Mt. Prospect, IL232
 - b. Mortensen, Audrey R., Dubuque, IA636*
7. *ALC; lay, male; term 1987-93; Synods I.B and IX.D*
 - a. Klein, Richard P., Atlanta, GA383
 - b. Jacobson, Ronald K., Everett, WA450*
8. *AELC; lay, female; term 1987-91; Synods IV.B and IV.C*
 - a. Mayer, Selma I., Sunset Hills, MO315
 - b. Walker, Loretta, Oklahoma City, OK562*
9. *LCA; clergy; term 1987-89; Synods I.F and V.D*
 - a. Crist-Graybill, Jessica R., Great Falls, MT507*
 - b. Davis, Gregory N., Johnston, IA371
10. *LCA; lay, female; pcli; term 1987-89; Synods VI.F and VII.F*
 - a. Pate, Sylvia, Alexandria, VA402
 - b. Pye-Ross, Sarah, Philadelphia, PA471*
11. *LCA; lay, male; term 1987-89; Synods VI.C and VIII.D*
 - a. Good, Ronald K., Akron, PA319
 - b. Matsumoto, Charles, Indianapolis, IN563*

12. *LCA; clergy; term 1987-91; Synods VII.B and VIII.F*
 - a. Holum, Robert M., Baltimore, MD426*
 - b. Priggie, Richard W., Brookfield, CT410
13. *LCA; lay, male; term 1987-91; Synods III.G and IX.A*
 - a. Franz, William, Richmond, VA327
 - b. Sharp, Michael, Minneapolis, MN480*
14. *LCA; clergy; term 1987-93; Synods V.B and VIII.D*
 - a. Clark-Johnson, Marcia L., Woodstock, IL512*
 - b. Morefield, Mary Anne, Camp Hill, PA328
15. *LCA; lay, female; term 1987-93; Synods III.G and IV.B*
 - a. Nelson, Barbara F., Lindsborg, KS565*
 - b. Pagelkopf, Doris, Plymouth, MN322

BOARD FOR ELCA PUBLISHING HOUSE

1. *ALC; clergy; term 1987-89; Synods I.D and VI.F*
 - a. Jurgensen, Barbara, Sugar Grove, OH687*
 - b. Plummer, Carol L., Soap Lake, WA235
2. *ALC; lay, male; term 1987-89; Synod V.J*
 - a. Hafemeister, John H., Milwaukee, WI361
 - b. Midtbo, Stanley, Edgerton, WI481*
3. *ALC; clergy; term 1987-91; Synods II.A and II.B*
 - a. Mees, Walter H. Jr., Pacific Palisades, CA509*
 - b. Ramseth, Rudolph A., Sacramento, CA345
4. *ALC; lay, female; pc/1; term 1987-91; Synods II.B and IX.B*
 - a. Fitts, Geneva H., Durham, NC292
 - b. Henry, Mary E., Los Angeles, CA561*
5. *ALC; lay, male; term 1987-91; Synods I.B and I.C*
 - a. Rieke, Paul Victor, Seattle, WA326
 - b. Moe, Richard D., Tacoma, WA529*
6. *ALC; clergy; term 1987-93; Synod III.A*
 - a. Hinrichs, Peter C., Dickinson, ND465*
 - b. Ofstedal, Paul, Williston, ND398
7. *ALC; lay, female; term 1987-93; Synods V.A and V.I*
 - a. Lehman, Judie, Hoffman Estates, IL452*
 - b. Seidel, Lena, Wausau, WI393
8. *ALC; lay, male; term 1987-93; Synods III.B and III.C*
 - a. Feste, Charles A., Fargo, ND508*
 - b. Hinderaker, Irving A., Watertown, SD318
9. *AELC; lay, female; term 1987-89; Synods IV.A and IV.F*
 - a. Siemers, Jeanette, Omaha, NE495*
 - b. Stotik, Esther, Chalmette, LA342
10. *LCA; clergy; term 1987-89; Synods V.J and IX.D*
 - a. Skillrud, Harold, Atlanta, GA618*
 - b. Youngquist, Theodore, Wauwatosa, WI302

11. *LCA; clergy; term 1987-89; Synods I.D and III.C*
 - b. Worthing, Carol, Pierre, SD428
 - c. Youngdahl, Paul M., Minneapolis, MN487*
12. *LCA; lay, male; term 1987-89; Synods V.G and VII.C*
 - a. Jensen, Lawrence, Iron Mountain, MI515*
 - c. DeWerth, Gordon H., Avon, CT341
13. *LCA; clergy; pcll; term 1987-91; Synods IV.D and VI.F*
 - a. Holloway, Callon W., Dayton, OH571*
 - b. Rajan, Frederich, Irving, TX300
14. *LCA; lay, female; term 1987-91; Synods VI.C and VIII.F*
 - a. Bond, Kimerly, Baltimore, MD322
 - b. Geiser, Floramae, Indianapolis, IN561*
15. *LCA; lay, male; term 1987-91; Synods IV.C and IX.C*
 - a. Ballentine, Andrew, Charleston, SC336
 - b. Gragert, Steven, Stillwater, OK476*
16. *LCA; clergy; term 1987-93; Synods IV.E and VII.F*
 - a. Krych, Margaret A., Philadelphia, PA312
 - b. Holck, Manfred Jr., Austin, TX587*
17. *LCA; lay, female; term 1987-93; Synods V.A and VIII.D*
 - b. Crist, Christine M., Camp Hill, PA474*
 - c. Leshner, A. Jean, Chicago, IL428
18. *LCA; lay, male; term 1987-93; Synods VII.B and VIII.G*
 - a. Scott, James, Amherst, MA459*
 - b. Sono, Themba, Silver Spring, MD382

BOARD OF PENSIONS

1. *ALC; clergy; term 1987-89; Synods VI.A and VI.E*
 - a. Menter, Theodore L., Port Huron, MI485*
 - b. Williams, Paul R., Warren, OH399
2. *ALC; lay, female; term 1987-89; Synod I.B*
 - a. Ward, Martha C., Des Moines, WA419*
 - b. Glenn, Laraine L., Juneau, AK417
3. *ALC; lay, male; term 1987-89; Synod III.C*
 - a. Gregerson, Richard O., Sioux Falls, SD280
 - b. Niebuhr, Richard, Aberdeen, SD585*
4. *ALC; clergy; pcll; term 1987-91; Synods II.A and IV.F*
 - a. Castaneda, Mario F., Houston, TX424*
 - b. Shum, Benjamin W., San Francisco, CA417
5. *ALC; lay, female; term 1987-91; Synods III.E and III.G*
 - a. Storaasli, Elizabeth A., Duluth, MN557*
 - b. Weinman, Connie, St. Paul, MN322
6. *ALC; clergy; term 1987-93; Synod V.K*
 - a. Baumbach, Ralph F., Stoughton, WI381
 - b. Wendt, Jerald, Whitewater, WI456*

7. *ALC; lay, female; term 1987-93; Synods VI.F and VII.C*
 - a. Berg, Mildred M., Brooklyn, NY503*
 - b. Laughlin, Mona J., Lancaster, OH342
8. *ALC; lay, male; term 1987-93; Synods V.I and IX.B*
 - a. Bell, Ulysses, Elizabeth City, NC409
 - b. Munson, Bartley L., Appleton, WI433*
9. *AELC; clergy; term 1987-91; Synods IV.B and VI.C*
 - a. Bauermeister, Jeannette H., St. Louis, MO561*
 - b. Hubert, Frederick Donald, Alexandria, IN313
10. *LCA; clergy; term 1987-89; Synods VI.A and VI.F*
 - a. Heine, Raymond A., Grand Rapids, MI357
 - b. Karsten, Robert E., Columbus, OH573*
11. *LCA; lay, female; term 1987-89; Synods IV.F and VIII.D*
 - a. Bonds, Marlene K., Baton Rouge, LA499*
 - b. Neuhaus, Wanda D., York, PA378
12. *LCA; lay, male; term 1987-89; Synods IV.D and VII.B*
 - b. Carter, W. Michael, Irving, TX557*
 - c. Nelson, Allan R., Cromwell, TX317
13. *LCA; clergy; term 1987-91; Synods I.C and IV.A*
 - a. Chu, Daniel, Federal Way, WA513*
 - b. Wells, Knight W., Omaha, NE380
14. *LCA; lay, female; term 1987-91; Synods II.D and III.H*
 - a. Hasselmo, Patricia Tillberg, Tucson, AZ481*
 - c. Nelson, Mary Kay, Chicago, IL408
15. *LCA; lay, male; term 1987-91; Synods VI.C and VIII.G*
 - a. Myers, Robert J., Takoma Park, MD523*
 - b. Rosky, Theodore S., Louisville, KY373
16. *LCA; clergy; term 1987-93; Synods IX.D and IX.E*
 - e. Swanson, Reuben T., Chatham, NJ
17. *LCA; lay, female; term 1987-93; Synods II.B and V.A*
 - a. Olson, Mary, Chicago, IL491*
 - b. Swanson, Kathryn A., Thousand Oaks, CA408
18. *LCA; lay, male; pcll; term 1987-93; Synods VII.C and IX.B*
 - a. Chou, David, Hickory, NC404
 - b. Renwick, Fred B., Manhattan, NY489*

NOMINATING COMMITTEE

1. *ALC; clergy; term 1987-89; Synods II.B and II.D*
 - a. Falde, Gaylerd L., Studio City, CA437
 - b. Maxwell-Doherty, Melissa, Phoenix, AZ452*
2. *ALC; lay, female; term 1987-89; Synods I.A and I.F*
 - a. Okleasik, M. LaVonne, Nome, AK268
 - b. Peterson, Beverly A., Billings, MT572*

3. *ALC; lay, male; term 1987-89; Synod IV.C*
 - a. Harris, Ronald C., Oklahoma City, OK 199
 - b. Lee, Richard E., Oklahoma City, OK 632*
4. *ALC; clergy; term 1987-91; Synods VI.B and VI.F*
 - a. Wietelmann, Robert L., Dayton, OH 332
 - b. White, William R., Mt. Pleasant, MI 523*
5. *ALC; lay, male or female; term 1987-91; Synod VIII.F*
 - a. Keel, Myra J., Baltimore, MD 445*
 - b. Pertee, Warren T. Sr., Baltimore, MD 370
6. *ALC; clergy; term 1987-93; Synods III.C and III.D*
 - a. Steinwand, ElRoy, Sioux Falls, SD 411
 - b. Larson, Richard D., Thief River Falls, MN 421*
7. *ALC; lay, female; term 1987-93; Synod IX.E*
 - a. Wendt, Jacqueline L., Jacksonville, FL 406
 - b. Olsen, Chickie, Pompano Beach, FL 450*
8. *ALC; lay, male; term 1987-93; Synods V.C and V.K*
 - a. Rapp, David R., Pontiac, IL 504*
 - c. Borchers, Mark, Holstein, IA 360
9. *AELC; clergy; term 1987-91; Synods VI.C and VII.A*
 - a. Derr, Amandus J., Teaneck, NJ 423
 - b. Huxhold, Harry N., Indianapolis, IN 450*
10. *LCA; clergy; pcli; term 1987-89; Synod V.A*
 - a. Kalb, Lydia R., Chicago, IL 634*
 - b. Legania, Raymond, Chicago, IL 248
11. *LCA; lay, female; term 1987-89; Synods VII.A and VII.D*
 - a. Bernstengel, Barbara, Jersey City, NJ 471*
 - b. Siebert, Phyllis, Liverpool, NY 398
12. *LCA; lay, male; term 1987-89; Synods IX.B and IX.D*
 - a. Baker, Joel B., Atlanta, GA 379
 - b. Brown, Bachman S. Jr., Kannapolis, NC 450*
13. *LCA; clergy; term 1987-91; Synods VI.A and VI.C*
 - a. Schaffer, William D., Detroit, MI 280
 - b. BeMiller, Thomas M., Jeffersontown, KY 572*
14. *LCA; lay, female; term 1987-91; Synods IV.B and IV.E*
 - a. Schroeder, Patricia G., Prairie Village, KS 338
 - b. Wahlberg, Rachel Conrad, Austin, TX 557*
15. *LCA; lay, male; term 1987-91; Synod III.G*
 - a. Allen, Clyde E. Jr., Bloomington, MN 366
 - b. Warner, Franklin C., Minneapolis, MN 428*
16. *LCA; clergy; term 1987-93; Synod II.E*
 - a. Magnus, Richard A., Denver, CO 492*
 - b. Nilsson, Harold, Salt Lake City, UT 370

- 17. *LCA; lay, female; term 1987-93; Synods I.B and I.E*
 - a. Bjork, Mary Alice, Salem, OR387
 - b. Wing, Sally W., Bellevue, WA462*
- 18. *LCA; lay, male; term 1987-93; Synods VIII.A and VIII.G*
 - a. Anderson, Floyd E., Washington, DC452*
 - b. Johnson, Alvin, Erie, PA399

COMMITTEE ON DISCIPLINE

- 1. *ALC; clergy; term 1987-89; Synods III.D and III.E*
 - a. Olson, Roger P., Moorhead, MN467*
 - b. Strommen, Peter, Duluth, MN396
- 2. *ALC; clergy; term 1987-89; Synods VI.E and VI.F*
 - a. Hesterman, Donald F., Cleveland, OH404
 - b. Mittermaier, John G., Circleville, OH431*
- 3. *ALC; lay, female; term 1987-89; Synods I.B and I.D*
 - a. Olson, J. Eleanor, Spokane, WA312
 - b. Jennings, Sandra A., Seattle, WA493*
- 4. *ALC; lay, male; pcll; term 1987-89; Synods I.E and VII.C*
 - a. Irby, Galvin, Portland, OR344
 - b. Beasley, Horace A., New York, NY461*
- 5. *ALC; clergy; term 1987-91; Synods VII.A and VIII.B*
 - a. Mitchell, G. Raymond, Woodcliff Lake, NJ344
 - b. Rademacher, Ronald, Pittsburgh, PA460*
- 6. *ALC; lay, female; term 1987-91; Synods VIII.F and VIII.G*
 - a. Buster, Jeanne R., Washington, DC556*
 - b. Garner, Vera H., Baltimore, MD231
- 7. *ALC; lay, male; term 1987-91; Synods III.H and IV.B*
 - a. Pepin, Richard G. Jr., St. Paul, MN482*
 - b. Hackler, Eugene T., Olathe, KS326
- 8. *ALC; clergy; term 1987-93; Synods V.A and V.J*
 - a. Anderson, Phyllis, Chicago, IL564*
 - b. Usgaard, Harold Lydell, West Allis, WI284
- 9. *ALC; lay, female; term 1987-93; Synods IX.D and IX.E*
 - a. Steinke, Robin J., Marietta, GA388
 - b. Karlik, Doris, Palm Beach Gardens, FL420*
- 10. *ALC; lay, male; term 1987-93; Synods V.A and V.B*
 - a. Hardy, David J., Palatine, IL599*
 - b. Hill, Carl M., Lee, IL263
- 11. *AELC; clergy; term 1987-93; Synods IV.C and V.C*
 - a. Heimsoth, Ronald K., Sand Springs, OK348
 - b. Clark, James L., Mascoutah, IL460*
- 12. *LCA; clergy; pcll; term 1987-89; Synods I.C and VII.A*
 - a. Herz-Lane, Margaret E., Camden, NJ446*
 - b. Moy, James Y.K., Seattle, WA404

13. *LCA; lay, female; term 1987-89; Synods I.B and III.G*
 - a. Eberlein, Marilyn, Minneapolis, MN305
 - b. Siqueland, Ann, Seattle, WA545*
14. *LCA; lay, male; term 1987-89; Synods III.F and IV.D*
 - a. Hulstrand, George E., Willmar, MN415*
 - b. James, Don, Wichita Falls, TX395
15. *LCA; clergy; term 1987-91; Synods II.C and IV.E*
 - a. Kniseley, James C., San Diego, CA299
 - b. Youngdahl, Stephen, Austin, TX559*
16. *LCA; clergy; term 1987-91; Synods III.H and IV.B*
 - a. Johns, Daniel L., Stillwater, MN414*
 - b. Strand, Verner E., Prairie Village, KS400
17. *LCA; lay, female; term 1987-91; Synods VI.F and VII.D*
 - a. Giffin, Barbara, Bridgeport, OH504*
 - b. Kohler, Ann G., Liverpool, NY356
18. *LCA; lay, male; term 1987-91; Synods II.B and VI.A*
 - a. Lindquist, Charles K., Livonia, MI541*
 - b. Logan, Howard L., Northridge, CA284
19. *LCA; clergy; term 1987-93; Synods VII.G and IX.E*
 - a. Brndjar, Paul L., Garfield, NJ500*
 - b. Hock, Robert, Orlando-Winter Park, FL389
20. *LCA; lay, female; term 1987-93; Synods V.E and VIII.B*
 - a. Diehl, Mary Ann, Albert City, Ia540*
 - b. Hafer, Barbara, Pleasant Hills, PA321
21. *LCA; lay, male; term 1987-93; Synods VIII.G and IX.D*
 - a. Graff, John R., Springfield, VA587*
 - b. Termunde, Darold, Albany, GA246

COMMITTEE ON APPEALS

1. *ALC; clergy; term 1987-89; Synod V.J*
 - a. McClelland, Robert Eugene, Grafton, WI432*
 - b. Anderson, Robert L., Kenosha, WI409
2. *ALC; clergy; term 1987-91; Synod VI.E*
 - a. Williams, Connie D. S., Youngstown, OH384
 - b. Lambert, George E., Youngstown, OH432*
3. *ALC; lay, female; term 1987-91; Synods III.D and III.G*
 - a. Nestingen, Carolyn Storaasli, Minneapolis, MN502*
 - b. Leegard, Marjorie, Detroit Lakes, MN338
4. *ALC; clergy; term 1987-93; Synods II.A and II.E*
 - a. Gangsei, Philip, San Mateo, CA287
 - b. Johnson, Luther M., Denver, CO529*
5. *ALC; lay, male; term 1987-93; Synod IV.A*
 - a. Laursen, Paul H., Lincoln, NE409*
 - b. Goldenstein, Erwin H., Lincoln, NE380

6. *AELC; clergy; term 1987—89; Synods V.A and VII.B*
 - a. Brandt, Victor L., Hinsdale, IL579*
 - b. Wismar, Cyril Mark, Simsbury, CT263
7. *LCA; clergy; term 1987-89; Synods IV.E and V.A*
 - a. Bozeman, Jean, Chicago, IL313
 - b. Wahlberg, Philip L., Austin, TX597*
8. *LCA; lay, male; term 1987-89; Synods VI.A and VII.C*
 - a. Carlson, Clarence G., Pontiac, MI468*
 - b. Scharfe, Charles L. Jr., Babylon, NY333
9. *LCA; clergy; term 1987-91; Synods III.G and VI.F*
 - a. Chilstrom, Herbert W., Edina, MN92
 - b. Sauer, Kenneth H., Columbus, OH845*
10. *LCA; lay, male; term 1987-91; Synods V.B and IX.D*
 - a. Crim, Alonzo A., Atlanta, GA494*
 - b. Schwiebert, Mark W., Rock Island, IL349
11. *LCA; clergy; term 1987-93; Synods I.B and VIII.G*
 - a. Fjellman, A. G., Seattle, WA515*
 - b. Schneider, Theodore F., Silver Spring, MD359
12. *LCA; lay, female; p11; term 1987-93; Synods VIII.F and IX.F*
 - a. Coles, Waetina, Baltimore, MD315
 - b. Nieves Lebron, Josefina, San Juan, PR544*

Voted: **That we dispense with the detailed reading of the results of ELCA 87.3.57 the elections so that the chair can go directly to each of the units and declare the election of those nominees receiving a majority of the vote.**

The chair read the names of those persons receiving the highest number of votes for each position and declared each elected.

Committee on Reference and Counsel, Report of (Continued from page 68.)

The chair called for a further report from the Committee on Reference and Counsel.

● *Youth Organization, Eligibility to Participate in*

Item #17, Report of the Committee on Reference and Counsel, was introduced by the committee chair, Katheryn Baerwald. The text of the resolution reads:

Whereas, the ELCA has taken a position supporting youth in the church today; and

Whereas, students in grades 9 through 12 are designated to be the focus of youth ministry; and

Whereas, many seniors have spent the past few years working on the formation of the youth organization of the ELCA, synod youth organizations, synods themselves, and the Evangelical Lutheran Church in America; and

Whereas the rules for being delegates to the Constituting Convention of

the ELCA Youth Organization say that current seniors cannot be delegates; therefore, be it

Resolved, that youth that are current seniors be allowed to attend the Constituting Convention of the ELCA Youth Organization as delegates, but not be eligible to be elected to the interim Youth Organization board positions.

The Committee on Reference and Counsel *recommended* that this item be received as new business and that the resolution be referred to the Transition Team to consult with the planning committee for the Youth Organization.

The committee advised the convention that the Transition Team has been working with the youth organization planning committee and this matter has already received considerable attention and it appears that a resolution may be near.

Voted: To accept the resolution, Eligibility to Participate in Youth
ELCA 87.3.58 Organization, as new business

Voted: To refer the resolution, Eligibility to Participate in Youth
ELCA 87.3.59 Organization, to the Transition Team with the request that it consult with the planning committee for the Youth Organization.

As a matter of personal privilege, the chair invited the members of the Youth Convo to appear before the convention.

The members of the Youth Convo entered the convention hall to the applause of the delegates.

● *Communion Practices, Statement on*

The chair of the Committee on Reference and Counsel reported on the matter of the adoption of the *Statement on Communion Practices* that had been referred to the committee.

The Committee on Reference and Council *recommended* that the item be accepted as new business, adopted, and referred to the Church Council.

Voted: To accept the *Statement on Communion Practices* as new
ELCA 87.3.60 business.

Voted: Whereas, the three Uniting Church bodies in convention have
ELCA 87.3.61 adopted the identical *Statement on Communion Practices*; and

Whereas, this item has been inadvertently omitted by the Transition Team from the agenda of this convention; therefore be it

Resolved, that the Constituting Convention of the ELCA adopt the Statement on Communion Practices in the identical form as adopted by The American Lutheran Church, the Association of Evangelical Lutheran Churches, and the Lutheran Church in America; and be it further

Resolved, that the Constituting Convention of the ELCA request the Church Council of the ELCA to study this issue and make whatever recommendation it deems appropriate to the first churchwide assembly of the ELCA.

● *Convention Minutes*

Ms. Baerwald presented an item concerning the minutes of the Constituting Convention.

Voted: **To authorize the Committee on Minutes to edit the minutes of this Constituting Convention of the ELCA, and to authorize the officers of the ELCA to give final approval to the minutes as edited.**
ELCA 87.3.62

Greetings

The following Youth Convo members came to the platform, were introduced, and spoke briefly:

Emily Lasten

Drew Sabrowski

Craig Ashley

William Chu and Karli Grant were introduced as the newly-elected youth advisory members of the Church Council.

Committee on Reference and Counsel, Report of
(Continued from above.)

● *Appreciation*

Dr. William Kinnison asked the assembly to express their appreciation to the Rev. William Kohn, former bishop of the Association of Evangelical Lutheran Churches, by their applause.

Item #20, Report of the Committee on Reference and Counsel, was introduced with the recommendation that it be received as new business.

Voted: **That a resolution of appreciation be accepted as new business.**
ELCA 87.3.63

Voted: **That item "j" be amended by adding the following:**
ELCA 87.3.64
and that the staff persons, both clergy and lay, of our national bodies, synods, and districts be given our individual personal support and kept in our prayers during the uncertainty and concern of position changes, moves and eliminations over the next few months.

The persons to whom the resolution expressed appreciation were called to the platform to receive the applause of the convention as the portion of the resolution regarding them was read.

Voted:
ELCA 87.3.65 a. **That Arnold Mickelson be recognized for his commitment to a new church, dedicated service, and tireless efforts as coordinator for the Commission for a New Lutheran Church.**
b. **That Dorothy Marple be recognized for her commitment to a new church, dedicated service, and tireless efforts as coordinator for the Transition Team.**
c. **That appreciation be expressed to the staff members of**

the CNLC and Transition Team for their untiring efforts in the formation of a new church.

- d. That William Kinnison and Loretta Walker be recognized for their faithful and effective leadership and service to this convention.
- e. That Judith Bergeland and Judy Gifford be recognized for their attention to detail, dedicated service, and untiring efforts in planning this Constituting Convention of the ELCA.
- f. That Bishops Robert Kelley and Kenneth Sauer be recognized for their leadership in the planning for the hosting of this convention.
- g. That appreciation be expressed to the staff of the Ohio District, Ohio Synod, and Ohio Conference of the English Synod, and the volunteers and other members of the ALC, AELC, and LCA congregations for staffing and hosting this convention.
- h. That appreciation be expressed to the worship planners and participants for their leadership at this convention.
- i. That appreciation be expressed to the members of the Elections Committee for their expeditious handling of the elections at this convention.
- j. That the staff members of the ALC, AELC, and LCA be recognized for their faithful and untiring service in planning the formation of the ELCA and that the staff persons, both clergy and lay, of our national bodies, synods, and districts be given our individual personal support and kept in our prayers during this uncertainty and concern of position changes, moves and eliminations over the next few months.
- k. That appreciation be expressed to the officers of the uniting churches for their leadership in bringing into being the Evangelical Lutheran Church in America.

Personal Privilege

The chair granted personal privileges to delegates who had requested that privilege to comment to the convention. The time remaining before adjournment enabled the following persons to speak briefly:

Rev. G. William Genszler

A person who did not identify himself read a letter, signed by 39 persons [delegates and visitors], addressed to the new Church Council

Ms. Karen Matthias-Long

Rev. Oswald Elbert

Mr. Joseph F. Maletz

Closing Prayer and Benediction

The Constituting Convention of the Evangelical Lutheran Church in America adjourned *sine die* at 11:00 A.M. with a closing prayer and the benediction by Bishop-elect Herbert W. Chilstrom.

Respectfully submitted,

Loretta Walker, Secretary

Arnold R. Mickelson, Assistant to the Secretary

Approved By:

Herbert W. Chilstrom, Bishop

Christine Grumm, Vice-President

Lowell Almen, Secretary

Exhibit A

Delegates

to the Constituting Convention

Evangelical Lutheran Church in America

A

Aase, Rev Charles E, Virginia MN	ALC
Aaseng, Rev David, Baker MT	ALC
Adam, Rev John, Danbury CT	LCA
Adams, Ms Lauretta, Trenton NJ	LCA
Adelman, Ms Ruth, Casper WY	LCA
Ahern, Rev Renee, Gahanna OH	ALC
Allert, Rev Beverly B, Fort Worth TX	LCA
Alley, Mrs Joan, Stoughton WI	ALC
Almleaf, Rev David, Horseheads NY	LCA
Amundson, Mr Maurice, Starbuck MN	ALC
Andersen, Rev Carl, Fisher MN	ALC
Andersen, Rev Harry S, Lac Du Flambeau WI	LCA
Anderson, Mrs Audrey, Lake Park MN	ALC
Anderson, Mrs Betty L, Buffalo MN	LCA
Anderson, Rev Dennis A, Omaha NE	LCA
Anderson, Rev Donald D, Pittsburgh PA	LCA
Anderson, Rev Fred, Belcourt ND	ALC
Anderson, Mrs Marge, Morris IL	ALC
Anderson, Rev Mary W, Prosperity SC	LCA
Anderson, Rev Norman E, Jamestown ND	ALC
Anderson, Rev Orwoll O, Fall Creek WI	ALC
Anderson, Mr Paul G, Moorhead MN	ALC
Anttila, Rev Philip A. R, Moorhead MN	LCA
Appleby, Ms Fae, Mechanicsburg PA	LCA
Arne, Mr Harold O, Fayetteville NC	LCA
Aronson, Rev Norman W, Montevideo MN	LCA
Asche, Ms Diane, Hebron NE	ALC
Aull, Rev James S, Columbia SC	LCA
Awes, Rev Vernon, Madison WI	ALC

B

Back, Ms Margie, Fresno CA	LCA
Backus, Rev Elizabeth L, Lanesboro MN	ALC
Baerwald, Ms Kathryn W, Minneapolis MN	ALC

Baglien, Mrs Patricia E, Deer River MN	LCA
Bahls, Mrs Lyn, Burbonnais IL	AELC
Baker, Mr Joel B, Atlanta GA	LCA
Bakken, Mr Darrell, Indianapolis IN	ALC
Bakkom, Ms Jean, Sharon Springs NY	LCA
Bangert, Mrs Melba, Florissant MO	AELC
Bansemer, Rev Richard F, Rural Retreat VA	LCA
Barbret, Rev Thomas A, Troy MI	LCA
Barnhart, Rev Maynard S Jr, Clearfield PA	LCA
Bartley, Rev Richard H, Boca Raton FL	LCA
Baumgartner, Rev Ralph, Edinburg TX	ALC
Bechtel, Rev Sara E, Baltimore MD	LCA
Beck, Rev John H, Atalissa IA	ALC
Becker, Rev Jon B, Menomonie WI	ALC
Beekmann, Rev Darold H, Willmar MN	ALC
Beishlag, Mr Everett, East Jordan MI	ALC
BeMiller, Rev Thomas M, Jeffersontown KY	LCA
Bengtson, Ms Mary Ann, Galesburg IL	LCA
Benjamin, Ms Ilva F, St Thomas VI	LCA
Bennett, Ms Patricia, York PA	LCA
Benrud, Rev Roger T, Osseo WI	ALC
Benson, Mr Lee, Clintonville WI	ALC
Berg, Rev Faye, Chicago IL	ALC
Berg, Mr Kenneth, Lignite ND	ALC
Berge, Rev Glenn, Othello WA	ALC
Bergeson, Rev A Robert, Lake Park MN	ALC
Bergum, Mr Allan, Havre MT	ALC
Berke, Rev Steven, Peoria IL	ALC
Berndt, Rev Robert, Clark SD	ALC
Bessey, Rev James L, San Francisco CA	ALC
Bevis, Ms Lennore, Minneapolis MN	ALC
Bexell, Rev Joel L, Cottage Grove MN	LCA
Bish, Rev Kirk W, Kittanning PA	LCA
Bishop, Mrs Lois, Backus MN	ALC
Bjordal, Mr Joseph, Redmond WA	ALC
Bjorgan, Mr Kenneth, Seattle WA	ALC
Bjorkquist, Mr David, Robbinsdale MN	LCA
Black, Rev L Alex, Wheeling WV	LCA
Blad, Ms Donna, Mesa AZ	LCA
Blake, Mrs Mary, Coram NY	ALC
Blanck, Mr Robert F, Philadelphia PA	LCA
Blice-Baum, Rev Christine, Oshkosh WI	ALC
Blobaum, Rev Emil, Mt Vernon IL	ALC
Blockhus, Mr Ken, Elgin IA	ALC
Bloomquist, Ms Linda, Strasburg CO	ALC
Blume, Rev Harvey L, China Grove NC	LCA
Boal, Rev Judith H, Beaver PA	LCA
Boas, Ms Kathleen L, York PA	LCA

Bockbrader, Rev Rolland, Cloquet MN	ALC
Boese, Rev Neal R, Southfield MI	LCA
Bollman, Rev Daniel, Faribault MN	ALC
Bolm, Rev Harold J, Rock Island IL	LCA
Bond, Ms Kimerly S, Baltimore MD	LCA
Bond, Ms Suzanne C, Akron OH	LCA
Bonde, Rev David, Detroit MI	ALC
Bonds, Ms Marlene, Baton Rouge LA	LCA
Bone, Rev Winston S, New York NY	LCA
Borchert, Ms Gayle, Thief River Falls MN	ALC
Borg, Ms Joyce, Omaha NE	LCA
Borg, Ms Judy, North Manchester IN	LCA
Boschee, Rev Eugene, Belle Plaine MN	ALC
Bost, Rev Gene C, Salisbury NC	LCA
Bouman, Rev Stephen, Bogota NJ	AELC
Bowie, Mr Julius, Atlanta GA	AELC
Bowman, Rev Arthur M, Maple Plain MN	LCA
Boyce, Mrs Lois, Sioux Falls SD	ALC
Brandt, Ms Dorothy P, Clinton SC	LCA
Brandt, Rev Victor, Willowbrook IL	AELC
Branum, Mr Earl, Chatfield MN	ALC
Brenner, Mr William E, Richboro PA	LCA
Briggs, Mrs Ann, Chicago IL	ALC
Brndjar, Rev John M, Hazelton PA	LCA
Brodbeck, Rev Mark, Hamler OH	ALC
Broome, Mr R Keith, Fleetwood PA	LCA
Brorby, Mr Robert P, Richmond CA	LCA
Brown, Ms Amy R, Albermarle NC	LCA
Brown, Mr Bachman S Jr, Kannapolis NC	LCA
Brown, Rev Charles D, Fargo ND	LCA
Brown, Ms Evie, Trenton NJ	LCA
Brown, Rev L David, Des Moines IA	ALC
Brown, Ms Opal, Pittsburg KS	ALC
Brown, Mr Richard, Eagle Grove IA	ALC
Brown, Mr Robert C, Jacksonville FL	LCA
Brown, Rev Sarah P, New York NY	LCA
Bruggeman, Rev William W, San Antonio TX	LCA
Budd, Rev Richard, Maddock ND	ALC
Burchfield, Mr Maurice, Stayton OR	ALC
Burke, Rev Lloyd L, Chico CA	LCA
Burkhardt, Rev Albert R, Baltimore MD	LCA
Burkhardt, Mr Mark D, Port Murray NJ	LCA
Burns, Mrs Martha, Bethel Park PA	ALC
Buslaff, Rev Bruce M, Rosendale WI	ALC
Butler, Ms Addie, Philadelphia PA	LCA
Byerly, Rev John F Jr, Richmond VA	LCA

C

Caldwell, Rev Clarence V, Tampa FL	LCA
Calvert, Rev Ronald, Epping ND	ALC
Cantu, Rev Larry M, Falls Church VA	ALC
Capers, Rev James M, Savannah GA	LCA
Carbaugh, Mr Robert E, Hanover PA	LCA
Carhart, Mr Robert, Wayne NE	LCA
Carlmark, Rev Herbert B, Chicago IL	LCA
Carlsen, Rev Aage, Climax MN	ALC
Carlson, Rev Daniel B, Mora MN	LCA
Carlson, Ms Faith, Arlington MA	LCA
Carlson, Rev George, Milton WI	ALC
Carlson, Rev James L, Victoria TX	LCA
Carlson, Mr Wallace, Lindstrom MN	LCA
Carlsson, Rev Andrew E, Kane PA	LCA
Carlsson, Rev John E, St Paul MN	ALC
Carter, Mr W Michael, Irving TX	LCA
Cauble, Rev Herman W, Columbia SC	LCA
Caughman, Mr Raymond S, Lexington SC	LCA
Cave, Mrs Evelyn, Evansville IN	ALC
Chay, Mr Hang, Philadelphia PA	LCA
Check, Rev Gerald, Rhinelander WI	ALC
Chesky, Mr James A, Salisbury NC	LCA
Chilstrom, Rev Herbert W, Minneapolis MN	LCA
Christensen, Mr Herluf W, Council Bluffs IA	ALC
Christian, Ms Olga, San Diego CA	ALC
Christopher, Rev Paul G, Dawson MN	ALC
Chu, Mr William, Saginaw MI	LCA
Clark, Rev Gary, Enderlin ND	ALC
Clark, Ms Sue R, Roanoke VA	LCA
Clay, Ms Lois J, Oxford OH	LCA
Clementson, Rev Martha W, Baden PA	LCA
Cobb, Mr Bruce W, Chester Springs PA	LCA
Cobbler, Rev Michael L, Camden NJ	LCA
Collard, Rev Ernest W, Fairfield WA	ALC
Collins, Ms Mary Jane, Waynesboro PA	LCA
Conrad, Ms Kay O, Winston-Salem NC	LCA
Cook, Ms Judy, Forreston IL	LCA
Cooper, Mrs Marie, Detroit MI	ALC
Cortes, Rev Edelmiro, Santurce PR	LCA
Cox, Rev William E, Sylvania OH	LCA
Crist-Graybill, Rev Jessica R, Great Falls MT	LCA
Crumley, Rev James R Jr, New York NY	LCA
Cummings, Rev Gary G, Aitkin MN	LCA
Cunningham, Mr Shelred, Durham NC	ALC

D

Dahl, Mrs Diane, Cogswell ND	ALC
Dahlin, Rev Roger L, Decatur IL	LCA
Dailey, Mrs Callister, Virginia Beach VA	LCA
Daire, Ms Shirley, Alma NE	LCA
Dalager, Mr James, Thief River Falls MN	ALC
Dasher, Rev Robert L, Columbia SC	LCA
Davidson, Rev Bruce H, Teaneck NJ	LCA
Day, Mr Brad, Pasadena CA	ALC
Dean, Mr John, Ebensburg PA	LCA
DeGroat, Mr Frank, Lake Park MN	LCA
Deitz, Rev Charles E, Hillsdale NY	LCA
Deloach, Rev Wayne C, Osceola WI	ALC
Demmy, Ms Carole L, Butler PA	LCA
Denoff, Mrs Sandra, Kent WA	ALC
Derrick, Rev Willam, Brenham TX	ALC
Deuhr, Mr Leroy, Sioux City, IA	ALC
Dewey, Mr Allan M, Fort Wayne IN	LCA
Diaz, Rev Herminio, Austin TX	LCA
Dickson, Ms Donna, Everett WA	ALC
Diehl, Ms Susan R, Altamonte Springs FL	LCA
Diehl, Mr William E, Allentown PA	LCA
Dieken, Ms Linda, Cottonwood MN	ALC
Dingman, Rev Kenneth E, Fort Plain NY	LCA
Dinsmore, Rev John T, Eugene OR	ALC
Dockter, Mr Roy, Goodrich ND	ALC
Doran, Rev George E Jr, Hughesville PA	LCA
Doran, Ms Ruth, Hughesville PA	LCA
Dowhower, Rev Richard L, Camp Hill PA	LCA
Druckenmiller, Ms Marlane, Reading PA	LCA
Dunlevy, Mr James, Fairfield IA	LCA
Dunlop, Ms Pat, South St Paul MN	ALC

E

Eaton, Rev Elizabeth A, Worthington OH	LCA
Ebb, Rev Ronald A, Kearney NE	LCA
Eberlein, Ms Marilyn, Minneapolis MN	LCA
Edin, Rev Bradley, Bucyrus ND	ALC
Edinger, Rev Jennifer E, Stratford IA	LCA
Edmiston, Rev Guy S Jr, Harrisburg PA	LCA
Edwards, Ms Ethel, Sunbury PA	LCA
Eggebraten, Rev David W, Wahpeton ND	ALC
Ehretsman, Mr Larry, Chicago IL	AELC
Ehrich, Mrs Cherrice, Lakota IA	ALC
Eitrheim, Rev Norman D, Sioux Falls SD	ALC

Elbert, Rev Oswald, Sinking Springs PA	LCA
Elkin, Rev Kenneth R, Catawissa PA	LCA
Ellefson, Mr Nyles, Barron WI	ALC
Ellis, Mrs Lorrie, Centerville OH	ALC
Engberg, Ms Mildred L, Wayland MA	ALC
Engdahl, Rev C Marcus, South Bend IN	LCA
Englund, Rev Richard H, Chambersburg PA	LCA
Erdahl, Rev Lowell O, St Paul MN	ALC
Erickson, Mr Dennis, Los Alamos NM	LCA
Erickson, Mr Kenneth, Eugene OR	LCA
Erickson, Rev Paul E, Chicago IL	LCA
Erickson, Rev Peter E, Minneapolis MN	LCA
Erickson, Rev Wayne H, Bainbridge Island WA	LCA
Ericsson, Rev. Susan K, Detroit MI	LCA
Erlander, Rev Philip N, Colorado Springs CO	LCA
Espe, Rev Charles, New Richland MN	ALC
Evans, Ms Ann, San Diego CA	LCA
Evans, Rev Michael W, Oklahoma City OK	LCA

F

Fabie, Mr John, Sun Prairie WI	ALC
Faggart, Rev Brady Y, Greensboro NC	LCA
Fell, Ms Gloria, Cherry Hill NJ	LCA
Firle, Ms Marge, Minneapolis MN	ALC
Fisbeck, Mr Francis, Moulton TX	ALC
Fischer, Rev Carl H Jr, Dayton OH	LCA
Fiske, Rev Arland O, Minot ND	ALC
Fjellman, Rev A G, Seattle WA	LCA
Flagg, Ms Jacquelin, Las Vegas NV	ALC
Fleming, Ms Dorothy, Pittsburgh PA	LCA
Flemr, Ms Susan, Waterloo IA	LCA
Flexman, Ms Ruth, Wilmington DE	LCA
Fodness, Rev Dean A, Colfax WI	ALC
Foley, Rev Audrey B, New Paltz NY	LCA
Ford, Rev Martin, Naselle WA	ALC
Forell, Rev George W, Tacoma WA	LCA
Forni, Rev Keith L, Chicago IL	LCA
Foster, Ms Ada, Compton CA	ALC
Foster, Ms Mildred, Philadelphia PA	LCA
Foy, Rev Ray W, Kenneth Square PA	LCA
Frank, Mr Ira, Auburn WA	LCA
Franzen, Ms Janet, Pittsburgh PA	LCA
Franzen, Rev Lavern, Temple Terrace FL	AELC
Frazier, Rev Richard G, Ft Wayne IN	LCA
Frey, Rev Stephanie K, St James MN	ALC
Fry, Rev Franklin D, Summit NJ	LCA

Fry, Mr H D Jr, Hickory NC	LCA
Fuchs, Rev Paul, Fremont OH	ALC
Fucles, Ms Audrey, Oakland CA	LCA
Funk, Mr Larry, Bloomsburg PA	LCA
Funk, Mr Richard, Charleston IL	ALC
Furst, Rev Gilbert B, Wescosville PA	LCA
Furst, Ms Jennifer L, Wescosville PA	LCA
Fuzzey, Rev Timothy J, Minneapolis MN	LCA

G

Galloway, Mr Charles, Beulah ND	ALC
Gamelin, Rev Susan L, Brandon FL	LCA
Gantt, Rev Richard J, Marietta GA	LCA
Garcia-Rivera, Rev Alejandro, Allentown PA	LCA
Garner, Rev Kent H, Fairport NY	ALC
Gaul, Mr Everett, Hempstead NY	LCA
Geigle, Ms Waynette, Herreid SD	ALC
Geisendorfer-Lindgren, Rev Peter S, Maple Grove MN	LCA
Geiser, Ms Floramae, Indianapolis IN	LCA
Genzler, Rev G William, Waukesha WI	LCA
Gerlitz, Mr Richard K, Waynesboro VA	LCA
Gieschen, Rev Roger J, Overland Park KS	LCA
Gieser, Ms Naomi, Baltimore MD	ALC
Giffin, Ms Barbara E, Bridgeport OH	LCA
Giffin, Rev Dale R, Youngstown OH	LCA
Gilbertson, Ms Wilma, Flaxville MT	ALC
Gjovik, Rev Aanen D, Dickinson ND	LCA
Glamann, Mr Dan, Kansas City MO	LCA
Glesne, Rev David, Joliet IL	ALC
Godfrey, Rev Roy, Mt Vernon OH	ALC
Goehrig, Rev Robert G Jr, Meadville PA	LCA
Goetz, Ms Barbara, Mt Marion NY	LCA
Golberg, Rev Ronald, Oconomowoc WI	ALC
Golden, Ms Linda, San Jose CA	ALC
Goldenstein, Mr Erwin, Lincoln NE	ALC
Good, Mr Ronald K, Ephrata PA	LCA
Gottschalk, Mr Bill, Marysville MI	ALC
Graefe, Rev James A, New York NY	LCA
Grant, Rev Gaylord, Lyle MN	ALC
Gray, Ms Karen B, Spring Grove MN	ALC
Green, Ms Patty, Altoona PA	LCA
Gregory, Ms Solveig, Cedar Falls IA	LCA
Grender, Mr Abner, Franklin MN	ALC
Gronquist, Ms Marion, Montreal WI	LCA
Grorud, Rev Mark, Fremont NE	ALC
Grosc, Rev Lavern K, Lincoln NE	LCA

Grove, Rev P Richard, Philadelphia PA	LCA
Guenther, Mrs Jean, West Allis WI	ALC
Gusey, Ms Evelyn, Olivia MN	LCA
Gysan, Rev Paul, Pittsburgh PA	ALC

H

Haar, Mrs Jacqueline, Fresno CA	ALC
Haas, Ms Mary, Staten Island NY	LCA
Haberman, Ms Clara, Columbus OH	ALC
Hafer, Ms Barbara, Elizabeth PA	LCA
Hagen, Rev Marvin L, Minneapolis MN	ALC
Hagestuen, Rev Richard M, Mandan ND	ALC
Hahn, Mrs Marilyn, Spicer MN	ALC
Haines, Ms Diane, Mountain Iron MN	LCA
Haines, Rev Thomas W, Mountain Iron MN	LCA
Halaas, Rev David R, Marshall MN	ALC
Haldenwang, Ms Kathy, Verona NY	LCA
Hale, Rev James, Irvine CA	ALC
Halen-Twiton, Mrs Margaret, Barneveld WI	ALC
Hall, Rev Choyce G, Baltimore MD	LCA
Hallberg, Rev Donald M, Des Plaines IL	LCA
Hallemeier, Rev Dennis R, Jonesboro IL	LCA
Hallman, Mr James N, West Columbia SC	LCA
Halls, Mr Halsey, Bloomington MN	LCA
Halstenson, Mr Myron, Niagara ND	ALC
Hamann, Mrs Bernetta, Sheboygan WI	ALC
Hamlett, Mr Leroy R Jr, Charlottesville VA	LCA
Hand, Rev Lawrence L, Philadelphia PA	LCA
Hand, Rev Raymond J, New Tripoli PA	LCA
Handley, Rev George E, Salem VA	LCA
Hanna, Mrs Julie, Burlington WI	ALC
Hansen, Mr Lorin, Rochester MN	ALC
Hansen, Rev Robert D, Yankton SD	ALC
Hansen, Rev Ruth, Rock Falls IL	ALC
Hanson, Rev Clifford, Blair NE	ALC
Hanson, Rev James A, Hillsboro ND	ALC
Hanson, Ms Jean, Madison WI	ALC
Hanst, Ms Barbara Mann, Baltimore MD	LCA
Harbaugh, Rev Gary L, Columbus OH	LCA
Hardy, Mr David, Palatine IL	ALC
Harrington, Mr Edward E, Eldred PA	LCA
Harris, Mr Donald L, Hermitage TN	LCA
Harter, Rev Nathan F R, Anderson IN	LCA
Harter, Rev Rebecca L, Greenwood IN	LCA
Hartke, Ms Linda, Boston MA	LCA
Hartsook, Rev. Janice J, Trimont MN	LCA

Hasecke, Rev Fred, Toledo OH	ALC
Hasson, Mr Leon H, Bossier City LA	ALC
Hattery, Rev John W, Allentown PA	LCA
Hauan, Mrs Heidi, Bemidji MN	ALC
Haugen, Rev Wesley N, Fargo ND	ALC
Haugland, Ms Isabelle, Inwood IA	ALC
Haven, Rev Donald M, Plano TX	ALC
Hawkins, Ms Clara S, Newberry SC	LCA
Heath, Ms Charlene, Chicago IL	ALC
Hedrick, Rev Troy C, Park Ridge IL	LCA
Heeren, Mrs Judith, Caledonia IL	ALC
Heglund, Rev Franklin C, Denver CO	LCA
Heil, Rev Thomas J, Tipp City OH	LCA
Heine, Rev Raymond A, Detroit MI	LCA
Helland, Rev Erling, Fairview Park OH	ALC
Hellier, Rev Michael J, Ironwood MI	LCA
Helvick, Ms Lois, Burnsville MN	ALC
Henderson, Ms Sharon, San Francisco CA	AELC
Henderson, Rev William S, Dallastown PA	LCA
Hendrickson, Ms Gail H, Seattle WA	LCA
Hendrickson, Mrs Gloria, Parshall ND	ALC
Henke, Mrs Carol, Wausau WI	ALC
Henning, Rev John, Merrill WI	ALC
Henry, Rev David, Marble Falls TX	ALC
Herbranson, Rev Thomas E, Minneapolis MN	ALC
Herder, Rev Robert H, Wausau WI	ALC
Hermodson, Rev Arlen D, Fosston MN	ALC
Hermodson, Mr Mark, West Lafayette IN	LCA
Herndon-Pearson, Mrs Sandra, Detroit MI	LCA
Herpich, Mr Albert, Pittsford NY	LCA
Herr, Mr Barry R, Harrisburg PA	LCA
Herrick, Ms JoAnn, Erie PA	LCA
Herzfeld, Rev Will, Oakland CA	AELC
Hesterberg, Rev Paul A, St Paul MN	ALC
Hetzler, Ms Marilyn, Geneva IL	LCA
Heugel, Mr John, Green Bay WI	ALC
Heye, Rev F A, Burnet TX	ALC
Hicks, Mrs Sharon, Cleveland OH	ALC
Hicks, Rev Sherman G, Chicago IL	LCA
Hildreth, Ms Cheryl, Detroit MI	AELC
Hill, Rev James R, Dodgeville WI	ALC
Hill, Rev Richard O, Coram NY	ALC
Hiltner, Mr John, Bowling Green OH	LCA
Hittinger, Rev Raymond C, Bethlehem PA	LCA
Hjelle, Rev Roger, Viroqua WI	ALC
Hodge, Ms Gladys, Teaneck NJ	LCA
Hoff, Mrs Sherry, Santa Monica CA	ALC
Hoffman, Ms Carol Anne, Atlanta GA	LCA

Hoffman, Rev Gerald J, Minneapolis MN	LCA
Hoffsis, Rev Larry, Dayton OH	ALC
Hoh, Rev Paul J, Reading PA	LCA
Holle, Rev Reginald H, Detroit MI	ALC
Holloway, Rev Callon W Jr, Dayton OH	LCA
Holmquist, Mr Glen, Milwaukee WI	LCA
Holtan, Rev Vern H, Appleton WI	ALC
Holum, Rev Robert M, Baltimore MD	LCA
Hone, Ms Carol, Eden Prairie MN	ALC
Hopper, Rev John D, Westbrook MN	ALC
Hougen, Rev Philip L, Cedar Rapids IA	LCA
House, Mr J Lawrence, Mountaintop PA	LCA
Houtz, Mr Steve, Bellefonte PA	LCA
Hoy, Ms Dortha S, Rock Island IL	LCA
Hultgren, Rev Arland J, St Paul MN	LCA
Hunsberger, Rev Eleanor M, Minneapolis MN	ALC
Hunter, Ms Phyllis, Woodbury MN	ALC
Huntley, Rev Harvey L Sr, Decatur GA	LCA
Huth, Rev Marvin, San Antonio TX	ALC
Huxhold, Rev Harry, Indianapolis IN	AELC

I

Ilgenfritz, Rev Nelson F, Johnstown PA	LCA
Irwin, Ms Suzanne Tucker, Brodheadsville PA	LCA

J

Jacobs, Ms Dorothy K, Austin TX	LCA
Jacobson, Ms Diane, St Paul MN	LCA
Jacobson, Rev Harlow, Milwaukie OR	ALC
Jalkanen, Rev Ralph J, Hancock MI	LCA
Jansak, Mr Paul J, Cincinnati OH	LCA
Jansen, Rev E Harold, Springfield VA	ALC
Jelneck, Ms Lois, Ann Arbor MI	ALC
Jensen, Mrs Georgia, Whitewood SD	ALC
Jensen, Rev Herluf M, Trenton NJ	LCA
Jensen, Mr Larry, Iron Mountain MI	LCA
Jensen, Mr Paul K, Staten Island NY	ALC
Jensen, Ms Ruth, Sheboygan WI	LCA
Jerge, Rev Marie C, Dunkirk NY	LCA
Jochen, Ms Mary Ann, Alice TX	ALC
Johansen, Ms Alice, Jamestown ND	ALC
Johnson, Mr Arthur L, Kane PA	LCA
Johnson, Ms Barbara, Falconer NY	LCA
Johnson, Mrs Betty, Beloit WI	ALC

Johnson, Mr Curtis W, Grosse Ile MI	LCA
Johnson, Mr Delbert, Oakland CA	LCA
Johnson, Rev Donald A, Franksville WI	ALC
Johnson, Ms Eunice, Butterfield MN	LCA
Johnson, Mr Joe, Little Falls MN	LCA
Johnson, Rev Judeen, Desmet SD	ALC
Johnson, Rev Kenneth C, Phoenix AZ	LCA
Johnson, Ms Lita, Washington DC	AELC
Johnson, Rev Luther E, Sassamansville PA	LCA
Johnson, Ms Nancy, Crandon WI	LCA
Johnson, Rev Richard O, Grass Valley CA	ALC
Johnson, Rev Richard W, Kewanee IL	LCA
Johnson, Rev Ronald K, Minneapolis MN	LCA
Jonasson, Mr Warren, Milton ND	ALC
Jones, Mr Don, Oklahoma City OK	AELC
Justian, Mr David R, Muskegon MI	LCA

K

Kahlenberg, Rev David P, Indianapolis IN	LCA
Kaltved, Mrs Glenna, Spencer IA	ALC
Kamphaus, Mr Robert, Eau Claire WI	ALC
Kamrath, Rev Jay J, Mabel MN	ALC
Kane, Ms Carol, Excelsior MN	LCA
Kaplan, Rev David, Baltimore MD	ALC
Karp, Ms Kathryn C, Helena MT	LCA
Keck, Rev David R, Kannapolis NC	LCA
Kegley, Mr George A, Roanoke VA	LCA
Keller, Rev James, Honolulu HI	ALC
Keller, Mr William, Oak Beach NY	LCA
Kelley, Rev John, Mahomet IL	ALC
Kelley, Rev Robert W, Columbus OH	ALC
Kelly, Rev Stephen, Rowland Heights CA	ALC
Kelsey, Mr Donald, St Paul MN	ALC
Kemppainen, Rev Rudolph, Negaunee MI	LCA
Kempski, Rev Ralph A, Indianapolis IN	LCA
Kendall, Rev John S, St Peter MN	LCA
Kennedy, Rev Paul D, Worcester MA	LCA
Kerr, Rev John E, Minneapolis MN	ALC
Kibler-Melby, Rev Janice, Anoka MN	ALC
Kidder, Ms Renetta, Norwood MA	LCA
King, Mr John G, Glen Ellyn IL	LCA
King, Mr Stanley W, Taneytown MD	LCA
Kinnison, Mr William A, Springfield OH	LCA
Kinser, Rev William E, Richmond VA	LCA
Kint, Mr Phil, Toledo OH	ALC
Kipps, Ms Betty F, Harrisonburg VA	LCA

Kjome, Ms June, Lacrosse WI	ALC
Klawiter, Rev David J, Platte SD	ALC
Klein, Ms Bette, Port St Lucie FL	ALC
Klein, Ms Christa, York PA	LCA
Klein, Rev Leonard R, York PA	LCA
Klein, Rev Robert, Jefferson City MO	ALC
Klingensmith, Mr Carroll G, Ford City PA	LCA
Klitzke, Mr Orville, Oshkosh WI	ALC
Kniseley, Rev James C, San Diego CA	LCA
Knutson, Ms Darlene, Garfield MN	ALC
Knutson, Rev Karen E, Harvey IL	LCA
Knutson, Rev Lowell E, Seattle WA	ALC
Kobs, Rev W Gary, Madison WI	ALC
Koch, Mr Thomas, Barre VT	AELC
Kocher, Rev James, East Lansing MI	ALC
Koenig, Rev Marvin D, Midland TX	ALC
Konig, Rev Karl H, South Sioux City NE	LCA
Krebs, Rev Keith E, Walla Walla WA	ALC
Kreis, Rev Sandra, Oak Harbor WA	ALC
Kremer, Mr Frederick, Chappaqua NY	LCA
Krenz, Rev William F, Halifax PA	LCA
Krog, Mrs Clara, Vincent IA	ALC
Krueger, Ms Marilyn, St Louis MO	LCA
Krum, Rev Gerald A, Lewistown PA	LCA
Kruse, Rev Donald, Boring OR	ALC
Kvenberg, Mrs Rita, Woodbridge VA	ALC
Kyles, Ms Linda, Lake Charles LA	LCA

L

Lai, Rev Peter, San Gabriel CA	ALC
Lambert, Rev George, Youngstown OH	ALC
Lanes, Ms Bonnie, Ortonville MN	ALC
Lang, Rev Kent, Marietta GA	ALC
Larsen, Rev Martin, Drayton ND	ALC
Larson, Rev April Ullring, Waterville IA	ALC
Larson, Mrs Lois B, Hannaford ND	ALC
Larson, Mrs Margaret E, Tacoma WA	ALC
Larson, Mr Mearl, Menno SD	ALC
Larson, Mr Paul, Mora MN	ALC
Larson, Rev Richard D, Thief River Falls MN	ALC
Larson, Rev Sue, Sun Prairie WI	ALC
Larson, Mrs Velma, Clayton WI	ALC
Lasher, Ms Karen, Niverville NY	LCA
Last, Rev Michael A, Clinton IA	LCA
Latal, Rev Kenneth O, Schenectady NY	LCA
Laursen, Rev Harold, Security CO	ALC

Lawrence, Rev Roger, Canal Winchester OH	ALC
Lawson, Mr Kenneth, Sioux City IA	LCA
Lazareth, Rev William H, New York NY	LCA
Leckness, Ms Nancy, Hayfield MN	ALC
Ledbetter, Rev Thomas R, Fairbanks AK	LCA
Lee, Rev Gary, Cresco IA	ALC
Lee, Rev Gilbert M, Moorhead MN	ALC
Lee, Rev Thomas, Missoula MT	LCA
Lee, Ms Verna, Oldham SD	ALC
Lefever, Ms Anne, Lancaster PA	LCA
Lentz, Rev Ken, Castro Valley CA	ALC
Leporis, Rev A Elaine, Springfield OH	LCA
Leyboldt, Mr Carl C, Princeton Junction NJ	LCA
Licht, Rev Kenneth, San Diego CA	ALC
Liedtke, Rev Gary, Tomah WI	ALC
Light, Ms Charlotte, St Louis MO	AELC
Liljequist, Mr Lloyd E, Hancock MI	LCA
Lindell, Ms Nora, Sioux Falls SD	LCA
Lindquist, Mr Charles K, Detroit MI	LCA
Lindstrom, Rev C Daniel, Sunnyvale CA	LCA
Linstrom, Rev Robert E, Elgin IL	LCA
Little, Rev Richard C, Charlotte NC	LCA
Lohr, Rev Harold R, Fargo ND	LCA
Losch, Rev H Kenneth, Hallock MN	LCA
Loud, Mr Willie, Englewood CO	LCA
Love, Mr Fleming Jr, Augusta GA	LCA
Luebke, Rev Lee, Dixon IL	ALC
Luebs, Mr Roger, Riverside CA	ALC
Luense, Mr Ben, Springfield MN	ALC
Lund, Rev Carl A, Wauwatosa WI	LCA
Lunow, Rev Arthur, Owatonna MN	ALC
Luoma, Rev John K, Youngstown OH	LCA
Lutz, Ms Charlotte, Springfield VA	LCA
Lutz, Rev Lyle, Lytton IA	ALC
Lutze, Rev Paul, Vernon CT	AELC
Luzader, Mr Melvin, Mount Carmel IL	LCA

M

Maakestad, Rev Philip H, Cheney WA	ALC
Maas, Mr Elmer, Parkston SD	ALC
MacLennan, Rev Ronald B, Lindsborg KS	LCA
Mai, Rev Frederick, Glendale WI	ALC
Maier, Rev Donald, Portland OR	AELC
Main, Rev A Donald, Sunbury PA	LCA
Maletz, Mr Joseph F, Allentown PA	LCA
Mandator, Ms Susan Oaklief, Canton OH	LCA

Mann, Rev John M, Erie PA	LCA
Mann, Mr Michael, Martin OH	ALC
Mantey, Mrs Isabella, Watertown WI	ALC
Mark, Rev Dana J, Fremont NE	LCA
Marshall, Rev Robert J, Columbia SC	LCA
Marten, Mr Dwaine, Moscow ID	ALC
Martin, Rev David L, Durham NC	LCA
Martin, Mr George L, Fairfield PA	LCA
Martin, Mr J Paul, Williamsport PA	LCA
Martin, Rev William H, Marietta GA	LCA
Matalamaki, Ms Margaret, Grand Rapids MN	LCA
Mathews, Rev George J Jr, Clark Summit PA	LCA
Matsumoto, Mr Charles, Indianapolis IN	LCA
Matthews, Rev John W, Minneapolis MN	ALC
Matthias-Long, Ms Karen, Emmaus PA	LCA
Mattocks, Mr Chris, Cut Bank MT	ALC
Mauney, Rev James F, Richmond VA	LCA
May, Rev Kenneth R, Pittsburgh PA	LCA
Mayer, Mr David P, Erie PA	LCA
Mayer, Mrs Selma, St Louis MO	AELC
McAuliffe, Mr Richard, Glen Ellyn IL	AELC
McCarney, Rev Howard J, Harrisburg PA	LCA
McClelland, Rev Robert E, Grafton WI	ALC
McCoid, Rev Donald J, Latrobe PA	LCA
McDaniel, Rev Lee A, Cumberland MD	LCA
McDaniel, Rev Michael C D, Salisbury NC	LCA
McDanold, Mr Gordon E, Northbrook IL	LCA
McDonald, Rev Clinton L, Raytown MO	LCA
McFerran, Mr Harley, Willow Lake SD	ALC
McGrew, Ms Carol, Cedar Falls IA	LCA
McKinney, Rev Scott, Warren MI	ALC
McPherson, Mr James M, Carlisle PA	LCA
Medford, Rev William, Salem OH	ALC
Medley, Rev Patricia S, Willingboro NJ	LCA
Menees, Rev Mark W, Salisbury NC	LCA
Merkel, Mr Norman J, Toledo OH	LCA
Merriweather, Ms Vivian, Prichard AL	ALC
Mertzlufft, Rev Paul R, Hamburg NY	LCA
Messerli, Mr Jonothan C, Allentown PA	LCA
Metzger, Ms Dorothy, New York NY	LCA
Meuser, Rev Paul, Columbus OH	ALC
Meyer, Rev Douglas, Lockport IL	ALC
Meyer, Rev John D, Carthage IL	LCA
Michaelson, Mr Merle, River Falls WI	ALC
Michnay, Rev Kenneth T, Muskegon MI	LCA
Mielke, Mrs Jean, Valencia PA	ALC
Miles, Ms Patricia, Wynnewood PA	LCA
Miller, Rev Robert L, Fullerton CA	ALC

Miller, Mr Robert K, Clarks Grove MN	ALC
Miller, Rev Robert M A L, State College PA	LCA
Mineo, Rev Ralph, Lakeside OH	ALC
Minich, Mrs Marie, New Washington OH	ALC
Mitcham, Ms Jane P, Charlotte NC	LCA
Mitchell, Rev Sanford C, Ashland OH	LCA
Mithelman, Rev Rachel T, Hancock MN	ALC
Moe, Mr Richard, Sioux Falls SD	ALC
Moerer, Rev Willis, Thousand Oaks CA	ALC
Mohr, Rev Ronald W, Des Moines IA	LCA
Monlux, Ms Jean H, Stillwater OK	LCA
Moore, Rev Eugene H, Biglerville PA	LCA
Moore, Rev Gladys G, Jersey City NJ	LCA
Morgan, Rev Thomas D, Kenner LA	ALC
Mortensen, Mrs Audrey, Dubuque IA	ALC
Moser, Ms Shirley, New Tripoli PA	LCA
Moyer, Rev Frank S, Rockford IL	LCA
Moyer, Ms Margaret, Milton PA	LCA
Moyer, Rev Virgil A Jr, Salem VA	LCA
Mueller, Rev James, Primghar IA	ALC
Mueller, Ms Lynn, Harrisburg PA	LCA
Mullen, Rev David, Eureka CA	ALC
Muller, Mr Ernest, Naperville IL	LCA
Muller, Ms Janette, Naperville IL	LCA
Munson, Rev Roger L, Duluth MN	LCA
Murphy, Ms Sarah C, Dayton OH	LCA
Myers, Mrs Arlene, Simi Valley CA	ALC
Myers, Mrs Evonne L, Ottumwa IA	ALC
Myers, Mr Jim, Kailua HI	LCA
Myers, Mr Robert J, Silver Spring MD	LCA
Myers, Rev Steven A, Vashon WA	ALC
Myli, Ms Ruth, Sacramento CA	LCA

N

Nakles, Ms Barbara, Greensburg PA	LCA
Naylor, Mr Mark, Seattle WA	ALC
Naylor, Ms Sarah Payne, Phoenix AZ	LCA
Nelson, Ms Barbara F, Lindsborg KS	LCA
Nelson, Rev Hubert J, Minneapolis MN	ALC
Nelson, Rev Lawrence S, Dodge Center MN	ALC
Nelson, Ms Mary, Chicago IL	LCA
Nelson, Rev N Fred, Fayetteville AR	LCA
Nelson, Rev Norman A, Downers Grove IL	LCA
Nelson, Mr Paul A, Cleveland OH	LCA
Nelson, Mr Vilmer N, Potomac MD	LCA
Nelson, Mr Wayne, Fargo ND	LCA

Newby, Ms Geraldine, Denver CO	ALC
Newsome, Rev Kathryn L, Gaylord MN	ALC
Nielsen, Rev Ronald A, Brandon MN	ALC
Nielsen, Rev Stan, Shelby IA	ALC
Nielson, Mr Wilbur, Erskine MN	ALC
Niezwaag, Rev Dennis, Charles City IA	ALC
Niss, Mr Clark E, Fort Smith AR	LCA
Noble, Mr Walter C, Saginaw MI	ALC
Nolde, Mr Gilbert, Peoria IL	LCA
Norby, Rev Stephen, LaSalle MN	ALC
Nordin, Mr Carl, Siren WI	LCA
Nordin, Rev Ronald J, Edgar WI	ALC
Nore, Ms Lucille, Albion NE	ALC
Norris, Ms Catherine B, Hickory NC	LCA
Nossaman, Mrs Mary, Fremont OH	ALC
Nunez, Mr Al, Las Cruces NM	ALC
Nystuen, Mrs Nancy, Cumberland WI	ALC

O

O'Connors, Mr Ralph J, Lake City MN	LCA
O'Neal, Ms Margaret, Shelton WA	ALC
Oakley, Ms Marianne, New York NY	LCA
Ojeda, Ms Linda, Minneapolis MN	ALC
Okerlund, Rev E Earl, Worcester MA	LCA
Olsen, Ms Sari, Austin MN	ALC
Olsen, Rev Willard, Piedmont SD	ALC
Olson, Rev Douglas, Dell Rapids SD	ALC
Olson, Rev Dwain M, Waukesha WI	ALC
Olson, Ms Mary, Chicago IL	LCA
Olson, Mr Orville A, Hibbing MN	ALC
Olson, Rev Richard M, Hanover PA	LCA
Olson, Mr Robert S, Fergus Falls MN	ALC
Olson, Rev Stanley E, Los Angeles CA	LCA
Olson, Mrs Virginia, Brocket ND	ALC
Olson, Mr William, Pipestone MN	ALC
Opsahl, Rev Paul D, Houston TX	ALC
Orth, Mr Fred, Grosse Point Woods MI	ALC
Osterbur, Rev Ehme R, Park Ridge IL	ALC
Ostrem, Rev Paul, Preston IA	ALC
Otto, Mrs Mardell, Grand Marais MN	ALC

P

Pace, Mr Leon, Detroit MI	LCA
Palmquist, Rev Donovan J, Chicago IL	LCA
Pangborn, Rev Bruce W, Matteson IL	LCA

Panko, Rev Gary, Norwalk IA	ALC
Park, Ms Marlene, Kenosha WI	LCA
Parkinson, Mrs Jan, Ravenna OH	ALC
Paxson, Mr Walter W, Harrod OH	LCA
Pearson, Rev David W, Duluth MN	LCA
Peck, Mrs Lorna, White Bear Lake MN	LCA
Pederson, Rev Diane S, Spicer MN	ALC
Pederson, Mr James L, Stillwater MN	LCA
Penrod, Mr Thomas, Redfield SD	ALC
Penvose, Rev Lee D, New Stanton PA	LCA
Pero, Rev Albert Jr, Chicago IL	LCA
Perry, Rev Edward K, Syracuse NY	LCA
Perry, Mr James, Williamsburg IA	ALC
Persaud, Rev Krishen A, Sioux City IA	ALC
Peterman, Rev Thomas, Missoula MT	ALC
Peters, Rev Philip, Scarville IA	ALC
Petersen, Rev Harold E, Whitefish MT	ALC
Petersen, Mr Henry J, Bigelow MN	LCA
Petersen, Mr Owe G, Reading PA	LCA
Peterson, Rev Alvin M, Seymour WI	ALC
Peterson, Mr Carl H, Minneapolis MN	ALC
Peterson, Ms Carol, Elizabethtown KY	LCA
Peterson, Mr Donald L, Canfield OH	LCA
Peterson, Rev Eugene, Clintonville WI	ALC
Peterson, Ms Gladys B, Center City MN	LCA
Peterson, Mrs Joyce, Ames IA	ALC
Peterson, Rev Luther E, Minneapolis MN	ALC
Peterson, Mr Ralph B K, Escanaba MI	LCA
Peterson, Rev Ronald C, Minneapolis MN	LCA
Peterson, Ms Verona, Pelican Rapids MN	ALC
Pettit, Ms Betty A, Wyomissing PA	LCA
Pfennig, Mrs Claudette, Pasadena TX	ALC
Philips, Mr Carl V, Jersey City NJ	LCA
Pierce, Ms Connie A, Los Angeles CA	LCA
Pietz, Rev Gregory, Wilson TX	ALC
Pile, Rev Gregory R, Rockwood PA	LCA
Piston, Ms Barbara, Lansdale PA	LCA
Plassman, Mr Harold, Archbold OH	ALC
Ponnikas, Rev Clifford J, Tacoma WA	ALC
Powell, Ms Ruth G, Thurmont MD	LCA
Prashad, Rev Chaitram, Barron WI	ALC
Preisinger, Rev David W, Syracuse NY	LCA
Preus, Rev David W, Minneapolis MN	ALC
Price, Ms Barbara, Burbank CA	LCA
Primmer, Mrs Margaret, Logan OH	ALC

Q

Quam, Mr Clifford, Frazer MT	ALC
Quam, Rev Robert, Billings MT	ALC
Quinones, Mr Julio, Chico CA	ALC

R

Raasch, Mrs Dorothy, Milwaukee WI	ALC
Radefeld, Mr Denis A, Lorain OH	LCA
Rank, Ms Ramona, Portland OR	LCA
Rapp, Mrs Jeanne, Pontiac IL	ALC
Rasmussen, Rev Barbara M, Kenosha WI	LCA
Rasmussen, Mr Walter, Clifton IL	ALC
Rast, Mrs Gloria D, Cameron SC	LCA
Rast, Mr Heber E Jr, Cameron SC	LCA
Ravenstahl, Ms Barbara A, Pittsburgh PA	LCA
Reddinger, Mr Charles, Harrisburg PA	LCA
Reedy, Rev Bret, Arvilla ND	ALC
Reenstjerna, Rev Henry W, Ogden UT	LCA
Rehmel, Ms Judy, Richmond IN	LCA
Rehwaldt, Ms Susan, Carbondale IL	AELC
Reid, Mr John, Albert Lea MN	ALC
Reiman, Mr Robert, Cheyenne WY	ALC
Reisinger, Rev Frank, Omaha NE	ALC
Reitan, Rev Mark, Tucson AZ	ALC
Reiten, Mr Chester, Minot ND	ALC
Reitz, Rev Leroy E P, Milton PA	LCA
Renk, Mrs Jeanette, Sun Prairie WI	ALC
Renninger, Ms Barbara, Schwenksville PA	LCA
Renquist, Rev Thomas A, Rochester MN	LCA
Reumann, Rev John H P, Philadelphia PA	LCA
Revland, Mrs Ardelle, Wanamingo MN	ALC
Reynolds, Ms Chloe, Highland Village TX	ALC
Rice Rev Vernon, La Crosse WI	ALC
Richards, Rev Elton P Jr, Reading PA	LCA
Richardson, Mr Deane E, Mesa AZ	ALC
Richardson, Mr Samuel Sr, Chicago IL	ALC
Riggert, Mr Jerome, Waterloo IA	ALC
Riggle, Rev Dudley V, Kenosha WI	LCA
Riley, Rev E Roy Jr, Trenton NJ	LCA
Rindt, Mr Donald, Wichita KS	LCA
Rinn, Ms Cinde, Jacksonville FL	LCA
Roberts, Rev Edith B, Wescosville PA	LCA
Roberts, Ms Vicki, Waterloo IA	ALC
Robinson, Ms Myrna, Anchorage AK	LCA
Rode, Mrs Dorothy, Jourdanton TX	ALC

Roesler, Ms Helen, Lincoln NE	AELC
Rogers, Rev Paul, Brookings SD	ALC
Rogness, Rev Peter, Madison WI	ALC
Rohr, Rev Ralph, Fort Morgan CO	ALC
Rohrbaugh, Rev Rodger E, Lebanon PA	LCA
Rolander, Rev Oscar, Seattle WA	LCA
Romstad, Rev Paul O, Minneapolis MN	ALC
Ronsberg, Rev Lynn, Superior WI	ALC
Roschke, Rev David A, Houston TX	LCA
Rosenauer, Rev Donn, Lincoln NE	ALC
Roth, Mr Donald G, Horse Shoe Run WV	LCA
Roth, Rev Martin M, Greenville PA	LCA
Roth, Rev Samuel, Ferguson MO	AELC
Roth, Ms Sarah F, Greenville PA	LCA
Roth, Mr Thomas, Gering NE	ALC
Rude, Mr Darrell, Duluth MN	LCA
Rudisill, Rev Glenn H, Dumont NJ	LCA
Rudolph, Ms Rebecca, Black River Falls WI	ALC
Ruff, Rev Richard A, Carlisle PA	LCA
Rundell, Rev Thomas W, Columbia PA	LCA
Rundell, Mr William G, Dallastown PA	LCA
Rust, Rev Theodore, Nicholasville KY	ALC
Rustad, Ms Dawn, Williston ND	ALC
Rustico, Rev Peter A, White Plains NY	LCA
Rutt, Ms R Ladene, Chappell NE	LCA
Ryberg, Mrs Marilyn, Buffalo Lake MN	ALC

S

Saathoff, Rev Darrel, Minot ND	ALC
Sachs, Mrs Betsy, Caroline WI	ALC
Safrit, Rev Gary L, Greenville SC	LCA
Saling, Rev Edward D, Philadelphia PA	LCA
Samler, Mr Oscar, Haigler NE	ALC
Sander, Rev Robert, Norwalk OH	ALC
Sandquist, Rev J Glen, Wakeeney KS	LCA
Sappenfield, Rev William, Hobart OK	ALC
Sargeant, Mr Harold A, Erin NY	LCA
Sasse, Mr Elmer B, Fremont NE	LCA
Satre, Rev Roy, Royal IA	ALC
Satter, Mr John G, Dwight IL	LCA
Satter, Mrs Mary, Dwight, IL	LCA
Sauer, Rev Kenneth H, Columbus OH	LCA
Saunders, Ms Beatrice, Baltimore MD	LCA
Sayre, Mr F Wayne, Vienna WV	LCA
Scanlon, Rev E Allen, Greenburg PA	LCA
Schaubert, Mrs Adeline, Bowdon ND	ALC

Scheck, Rev Raymond C, Monrovia MD	LCA
Schmalenberger, Rev Jerry L, Des Moines IA	LCA
Schmid, Rev Ann E, Latrobe PA	LCA
Schmid, Mr Erwin R, Allentown PA	LCA
Schmidt, Rev Alan B, Fairfax MN	ALC
Schmidt, Ms Mary Janie, Leawood KS	LCA
Schmidt, Miss Rebecca, Upper Sandusky OH	ALC
Schmit, Rev Nancy L, Santa Barbara CA	LCA
Schneider, Rev Edward, Champaign IL	ALC
Schneider, Mr Fred, Cincinnati OH	ALC
Schneider, Mr Larry, LaCrosse KS	ALC
Schneider, Rev Maynard, Phoenix AZ	ALC
Schofield, Mr Rod, Colorado Springs CO	ALC
Schoonover, Rev Glenn H, Allentown PA	LCA
Schroeder, Rev Charles J, Indianapolis IN	LCA
Schroeder, Rev Norman E, Bennington NE	LCA
Schuessler, Mrs Charlotte, Oshkosh WI	ALC
Schulz, Rev Warren, Beloit WI	ALC
Schumacher, Rev John E, Berwyn IL	LCA
Schumacher, Rev Marvin J, Bismarck ND	ALC
Schwerin, Rev Laura, Laporte City IA	ALC
Schwiebert, Mr Mark, Rock Island IL	LCA
Scott, Ms Donna, Mission Viejo CA	ALC
Scullion, Rev Gordon D, Defiance OH	LCA
Seaberg, Rev Peter J, Annandale MN	LCA
Seagren, Mr Alan T, Lincoln NE	LCA
Seeland, Mrs Helen, Elkader IA	ALC
Seeton, Ms Beverly, Jonesboro GA	LCA
Segerhammar, Rev Carl W, Thousand Oaks CA	LCA
Seibert, Rev Eric R, Perkasio PA	LCA
Selmann, Rev Dan J, Mountlake Terrace WA	ALC
Settlage, Rev Craig, Palos Hills IL	AELC
Setzler, Rev John L, Newberry SC	LCA
Shaffer-Gottschalk, Rev Patricia, Milford MI	ALC
Shaner, Rev William E Jr, Alliance NE	LCA
Sharkey, Mr William, Burlington IA	LCA
Shealy, Mr Miller W Sr, Columbia SC	LCA
Shields, Rev Jane O'Hara, New Castle DE	LCA
Shoemaker, Ms Louise B, Philadelphia PA	LCA
Shoop, Rev Paul E, Dansville NY	LCA
Shopland, Rev Russell A, River Edge NJ	ALC
Shuler, Rev Cynthia A, Detroit MI	LCA
Shull, Rev D Murray Jr, Spartanburg SC	LCA
Siebert, Mrs Lela, Celina OH	ALC
Siegfried, Mr Ernest G, Bethlehem PA	LCA
Siegle, Rev Raymond C, Grand Forks ND	ALC
Sifford, Rev Clarence F Jr, Lincolnton NC	LCA
Simenson, Ms Shirley, Underwood ND	LCA

Simmons, Rev Martin J, Ashley ND	ALC
Simon, Ms Joyce, Framingham MA	LCA
Skatrud-Mickelson, Rev Ellen, Hartford SD	ALC
Skillrud, Rev Harold C, Atlanta GA	LCA
Skogman, Ms Jo, Brookfield WI	LCA
Skolas, Mr Argyle, Westby WI	ALC
Skulstad, Rev Howard A, Eagle Lake MN	ALC
Slavens, Mr Paul A, West Lafayette IN	LCA
Smith, Ms Jerie, Minneapolis MN	LCA
Smith, Ms Karen, Massapequa NY	LCA
Smoose, Rev Larry V, Newtown PA	LCA
Snyder, Rev William C, Mount Wolf PA	LCA
Soderberg, Mr John, Inverness IL	LCA
Soistman, Mr Edward C, Winter Park FL	LCA
Solberg, Mr Robert, Neillville WI	ALC
Sorenson, Mr Alan, Orfordville WI	ALC
Sorenson, Mr J Hilding, Randolph MN	ALC
Sorum, Ms Charlotte, Renner SD	ALC
Spann, Ms Jeannine, Birmingham AL	LCA
Sparby, Mrs Mae, Sand Creek WI	ALC
Spelsberg, Mr Davld E, Clarksburg WV	LCA
Sperline, Mr Evan, Moses Lake WA	ALC
Splett, Rev Gilbert, Madison WI	ALC
Splittgerber, Rev Barbara S, Livonia MI	LCA
Spring, Rev Paul E, Warren PA	LCA
Staber, Rev Ronald, Toledo OH	ALC
Stackel, Ms Virginia G, Charlotte NC	LCA
Stadtlander, Rev John H, Hartford CT	LCA
Stapell, Mrs Susan, Cheektowaga NY	ALC
Stark, Ms Wanda, Kensington MN	LCA
Starr, Rev Albert Jr, Los Angeles CA	ALC
Stasny, Mrs Ada, Waller TX	ALC
Steen, Mr Barney, Shelby MI	ALC
Stellhorn, Rev Theodore III, St Marys OH	ALC
Stenberg, Mrs Dorothy, Litchfield MN	ALC
Stenson, Mr James, St Peter MN	LCA
Steuernagle, Mr Richard, Dubois PA	LCA
Steward, Rev Roy A Jr, Altoona PA	LCA
Stiedaman, Mr John, Beaver Dam WI	ALC
Stock, Mr Charles, Northwood IA	ALC
Stone, Ms Nancy, Long Valley NJ	LCA
Stone, Mr Paul E, Peoria IL	LCA
Strand, Rev John, Wasilla AK	ALC
Strand, Mr Vincent, Gowrie, IA	LCA
Straszheim, Rev Jerry, Coral Springs FL	ALC
Streng, Ms Clarie, Garland TX	LCA
Strobert, Rev Nelson T, Cleveland OH	LCA
Stuckey, Rev Gene R Sr, Lititz PA	LCA

Stuhr, Rev Walter M, Berkeley CA	LCA
Stutelberg, Rev Thomas J, Idaho Falls ID	LCA
Sublett, Rev M Thomas, Jacksonville FL	LCA
Sultzbaugh, Ms Glenna, Millersburg PA	LCA
Sunday, Mr Alvin A, Center Point TX	ALC
Sundheim, Rev Marlyn E, Willmar MN	ALC
Sutter, Ms Mary, Dwight IL	LCA
Svendsbye, Rev Lloyd, St Paul MN	ALC
Swanson, Rev Paul R, Portland OR	LCA
Swanson, Rev Reuben T, New York NY	LCA
Swingle, Rev Albert E, Toledo OH	LCA

T

Takacs, Mr Louis, Wickliffe OH	ALC
Tallman, Mr George E, Tower City PA	LCA
Taylor, Mr William E, Tallahassee FL	LCA
Tellekson, Rev Wayne, Palatine IL	ALC
Terhune, Rev C Frank, Blakeslee PA	LCA
Thiel, Ms Laurel, Omaha NE	LCA
Thiele, Rev Kenneth, Sheffield IA	ALC
Thierwechter, Mrs Neda, Belleville PA	LCA
Thomas, Mr James B, Cleveland OH	LCA
Thomas, Rev Susan P, Cambridge MA	LCA
Thomas-Breitfeld, Rev Viviane, Milwaukee WI	LCA
Thompson, Rev Betty L, Cambridge IA	ALC
Thompson, Ms Janet, Eagan MN	ALC
Thompson, Rev Ralph M, Glenwood City WI	ALC
Thomsen, Mr Donald, Naples FL	LCA
Thoresen, Rev Timothy H H, Gibbon MN	LCA
Thurrow, Rev Kenneth, Aberdeen SD	ALC
Tiemeyer, Rev Arnold L, Philadelphia PA	LCA
Tome, Rev Richard L, Bedford PA	LCA
Torgersen-Bell, Rev Rolf, Rochester MN	ALC
Torgeson, Mrs Elaine, Ames IA	ALC
Trainer, Mr John E Jr, Hickory NC	LCA
Trangsrud, Mrs Joyce, Kindred ND	ALC
Trexler, Rev William B, Jacksonville FL	LCA
Trout, Rev Nelson W, Woodland Hills CA	ALC
Troutman, Rev Gerald S, Atlanta GA	LCA
Trow, Mr Bradley, Pella IA	ALC
Trowbridge, Mr Harry G, Arcadia WI	ALC
Truscott, Rev A Dale, Sylvania OH	LCA
Tune, Rev Rachel Sandum, Vining MN	ALC
Turtle, Ms Joan, Mankato MN	ALC
Tweeten, Rev Paul, Green Bay WI	ALC
Tweten, Mrs June, Buxton ND	ALC

U

Ullestad, Rev Steven, Hudson IA	ALC
Umberger, Mrs Jo, Harrisonburg VA	LCA
Unti, Ms Kimberly, Renton WA	LCA

V

Van Natter, Mr Donald, Sand Point ID	ALC
Vape, Mr Andrejs, Minneapolis MN	ALC
Villalon, Rey Gregory J, Jamaica NY	LCA
Vincent, Ms Lassandra, Lodi CA	ALC
Vinciguerra, Ms Ruth, Cranfills Gap TX	ALC
Vogel, Mrs Ruth, Seguin TX	ALC
Vold, Rev Joseph, Boy River MN	ALC
von Frisch, Rev Robert A, Weatherly PA	LCA
Vos, Mr Nelvin, Maxatawny PA	LCA

W

Wagner, Rev David H, E Grand Forks MN	LCA
Wahlberg, Rev Philip L, Austin TX	LCA
Wanamaker, Rev John, Seymour IN	ALC
Warmanen, Rev J Cyrus, Crystal Falls MI	LCA
Washington, Ms Elizabeth, Gahanna OH	ALC
Watrous, Ms Dee, Richland WA	LCA
Watson, Ms Evelyn, Bronx NY	LCA
Wagh, Rev Wendy, Hildreth NE	ALC
Waughtal, Rev Steven, Marion IA	ALC
Wee, Mr Sam, Stoughton MA	LCA
Weinman, Rev George C, Roseville MN	ALC
Weiskotten, Rev Edward F, Milwaukee WI	LCA
Weiss, Rev Harold S, Wescosville PA	LCA
Weissenbuehler, Rev Wayne E, Denver CO	ALC
Welker, Mr Frank, Rome NY	LCA
Wenrich, Rev Alan C, Steelton PA	LCA
Wenzel, Rev August E, Austin TX	ALC
Werger, Rev Paul M, Des Moines IA	LCA
West, Rev Robert A, Denver CO	LCA
Westermann, Rev Dwayne J, Salem VA	LCA
Westfield, Ms Pat, St Petersburg FL	ALC
Wetzel, Rev John C, Downey CA	LCA
White, Rev William, Mount Pleasant MI	ALC
Whiting, Mrs Carmen, Blaine MN	ALC
Whittmer, Mr Ed, Bend OR	ALC
Wick, Rev Norman G, Great Falls MT	ALC
Wigen, Mrs Elaine, Manitowoc WI	ALC

Wightman, Rev William, Easton PA	LCA
Wilch, Rev Robert S, Milwaukee WI	LCA
Wilch, Mrs Sandra, Hartland WI	LCA
Wilcox, Ms Doris, New York Mills MN	LCA
Wilhelm, Ms Marlene, Sparta WI	ALC
Williams, Rev Bruce, Sioux Falls SD	ALC
Williams, Mrs Diane, Swanton OH	ALC
Williams, Mr Ralph, Port Townsend WA	ALC
Wilson, Mr Burgess, Detroit MI	LCA
Wilson, Ms Hazel, Meyesdale PA	LCA
Wimmer, Rev Harold R, Worcester MA	LCA
Wise, Mr Jack, Northridge CA	LCA
Witte, Mr Richard, Regent ND	ALC
Wittenberg, Rev Virgil, Gibsonia PA	ALC
Wittkopf, Rev Marvin, Indianapolis IN	ALC
Wolber, Rev David A, Atlanta GA	ALC
Wold, Mr Carlton, Boise ID	ALC
Wolenec, Mr Gene, Dodgeville WI	ALC
Wolf, Mr Donald Lee, Round Rock TX	ALC
Wolf, Ms Mary, Eggertsville NY	LCA
Wolfmeyer, Mrs Helen, Brookside NJ	ALC
Womer, Mr Ted C, Darien CT	LCA
Wright, Rev Ardis R, Lake Elmo MN	ALC
Wright, Ms Donna, Santa Monica CA	LCA
Wu, Rev Wilson, Monterey Park CA	LCA
Wyatt, Mr Earl, Yoakum TX	LCA
Wyse, Rev Arthur B, Worcester MA	LCA

Y

Yoder, Rev J Larry, Hickory NC	LCA
Young, Mr Joe W, Waterloo IA	ALC
Youngquist, Ms Marion, Wauwatosa WI	LCA
Yount, Rev Royall A, Tampa FL	LCA

Z

Zage, Mr George, Schaumburg IL	ALC
Zeidler, Mr Frank P, Milwaukee WI	LCA
Ziemke, Ms Joyce, Waseca MN	ALC
Zink, Ms Thelma M, Toledo OH	LCA
Zoesch, Rev Ronald R, Sacramento CA	LCA
Zubke, Mr Benton, Watford City ND	ALC
Zumbrun, Rev Morris G, Baltimore MD	LCA

Exhibit B

**Report of the Transition Team
to the
Constituting Convention
Evangelical Lutheran Church in America**

INTRODUCTION

The 1986 general conventions of the Association of Evangelical Lutheran Churches (AELC), The American Lutheran Church (ALC), and the Lutheran Church in America (LCA) authorized the Transition Team (Team) "to make such decisions and to take such actions as are appropriate to the formation of the church, so long as such decisions and actions are consistent with the actions of the 1986 conventions of the uniting churches." These actions entrusted broad responsibilities to the Team in order that all necessary preparations could be made for the Evangelical Lutheran Church in America (ELCA) to begin functioning on January 1, 1988.

This report provides an account of the fulfillment of these responsibilities by the Team through numerous activities and services since the 1986 general conventions.

Part I reports the stewardship of the Team and its related work groups. Recommendations for consideration and action by the ELCA Constituting Convention are reported in Part II.

Part I

SUMMARY OF TRANSITION TEAM ACTIVITIES

Transition Team members appointed by their respective church bodies in 1985 are as follows:

Ms. Kathryn W. Baerwald, Minneapolis, Minnesota
Rev. James R. Crumley Jr., New York, New York
Ms. Chris Grumm, San Francisco, California
Ms. Barbara M. Hanst, Baltimore, Maryland
Rev. Will Herzfeld, Oakland, California
Rev. Gerhard I. Knutson, River Falls, Wisconsin
Rev. Harold R. Lohr, Fargo, North Dakota
Mr. H. W. Pfennig, Houston, Texas, Chairperson
Rev. David W. Preus, Minneapolis, Minnesota
Rev. Reuben T. Swanson, New York, New York

Effective January 1, 1986, the uniting churches appointed Dorothy J. Marple as Team Coordinator. In July 1986, Leonard Sibley was appointed manager of the budget development process. During the summer of 1986 the services of Richard Vangerud were utilized to initiate preparations for the ELCA churchwide recruitment and interview process which was scheduled to begin in September 1986. In December 1986, Richard Vangerud was again called upon to provide staff services for synodical transition teams in the area of program and budget development. He continues to serve in this capacity. Also, continuing staff services have been provided by staff liaisons named by each church body and by three finance staff. Team staff liaisons are Ralph E. Eckard and Morris A. Sorenson. Elwyn Ewald serves as staff liaison and also in the area of finance, along with Albert L. Haversat and David Rokke.

Since June 1985, the Team has met fourteen times. Two additional meetings will be held with the ELCA Bishop-elect and other officers following the Constituting Convention in order to arrange for a continuing orderly transition period.

The Team has endeavored to work within the framework of the organizational design described in the proposed ELCA Constitution, Bylaws, and Continuing Resolutions. The aim has been to complete all necessary preparatory tasks in order that appropriate actions may be taken by the ELCA Constituting Convention, synods may be constituted, regional centers for mission and all churchwide units organized, essential administrative procedures outlined, and operational systems (e.g., financial, pensions, information management) may be ready for use. Except for needed continuity of programs and services, which are projected in the 1988 and 1989 fiscal proposals, policy decisions regarding new churchwide program directions have been deferred so that the ELCA Church Council and churchwide units may shape such directions. Proposals submitted by various groups and individuals for new programs and services or restoration of existing programs not included in the 1988 fiscal proposal will be transmitted to the ELCA units after the Constituting Convention.

The Team has been especially cognizant of the principles of organization, the relationships among all entities of the church, the distinctive authority and functions of each entity, and the necessity for coordination between and among all entities. As requested and as needed, functional relationships have been clarified as much as possible, particularly within the churchwide organization and between the units of this organization and the synods, the regional centers for mission and institutions and agencies. Both interdependence and inclusiveness have been key principles underlying numerous Team decisions.

District and synodical leaders were reminded of the commitment to inclusiveness by the uniting churches and urged to be cognizant of this commitment in the appointment of all groups involved in planning for the synods of the ELCA. In planning both the regional and churchwide consultations, the Team provided for representation of people of color and primary language other than English. Despite these efforts, the inclusiveness principle was not adequately met at the consultations and remains a challenge.

The working style of the Team has been to identify organizational needs, assign tasks to a small work group to develop proposals for Team consideration, and then, upon Team authorization, to see that the tasks are completed. A number of work groups, ad hoc committees, and task groups have been assigned special tasks in program and support areas. Dozens of churchwide staff, and some district/synodical representatives and congregational members with experience and expertise in needed areas have been involved in transitional tasks and activities for the churchwide organization. Some work groups have completed their assignments; others have continuing responsibilities until December 31, 1987.

Funding for all of these transitional activities is provided in the Transition Team budget of \$13,034,750 for 1986 and 1987. The Team is committed to containing transitional costs within this budget. The budget consists of two parts. Part A is for Transition Team activities during the two-year period and Part B for the ELCA start-up costs in 1987.

Estimated expenditures for Part A are \$2,237,762. These expenditures include costs for Transition Team meetings, the coordinator's office, sixteen work groups serving at various times, introducing the ELCA to the uniting churches and the general public, and the ELCA Office for Personnel. (For the latter office, expenses for 1986 were included in Transition Team activities in Part A of the budget; in 1987 these office expenses are projected in Part B for the ELCA start-up costs.)

Start-up costs for the ELCA in 1987 in Part B are estimated at \$10,796,988. This estimate includes (a) expenditures for the Constituting Convention; (b) meetings of the ELCA Church Council, boards and committees for all churchwide units; (c) emergency assistance for the formation of ELCA synods; (d) operating costs for the ELCA Office for Personnel which will function for the entire year and for similar costs (personnel, administration, travel) for all other churchwide offices which will be in varying stages of functioning for six months or less; (e) relocation of churchwide staff; (f) organizing meetings of coordinating councils for regional centers for mission and reimbursement of personnel costs for coordinators and support staff for regional centers according to specified time lines; (g) and developing an information management system including the computer system for the ELCA Board of Pensions. Income for the Team budget is from the mission appeals of the uniting churches (ALC and LCA \$6,000,000 each; AELC, \$800,000) and from external grants and gifts.

A. Program Planning: Continuity and Transition

A major agenda item at every Transition Team meeting has been planning for the transition of key programs of the uniting churches into the ELCA. The Team has aimed for the continuity of essential programs and the projection of related staff services so that the ELCA may move forward in mission. The efforts of a coordinating committee composed of the executive directors or heads of departments of cognate units of the uniting churches, staff teams for the ELCA offices, commissions and divisions, and a work group on budget and planning have been instrumental in carrying out critical transitional activities.

The Team initiated a program budget development process in 1985 and involved synodical transition teams, the bishops of the current districts and synods, and churchwide staff representatives of the three churches in nine regional consultations (November 1986) and a churchwide consultation (February 1987). The budget development process is more fully described in the introductory section to the 1988-1989 fiscal proposals for the ELCA, presented in Recommendation 11 in Part II of this report. These proposals are accompanied by a series of exhibits which outline briefly the planned programs and services for the ELCA for a fourteen-month fiscal year beginning in January 1988. Preparatory tasks in many of the projected program areas and services are well under way or completed. Staff of related units of the uniting churches continue to work together to effect an orderly transition into the programs of the ELCA.

While the 1988-1989 fiscal proposals bring together in a comprehensive description the efforts of many work groups and staff teams, other important enabling decisions have been made in several specific areas of ministry involving churchwide units, synods, and the institutions and agencies of the church. A brief summary of these decisions follows.

1. Seminaries

The assignment given by the Commission for a New Lutheran Church to the Transition Team to assign the new synods to seminaries has been completed.

Upon Team recommendation, the following synodical assignments to seminaries for current financial support and for the election of seminary directors for the initial years of the ELCA have been approved by the AELC Board of Directors, ALC Church Council, and LCA Executive Council:

<i>Region</i>	<i>Seminary</i>
Region I	Pacific Luther Northwestern
Region II	Pacific
Region III	Luther Northwestern
Region IV	Chicago Wartburg
Region V	Chicago Wartburg
Region VI	Trinity Southern
Region IX	Trinity Southern
Region VII	Gettysburg Philadelphia
Region VIII	Gettysburg Philadelphia

The Team action in regard to these relationships also stated that "the details of proportionate numbers of synodically elected directors and a commensurate portion of shared financial support" is to be worked out by the synod and seminaries concerned, normally with no less than one-third from each region. This arrangement is to apply in the ELCA until the presentation in 1991 of the

preliminary report on theological education assigned to the Division for Ministry."

In organizing seminary boards, all seminaries have been informed that they must comply with Sections 7.31.02. and 7.31.03. of the ELCA Constitution which specify board membership and responsibilities. This compliance need not be done prior to January 1, 1988, but must be done by July 1, 1988. It will therefore be necessary for synods meeting in 1988 to pass all required resolutions relating to seminaries and elect all required boards of directors unless such actions were taken at the 1987 Synodical Constituting Convention. Follow-up for the implementation of these actions is being referred to the board of the Division for Ministry.

2. *Colleges and Universities*

The "Final Report from the Forums on the Relationship of Colleges and Universities to the New Lutheran Church" was presented by the Transition Team to the 1986 general conventions of the uniting churches. The "Final Report" summarized (a) the proposed patterns of relationship between the colleges and universities and various organized units of the church and (b) the actions taken by the nine forums held in 1986.

On the basis of the "Final Report," a "custom-made" report was developed for each synod which has a relationship(s) with a college(s) or university(ies). This latter report described the proposed patterns of relationship (including governance) between these educational institutions and the synods. Establishing initial policies regarding these relationships is a prescribed agenda item (ELCA 18.01.B87c) for the organizing meeting of the coordinating councils for the regional centers for mission.

In a number of instances the governing documents of the colleges and universities will require amendments. Follow-up on the review of the amended documents and the entire subject of college, university, and synodical relationships has been referred to the board for the Division for Education. This board will be organized prior to the initial meetings of the coordinating councils for the regional centers for mission.

3. *Social Ministry Institutions and Organizations*

Lutheran Social Service System (LSSS) assumed responsibility at the request of the Transition Team for working with synod transition teams in giving guidance and in preparing recommendations regarding structure, governance, and funding patterns for social ministry institutions and organizations. The Team has prepared a recommendation (see Part II, 3, page 141) regarding the affiliation of these institutions and organizations with the ELCA.

4. *World Hunger*

The uniting churches have been engaged in world hunger programs since the mid-1970s. Continuity of these programs is important as the church responds to world hunger needs and basic underlying causes. The team has addressed this concern in Recommendation 4, in Part II (page 142).

5. *Ecumenical Relations*

The Team identified several areas in the administration of ecumenical affairs requiring attention. The first area pertains to the continuing participation of the ELCA in the inter-confessional dialogues now in progress. Recommendation 2 in Part II addresses this issue (page 141).

The second area pertains to the working relationships between the various

ELCA churchwide units and their counterpart units in the Lutheran World Federation (LWF), the World Council of Churches (WCC), and the National Council of the Churches of Christ in the USA (NCCC). The proposed ELCA Constitution and Bylaws assigns ecumenical responsibilities to several churchwide units. The Team has approved protocol documents denoting the working relationships between ELCA churchwide units and their counterpart units in the LWF, WCC, and NCCC and designating primary responsibility for administering and coordinating these relationships, including budgetary support within the ELCA. These working relationships are described within the context of the recommendations regarding membership of the ELCA in the LWF, WCC, and NCCC.

6. Youth Ministry

Both churchwide planning groups and similar task forces appointed by synodical transition teams have been developing an overall youth ministry concept for the ELCA. This holistic approach includes events, programs, and resources for junior and senior high youth and young adults as well as the formation of churchwide and synodical youth organizations.

Resources describing this approach and a listing of key persons in ministries with youth (both adults and youth ministry chairpersons) were distributed to all synodical transition teams. Authorization was granted to continue the Youth Staffer program from August 1987 to August 1988 to be compatible with the school year.

To facilitate implementation of an holistic approach, the Team will recommend to the Division for Congregational Life (DCL) that a Youth Ministry Management Team be formed within the DCL to bring together, under the leadership of the Director for Youth Ministry, all staff persons in the division with a youth-related portfolio. This team would also be expected to relate to all other churchwide units so that the concerns and voice of youth are presented in each unit and an exchange of views facilitated.

Two committees appointed by the Team have been planning for two significant events which are integral to the Youth Ministry Program. The first event, the Constituting Convention for the ELCA Youth Organization, will be held July 16-19, 1987, in Indianapolis, Indiana. The theme is "Christ: Our Foundation."

The Team has approved the proposed constitution for the youth organization and a recommended format for a constitution for a synodical youth organization. Three examples of constitutions for the latter have been prepared which outline both simple and more comprehensive organizational designs.

The Constituting Convention of the ELCA Youth Organization will elect an interim board which will hold office until the first regular convention. This convention is planned for 1988 in conjunction with the second significant youth event, the ELCA Youth Gathering scheduled for July 31-August 4, 1988, in San Antonio, Texas. The theme for this event will be "Rejoice in the Lord Always." A Multicultural Youth Leadership Event will immediately precede the Youth Gathering on July 28-31.

7. Women of the Evangelical Lutheran Church in America

Plans for the Constituting Convention for Women of the Evangelical Lutheran Church in America, upon recommendation of a Team-appointed planning group, have been approved. The Constituting Convention will be held on June 11-14, 1987, in Milwaukee, Wisconsin. The theme will be "Embrace God's World."

8. Pension and Other Benefits Program

Preparation of all necessary legal documents and trust agreements for the ELCA Pension and Other Benefits Program except for the ELCA Military and Other

Government Chaplaincy Plan has been completed. Recommendations regarding these plans are found in Part II (see Recommendation 5). A summary of the pension plan and each of the benefits plans written in non-technical language has been sent to every delegate. A description of the plan for Military and Other Government Chaplains is included in the summary. The Team is recommending that this plan be designed by the ELCA Board of Pensions and approved by the ELCA Church Council in 1987. The Team will recommend to the ELCA Board of Pensions that additional work be done in exploring ways of providing survivor and disability benefits for persons on leave from call or appointment which are comparable to those provided for ordained ministers and associates in ministry enrolled in these plans.

To ensure the operation of the computer system for immediate use in January 1988 by the ELCA Board of Pensions in maintaining the ELCA Pension and Other Benefits Program and continuing the plans of the predecessor churches as needed, the Team appointed a project director who is working with a project team and staff members of the LCA Board of Pensions and the ALC Board of Pensions and Board of Trustees. In addition, the Team has adopted a policy and procedures to employ certain current employees of the ALC and LCA boards of pensions under specified conditions in order to provide for the total pension and other benefits program continuity of services to participants in both the ELCA plans and the appropriate plans of the predecessor churches.

B. Partnership with Synodical Transition Teams

Major partners in the formation of the ELCA are the sixty-five synodical transition teams. Although these teams were appointed by the current districts and synods and relate to their respective executive bodies, the churchwide Transition Team has provided guidance to these transition teams through written communications following each Team meeting, numerous letters and telephone calls, nine regional consultations (November 1986), a churchwide consultation (February 1987), and staff consultative services.

In the early stages of the transitional period, the Team recognized that preparing for the formation of the new synods during 1986 and 1987 would create additional expenditures not fully anticipated by the current districts and synods. The Team adopted a plan to assist both synodical transition teams and districts/synods in meeting emergency needs during the transition period. The plan has assumed that present ALC districts and AELC and LCA synods will (a) pay for start-up costs for the new synods, and (b) be responsible for all costs related to completing their operations at the close of 1987.

A description of possible transition emergency needs and pre-conditions for requests for assistance guide a committee of seven bishops in reviewing and acting on all requests for financial assistance.

Further, to assist synodical transition teams in carrying out their responsibilities, the Team has coordinated the flow of information from units of the uniting churches and identified executive staff to deal with questions and concerns in specific areas of the synod's ministry (e.g., campus ministry, colleges and universities, social service institutions and organizations, seminaries, church periodical, youth ministry, legal procedures, budget development).

For assistance in handling restricted and unrestricted funds and capital assets, the Team prepared "Guidelines for the Allocation of Assets and Liabilities" for use by districts and synods.

The Team, as authorized by the 1986 general conventions, appointed chairpersons to convene and preside at the synodical constituting conventions. Thirty-two persons have assumed this responsibility, a number of whom will preside at several conventions.

Requirements for determining the voting delegations at synod constituting conventions were approved by the governing bodies of the uniting churches upon the recommendations of the Commission for a New Lutheran Church. While urging adherence to these requirements, the Team found it necessary to make several interpretations when apparent inconsistencies with the Constitution for Synods were observed. To facilitate the preparation of the list of voting delegates, procedures for preparing the initial rosters of ordained ministers, associates in ministry, and congregations were suggested to the current districts and synods and the synodical transition teams.

While it has been the expectation that the vast majority of congregations would establish a relationship with the ELCA synod in whose territory they are located, procedures which allow for consideration of requests for transfer from congregations in border areas have been followed by synodical transition teams and the churchwide Team. The general principle is that the two synodical transition teams involved must agree to the request for transfer. If there is not concurrence by both teams, the request is denied.

C. Personnel

In September 1986, the Transition Team elected the executive director for the ELCA Office for Personnel as authorized by the 1986 general conventions. Alfred C. Stein began his service in mid-October 1986. Responsibility for the extensive recruitment and interview process has been given to the ELCA Office for Personnel. The Team has authorized the appointment of two additional executive staff members and additional support staff to plan for and provide services in recruiting, selecting, and relocating staff for the churchwide units. The office has temporary facilities in Chicago and will relocate to the ELCA church offices later in 1987.

The Recruitment and Interview Plan approved by the Team in 1986 outlined a comprehensive approach for recruiting, interviewing, and selecting executive and support staff for churchwide units. The recruitment process for executive directors and executive staff was initiated November 1, 1986. Announcement of the recruitment process, along with a provisional listing of all executive positions (subject to budgetary constraints and revision by ELCA boards) was made through notification in the church periodicals; posters for display in congregations, institutions, agencies and churchwide offices of the uniting churches, along with direct correspondence with various entities of the uniting churches.

The Transition Team, with the support of an external grant, approved an inclusive leadership development project to identify, in one phase of the project, persons of color or whose primary language is other than English and women who should be encouraged to explore possibilities for employment in the ELCA or to serve in volunteer capacities. Another phase of the project provided scholarships for current staff (persons of color or with primary language other than English) to strengthen their qualifications as candidates for executive and support staff positions in the ELCA through continuing education and skill-building activities.

By the deadline of January 15, 1987, 279 personal history data forms were received for executive director positions for all churchwide units, the executive assistant for administration (an assistant to the bishop), and the editor of the

church periodical. Of this number, 59 were received from women, and 220 from men. All data forms were reviewed by the ELCA Office for Personnel in the light of the eligibility criteria for the position desired. Interview panels were organized to screen 182 candidates meeting the eligibility requirements. Of these 182 candidates, 50 were women and 132 were men. The total number included 14 persons of color or whose primary language is other than English.

The interview panels, one for each churchwide unit, passed on 85 candidates for interviews by the Transition Team. Of this number, four candidates were from the AELC, and the remainder divided nearly half-and-half between the ALC and LCA. Approximately one-half of the candidates were from among current staff of churchwide units and the other one-half new candidates. During March and April 1987, the Team interviewed candidates proposed by the screening panels and will transmit no less than two nor more than three candidates to each new board for its consideration. Each board in turn will consult with and, with the approval of the ELCA bishop-elect, elect the executive director.

In order to meet staffing needs more adequately, the Team extended the deadline to July 15, 1987, for receiving personal history data forms from all persons interested in executive staff positions in almost all churchwide units. April 15, 1987, remains the deadline for receiving such forms for the Office of Bishop, the Office of Secretary, the church periodical, the ELCA Foundation, and the Lutheran Laity Movement for Stewardship (LLM), and May 15 for the editor of the magazine for the Women of the ELCA. By mid-March when this report went to press, 720 persons had submitted personal history data forms for executive staff positions. Nearly 1100 written inquiries were received regarding these positions.

Recruitment of support staff from among persons presently serving in the uniting churches will begin April 15, 1987, and from among persons located in the area of the new church offices on July 15, 1987.

Because of the consolidation of the ALC Foundation and the LCA Foundation during 1987, the Team, as authorized by the 1986 general conventions, initiated a recruitment and interview process for the executive director of the ELCA Foundation. Later this spring the Team hopes to be able to name the executive director upon the recommendation of the Interim Management Team for the ELCA Foundation.

The Team also approved a process for electing the executive director of LLM who will assume the responsibilities for this position on October 1, 1987. Gustave G. Smith Jr. has been named to this position by the LLM Executive Committee.

D. Communications

1. Introducing the ELCA

The challenging and extensive task of introducing the ELCA to the congregations of the uniting churches and to the general public has been the continuing assignment of the Communications Work Group. "Come, Share the Spirit," the theme selected for these communication efforts, is calling attention with increasing frequency to the formation of the ELCA through a slide set, videotapes, and printed resources for congregational use. A Celebration Kit, including a sampling of bulletin inserts, is being prepared for planning a congregational celebration and will be distributed in July 1987. A congregational handbook describing the organization of the ELCA and services available to congregations will be available in late 1987. Resources for undergirding the ELCA through intercessory prayer will be available for use in Sunday worship in late November

and December 1987 and in 1988 for the Sunday within the octave of the Week of Prayer for Christian Unity.

"Spotlight on the Lutherans," a series of columns for the general public, will appear in neighborhood newspapers during 1987. A series of radio and television spots will be sent to the public media for airing immediately after the constituting convention.

2. Publications and Information Services for Congregations

Plans have been initiated for the development of an ELCA leadership publication and resource packet for congregational use. These publications are being designed to maintain a basic communication link between churchwide units and leaders in congregations, synods, and regional centers for mission. They also will provide an orderly and timely distribution of information and services. A computerized Resource Information Service is being planned for use beginning in January 1988.

3. Church Periodical

The first issue of *The Lutheran* will be published in January 1988. The Transition Team has nominated the editor in accordance with the instructions of the 1986 general conventions. The nominee is presented in Recommendation 1, in Part II (page 141).

The Lutheran will be issued eighteen times a year. For any synod wishing to include purchase of *The Lutheran* in its budget, the Team adopted a policy with a series of procedures for synodwide "pooled purchase" for this periodical.

E. Inter-Lutheran Planning

1. Cooperative Agencies

The actions of the uniting churches at the 1986 general conventions called for the appointment of a committee representing the Evangelical Lutheran Church in America and the Lutheran Church-Missouri Synod (LCMS) and several inter-Lutheran agencies. Transition Team representatives appointed to this committee have been engaged in transitional planning for Lutheran Immigration and Refugee Services (LIRS), Lutheran Film Associates (LFA), Lutheran World Relief (LWR), and Lutheran Resources Commission-Washington (LRC-W). All of these agencies are described as cooperative agencies in the LCMS and ELCA Principles for Cooperation approved by the LCMS and the 1986 general conventions of the three uniting churches. Each agency is the locus for a common area of responsibility for the ELCA and the LCMS and will be separately incorporated with a board of directors responsible for governance and policy decisions. The committee has developed proposals for budget development, governance and representation, and administrative support systems such as personnel policies and operating procedures. While the Team has approved all of these proposals, some are still under consideration by LCMS.

2. Archives for Cooperative Lutheranism

In a similar manner, representatives appointed by the Transition Team have met with LCMS representatives to develop proposals for maintaining the Archives for Cooperative Lutheranism. The Team and LCMS have approved appointment of a coordinating committee to oversee the Archives for Cooperative Lutheranism while they are located in New York City and to designate a permanent location no later than November 1, 1987. Proposed permanent locations are either at the Concordia Historical Institute, St. Louis, Missouri, or the ELCA Archives, Chicago, Illinois. The Archives for Cooperative Lutheranism are to

remain intact at the present location in New York City as long as physically and economically possible, but not longer than 1990, with expenses proportionately shared by the ELCA and LCMS on the basis of baptized membership.

3. Independent Lutheran Congregations Overseas

The Transition Team has assigned responsibility to the current churchwide global mission units and subsequently to the ELCA Division for Global Mission for maintaining contacts with and providing staff services as requested to the four independent Lutheran congregations overseas. Options for relationships of these congregations with either the ELCA or the LCMS or both were approved by the 1986 general conventions and LCMS.

F. Organizational Support

Undergirding the organizational formation of the ELCA is an array of administrative and operational systems such as financial and information management and legal transactions.

1. Financial Systems

In the area of financial systems, the Transition Team has approved development of an ELCA accounting manual for synods, regional centers for mission (where applicable), and churchwide units. Synodical transition teams were encouraged to consider using their respective regions as a financial service bureau for banking, payroll, accounts payable, and accounts receivable.

Policies for risk management and auditing services have been approved to cover insurance, blanket fidelity bonding, and auditing needs in 1987 and 1988. An insurance broker of record has been engaged to complete a thorough insurance survey in order to create a data base of needs and coverage for all parts of the ELCA. This survey will assist the Office for Finance which has responsibility for providing and managing insurance (exclusive of life and health) programs for the churchwide organization and for making available insurance programs to congregations, synods, regional centers for mission, and related institutions, agencies, and organizations. Future policy decisions will be made by the ELCA Office for Finance.

The design for the structure and operation of the ELCA Loan Fund has been approved for implementation. The fund will consist of three distinct programs: (a) Mission Investment Loan Program, (b) Congregational Loan Program, and (c) Institutional Loan Program. Establishment of banking relationships and other financial practices have been deferred for decision making by the ELCA treasurer and the Office for Finance.

2. Information Management Systems

A churchwide information management system has been designed to meet needs related to programs and services in such areas as financial management, the registry of congregations, rosters of lay and ordained leaders, follow-up to the mission appeals of the uniting churches, directories of church-related institutions and agencies, parochial reports, and congregational statistics. Intensive staff efforts are being expended to make all necessary adjustments in applications and in software systems in order to utilize the mainframe computer capabilities of the present ALC and LCA systems. Users in the Chicago offices of the ELCA will have access to the mainframe computers in Philadelphia and Minneapolis from a terminal or a microcomputer.

The computer needs of synodical and regional centers are now being identified. On the basis of the findings, a proposal designed to meet these needs will be

developed and, when approved by the Transition Team, implemented. Regional centers for mission may develop some data processing capabilities for synods, as agreed upon by the coordinating councils for the regional centers.

3. Legal Procedures

The Transition Team has continued the services of legal counsel engaged by the Commission for a New Lutheran Church and a work group for legal matters appointed by the Commission. All necessary legal documents related to the incorporation of the ELCA, the sixty-five synods, and the four separately incorporated units (Board of Pensions, Church Publishing House, ELCA Loan Fund, and Women of the ELCA) have been or will be executed by the appropriate signing authorities. Other legal matters which must be cared for to meet statutory law requirements are being transacted to meet prescribed deadlines.

At the request of the LCA Executive Council, the Work Group on Legal Matters reviewed the Articles of Incorporation for Synods (Article XIII). The work group agreed that the request was editorial in nature and thus amended Article XIII to read

. . . This corporation [synod corporation] shall adopt any amendment to these Articles of Incorporation or this corporation's Constitution or its Bylaws that may be prescribed by the Church Council or any Assembly of the Evangelical Lutheran Church in America provided that, in the case of an amendment prescribed by the Church Council, it shall be prescribed only after consultation with the synod. . . . (underlined words added)

Primarily to promote limited liability, the Team, upon the advice of the work group, has advised, but not required, that camps, institutions, and social service agencies should be separately incorporated.

A legal memo regarding the separate incorporation and the relationship between the boards of an incorporated body such as the synod and the board of an affiliated group has been transmitted to synodical transition teams and to the bishops of the districts/synods of the uniting churches.

4. Organizing Meetings of Governing Bodies of Churchwide Units

The Transition Team has made arrangements for the organizing meetings of the ELCA Church Council and the boards. The following schedule includes the dates for the Constituting Convention for the Women of the ELCA and the ELCA Youth Organization and the corresponding staffing implications. The election of all executive directors is made in consultation with and approval of the ELCA bishop-elect.

<i>Date</i>	<i>Activity</i>	<i>Staffing Implications</i>
April 30 to May 3	ELCA Constituting Convention	Elect bishop, vice-president, secretary, and editor of church periodical
May 28 (1:00 P.M.) to May 30 (3:00 P.M.)	Church Council Meeting (elect standing committees for offices and Church Council committees; elect members to boards)	Elect treasurer; elect executive assistant for administration; executive directors/assistants to bishop for offices (Ecumenical Affairs; Research, Planning and Evaluation)

May 22 to July 31	Constituting Conventions for Synods	Elect bishops
June 11 to June 14	Constituting Convention for Women of ELCA	
June 29 (1:00 P.M.) to July 1 (3:00 P.M.)	First meeting of boards for divisions, commissions, publishing house, pensions, and women's organization	Elect executive directors of units
July 16 to July 19	Constituting Convention of Youth Organization	
August 3 (12:00 noon) to August 4 (12:00 noon)	Conference of Bishops	Elect executive director/ assistant to bishop
September 17 (1:00 P.M.) to September 19 (3:00 P.M.)	Second meeting of boards for divisions, commissions, publishing house, pensions, and women's organization	Elect executive staff and set time line for beginning responsibilities
September 20 to October 30	Organization of regions	Appoint coordinator and set time line for beginning responsibilities
October 7 (1:00 P.M.) to October 10 (3:00 P.M.)	Church Council meeting. First meeting of committees for offices	
November 1 to November 30	ELCA Synod/ Churchwide Program and Budget Consultations	
January 1, 1988	Start-up of ELCA	

G. ELCA Office Sites

In anticipation of the actions by the 1986 general conventions to name the location of the principal office of the ELCA, the Commission for a New Lutheran Church, in February 1986, recommended to the uniting churches that at an appropriate time the "churches authorize a task force to work with a consultant

to finalize commitments for a specific office facility." At the same meeting, CNLC recommended to the churches that the Transition Team be authorized to determine the time line to be followed in moving into the churchwide offices and for the employment of staff. Subsequently, the churches requested the Transition Team to develop a process for determining an office site and preparing the specified time lines. The Team then took steps to develop the time lines and to appoint a committee to recommend a site.

The 1986 general conventions of the uniting churches approved the proposed ELCA Constitution, Bylaws, and Continuing Resolutions pursuant to paragraph 4 of the proposed Agreement and Plan of Merger. These governing documents state that the principal office of the ELCA shall be located in Chicago, Illinois (ELCA, 1.31.01.). On the basis of this action and the authorization cited in the introduction to the report, "to make such decisions and to take such actions as are appropriate to the formation of the church, so long as such decisions and actions are consistent with the actions of the 1986 conventions of the uniting churches," the Committee on New Churchwide Facilities, appointed by the Team, began to pursue its assignment in September 1986. The Team established a goal of having the office facility ready for occupancy by December 1, 1987, or as soon thereafter as possible. In addition, the ALC Church Council and the LCA Executive Council (a) authorized the bishops of their respective churches "to execute a lease or contract to purchase an office facility in Chicago, Illinois," and (b) indemnified the other church "as a signatory to the lease or contract to purchase." These two executive bodies also "resolved that the lease or contract to purchase will be assigned to the Evangelical Lutheran Church in America at the earliest possible date."

The Criteria for Site Selection, adopted by CNLC, were utilized by the committee and the Team. A real estate consultant firm was carefully selected and an architectural firm engaged to do initial space planning with detailed attention to the needs of each unit of the proposed churchwide organization. Commitment to recruiting persons of color or whose primary language is other than English for staff positions led to the use of a new, unpublished study of the Chicago area's commuting patterns. Only the "Loop" and the "O'Hare corridor" (area around the Chicago international airport) showed a substantial pattern of Black and Hispanic workers commuting to them. These two areas were evaluated as best fulfilling the criteria for the site.

Based on data and recommendations from its appointed committee, the Team also decided that buying a building was preferable to leasing space or building a new facility. The latter was estimated to take approximately two years and would require a delay in moving from the present church offices of the uniting churches or moving to temporary quarters in Chicago. Either alternative would be costly. Accessibility to the airport, to nearby hotel accommodations, and for commuting were deemed as important. Real estate counsel indicated that a building with 200,000 to 250,000 square feet of space would be most effective. While initial space needs have been estimated at 137,000 to 150,000 square feet, room for expansion is desirable with the opportunity to rent the unused space.

The search for a high-quality building in contrast to a mid-quality building or an older, rehabilitated building was agreed upon in view of the small price differentials among the three types of structures and a lower maintenance cost for a high-quality facility.

Following examination of a number of buildings in both the "Loop" and the "O'Hare corridor," the Team concluded that a location just east of the O'Hare

airport, along a major artery, the Kennedy Expressway, and a rapid transit line, best fulfilled the location criterion.

Three existing new buildings in the target area were closely examined. Initial space and engineering and market analyses were provided by consultants. The Transition Team has approved a letter of intent to purchase the North Tower of the O'Hare Plaza II, 8765 West Higgins Road, Chicago, Illinois, as the principal office for the Evangelical Lutheran Church in America. The North Tower is a new 11-story building with 220,000 square feet. It is part of the O'Hare Plaza II complex of five office buildings and two parking structures. In an attached parking garage, 650 spaces are allotted to the North Tower. There are restaurants and convenience stores in connecting buildings and nearby hotel accommodations. A rapid transit station is two blocks away and is the second stop from the O'Hare airport. Travel time to and from the Loop is 30 minutes.

The interior of the building is unfinished and will be designed to meet the needs of churchwide units. Interior construction will begin in June 1987, and it is anticipated that the December 1987 goal can be met.

The purchase price of the North Tower is \$27,750,000. From \$3,000,000 to \$5,000,000 is estimated for finishing the interior of the building. Average occupancy costs over a ten-year period are \$2,470,000 per year if the unused space is 100% leased, and \$4,019,000 per year if there is no leasing of unused space. The building components and equipment are of excellent quality. A large park is near the building, and residential areas are within commuting access by major arteries or local transportation.

The location of other office sites in other cities as approved by the 1986 general conventions is being arranged by the Team upon recommendation of the Committee on New Churchwide Facilities.

H. Constituting Convention

A review of the ELCA governing documents by the Transition Team has resulted in the preparation of several recommendations to correct an oversight and to facilitate nomination procedures. The omission of specific dates in the governing documents for the beginning and ending terms of officers of this church, the Church Council, board and committee members, and executive directors is addressed in Recommendation 6 in Part II (page 143). A procedure to expedite nominations at the Constituting Convention is presented in Recommendation 7 (page 144). Two additional Recommendations, 8 and 9 respectively (pages 144-145), provide for voice for designated individuals and time line for introducing new business.

I. Installation of ELCA Bishop

Anticipating the election of the bishop of the Evangelical Lutheran Church in America, the Transition Team initiated planning for the installation of the bishop in order to assure an appropriate facility. A churchwide coordinating committee assisted by appropriate local committees will develop plans in consultation with the ELCA Office of the Bishop. The installation will take place on October 10, 1987, at The Pavilion, University of Illinois at Chicago. At the same service, the bishop of this church will also install the vice-president, secretary, and treasurer of the ELCA.

A pectoral cross for the bishop of this church is in the process of being designed and will be presented during the installation service. Videocassettes of the service will be available for congregational use so that many church members may share in this significant event in the formation of the ELCA.

J. First Churchwide Assembly

Two factors prompted discussion by the Transition Team of the date for the first Churchwide Assembly. The first factor related to two provisions in the ELCA Continuing Resolutions (13.31.A87 and 19.41.A87) which give conflicting dates. The second factor pertains to the cost for a Churchwide Assembly and the short interval of time between the Constituting Convention and the earlier of the two dates stipulated in the ELCA Continuing Resolutions. In the interest of responsible stewardship of resources, the Team has addressed this concern in Recommendation 10 in Part II (page 145).

K. A Word of Thanks

This report would not be possible without the tireless efforts of scores of persons in all three of the uniting churches. Organizing a new church is both a comprehensive and many times tedious process. Many persons performing staff, support and technical services in churchwide units, districts and synods, and inter-Lutheran agencies and lay and clergy leaders have been called upon to assume numerous tasks in addition to their regular areas of responsibility. Gratitude and appreciation is expressed to all who have served and will continue to carry extra assignments. The Transition Team thanks God for this partnership in the Gospel.

The summary of Transition Team activities and the recommendations which follow are respectfully submitted to the Constituting Convention of the Evangelical Lutheran Church in America.

H. W. PFENNIG, *Chairperson*

DOROTHY J. MARPLE, *Coordinator*

Part II

RECOMMENDATIONS

1. Nomination of Editor of *The Lutheran*

WHEREAS, the 1986 general conventions of the uniting churches authorized the Transition Team to present one nominee for the editor of the church periodical to the Constituting Convention and to present a second nominee if the first is not elected; and

WHEREAS, the ELCA Constitution (16.51.57.) states that the editor shall be elected to a four-year term;

NOW, THEREFORE it is hereby

RESOLVED, that the Rev. Edgar R. Trexler be nominated to serve as the editor of *The Lutheran* for a four-year term.

2. Participation in Inter-Confessional Dialogues

WHEREAS, one of the purposes of the Evangelical Lutheran Church in America (ELCA 4.03.) is to "foster Christian unity by participating in ecumenical activities, contributing its witness and work and cooperating with other churches which confess God the Father, Son, and Holy Spirit"; and

WHEREAS, the proposed ELCA Constitution (16.21.A87) provides that the Office for Ecumenical Affairs "shall coordinate the ecumenical, inter-Lutheran, and interfaith activities of this church and shall recommend policies relating thereto to the Churchwide Assembly and Church Council"; and

WHEREAS, the uniting churches are currently involved in inter-confessional dialogues which are expected to extend into 1988 when the ELCA assumes operational status; and

WHEREAS, it is desirable to assure continuity of participation in the inter-confessional dialogues until the ELCA Church Council and the Office for Ecumenical Affairs can assume responsibility for administering such participation;

NOW, THEREFORE, it is hereby

RESOLVED, that the representatives of The American Lutheran Church, the Association of Evangelical Lutheran Churches, and the Lutheran Church in America, participating as of December 31, 1987, in the Lutheran/Roman Catholic Dialogue, the Lutheran-Episcopal Dialogue III, the Lutheran-Methodist Dialogue II, the Lutheran-Orthodox Dialogue, the Lutheran-United Church of Christ Dialogue, and the Lutheran-Jewish-Roman Catholic Colloquium be requested to serve in the same capacity in the Evangelical Lutheran Church in America until such time as representation has been acted upon by the Church Council.

3. Affiliation of Social Ministry Organizations

WHEREAS, the proposed Constitution for the ELCA (16.31.F87) provides that the Division for Social Ministry Organizations "shall grant and maintain affiliation with social ministry organizations which meet criteria that have been set by this church"; and

WHEREAS, it is necessary to assure the continuity of relationships with all social ministry institutions and organizations currently affiliated with one or several of the uniting churches until the Division for Social Ministry Organizations assumes operational status;

NOW, THEREFORE, it is hereby

RESOLVED, that all affiliated social ministry institutions and organizations be accepted into the Evangelical Lutheran Church in America on the basis of their current affiliation with one or several of the uniting churches.

4. World Hunger Appeal

WHEREAS, the proposed ELCA Constitution (16.41.A87j) assigns responsibility to the Commission for Church in Society in the program of this church to combat world hunger; and

WHEREAS, the uniting churches have been engaged in world hunger appeals since the mid-1970s; and

WHEREAS, it is necessary to assure continuity of the World Hunger Program since worldwide hunger needs and their underlying causes still exist;

NOW, THEREFORE, it is hereby

RESOLVED, that the following proposal be adopted by the Constituting Convention of the Evangelical Lutheran Church in America:

Because the Holy Spirit calls us to share in God's continuing care for all people and the entire creation;

Because God asks us to love our neighbors as Christ loves us;

Because God places us in a global neighborhood, with neighbors near and far who suffer hunger and oppression; and

Because God has given our uniting churches a positive experience with generous responses from our members to the world hunger reality, particularly through our special appeals since the mid-1970s; therefore,

a. The Evangelical Lutheran Church in America establishes a World Hunger Program with these objectives:

- 1) to provide relief and development assistance for those who suffer from hunger and injustices related to hunger in this and other countries;
- 2) to foster the education of the members of this church to understand and confront the reality and underlying causes of hunger;
- 3) to advocate policies and actions for social and economic justice relating to hunger—with governments, business institutions, and structures of this church and its related agencies;
- 4) to encourage members to practice responsible stewardship of their lives and their financial resources toward the prevention and alleviation of hunger; and
- 5) to facilitate listening to and working together with those who have special awareness of the realities of food and hunger, including poor and hungry people in local and global communities, and those who produce, process, and distribute food.

b. The Evangelical Lutheran Church in America, in order to sustain its World Hunger Program, establishes a continuing hunger appeal. It directs that funds be expended in the range of 25-30% within the territorial jurisdiction of this church and 70-75% in other parts of the world.

c. The three uniting churches shall begin immediately to combine their hunger programs.

5. Pension and Other Benefits Program

WHEREAS, the uniting churches took actions at the 1986 general conventions stating that "the Constituting Convention adopt church pension and other benefits plans, consistent with the descriptive material presented to and approved by each convention"; and

WHEREAS, the Transition Team approved the legal documents and trust agreements for the ELCA Pension and Other Benefits Program;

NOW, THEREFORE, it is hereby

RESOLVED, that the Constituting Convention approve the legal documents and trust agreements for the following plans:

- a. ELCA Regular Pension Plan,
- b. ELCA Survivor Benefits Plan,
- c. ELCA Disability Benefits Plan,
- d. ELCA Medical and Dental Benefits Plan,
- e. ELCA Optional Pension Plan;

and be it

FURTHER RESOLVED, that the Constituting Convention approve the legal documents for the following plans:

- a. ELCA Medical Benefits Plan for Seminarians,
- b. ELCA Survivor Benefits Plan for Seminarians,
- c. ELCA Continuation of The ALC Major Medical-Dental Plan for Retired Participants,
- d. ELCA Continuation of the LCA Ministerial Health Benefits Plan for Retired Members;

and be it

FURTHER RESOLVED, that the Constituting Convention authorize the Church Council to approve in 1987 the ELCA Military and Other Government Chaplaincy Plan prepared by the ELCA Board of Pensions.

6. Terms of Office for Persons Elected by Churchwide Assembly and Church Council

WHEREAS, the governing documents for the ELCA provide for election of ELCA officers, Church Council, board and committee members, and executive directors for specified terms of service; and

WHEREAS, these governing documents do not specify the beginning and ending dates of the terms for these various office holders;

NOW, THEREFORE, it is hereby

RESOLVED, that the ELCA Constituting Convention adopt the following as a resolution to be recommended to the Church Council:

- a. The terms of those persons elected by the Churchwide Assembly shall begin and end as follows:

- 1) The terms of the bishop, vice-president, secretary, and editor of the church periodical shall begin on the first day of the fourth month following the Churchwide Assembly at which elected and end on the last day of the third month following the Churchwide Assembly at which their successors are elected.
- 2) The terms of the members of the Church Council, boards, and nominating committee shall begin on the first day of the first meeting of the appropriate unit following the Churchwide Assembly at which elected and end on the day preceding the first

day of the first meeting of the appropriate unit following the Churchwide Assembly at which their successors are elected.

- 3) The terms of the members of the discipline panel and Committee on Appeals shall begin on the day following the end of the Churchwide Assembly at which elected and end on the last day of the Churchwide Assembly at which their successors are elected.

b. The terms of the persons elected and ratified by the Church Council and boards shall begin and end as follows:

- 1) The terms of the treasurer and executive directors shall begin on the first day of the third month following the meeting of the churchwide unit at which elected and end on the last day of the second month following the meeting of the churchwide unit at which their successors are elected.
- 2) The terms of the board of the Commission for Multicultural Ministries and the standing committees for the offices shall begin on the first day of the first meeting of the board or standing committee following the meeting of the Church Council at which elected or ratified and end on the day preceding the first day of the first meeting of the board or standing committee following the meeting of the Church Council at which their successors are elected or ratified.

7. Nomination Procedures

WHEREAS, the uniting churches adopted governing documents and rules of procedure at their August 1986 conventions that provide the process to be followed in electing board and committee members for the ELCA; and

WHEREAS, provision is made in these documents and rules for nominations from the floor at the Constituting Convention which, as the nominations made by the uniting church bodies, must conform to the criteria set forth in ELCA governing documents;

NOW, THEREFORE, it is hereby

RESOLVED, that a nominations center be utilized at the Constituting Convention to facilitate the making of floor nominations by delegates and that it be staffed from 9:00 A.M. to 9:00 P.M. on Thursday, April 30, and from 8:30 A.M. to 3:00 P.M. on Friday, May 1; and be it

FURTHER RESOLVED, that delegates wishing to make floor nominations in accord with the provisions for such inquire as to the validity of the proposed nomination at the center and register their intent to make such, if it is valid, with the person staffing the center during the hours noted above; and be it

FURTHER RESOLVED, that delegates registering their intent to make floor nominations be given a number, the calling of which by the chair of the convention at the time for the making of floor nominations will permit the delegate to make the nomination.

8. Privilege of Voice at Constituting Convention

WHEREAS, the Transition Team authorized by the uniting churches will present several resolutions pertinent to the formation of the ELCA at its Constituting Convention; and

WHEREAS, the members and staff of the Transition Team can assist in facilitating the work of the convention by their participation in convention discussion;

NOW, THEREFORE, it is hereby

RESOLVED, that the non-delegate members and staff of the Transition Team be granted voice at the Constituting Convention in order to present and interpret the report and recommendations of the Transition Team.

9. New Business at Constituting Convention

WHEREAS, the uniting churches adopted rules of procedure for the Constituting Convention of the ELCA at their August 1986 conventions; and

WHEREAS, these rules specify the agenda items to be considered at the Constituting Convention and further specify that items of new business proposed by delegates shall be referred to the Committee of Reference and Counsel which shall report to the convention with its recommendation for handling such new business;

NOW, THEREFORE, it is hereby

RESOLVED, that items of new business to be considered by the Committee of Reference and Counsel be presented to the chair prior to the earlier of the following:

- a. the recessing of the Friday morning session on May 1, or
- b. 1:00 P.M. on May 1.

10. First Churchwide Assembly

WHEREAS, it is necessary to clarify the ELCA Continuing Resolutions regarding the date for the first Churchwide Assembly; and

WHEREAS, responsible stewardship of resources requires careful scheduling of all ELCA events and thoughtful consideration of the use of time of delegates, all planning committees, and staff;

NOW, THEREFORE, it is hereby

RESOLVED, that the first Churchwide Assembly of the Evangelical Lutheran Church in America be held in 1990.

11. ELCA 1988 and 1989 Fiscal Proposals

a. Process

The fiscal proposals for the ELCA have emerged from an extensive and detailed process.

In January 1986 staff teams were appointed to prepare program descriptions for churchwide units of the ELCA, together with estimates of the staff and budget required for these programs during 1988. A three-day consultation among representatives of staff teams was held during April 1986. At this time program descriptions were reviewed, duplications and overlapping were identified and resolved, and efforts were made to reduce staff and cost estimates in order to produce a 1988 proposed budget which was balanced to anticipated income.

At the end of this process, the cost estimates were still considerably above anticipated 1988 income. The churchwide Transition Team determined that further budget development could not continue without information about the plans of synods. A series of eight regional consultations among synodical and churchwide transition team representatives was held in November 1986.

A summary of the results of the consultations was presented to the churchwide

Transition Team in November. In response, the Team instructed the churchwide staff teams to review their program proposals and present minimum 1988 budgets including:

- proposed amounts for governance;
- salaries and expenses of officers, executive directors and an absolute minimum of key staff; and
- estimated costs of maintaining ongoing essential ministries at a minimum level through 1988.

All additional income was to be reserved for allocation by the Church Council early in 1988 on the basis of program and budget proposals from the new executive directors and boards. It was anticipated that \$20 to \$30 million dollars could be reserved for such allocation. In this way the newly-elected and appointed leaders of the ELCA would have a stronger voice in shaping its program.

During December staff teams revised their 1988 program proposals in the light of these instructions. The income estimates for 1988 were also revised. However, instead of allowing a "flexibility fund" for later allocation, the minimum program proposals totalled more than the anticipated 1988 income.

In January 1987 a consultation was held among staff team representatives at which program proposals were thoroughly reviewed and revised. At the end of this consultation the unit budgets, which the staff teams felt were less than minimum for the work of the ELCA churchwide organization, were still about 8.5 percent above anticipated 1988 income.

The bishops of the three church bodies proposed that a national consultation be held among representatives of synodical and churchwide transition teams. This consultation was held in February, 1987.

During this consultation, the churchwide program proposals were discussed and the accuracy of the income projections confirmed. A consensus was reached at the end of the meeting which said, in part:

That, in regard to the present shortfall between projected income and expenditures for the churchwide organization (approximately \$9 million) efforts be made by churchwide organization budget developers and synodical budget developers to share, more or less equally, the challenge; i.e. synods and churchwide organizations working both at expenditure reductions and income increases.

At the end of that consultation, the churchwide Work Group prepared fiscal proposals for 1988 and 1989, which were presented to the churchwide Transition Team in March 1988.

The fiscal proposals and recommendations which follow are presented by the churchwide Transition Team to the ELCA Constituting Convention for its review and action.

b. Context

On January 1, 1988, the Evangelical Lutheran Church in America will move from one stage of transition to another. 1988 and 1989 will also be years of transition for both synods and the churchwide organization as our new church elects and appoints new leaders, moves into new patterns of organization and responsibility, and explores the meaning of new levels of partnership among congregations, synods, and the churchwide organization.

The "newness" of the ELCA underscores the need for flexibility during these transition years, so that the new church can be free to respond to unanticipated problems, challenges and opportunities. The fiscal proposals which follow are not the ultimate budgets for the ELCA. They will be subject to further review and revision during 1987 by newly-elected ELCA staff and boards and further

consultation during the fall of 1988 about partnership in ministry among representatives of the new synods and the churchwide organization. These processes may eliminate or reduce the present gap between estimated 1988 income and expense. In view of the transitional nature of 1988, the ELCA Church Council may decide to establish the initial 1988 expenditure authorization at 90-95 percent of the proposed budget, reviewing the authorization periodically during the year in the light of 1988 experience.

These fiscal proposals are therefore presented as a starting point—a way to bring the ELCA into existence and to provide the flexibility needed during these transition years to lay sound foundations for the emerging life and ministry of the Evangelical Lutheran Church in America.

c. Exhibits

The following exhibits are presented in support of the fiscal recommendations:

- A. 1988 Churchwide Income Projections (page 149)
- B. 1988 Expense Projections by Churchwide Units (page 151)
- C. 1988 Expense Projections by Major Purposes (page 153)
- D. Proposed Distribution of 1988 World Hunger Funds (page 156)
- E. 1988 Churchwide Staffing Projections (page 157)
- F. Summary by churchwide units of programs and services included at present estimated income levels, and additions required to provide more adequate support of mission and ministry (page 158)
- G. Examples of program elements which will be added if additional funds become available to the churchwide organization (page 183)

d. Recommendations

(1) That the Evangelical Lutheran Church in America adopt a 1988 (14-month fiscal year) budget of \$112,325,000, and

That the Church Council of the ELCA establish an initial expenditure authorization consistent with 1988 anticipated income (currently projected at \$108,300,000), and

That the Church Council periodically revise the expenditure authorization during the 1988 fiscal year

(2) That, during fiscal years 1988 and 1989, each synod remit to the churchwide organization a minimum of 55% of all donor unrestricted receipts contributed to the synod by its congregations. Individual exceptions may be made by the Church Council upon request of a synod.

(3) That the Church Council be authorized to adjust (increase or decrease) the approved 1988 budget in the light of actual receipts. It is understood that should funds beyond the amount of \$112,325,000 become available during fiscal year 1988, the Church Council may add programs such as those described in Exhibit G.

(4) That the Church Council be empowered to establish (through the mandated budget development process, including consultation with synods) an expenditure authorization for fiscal year 1988 not to exceed anticipated 1989 income.

During the synodical/churchwide transition team consultation held in February 1987 it became obvious that additional consultations between synods and the churchwide organization will be needed during the fall of 1987. At that time those who have been elected and appointed to positions of leadership in synods

and the churchwide organization can continue the review and comparison of synodical and churchwide budgets and can establish firm commitments regarding ministries shared among the synods and the churchwide organization.

(5) That the Constituting Convention concur with the proposal for consultations during the fall of 1987 among newly-elected and appointed synodical and churchwide leaders.

Exhibit A

1989 INCOME PROJECTIONS CHURCHWIDE ORGANIZATION (14 months)

Unrestricted Income

Remitted by synods to the churchwide organization	\$74,000,000
ELCA Women's Organization undesignated gift	750,000
Other unrestricted income (earned, investment, etc.)	1,100,000
Total Unrestricted Income	<u>\$75,850,000</u>

Restricted Income

Lutheran Vespers	\$ 350,000
World Hunger	12,000,000
Overseas missionary support	5,800,000
Partners in Mission (AELC—U.S. Mission Support)	420,000
Designated to churchwide units	4,500,000
Lutheran Brotherhood and "50 More"	2,205,000
Bequests and legacies	2,200,000
Sales and services	330,000
Endowment income	2,175,000
Grants, other income	1,700,000
Resident Counseling Service	270,000
ELCA Women's Organization designated gifts	500,000
Total Designated Income	<u>\$ 32,450,000</u>

TOTAL ALL CHURCHWIDE INCOME (rounded) \$108,300,000

Notes on 1988 Churchwide Income Projections Congregational Benevolence

This is a major factor in both synodical and churchwide income. The following factors should be noted with regard to congregational giving:

1. Income estimates assume that members and congregations will continue to increase their faithful giving to the wider ministries of the church. However, initial estimates of congregational benevolence (prepared in January 1986) were reduced during the year in the light of 1985 income experience and parochial reports. These showed that congregational giving to the wider work of the church was not increasing at as high a rate as it had during 1981-1984. In particular, congregations were using a larger percentage of members' giving for capital improvements and debt reduction. These estimates will be reviewed when summaries of the 1986 parochial reports are available.
2. Congregational income to synods will be reduced by the 6% which is to be deducted from the giving of former LCA congregations in order to prefund health benefits and minimum pensions for retired LCA employees.
3. The revised income estimate includes \$6 million as an adjustment for

increased pensions paid by congregations. This increase may range from nothing for some congregations to as much as 10% of salaries for others. We must assume that such an increase in congregational expense may result in a decrease in benevolence from some congregations.

Churchwide Income

Factors influencing congregational giving affect both synods and the churchwide organization. There are additional income factors which result in the churchwide organization anticipating less income to work with in 1988.

1. Current church body budgets include use of existing restricted and non-budgetary funds in order to free up unrestricted funds for carry-over balances to the ELCA and for transition benefits and close-out expenses of the present church bodies. This means that there will be less restricted income available to the ELCA and less interest income from such funds.
2. Current programs of common agencies are being included in the 1988 ELCA budgets. In many cases these programs are now being partially supported by funding not provided by the current church bodies. Such additional funds are not included in the income estimates since it is not possible at this time to estimate how much such external funding will continue to be available to the ELCA.
3. The special appeals now being conducted in the three church bodies are producing significant funds. However these are extra-budgetary funds—to be used for transition costs, support for new congregations, capital loan funds. These funds will not be available for ongoing ELCA program, and we must assume that they may impact designated and major giving.

Income projections for ELCA in 1988 are conservative. It is possible that they may be low and that increased income may become available during 1988. It would be irresponsible for both synods and the churchwide organization to budget increased income without a reasonable basis for such estimated increases. It would be disastrous for synods and/or the churchwide organization to begin operations with income shortfalls and the resulting need to reduce budgets.

In a period of transition, it is essential for both synods and the churchwide organization to be conservative in planning and flexible in implementation.

It therefore seems necessary for synods and the churchwide organization together to plan on a level of income which can reasonably be assured, with the intention that any additional funds which become available will be allocated by the newly-elected and appointed leaders of the ELCA to the priorities and emerging mission needs of the new church in both synods and the churchwide organization.

Exhibit B

1988 EXPENSE PROJECTIONS CHURCHWIDE UNITS (14 months)

<i>ELCA Unit</i>	<i>1988 Cost</i>	<i>Percent</i>
Office of the Bishop	\$ 1,611,500	1.43
Office of the Secretary	2,931,500	2.61
Office for Ecumenical Affairs	2,548,367	2.27
Office for Personnel	372,610	0.33
Office for Research, Planning, and Evaluation	639,500	0.57
Office for Finance	2,100,000	1.87
Division for Congregational Life	6,007,500	5.35
Division for Education	7,502,070	6.68
Division for Global Mission	32,428,840	28.87
Division for Ministry	7,473,491	6.65
Division for Outreach	20,413,324	18.17
Division for Social Ministry Organizations	3,690,010	3.29
Commission for Church in Society	2,902,400	2.58
Commission for Communication	4,209,600	3.75
Commission for Financial Support	5,156,900	4.59
ELCA Foundation	1,500,000	1.34
Commission for Multicultural Ministries	1,729,667	1.54
Commission for Women	670,000	0.60
Conference of Bishops	662,700	0.59
Church Periodical— <i>THE LUTHERAN</i>	775,000	0.69
Occupancy	4,000,000	3.56
Contingency/Flexibility Fund	<u>3,000,000</u>	<u>2.67</u>
TOTAL EXPENSE (rounded)	\$112,325,000	100.00

Notes on 1988 Expense Projections

The expense projections do not include the Lutheran Laity Movement for Stewardship. This organization is totally self-supported. Its 1988 income and expense are estimated at \$2,144,000.

Staff teams which prepared 1988 program and budget proposals were instructed to estimate the minimum required to maintain essential ministries, with the expectation that additional funds would be available for allocation. In the process of seeking to match expense to anticipated income, many units were reduced below even this essential minimum level.

The proposed 1988 ELCA budgets provide for new program elements which do not exist now in any of the church bodies or are present to a much smaller extent. Examples include assistance in program expenses for synods in special circumstances and initial administrative expenses of regional centers for mission (Office of the Bishop), increased deployed staff in support of ministry and mobility (Division for Ministry and Conference of Bishops), staff and program expense for new units (Commission for Multicultural Ministries and Commission

for Women), a churchwide communication network and congregational resource information service (Commission for Communication), to mention only a few.

Although including new program areas, these below-minimum budget proposals are very close to the amounts budgeted in 1986 by the three church bodies and the common agencies for the same work. Staffing included in these budgets is 26% below the levels recommended by CNLC as a minimum initial staffing design.

EXHIBIT F [page 158] shows unit-by-unit what is presently included in the proposed programs. These summaries also report program elements which have been reduced or eliminated and which, in the judgment of staff teams, must be restored in order to fulfill at a minimum level the churchwide responsibilities assigned in the CNLC *Report and Recommendations*. These program elements total approximately \$16,200,000 above the current program requests.

The original April 1986 budget proposals included a "flexibility pool" of \$10 million. This is felt to be essential in the light of the uncertainties surrounding the first years of the church's life and the need to have uncommitted funds available for assignment to the priorities that the new church identifies. The present budget proposals include a contingency/flexibility fund of only \$3 million.

Exhibit C

1988 EXPENSE PROJECTIONS BY MAJOR PURPOSES OF THE ELCA (14 months)

Outreach \$29,877,330

To reach out to all people to bring them to faith in Jesus Christ and to invite them to become members of our community of faith.

- SEARCH and "Word and Witness," Membership Conservation Service, Evangelical Outreach coordinator network, Pastor/Evangelist network, Mission Institute, Preaching from Commitment
- Supporting overseas partner churches in evangelism
- Entering 80 new mission fields, developing 10 new ministries from existing ministries, supporting 90 new starts from 1986-87 not yet organized in 1988
- Supporting about 700 existing ministries
- Federal and military chaplaincies
- Campus ministry
- Special ministries—for example, Appalachian ministry, lay associates, national parks, Seafarers' Ministry
- Mission Discovery and Mission Partners programs
- Communicating the gospel overseas through radio, television, and other public media
- Public media ministries in the U.S. such as Lutheran Vespers, Davey and Goliath, SCAN, the Protestant Hour, Reflections

(The totals above do not include additional funds available over and above the budget for starting and maintaining new congregations, such as carry-over balances from '50 More, receipts from the current special campaigns of the three church bodies.)

Nurture \$14,959,480

To assist members to grow in Christian faith, hope, and love; and express their faith in personal and corporate life.

- Nurturing Christian community overseas
- Worship resources, including languages other than English, resources for music, art, architecture, and preaching
- Curriculum materials and leadership training for Christian education
- Resources and support for the ministries of all the baptized in daily life
- Resources, consultation, and leadership training for camping and other outdoor ministries

- Family ministries—child advocacy, intergenerational work, working with the aging and young adults
- Ministry in daily life—networks, institutes, continuing education, program resources such as Connections, Faith and World
- Ministry among youth—leadership development, hunger education for youth, gatherings and Convos, Teenagers in Crisis, liaison with and support of the ELCA Youth Organization
- Stewardship resources and services for congregations and synods

Service \$20,975,770

To meet human needs, advocating justice and dignity for all people, working for peace and reconciliation among the nations, and standing in solidarity with the poor and the powerless.

- Relief and development overseas through interchurch and interfaith organizations
- Response to hunger and human need in the United States
- Congregational social ministry—resources and training for community involvement, hunger education, kinship
- Studying social issues in the light of the gospel
- Grants and loans for community development, support for community organizations
- Support in the areas of gerontology, ministry to the handicapped and developmentally disabled, long-term care, housing and hospital ministries, disaster relief
- Support for Lutheran Immigration and Refugee Service
- Ministry through health systems overseas
- Liaison with and services to Lutheran social service institutions and organizations

Unity \$2,705,200

To maintain and extend our commitment to the unity and renewal of the church, and to work in cooperation with other communities of faith.

- Membership and participation in inter-Lutheran and ecumenical agencies, including the Lutheran World Federation, the World Council of Churches, and the National Council of Churches in the USA
- Participation in ecumenical dialogues and interfaith conversations
- Participation in ecumenical, inter-Lutheran, and interfaith studies

Leadership \$17,411,150

To call forth, equip, certify, supervise and support leaders for the work of the church.

- Supporting colleges, universities, schools, and other educational institutions
- Supporting and maintaining theological seminaries

- Recruiting and preparing qualified people for full-time service in the church—scholarships, candidate support and evaluation
- Continuing education—resources and services for ordained ministers and associates in ministry
- Continuing support of professional leaders—first call, mobility, crisis response, Lutheran Partners, special grants for pastors in distant or isolated places

Mutual Support \$23,396,070

To develop processes which foster efficient management and supportive relationships among all expressions of the church.

- Research, planning, and evaluation which support faithful conduct of the work of the church
- Working to insure the full partnership of people of color and primary language other than English in the life of the church
- Enabling significant lay and clergy participation in decision-making—churchwide assemblies, councils, and boards
- Providing for efficient management of the work of the churchwide units, coordination and partnership among churchwide units and synods
- Communication and interpretation—informing members about the world-wide work of the church; providing communications linkages among congregations, synods, and the churchwide units; publishing *THE LUTHERAN* including synod supplements and Hispanic inserts; providing information about ministry resources and programs to congregations and their leaders

TOTAL ELCA PROGRAM EXPENSE (rounded) \$109,325,000

- Contingency/Flexibility Fund to provide for emerging problems, opportunities, and challenges 3,000,000

TOTAL 1988 ELCA EXPENSE (rounded) \$112,325,000

Note

The programmatic activities listed above do not provide full detail about the the proposed ELCA programs. Rather, they are intended to show the scope of the churchwide program as it seeks to fulfill its share of the total mission of the Evangelical Lutheran Church in America. More complete listings are shown in the unit-by-unit reports in EXHIBIT F [page 158].

Exhibit D

PROPOSED DISTRIBUTION OF 1988 WORLD HUNGER FUNDS

Objective A \$9,840,000

To provide relief and development assistance for those who suffer from hunger and injustices related to hunger in this and other countries.

- Distribute overseas World Hunger grants (*Global Mission*)
- Support relief and development through Lutheran World Federation and Lutheran World Relief (*Global Mission*)
- Church and community development—development assistance in financially troubled communities to alleviate suffering and enable self-reliance (*Outreach and Social Ministry Organizations*)
- Implement fast and effective response to disaster needs (*Financial Support*)

Objective B \$932,000

To foster education of the members of this church to understand and confront the reality and underlying causes of hunger.

- Develop congregational resources for world hunger/global justice action education (*Congregational Life*)
- Provide hunger education for youth and encourage youth ministry hunger-related activities (*Congregational Life*)
- Provide an intentional education program supporting this church's commitment to social justice and alleviation of hunger (*Church in Society*)

Objective C \$559,300

To advocate policies and actions for social and economic justice relating to hunger—with governments, business institutions, and structures of this church and its related agencies.

- To maintain witnesses to state and national governments, and support the church's exercise of its shareholder responsibilities in matters regarding hunger and justice (*Church in Society*)

Objective D \$480,000

To encourage members to practice responsible stewardship of their lives and their financial resources toward the prevention and alleviation of hunger.

- Motivate and maintain the church's commitment to special giving for world hunger needs at home and abroad, as part of the church's total stewardship program (*Financial Support*)

Objective E \$188,700

To facilitate listening to and working together with those who have special awareness of the realities of food and hunger, including poor and hungry people in local and global communities, and those who produce, process, and distribute food.

- Coordinate and conduct theological, biblical, and social studies concerning the root causes of poverty and hunger. (*Church in Society*)

Total Anticipated World Hunger Funds \$12,000,000

Exhibit E

1988 STAFFING PROJECTIONS

<i>Unit</i>	<i>Executive Staff</i>	<i>Deployed/ Shared Staff</i>	<i>Total Staff</i>
Office of the Bishop	5	0	5
Office for Ecumenical Affairs	4	0	4
Office for Personnel	3	0	3
Office for Research and Planning	6	0	6
Office of the Secretary	21	0	21
Office for Finance	16	0	16
Division for Congregational Life	32	9	41
Division for Education	7	5	12
Division for Global Mission	20	0	20
Division for Ministry	8	3.5	11.5
Division for Outreach	8	23	31
Division for Social Ministry Organizations ...	13	0	13
Commission for Church in Society	17	0	17
Commission for Communication	22	2	24
Commission for Financial Support	15	18	33
ELCA Foundation	4	12.5	16.5
Commission for Multicultural Ministries	9	0	9
Commission for Women	5.5	0	5.5
Conference of Bishops	1	3.5	4.5
Church Periodical	14	0	14
TOTAL STAFF	230.5	76.5	307

Notes on Proposed 1988 Churchwide Staffing Projections

1. *Shared/Deployed Staff* indicates sums of money set aside to provide staff services for a particular function. Those staff services may be in one of two forms:

Deployed Staff. This is a staff unit fully funded by a national unit and deployed to a regional center for mission, to a synod, or to a group of synods by the churchwide unit.

Shared Staff. This is a staff unit funded in partnership between a churchwide unit/s and one or more synods (all partners sharing the costs).

Decisions about shared/deployed staff will be made in consultation among the synods and churchwide units through the regional centers for mission.

2. Churchwide staffing proposals for 1988 observe the principle of interdependence by giving priority to shared/deployed staff. Twenty-five percent of the 1988 staffing is proposed to be shared/deployed staff, compared to about 15% currently.

3. In developing 1988 program proposals, staff teams tried to allocate as much money as possible to program activities. As a result, it is possible that in some cases the proposed central staff will not be adequate to plan and manage these program activities. EXHIBIT F [page 158] lists areas in which the staff teams feel that central staff needs to be increased.

Exhibit F

SUMMARY OF 1988 CHURCHWIDE UNIT PROGRAM PROPOSALS

The following pages summarize the proposed programs of ELCA churchwide units which are included at the present level of the ELCA Fiscal Proposals.

In addition, they describe for each unit program elements which have been eliminated in seeking to balance 1988 expense to anticipated 1988 income.

In the judgment of churchwide staff planning groups, these are program elements which should be restored as additional churchwide funds become available.

OFFICE OF THE BISHOP

Provides leadership for the life and witness of the church, oversees the work of the churchwide organization, provides pastoral care for the bishops of synods and those called to the chaplaincies of this church, provides ecumenical leadership and representation for this church.

Current Program Proposals

Leadership and Management	\$ 523,000
Fulfill responsibilities as bishop, president and chief executive officer of the church, chief ecumenical officer, and supervisor of the other officers. Provide for churchwide costs of annual synodical/churchwide consultations.	
Chaplaincies	272,000
Provide for the recruitment, endorsement, support and pastoral care of those called to the chaplaincies of the church.	
Synodical and Regional Support	816,500
Provide salary costs for regional centers for mission coordinators and 1/2 support staff. Provide grants to support administrative expenses of synods in special situations.	
TOTAL CURRENT PROGRAM	\$1,611,500
<i>5 executive staff, 0 shared/FTE [full-time equivalent] staff</i>	

Additional Requirements

Provide one additional assistant to the bishop and an additional executive and support staff for chaplaincies.

Provide full-time support staff for regional center for mission coordinators.

Increase amounts available for grants to synods in special situations.

TOTAL ADDITIONAL NEEDED	\$ 508,500
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OFFICE OF THE SECRETARY

Provides for the minutes and records of the churchwide assembly, church council, cabinet of executives; arranges for and manages churchwide assemblies; provides for records management and archives; maintains rosters of professional leaders, congregations, synods, and regional centers for mission; provides for information management systems to serve the synods and churchwide organization.

Current Program Proposals

Leadership and Management	\$ 172,000
Lead and manage the responsibilities of the office.	
Rosters and Statistics	286,000
Establish and maintain official rosters and statistics for ordained ministers, commissioned teachers, consecrated deacons and deaconesses, lay professionals, congregations, synods and regional centers for mission.	
Assemblies and Church Council	739,500
Plan, manage, and provide follow-up for meetings of churchwide assemblies and the Church Council.	
Archives	274,000
Provide for the preservation of and access to permanently valuable records of the ELCA, the predecessor churches, churchwide agencies, CNLC, and other appropriate records.	
Information Management System	1,460,000
Provide for information services including data processing for churchwide units and links between congregations, synods, regional centers for mission, and the churchwide organization for communication of information and data.	
TOTAL CURRENT PROGRAM	\$2,931,500
<i>6 executive staff, 0 shared/FTE staff</i>	

Additional Requirements

One executive staff for archives; additional data processing costs

TOTAL ADDITIONAL NEEDED \$ 205,000

OFFICE FOR ECUMENICAL AFFAIRS

Coordinates the ecumenical, inter-Lutheran, and interfaith activities of the ELCA. Recommends policy, encourages related theological study, provides guidelines for synods, congregations, and churchwide units, and guides the church's process of reception of theological agreements.

Current Program Proposals

Assist and Represent the Bishop	\$ 129,990
Advise the bishop on ecumenical matters: on request represent the bishop and arrange for services to visiting church leaders.	
Conduct Theological Studies	84,200
Continue ecumenical, inter-Lutheran and interfaith research.	
Conduct Ecumenical Dialogues	154,474
Arrange for ecumenical dialogues and interfaith conversations.	
Administer Ecumenical Relationships	1,992,699
Administer the membership of the ELCA in ecumenical agencies, including \$1,800,000 in ecumenical agency membership grants.	
Guide Reception of Ecumenical Agreements	27,468
Assist Regions, Synods, Congregations	105,536
Provide interpretation, education and resources to assist other expressions of the church in carrying out their ecumenical and interfaith responsibilities.	
Support Staff	<u>54,000</u>
TOTAL CURRENT PROGRAM	\$2,548,367

4 executive staff, 0 shared/FTE staff

Additional Requirements

One executive staff and support staff for LWF liaison.

TOTAL ADDITIONAL NEEDED \$ 82,000

OFFICE FOR PERSONNEL

Develops and administers the personnel systems of the churchwide and regional expressions of the church and fosters positive employee relations among and within the units.

Current Program Proposals

Leadership and Management	\$ 127,955
Fulfill responsibilities as personnel office, coordinate activities of the staff, develop personnel policies for Church Council approval, consult with executives of churchwide units, and offer guidelines and consulting services to the synods.	
Staffing	112,380
Provide qualified candidates for ELCA positions within churchwide, federal, and state provisions. Provide orientation services and contract for initial training.	
Benefits and Compensation	132,275
Provide for evaluation of positions for compensation, develop proposals for compensation and benefits, administer and maintain personnel records.	
TOTAL CURRENT PROGRAM	\$ 372,610

3 executive staff, 0 shared/FTE staff

Additional Requirements

Provide staff for long-term training and other personnel services.

TOTAL ADDITIONAL NEEDED	\$ 88,000
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OFFICE FOR RESEARCH, PLANNING, AND EVALUATION

Conducts or arranges for research, planning, and evaluation on behalf of the churchwide organization and its units; coordinates churchwide planning and evaluation with budget development; conducts and interprets appropriate research on issues, materials, resources, developments and attitudes of members.

Current Program Proposals

Ongoing Liaison Service to Churchwide Units	\$ 304,000
Provide research, planning, and evaluation services to churchwide units to insure programs which meet the needs of congregations and members.	
Systematic Ongoing Research	60,000
Design and implement a continuing channel for surveying laity and clergy in a cost-effective way several times a year in order to ascertain their individual and group needs, characteristics, situations, and expectations as these can answer questions raised by the churchwide units.	
Leadership for Churchwide Planning	72,000
Guide comprehensive churchwide planning that goes beyond unit-by-unit planning in order to advance the mission of the church as a whole and coordinate planning with the churchwide budget development process.	
Church and Community Research	77,000
Analyze demographic data for effective location of new mission congregations and special ministries.	
Support Staff and Office Expense	108,000
Governance	18,500
TOTAL CURRENT PROGRAM	\$ 639,500

5 executive staff, 1 shared/FTE staff

Additional Requirements

Restore staffing and costs for Congregational Needs Assessment Project.

Increase staffing for on-going liaison services to churchwide units.

Provide resources to conduct urgent research projects, either directly by staff or through contracts.

TOTAL ADDITIONAL NEEDED \$ 110,000

OFFICE FOR FINANCE

Relates to the treasurer of the church and to other units to provide financial and property management for the ELCA. Provides for banking relationships; financial reporting, audits, insurance programs; and management of capital funds, real property, capital loan funds, liabilities, receipt of gifts, and church-wide facilities.

Current Program Proposals

General Management of the Office of the Treasurer	\$ 74,000
Accounting and Financial Reporting Services	464,250
Payroll, accounts payable, general ledger, financial reporting, audit, financial systems development, investment accounting.	
Consultative Service to Churchwide Units, Agencies and Synods	150,750
Provide accounting services for ELCA Foundation, mortgage loan/certificates of indebtedness, consult with synods, regions, and agencies on request.	
Investment Management	40,000
Manage cash, short-term investments, long-term investments, banking relationships	
Remittance Processing Services	121,500
Provide remittance processing, cashier services, and review of legacies.	
Building Management and Purchasing Services	112,000
Provide occupancy management, central purchasing, forms design.	
Risk Management	311,500
Provide insurance programs for congregations and noncongregational units, fidelity bond, property and casualty coverage, travel accident insurance for employees and volunteers.	
Real Property Management	61,000
Acquire, manage, and dispose of ELCA property, advise on acceptance of real property gifts.	
Internal Audit	90,500
Provide for accounting control, safe-guarding of assets, consultation, audit of financial reports.	
Support Staff and Office Expense	<u>674,500</u>
TOTAL CURRENT PROGRAM	\$2,100,000

15 executive staff, 1 shared/FTE staff

Additional Requirements

Restore budget reductions to meet mandated services—payroll supervisor, 1.5 support staff, travel expense.

TOTAL ADDITIONAL NEEDED	\$ 100,000
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DIVISION FOR CONGREGATIONAL LIFE

Works with congregations, synods, and other units of the church to identify needs, develop and deliver programs and resources to assist congregations in ministries of worship, witness, evangelism, education and service. The division houses the youth organization and relates to the men's organization.

Current Program Proposals

Each of the following programs includes two major components:

Working with synods and/or regions: including cooperation with synod committees and regions regarding congregational concerns; conducting workshops, conferences, leader training; development of networks and delivery of services; ongoing support; and

Preparing program resources for congregations: manuals, periodicals, study materials, and media resources for a variety of congregational situations.

Additional activities included in programs are noted below.

Worship	\$ 355,550
Resources in languages other than English, interchurch worship activities: music, art, architecture, and preaching activities.	
Witness/Evangelism	1,053,900
Membership Conservation Service; SEARCH and "Word and Witness"; EO coordinator network; pastor/evangelist network; Mission Institute; Preaching from Commitment.	
Service/Congregational Social Ministry	355,450
Hunger education; working with Lutheran social service agencies; Kinship; action education.	
Christian Education	1,264,975
Leadership development; special Christian education; hunger education; cooperation with the Church Publishing House; synod coordinators and teams/associates; confirmation ministry; annual congregational packets.	
Ministry in Daily Life	257,675
Resources for discipleship in society; Connections: Faith and World; cooperation with Division for Ministry.	
Outdoor Ministries	211,350
Developing camp programs; regional networks, leader development for camp staff and boards.	
Family Ministries	100,475
Child advocacy, intergenerational work, working with the aging and young adults.	
Ministry among Men	52,300
Resources for men's organizations.	
Ministry among Youth	647,825
Liaison with Youth Organization including leadership development, hunger education for youth; youth staffers/associates; youth agency relationships; gatherings and Convos; Teenagers in Crisis; Youth Ministry Planning Guide; Multicultural Committee.	

Congregational Planning	104,100
Church council training; Mission-Centered Leadership; serving small-membership congregations; Renewing.	
Community Involvement	139,300
Rural workshops and consultations, services to rural congregations; training urban pastors.	
Stewardship of Life	87,700
Congregational Volunteer Network.	
Congregational Needs Assessment	86,050
Evaluation of congregational ministries; identifying congregational needs.	
Work with Synods and Regions	221,900
Ongoing staff services; working with synodical committees and regional resource planning groups.	
General Staff and Program Support	1,068,950
Office expense, interchurch grants, governance, staff development, local ecumenism, congregational resource consultation, working with other churchwide units.	
TOTAL CURRENT PROGRAM	\$ 6,007,500

32 executive staff, 9 shared/FTE staff

Additional Requirements

Staff:

Program specialists to work with congregations, synods and/or regions in the areas of adult education, youth ministry, witness/evangelism, leadership with young children, congregational social ministry.

Program Costs:

Witness: Support and extend SEARCH, "Word and Witness," and the Membership Conservation service.

Ministry among Families: Increase work with aging and young adults.

Stewardship of Life: Train volunteer workers in congregations.

Congregational Social Ministry: Increase direct work with congregations.

Congregational Planning: Increase work with church councils and small congregations.

Congregational Needs Assessment: Provide more ways to listen to the needs of congregations and leaders.

Ministry among Youth: Strengthen Teenagers in Crisis program.

Christian Education: Develop more resources in languages other than English.

TOTAL ADDITIONAL NEEDED \$ 475,000

DIVISION FOR EDUCATION

Is responsible for the educational activities of the church through its colleges and universities and preschool, elementary and secondary schools. Oversees all aspects of the church's campus ministry program.

Current Program Proposals

Office of the Executive Director	\$ 128,000
Manage work of the division, consultant services; administer finances of the division, campus ministry capital funds, church-wide benevolence support for colleges and universities.	
College and University Department	496,860
Advocacy for church-related colleges, consultative services to colleges, Student Search/College Night program, staff searches and referrals, common audit for church-related colleges. Relate to Lutheran, inter-Christian, and other organizations.	
College Grants	3,729,520
Provide benevolence support for the colleges, scholarship assistance for students of language and color, grants for college staff development and special projects.	
College Staff Conferences	112,000
Sponsor administrators' and special purpose conferences.	
Campus Ministry	2,431,325
Provide churchwide partnership funding and national administrative support to local campus ministry agencies.	
Student Services	53,840
Support Lutheran and ecumenical student organizations, national and international.	
Campus Ministry Resources	17,725
Provide communication and ministry resources.	
Campus Ministry Facilities	103,750
Provide partnership funding for major local campus ministry purchase and maintenance projects.	
Strengthen Schools of the Church	34,000
Interpret the mission and work of the schools of the church, coordinate the work of synod/regional leadership teams; consult with congregations interested in starting a school.	
Services to Schools.....	178,000
Plan and conduct conferences, workshops, consultations.	
Teacher Recruitment and Staff Development	24,000
Recruit teachers from Lutheran colleges, maintain rosters and certification program for teachers, establish a network of educators to support events in synods and regions.	
Liaison with non-ELCA Educational Agencies	14,000
Relate to Council of American Private Education and Lutheran Schools Coordinating Committee.	
Governance	31,700
Support Staff and Office Expense	<u>147,350</u>
TOTAL CURRENT PROGRAM	\$7,502,070

7 executive staff, 5 shared/FTE staff

Additional Requirements

Restore churchwide support of colleges to 1986 levels; if possible provide half of the inflationary growth for these grants.

Restore college programs, conferences, and services.

Strengthen National Lutheran Campus Ministry programs, services, and resources.

Increase services to schools.

TOTAL ADDITIONAL NEEDED\$1,256,139

DIVISION FOR GLOBAL MISSION

Engages the members and resources of the church in mission outside the USA through involvement in evangelism, witness, justice, service, relief, and development. Assists churches outside the USA in their mission to this country, oversees the international refugee program, and cooperates in developing interpretation and education resources for global mission.

Current Program Proposals

Evangelizing	\$ 5,908,000
Nurturing Christian Community	4,323,100
Witnessing through Health Systems	1,878,900
Serving through Justice, Development, and Relief	1,320,900
Witnessing through Education	1,558,700
Communicating (overseas)	667,550
Supporting Persons in Cross-Cultural Ministry	3,178,180
(includes logistical support for missionary personnel)	
Providing Administration	2,207,930
Global Mission Education to the USA	417,400
Witnessing—Interchurch and Interfaith	10,968,180
(includes \$7,400,000 for World Hunger)	
TOTAL GLOBAL MISSION EXPENSE	\$32,428,840

These global ministries are carried out through the following:

343 Missionary Units (salary and support costs)	\$14,784,260
Grants to Traditional Partners	2,746,350
Program Grants to Ecumenical Agencies	1,201,950
Scholarship and Exchange Program	747,950
Global Mission Education	417,400
Staff (20 executive and 19 support staff)	1,613,000
Operating Expenses	565,830
Grants—LWF and LWR	2,952,100
Overseas World Hunger Grants	<u>7,400,000</u>
TOTAL CURRENT PROGRAM	\$32,428,840

20 executive staff, 0 shared/FTE staff

Additional Requirements

Missionary personnel: Replace 28 missionary units, recruitment, orientation, salary and support costs.

Program Grants: Program commitments to LWF, LWR, ecumenical agencies, and traditional partners overseas.

New Outreach: 28 new missionary units, Volunteer Service Program, overseas church scholarships, grants to partner churches and agencies.

Global Mission Education: Provide additional program expense, add 5 FTE mission educators.

Staff Support of Program: Add three executive staff plus support staff, provide for travel, meetings, and consultation.

TOTAL ADDITIONAL NEEDED	\$ 5,135,576
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DIVISION FOR MINISTRY

Is responsible for programs and organizations of the church which affirm, develop, and support the ministries of the whole people of God, including recognition and support of the ministry of ordained persons and associates in ministry. Oversees the church's system of theological education and promotes theological reflection and research.

Current Program Proposals

Division Planning and Administration	\$ 177,733
Provide minimal funding for office management, board meetings, support for the Omaha deaconesses, and external relationships.	
Ministry of the Laity in Daily Life	188,024
Support the ministry of all the baptized through networks, institutes, continuing education, coordination among ELCA agencies, ecumenical initiatives, and seminary contacts for theological reflection.	
Seminary Relationships	5,094,866
Provide churchwide support to theological seminaries: financial support, governance, standards.	
Scholarships and Grants—preparation	190,000
Provide financial aid for candidates (ordained and associates in ministry) including internship grants and grants to graduate students.	
Synodical/Regional Ministry Support	381,617
Deploy seven part-time persons (also employed half-time by the Conference of Bishops) who will deliver Division for Ministry services and programs in the synods.	
Evaluation of Candidates	441,067
Provide support, training, and materials for committees responsible for the guidance and evaluation of candidates for church occupations.	
Ministry Support Resources	130,184
Develop and distribute resources and programs (i.e. compensation handbooks) for ordained clergy and associates in ministry.	
Specialized Ministries: Care, Counseling and Clinical Education	152,283
Provide support, advocacy, policies, standards, and liaison with professional associations for specialized ministry.	
Continuing Education	509,517
Provide financial support for continuing education programs, resources and services for ordained ministers and associates in ministry.	
<i>Lutheran Partners</i>	208,200
Produce and distribute <i>Lutheran Partners</i> magazine to professional leaders.	
TOTAL CURRENT PROGRAM	\$7,473,491

8 executive staff, 3.5 shared/FTE staff

Additional Requirements

Begin work on six-year study of ministry and theological reflection.

Add assistant director for Theological Education (half-time with Commission for Multicultural Ministry) and assistant executive director.

Add two half-time deployed staff for synodical/regional ministry support, also employed half-time by the Conference of Bishops

Strengthen continuing education programs, resources and scholarships.

Add assistant director for Specialized Ministries.

Add assistant editor for *Lutheran Partners*.

Increase Ministry of the Laity programs and support.

TOTAL ADDITIONAL NEEDED\$ 786,992

DIVISION FOR OUTREACH

Supports the church's witness to the gospel in the USA. Assists in developing new ministries and congregations; works with the Division for Social Ministry Organizations in relating to community organizations; works with the Division for Global Mission in interpretation, education, and ecumenical relationships.

Current Program Proposals

Ministry Development and Support	\$17,345,884
Enter 80 new fields (20% ethnic/language communities).	
Develop 20 new aspects of ministry.	
Develop 10 new ministries out of existing ministries.	
Support 90 new starts from 1986-87 not yet organized in 1988	
Sponsor 4 Pastor Developer Conferences.	
Conduct field research on 75 fields.	
Support approximately 700 existing ministries.	
Provide 11 leadership training events plus lay training for Hispanics.	
Provide special grants for pastors in distant/isolated places.	
Church and Community Development (joint program with DSMO)—Appalachian ministry, lay associates' salaries, allocation of domestic hunger funds.	
Support existing area ministries, coalitions, and cooperatives.	
Continue present Mission Discovery program.	
Support specific ministries: national parks ministries, Lutheran Volunteer Corps, Seafarer's Ministry, Mission Institute.	
(The budget amount above does not include non-budgetary program and capital funds available for support of new ministries.)	
Specialized Services	247,500
Fund-raising grants, interest subsidies, architectural consultations.	
Mission partners	97,000
Conferences for Mission Partner representatives, matching grants to 65 synods for Mission Partner program expenses.	
Strategic Mission Planning	16,500
Complete area strategy studies now under way.	
Administration and Interpretation	469,240
Staff travel, mission education, and Global Mission events, interpretation materials.	
Minimal Executive Program Costs	1,760,000
Governance	31,700
Support Staff	445,500
TOTAL CURRENT PROGRAM	\$20,413,324

8 executive staff, 23 shared/FTE staff

Additional Requirements

Increase support to existing ministries.

Bring division staff to full complement as recommended by CNLC.

Restore support for new area ministries.

Begin work on new regional (synod, sub-synodical, regional) strategies.

Restore conference for services staff.

Restore entry to 10 new fields.

Restore 10 new aspects of ministry.

Plan to create 10 new ministries out of existing ministries.

TOTAL ADDITIONAL NEEDED\$ 2,213,316

DIVISION FOR SOCIAL MINISTRY ORGANIZATIONS

Is responsible for the church's ministry through the social ministry system, including homes, institutions, agencies, and hospitals. The division supports services that meet the needs of the poor, the sensory impaired, and others with limited options; and works with other units to relate to community organizations and to address social concerns.

Current Program Proposals

Administration, Planning, Research and Evaluation	\$ 316,875
Assist in strategic planning with synods and/or regions toward the development of a comprehensive social ministry network, participate in the Council on Accreditation and provide liaison to the various social ministry networks; administer the work of the division.	
Social Ministry Development	1,356,464
Support existing and new programs in the areas of gerontology, ministry to the handicapped and developmentally disabled, long-term care, housing and hospital ministries, congregational social ministry, disaster relief and refugee concerns; support the Lutheran Immigration and Refugee Service.	
Human Resource Development	271,210
Provide for training of administrators of nursing homes, managers of housing units, chaplains and chief executive officers of multiservice agencies; communication among professional workers in social ministry.	
Technical Services	581,310
Consult with synods and regions on new social ministry development, provide emergency grants and interim management to social ministry organizations in distress, technical and legal services, fiscal monitoring and analysis.	
Community Involvement	948,151
Continue grants and loans for community development and support for community organizations. This program is funded from both budget funds and hunger funds administered by the Division for Outreach.	
Support Staff and Office Costs	<u>216,000</u>
TOTAL CURRENT PROGRAM	\$ 3,690,010

5 executive staff, 8 shared/FTE staff

Additional Requirements

Add executive staff in human resource services, technical services.

Add 4 FTE staff for regional coordination.

Increase program funds to restore division to full responsibility in the areas of administration and planning, research, program development, technical services and regional planning.

Increase support for Wheat Ridge and Lutheran Immigration and Refugee Service.

Restore subsidy for triennial meeting of the national social ministry organizations network.

TOTAL ADDITIONAL NEEDED	\$ 748,375
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COMMISSION FOR CHURCH IN SOCIETY

Coordinates the study of social issues, prepares social statements for the church's consideration, and cooperates in educating members about social concerns. Carries out the church's advocacy to national and international governmental bodies, coordinates state advocacy offices, and is responsible for world hunger and peace education programs.

Current Program Proposals

Management and Administration	\$ 306,000
Administer the work of the commission, develop recommendations and follow through on the church's responsibility as a corporate shareholder, administer grants to and participation in national organizations, coordinate with churchwide, synodical, and regional units.	
National and International Public Policy Advocacy	595,000
Maintain a Washington office and advocacy to national governmental bodies; administer hunger and other grants to ecumenical and other national organizations, relate to boards of those organizations.	
Public Policy: States and Regions	545,000
Coordinate and support the work of 18 state public policy offices.	
Education and Support	687,000
Develop an intentional education program which supports this church's commitment to social justice, alleviation of hunger, and peace.	
Study of Social Issues	512,000
Coordinate and conduct theological/biblical and societal studies and analysis of social issues; provide staff services to prepare and recommend social statements for consideration by the congregations, synods, church council, and churchwide assembly; monitor the faithfulness of the church to its social statements.	
Governance	27,400
Support Staff and Office Expense	<u>230,000</u>
TOTAL CURRENT PROGRAM	\$ 2,902,400

17 executive staff, 0 shared/FTE staff

Additional Requirements

Provide additional staff in Washington office, education and support, study of social issues.

Provide funding for shared/deployed regional staff in education.

Restore grants to ecumenical and other organizations to current levels.

Provide funds to initiate new public policy offices in response to requests from synods.

TOTAL ADDITIONAL NEEDED \$ 1,124,000

COMMISSION FOR COMMUNICATIONS

Develops and implements a communication strategy for the church including information services linking congregations, synods, regional centers for mission and churchwide units, a public information service, and radio and television ministries. Assists other churchwide units in interpreting their work within the church and to the public.

Current Program Proposals

Management and Administration	\$ 68,500
Ecumenical Relations	112,500
<p>Maintain relationships and participate in cooperative programming with ecumenical agencies such as National Council of Churches of Christ in the USA (NCCC), Association of Regional Communicators (ARC), and Lutheran Film Associates (LFA).</p>	
Public Relations Consultation	40,700
<p>Provide professional advice to ELCA and its leaders concerning public relations implications of actions and decisions.</p>	
Public Information	284,500
<p>Provide media with print and electronic news about the ELCA.</p>	
Churchwide Interpretation	1,100,000
<p>Provide comprehensive interpretation of the work of the ELCA, including production of a wide variety of printed and audio-visual interpretation.</p>	
Media Education	2,000
<p>Provide resources for media awareness training.</p>	
Public Media Ministries	850,000
<p>Continue existing broadcast programs (e.g. Davey and Goliath, Lutheran Vespers, SCAN, the Protestant Hour, Reflections) and create new programs and spot announcements for cable and television.</p>	
Resource Information Services	844,000
<p>Provide information about ministry resources and programs to congregational leaders (replacing AIM and Unified Mailing), provide a resource information service accessed by computer, mail, or an 800 number.</p>	
Churchwide Communication Network	175,000
<p>Coordinate communications linkages among congregations, synods, regional centers, and churchwide units, including consultation with synods to implement the network for sharing news, information and resources.</p>	
Marketing and Distribution	85,000
<p>Provide consultation to enable effective use of media products and services. Maintain a communication order desk to serve all churchwide units for materials available on order.</p>	
Production Services	350,000
<p>Create and operate a print, audio-visual, and electronic production facility, manage productions in-house or using independent contractors.</p>	
Governance	27,400
Support Staff and Office Costs	<u>270,000</u>
TOTAL CURRENT PROGRAM	\$ 4,209,600

20 executive staff, 4 shared/FTE staff

Additional Requirements

Restore program cost and staff to levels required to fully meet mandated activities of the commission, with priority to church-wide interpretation, public information, resource information service and communications network.

TOTAL ADDITIONAL NEEDED\$ 1,960,000

COMMISSION FOR FINANCIAL SUPPORT

Develops a financial support program, relating to all agencies involved in fund raising and stewardship education. Carries out churchwide special appeals and maintains the church's association with the Lutheran Laity Movement for Stewardship.

Current Program Proposal

Executive Office	\$	256,000
Manage staff and program; plan and evaluate program that will increase stewardship understanding and income.		
Stewardship Education		1,177,000
Develop and produce essential print and audio-visual materials for congregational stewardship.		
Congregational Services		1,721,000
Provide 19 experienced staff to work with synods and congregations; continue as far as possible the Mission Interpreter network.		
Resident Stewardship Services		557,500
Provide 6 staff to respond to about 300 inquiries per year with professionally-directed services to strengthen stewardship and financial support.		
Designated Mission Support		560,000
Offer individuals and congregations opportunities to give, over and above regular giving, to specific ministries, especially overseas mission work and development of new congregations.		
World Hunger Appeal		480,000
Encourage designated gifts for specific hunger needs.		
Governance		27,400
Support Staff and Office Expense		378,000
TOTAL CURRENT PROGRAM	\$	5,156,900

15 executive staff, 18 shared/FTE staff

Additional Requirements

Provide additional staff for Resident Stewardship Services and congregational services.

Provide additional stewardship education and designated mission support materials.

TOTAL ADDITIONAL NEEDED	\$	400,000
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NOTE: The Lutheran Laity Movement is related to this commission. It is a voluntary movement which is totally self-supporting. Its 1988 income and expense are estimated at \$2,393,974.

ELCA FOUNDATION

Conducts, on behalf of all units and institutions of the church, a program of major gifts and planned giving, coordinating its work with the Commission for Financial Stewardship and the Office for Finance.

Current Program Proposals

Executive Office/General Administration	\$ 524,300
Support the work of the Foundation including governance expense, travel, purchase of services, special events, staff travel.	
Planned Gifts	467,500
Provide 8.5 staff to consult with donors, congregations, and institutions regarding annuity, pooled income, and trust services.	
Major Gifts	220,000
Provide four staff to cultivate present and potential major gift donors, offering means of giving consistent with the donor's objectives.	
Mission Loan Fund/Development Certificates	148,200
Marketing services to members and institutions including the IRA option.	
Congregational and Synodical Services	140,000
Offer wills workshops, consortium development/support. planned giving materials, training programs for development personnel, endowment consultation.	
TOTAL CURRENT PROGRAM	\$ 1,500,000

4 executive staff, 12.5 shared/FTE staff

Additional Requirements

Three additional staff for planned gifts ministry.

Three additional staff for a broader major gifts program.

Additional staff and materials for congregational/synodical services and Mission Loan Fund/Development Certificates.

TOTAL ADDITIONAL NEEDED	\$ 500,000
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COMMISSION FOR MULTICULTURAL MINISTRIES

Works to enable the full partnership of people of color and primary language other than English in the life of the church. The commission is organized into Asian, Black, Hispanic and Native American communities, each addressing specific needs and working to build relationships among the communities and in the whole church.

Current Program Proposals

Administration	\$ 200,287
Manage the work of the commission, relate to churchwide units and synods; includes all staff travel.	
Ethnic Community Desks	655,000
Provide leadership and resources for communities to develop programs of leadership development, outreach, advocacy, community development and education/awareness.	
Organization and Support of Ethnic Communities	339,000
Support the formation of an organization for each community; prepare for the first biennial gathering of each community in 1989.	
Multicultural Partnerships	138,900
Provide assistance to synods in developing multicultural ministries, relate to other churchwide units.	
Resource Services	132,000
Assist the church to develop inclusive resources, help congregations tailor the materials to fit their specific needs.	
Ecumenical and Community Relations	38,000
Participate in national and global organizations.	
Governance	73,480
Support Staff and Office Expense	153,000
TOTAL CURRENT PROGRAM	\$ 1,729,667

5 executive staff, 4 shared/FTE staff

Additional Requirements

Provide additional services to synods/regions as requested and restore at least one FTE.

Provide additional planning resources for the 1989 gathering of the communities.

Restore ethnic community desks to original level.

TOTAL ADDITIONAL NEEDED	\$ 255,000
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COMMISSION FOR WOMEN

Works for full participation and equal opportunity for women in the church, identifying issues, reviewing progress toward the church's goals, and recommending policy. Fosters partnership between men and women, addresses sexism, advocates justice for women, and coordinates women's programs.

Current Program Proposals

Administration	\$	200,000
Manage the staff and work of the commission, facilitate communication with all church units and ecumenical groups, provide for governance and office expense.		
Research, Study, and Communication		153,500
Study issues in order to inform the church's goals, develop programs and foster partnership between men and women. Utilize channels of communication and networks to provide for flow of information regarding issues affecting women.		
Leadership Empowerment		93,500
Enable the church to use the leadership skills of women and to encourage women to recognize their skills for service in church and society.		
Education and Training		56,000
Educate and motivate for responsible individual and corporate action related to the goals of creating equal opportunity for women, addressing sexism, fostering partnership between men and women.		
Program Services		167,000
Advocate justice for women in church and society, initiate and promote dialogue that can assist the church in forming policies and practices with regard to the full involvement of women.		
TOTAL CURRENT PROGRAM		\$ 670,000

5.5 executive staff, 0 shared/FTE staff

Additional Requirements

Various functions of the commission have been combined in a limited number of staff positions in the above budget. Expansion of staff and program is required to provide a still limited, but healthier and more responsible approach to the assignment and goals as set by the church in the *Report and Recommendations* document.

TOTAL ADDITIONAL NEEDED	\$	130,000
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CONFERENCE OF BISHOPS

Provides opportunities for worship, spiritual renewal, and theological enrichment for bishops of synods and for the bishop and secretary of the church. Reviews standards and policies and develops programs such as pastoral care and counseling for ordained ministers and associates in ministry. Assists in the development of ecumenical documents.

Current Program Proposals

Supporting the Bishops	\$	225,100
Provide for meetings of the conference. Support bishops and synodical staff in areas of church policy, standards for ministry, strategies for pastoral care, ecumenical relations.		
Leadership Support through Bishops		437,600
Provide support through bishops and synodical staff in response to crisis, liaison to personnel groups, first call, mobility. Will provide 3½ deployed regional staff persons, with an equal number from the Division for Ministry, thus providing one-half of one person's time in each of the nine regions (combine in two regions).		
TOTAL CURRENT PROGRAM		\$ 662,700
<i>1 executive staff, 3.5 shared/FTE staff</i>		

Additional Requirements

Add 1 FTE in order to provide ½ staff person in each of the nine regions.

Provide for a third meeting of the conference during the 1988 transition year.

Provide more adequate funding for psychodiagnostic services, outplacement, mobility and placement programs, crisis intervention, grants-in-aid.

TOTAL ADDITIONAL NEEDED	\$	550,500
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CHURCH PERIODICAL

Publishes *The Lutheran*, magazine of the ELCA.

Current Program Proposals

The Lutheran will appear in 18 issues each year with 52 pages in each issue. Anticipated circulation is 1 million copies. Synods may arrange for supplements to be included in copies of the magazine sent to their members. A Spanish-language insert is also being planned.

Major costs of the magazine are covered by subscription and advertising income. The program cost below represents the churchwide subsidy to cover costs not so met. This amount is matched by a subsidy from the Church Publishing House.

TOTAL CURRENT PROGRAM\$ 775,000
14 executive staff, 0 shared/FTE staff

Additional Requirements

Add one executive and one-half support staff.

TOTAL ADDITIONAL NEEDED\$ 68,500

Exhibit G

EXAMPLES OF PROGRAM ACTIVITIES WHICH COULD BE ADDED IN 1988

The following are examples of program activities which could be added to the churchwide program if additional churchwide funds become available during the fiscal year January 1988 through February 1989.

This should not be considered to be a final list or in any priority order. It is illustrative of the kinds of extended mission which could be made possible by additional program funds.

Program adjustments will be made by the Church Council on recommendation of the bishop of the ELCA.

Outreach

- Expand the development of congregational resources to train and motivate members for witnessing. (*Division for Congregational Life*)
- Recruit, train, and support missionaries for more than 20 vacant positions overseas, and for new mission outreach. (*Division for Global Mission*)
- Expand the design and implementation of new synodical and regional strategies for mission. (*Division for Outreach*)
- Create new programs and spot announcements for witnessing through radio, television, cable and other public media. (*Commission for Communication*)

Nurture

- Add one additional staff person to support and serve federal and military chaplaincies. (*Office of the Bishop*)
- Expand campus ministries to college and university students. (*Division for Education*)

Service

- Increase resources for recruiting and training persons for leadership in social ministry organizations. (*Division for Social Ministry Organizations*)

Leadership

- Increase scholarships for overseas persons preparing for church leadership. (*Division for Global Mission*)
- Provide additional funding for scholarships and continuing education. (*Division for Ministry*)

Mutual Support

- Provide resources to assist church councils in congregational mission planning. (*Division for Congregational Life*)
- Provide shared/deployed staff through regional centers for mission in support of multicultural ministry. (*Commission for Multicultural Ministries*)

Exhibit C

**Constitution, Bylaws,
and Continuing Resolutions
of the
Evangelical Lutheran Church
in America**

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CONSTITUTION, BYLAWS, AND CONTINUING RESOLUTIONS of the EVANGELICAL LUTHERAN CHURCH IN AMERICA

CODIFICATION EXPLANATION

The provisions of the Constitution, the Bylaws, and the Continuing Resolutions which pertain to the same matter have been placed together. This arrangement requires that the three types of material be identified by means other than physical separation.

The three types of provisions are identified by the following devices:

- a. All constitutional provisions are in bold face type.
- b. All bylaw material is printed in light face type.
- c. All continuing resolutions are printed in italic type.
- d. A numerical codification indicates general subject, constitutional provisions, bylaw provisions, and continuing resolutions.

Major sections are designated as chapters. The chapters are numbered 1 through 22. The chapter designation becomes the first number in the codification sequence and is followed by a period. Thus provisions in "Chapter 16. Churchwide Units" are preceded by "16."

General subjects are normally titled and designated by a number ending in zero. Thus a subdivision of Chapter 16 that contains provisions regarding the offices is codified and titled "16.20. Offices." When subjects that are bylaw provisions only are titled, the same principles would apply within the third number sequence, e.g., 16.51.40. Conference of Bishops.

Constitutional provisions are codified with two sets of numbers. The chapter number and a two-digit number preceding the second period in the codification. Thus one constitutional provision relating to the Offices is codified 16.21.

Bylaw provisions are codified with three sets of numbers, the chapter number, the related constitutional provision number, and a two-digit number. Thus one bylaw provision related to the Offices and its governing body is codified 16.21.01.

Continuing resolutions are also codified with three sets of numbers except that the third set is preceded by a capital letter. Thus a continuing resolution might be numbered 16. to designate the chapter; 16.20. to designate the subject matter within the chapter; and the third set might be numbered A87 in the codification 16.21.A87 to indicate by the "A" that it is the first continuing resolution regarding that subject and by the "87" that it was adopted in 1987.

When many related provisions are parts of a unit that are considered inseparable they are normally lettered "a," "b," "c," etc. When related provisions are part of a unit but considered separable, such as a list of duties, they are normally numbered in sequence. If the related provisions cannot be clearly judged to be separable or inseparable, preference will be given to a number sequence.

If chapter numbers are considered the major sequence number, constitution numbers as a fraction of the chapter number, and bylaw numbers as a fraction of the constitution number, then the codification can be said to provide a progressive sequence. Thus 5.31. will precede 5.34.10., and 9.18.16. will precede 9.22.

Provisions in Constitution for Synods are prefaced with "S," those in the Model Constitution for Congregations with "C."

PREAMBLE

Convinced that the Holy Spirit is leading us toward unity in the household of God, we of The American Lutheran Church, The Association of Evangelical Lutheran Churches, and the Lutheran Church in America give thanks to God for the faith we share together in Christ and, by adopting this constitution, form a new church, in the name of the Father, the Son, and the Holy Spirit.

Chapter 1.

NAME, INCORPORATION, SEAL, AND LOCATION

1.01. The name of this church shall be Evangelical Lutheran Church in America.

1.02. For the purposes of this constitution and the accompanying bylaws, the Evangelical Lutheran Church in America is hereafter designated as "this church."

1.11. This church shall be incorporated.

1.21.01. The seal of this church is a cross with three united flames emanating from the base of the cross and three entwined circles beside the cross. The year of the constituting convention of this church is included at the base of the cross. The name of this church forms the circular outer edge of the seal.



1.31.01. The principal office of this church shall be located in Chicago, Illinois.

1.31.02. This church may maintain offices in such other locations as the Church-wide Assembly or the Church Council shall determine.

Chapter 2.

CONFESSION OF FAITH

- 2.01.** This church confesses the Triune God, Father, Son, and Holy Spirit.
- 2.02.** This church confesses Jesus Christ as Lord and Savior and the Gospel as the power of God for the salvation of all who believe.
- a. Jesus Christ is the Word of God incarnate, through whom everything was made and through whose life, death, and resurrection God fashions a new creation.
 - b. The proclamation of God's message to us as both Law and Gospel is the Word of God, revealing judgment and mercy through word and deed, beginning with the Word in creation, continuing in the history of Israel, and centering in all its fullness in the person and work of Jesus Christ.
 - c. The canonical Scriptures of the Old and New Testaments are the written Word of God. Inspired by God's Spirit speaking through their authors, they record and announce God's revelation centering in Jesus Christ. Through them God's Spirit speaks to us to create and sustain Christian faith and fellowship for service in the world.
- 2.03.** This church accepts the canonical Scriptures of the Old and New Testaments as the inspired Word of God and the authoritative source and norm of its proclamation, faith, and life.
- 2.04.** This church accepts the Apostles', Nicene, and Athanasian Creeds as true declarations of the faith of this church.
- 2.05.** This church accepts the Unaltered Augsburg Confession as a true witness to the Gospel, acknowledging as one with it in faith and doctrine all churches that likewise accept the teachings of the Unaltered Augsburg Confession.
- 2.06.** This church accepts the other confessional writings in the Book of Concord, namely, the Apology of the Augsburg Confession, the Smalcald Articles and the Treatise, the Small Catechism, the Large Catechism, and the Formula of Concord, as further valid interpretations of the faith of the Church.
- 2.07.** This church confesses the Gospel, recorded in the Holy Scriptures and confessed in the ecumenical creeds and Lutheran confessional writings, as the power of God to create and sustain the Church for God's mission in the world.

Chapter 3.

NATURE OF THE CHURCH

- 3.01.** All power in the Church belongs to our Lord Jesus Christ, its head. All actions of this church are to be carried out under his rule and authority.
- 3.02.** The Church exists both as an inclusive fellowship and as local congregations gathered for worship and Christian service. Congregations find their fulfillment in the universal community of the Church, and the universal Church exists in and through congregations. This church, therefore, derives its character and powers both from the sanction and representation of its congregations and from its inherent nature as an expression of the broader fellowship of the faithful. In length, it acknowledges itself to be in the historic continuity of the communion of saints; in breadth, it expresses the fellowship of believers and congregations in our day.

Chapter 4.

STATEMENT OF PURPOSE

- 4.01.** The Church is a people created by God in Christ, empowered by the Holy Spirit, called and sent to bear witness to God's creative, redeeming, and sanctifying activity in the world.
- 4.02.** To participate in God's mission, this church shall:
- a.** Proclaim God's saving Gospel of justification by grace for Christ's sake through faith alone, according to the apostolic witness in the Holy Scripture, preserving and transmitting the Gospel faithfully to future generations.
 - b.** Carry out Christ's Great Commission by reaching out to all people to bring them to faith in Christ and by doing all ministry with a global awareness consistent with the understanding of God as Creator, Redeemer, and Sanctifier of all.
 - c.** Serve in response to God's love to meet human needs, caring for the sick and the aged, advocating dignity and justice for all people, working for peace and reconciliation among the nations, and standing with the poor and powerless and committing itself to their needs.
 - d.** Worship God in proclamation of the Word and administration of the sacraments and through lives of prayer, praise, thanksgiving, witness, and service.
 - e.** Nurture its members in the Word of God so as to grow in faith and hope and love, to see daily life as the primary setting for the exercise of their Christian calling, and to use the gifts of the Spirit for their life together and for their calling in the world.
 - f.** Manifest the unity given to the people of God by living together in the love of Christ and by joining with other Christians in prayer and action to express and preserve the unity which the Spirit gives.
- 4.03.** To fulfill these purposes, this church shall:
- a.** Receive, establish, and support those congregations, ministries, organizations, institutions, and agencies necessary to carry out God's mission through this church in the United States of America and throughout the world.
 - b.** Encourage and equip all members to worship, learn, serve, and witness; to fulfill their calling to serve God in the world; and to be stewards of the earth, their lives, and the Gospel.
 - c.** Call forth, equip, certify, set apart, supervise, and support an ordained ministry of Word and sacrament and such other forms of ministry that will enable this church to fulfill its mission.
 - d.** Seek unity in faith and life with all Lutherans within its boundaries and be ready to enter union negotiations whenever such unity is manifest.

- e. Foster Christian unity by participating in ecumenical activities, contributing its witness and work and cooperating with other churches which confess God the Father, Son, and Holy Spirit.
- f. Develop relationships with communities of other faiths for dialog and common action.
- g. Lift its voice in concord and work in concert with forces for good, to serve humanity, cooperating with church and other groups participating in activities that promote justice, relieve misery, and reconcile the estranged.
- h. Produce and publish worship materials for corporate, family, and personal use and resources for education, witness, service, and stewardship.
- i. Establish and maintain theological seminaries, schools, colleges, universities, and other educational institutions to equip people for leadership and service in church and society.
- j. Assure faithfulness to this church's confessional position and purpose and provide for resolution of disputes.
- k. Publish a periodical and make use of the arts and public communication media to proclaim the Gospel and to inform, interpret, and edify.
- l. Study social issues and trends, work to discover the causes of oppression and injustice, and develop programs of ministry and advocacy to further human dignity, freedom, justice, and peace in the world.
- m. Establish, support, and recognize institutions and agencies that minister to people in spiritual and temporal needs.
- n. Work with civil authorities in areas of mutual endeavor, maintaining institutional separation of church and state in a relation of functional interaction.
- o. Provide structures and decision-making processes for this church that foster mutuality and interdependence and that involve people in making decisions that affect them.
- p. Support the mission of this church by arranging for and encouraging financial contributions for its work, management of its resources, and processes of planning and evaluation.
- q. Provide fair personnel practices and adequate compensation, benefits, and pensions for those employed by this church.

Chapter 5.

PRINCIPLES OF ORGANIZATION

- 5.01.** This church recognizes that all power and authority in the Church belongs to the Lord Jesus Christ, its head. Therefore, all actions of this church by congregations, synods, and the churchwide organization shall be carried out under his rule and authority in accordance with the following principles:
- a. The congregations, synods, and churchwide organization shall act in accordance with the Confession of Faith set forth in Chapter 2 of this constitution and with the Statement of Purpose set forth in Chapter 4.
 - b. This church, in faithfulness to the Gospel, is committed to be an inclusive church in the midst of division in society. Therefore, in their organization and outreach, the congregations, synods, and churchwide units of this church shall seek to exhibit the inclusive unity that is God's will for the Church.
 - c. The congregations, synods, and churchwide organization of this church are interdependent partners sharing responsibly in God's mission. In an interdependent relationship primary responsibility for particular functions will vary between the partners. Whenever possible, the entity most directly affected by a decision shall be the principal party responsible for decision and implementation, with the other entities facilitating and assisting. Each congregation, synod, and separately incorporated unit of the churchwide organization, as well as the churchwide organization itself, is a separate legal entity and is responsible for exercising its powers and authorities.
 - d. Each congregation and synod in its governing documents shall include the Confession of Faith and Statement of Purpose and such structural components as are required in this constitution. Beyond these common elements, congregations and synods shall be free to organize in such manner as each deems appropriate for its jurisdiction.
 - e. The Church Council shall establish an ongoing process to review the function of the structural organization of this church and to develop recommendations for changes.
 - f. Except as otherwise provided in this constitution and bylaws, the churchwide organization, through the Church Council, shall establish processes that will ensure that at least 60% of the members of its assemblies, councils, committees, boards, and other organizational units shall be laypersons; that as nearly as possible, 50% of the lay members of their assemblies, councils, committees, boards, or other organizational units shall be female and 50% shall be male, and that, where possible, the representation of ordained ministers shall be both female and male. At least 10% of the members of these assemblies, councils, committees, boards, or other organizational units

shall be persons of color and/or persons whose primary language is other than English. Processes shall be developed that will assure that in selecting staff there will be a balance of women and men, persons of color and persons whose primary language is other than English, laypersons, and persons on the roster of ordained ministers. This balance is to be evident in terms of both executive staff and support staff consistent with the inclusive policy of this church.

- g. Except as otherwise provided in this constitution and bylaws, synods, through synodical councils, shall establish processes that will ensure that at least 60% of the members of their assemblies, councils, committees, boards, and other organizational units shall be laypersons; that, as nearly as possible, 50% of the lay members of their assemblies, councils, committees, boards, or other organizational units shall be female and 50% shall be male, and that, where possible, the representation of ordained ministers shall be both female and male. Each synod shall establish processes that will enable it to reach a minimum goal that 10% of the membership of its assemblies, councils, committees, boards, or other organizational units be persons of color and/or persons whose primary language is other than English.
- h. Leaders in this church should demonstrate that they are servants by their words, life-style, and manner of leadership. Leaders in this church will recognize their accountability to the Triune God, to the whole Church, to each other, and to the organization of this church in which they have been asked to serve.
- i. As a steward of the resources that God has provided, this church shall organize itself to make the most effective use of its resources to accomplish its mission.
- j. Each assembly, council, committee, board, commission, task force, or other body of the churchwide organization or any churchwide units shall be conclusively presumed to have been properly constituted, and neither the method of selection nor the composition of any such assembly, council, committee, board, commission, task force, or other body may be challenged in a court of law by any person or be used as the basis of a challenge in a court of law to the validity or effect of any action taken or authorized by any such assembly, council, committee, board, commission, task force, or other body.

5.01.A87 *It shall be a goal of this church that within 10 years of its establishment its membership shall include at least 10% people of color and/or primary language other than English.*

5.01.B87 *With regard to the minimum goal that 10% of the membership of synod assemblies, councils, committees, boards, and/or other organizational units be persons of color and/or persons whose primary language is other than English, it is understood that initially there may be exceptions to the attainment of this goal based on the makeup of the membership within a particular synod. By the time of its second assembly, each synod shall establish a plan to attain this goal within 10 years.*

Chapter 6.

MEMBERSHIP

- 6.01.** The members of this church shall be the baptized members of its congregations.
- 6.02.** The voting members of this church shall be those persons elected to serve as members of the Churchwide Assembly. Membership in a congregation does not, in itself, confer voting rights in this corporation.

Chapter 7.

RELATIONSHIPS

- 7.10. Relationship between Congregations, Synods, and the Churchwide Organization**
- 7.11.** This church shall seek to function as people of God through congregations, synods, and the churchwide organization, all of which shall be interdependent. Each part, while fully the church, recognizes that it is not the whole church and therefore lives in a partnership relationship with the others.
- 7.12.** The congregation shall include in its mission a life of worship and nurture for its members, and outreach in witness and service to its community.
- 7.13.** The synod shall provide for pastoral care of the congregations, ordained ministers and associates in ministry within its boundaries. It shall develop resources for the life and mission of its people and shall enlarge the ministries and extend the outreach into society on behalf of and in connection with the congregations and the churchwide organization.
- 7.14.** The churchwide organization shall implement the extended mission of the Church, developing churchwide policies in consultation with the synods and congregations, entering into relationship with governmental, ecumenical, and societal agencies in accordance with accepted resolutions and/or in response to specific agreed-upon areas of responsibility.
- 7.15.** Since congregations, synods, and the churchwide organization are partners that share in God's mission, all share in the responsibility to develop, implement, and strengthen the financial support program of this church.
- 7.20. Relationship through Other Organizational Units**
- 7.21.** The regional centers for mission shall serve to foster interdependent relationships among the churchwide organization, the synods, and the congregations and to assist them in exercising their mutual responsibilities.
- 7.22.** Conferences, clusters, and coalitions shall serve to assist the congregations and synods in exercising their mutual responsibilities.
- 7.30. Relationship with Institutions and Agencies**
- 7.31.** This church shall own, govern, and support seminaries for the preparation of persons for the ordained and other ministries and for continuing study on the part of ordained ministers and laypersons.
- 7.31.01.** Each seminary shall be a seminary of this church, shall be incorporated, and shall be governed by its board of directors consistent with policies established by the Division for Ministry.

- 7.31.02.** The board of directors of each seminary shall be nominated and elected in cooperation with the seminary involved, and consist of approximately 20-24 members, elected as follows:
- a. One-fifth (rounded off to the nearest whole number) by the Division for Ministry.
 - b. Two members by the bishops of the supporting synods from among their number.
 - c. The remaining members by the supporting synods. The number to be elected by each synod and the length of the term shall be set forth in the governing documents of the seminary.

Elections shall be so arranged that the terms of all directors of any given seminary elected in any year shall commence simultaneously.

- 7.31.03.** In accordance with the governing documents of each seminary, the board of directors shall elect the president of the seminary in consultation with the bishop of this church and the board of the Division for Ministry, elect and retain faculty and administrative officers, and approve educational policies and programs for persons preparing for public ministry.

The board shall exercise all other normal governance functions, including the granting of degrees, holding title to and managing all seminary property and assets, receiving gifts and bequests, establishing salaries for faculty and administrative officers, providing for the financial resources and fiscal contracts required to operate the seminary, and shall have authority to recruit students churchwide.

- 7.31.04.** The seminaries shall receive churchwide and synodical financial support. The amount of such support shall be determined annually through a consultation process involving seminaries, synods, and the Division for Ministry.

- 7.31.05.** To implement financial support by this church, synods shall be assigned to specific seminaries in such manner as to attain equitable distribution of synods. Normally, all synods in a given region will be assigned to one seminary. Churchwide funds shall be distributed by the Division for Ministry, in order to ensure equitable financial support.

- 7.31.06.** Seminaries shall provide their remaining financial requirements through tuition, fees, endowment income, and fund-raising programs. However, fund-raising in the congregations of supporting synods shall be conducted only upon approval of the synods. Funds for special churchwide tasks assigned to a seminary by the Division for Ministry shall be raised through the cooperative effort of the seminary and the Division for Ministry.

- 7.31.07.** Aid to students preparing for the ministries of this church shall be administered by the seminaries under guidelines established by the Division for Ministry.

- 7.31.A87** *This church adopts the following goal: that it shall provide at least 50% of the support of each seminary's educational and general operating budget through a combination of churchwide and synodical appropriations.*
- 7.31.B87** *The minimum financial support granted by this church and its synods to each seminary of the church at the inception of this church shall not be less than the amount of the support each seminary is then receiving from churchwide and district or synodical sources.*
- 7.32.** **This church shall express its responsibility for higher education through its colleges and universities, its Division for Education, and its synods working cooperatively in the coordinating councils of regional centers for mission. While variation is possible in college relationships across this church, this church recognizes the desirability of some degree of uniformity of relationship for colleges within the same region. Therefore, synods through the coordinating councils of regional centers for mission shall determine initial policies and thereafter review periodically such policies consistent with recommendations from the board for the Division for Education and in consultation with the board and the colleges and universities within the region with respect to, and consistent with the bylaws.**
- 7.32.01.** A variety of relationship patterns is possible including relationship with the Churchwide Assembly, the Division for Education, a synod assembly, a regional coordinating council or a corporation whose voting members are, or have been elected by, synod assemblies, other organizational units (conferences, clusters, etc.), or congregations.
- 7.32.02.** Primary responsibility for recruiting members for its board belongs to each college. This responsibility is best exercised when appropriate structures of this church are substantially involved.
- 7.32.03.** The college and the appropriate synods through their regional center for mission coordinating council shall determine how many of the college board members are to be elected or ratified by the approved form of relationship as provided in 7.32.01.
- 7.32.04.** The responsibility for initiating changes in constitutional documents rests with each college. Each college will reach agreement with the appropriate structures of this church as identified in 7.32.01. regarding changes in constitutional documents. This church's participation may range from prior consultation to final approval.
- 7.32.05.** Representation of members of this church on college boards, limitation of terms for board members, whether or not college presidents shall be members of this church, and representation of bishops of synods on college boards shall be determined by each college and the appropriate synods in consultation through the regional center for mission coordinating council.
- 7.32.II.** Subject to approval by the appropriate synods through their regional center for mission coordinating council, a college or university may be

owned by a not-for-profit corporation which has voting members at least 90% of whom shall consist of members of the biennial Churchwide Assembly. Meetings of such corporations shall be held in conjunction with the Churchwide Assembly for the purpose of electing or ratifying members of the governing board and approving amendments in the governing documents. At least 75% of the members of the governing boards of such corporations shall be Lutheran and at least a majority shall be members of this church.

7.33. This church shall seek to meet human needs through encouragement of its people to individual and corporate action, and through establishing, developing, recognizing, and supporting institutions and agencies that minister to people in their spiritual and temporal needs.

7.33.01. Through its Division for Social Ministry Organizations, this church shall, with church-affiliated agencies and institutions, develop criteria for their ministries, establish affiliations both within this church and within society, and carry out a comprehensive social ministry outreach.

7.40. **Relationship with Interchurch Agencies, Institutions, and Councils**

7.41. The congregations, synods, social ministry institutions and agencies, and churchwide organization may establish or affiliate with interchurch agencies and councils in relationships which will reflect this church's objectives of sharing with other faith communities in study, dialog, and common action, in accordance with adopted policies governing such associations.

7.41.01. Policies governing ecumenical, inter-Lutheran, and interfaith activities shall be recommended by the bishop of this church to the Churchwide Assembly for its adoption.

7.41.02. Formal membership in interchurch agencies and/or councils shall be by action of the Churchwide Assembly in all relationships involving national or international involvement, by the Synod Assembly in its geographic area, and by congregations in community settings, with each affiliation by any congregation, synod, or churchwide organization to be in accordance with the policies of this church.

7.50. **Relationship with Independent Lutheran Organizations**

7.51. This church may relate to independent Lutheran organizations.

7.51.01. This church, through its Office for Ecumenical Affairs and by action of the Churchwide Assembly, shall establish the general policies to govern official relationships with independent Lutheran organizations which seek to relate with this church while maintaining their independence and autonomy.

Chapter 8.

CONGREGATIONS

8.10. Definition

8.11. A congregation is a community of baptized persons whose existence depends on the proclamation of the Gospel and the administration of the sacraments and whose purpose is to worship God, to nurture its members, and to reach out in witness and service to the world. To this end it assembles regularly for worship and nurture, organizes and carries out ministry to its people and neighborhood, and cooperates with and supports the wider church to strive for the fulfillment of God's mission in the world.

8.20. Criteria for Recognition

8.21. This church shall recognize those congregations which by their practice as well as their governing documents:

- a. preach the Word, administer the sacraments, and carry out God's mission;
- b. accept this church's confession of faith;
- c. agree to the purposes of this church;
- d. agree to call pastoral leadership from the clergy roster of this church in accordance with the call procedures of this church except in special circumstances and with the approval of the synodical bishop;
- e. agree to be responsible for their life as a Christian community; and
- f. agree to support the life and work of this church.

8.21.A87 *Congregations which are members of The American Lutheran Church, The Association of Evangelical Lutheran Churches, and the Lutheran Church in America on December 31, 1987, and so certified by said church bodies shall be recognized as congregations of this church.*

8.22. All congregations of this church shall abide by the provisions of 8.21., 8.62. and 10.28. The judgment on whether a congregation meets the criteria listed in 8.21. shall be made by this church through the synod of this church in whose territory the congregation is located.

8.23. A recognized congregation shall, when legally possible, be incorporated and may:

- a. own property and be responsible for its care; and
- b. call or employ staff.

8.30. Reservation of Authority

8.31. Congregations of this church shall have authority in all matters that are not assigned by the constitution and bylaws of this church to synods and the churchwide organization.

8.40. Functions

8.41. The congregation shall:

- a. Provide services of worship at which the Word of God is preached and the sacraments are administered.
- b. Provide pastoral care and assist all members to participate in this ministry.
- c. Challenge, equip, and support all members in carrying out their calling in their daily life and in their congregation.
- d. Teach the Word of God.
- e. Witness to the reconciling Word of God in Christ, reaching out to all people.
- f. Respond to human need, work for justice and peace, care for the sick and the suffering, and participate responsibly in society.
- g. Motivate its members to provide financial support for the congregation's ministry and the ministry of the synod and the churchwide organization.
- h. Foster and participate in interdependent relationships with other congregations, the synod, and the churchwide organization.
- i. Foster and participate in ecumenical relationships consistent with churchwide policy.

8.50. Governance

8.51. Each congregation shall structure itself in such a way as to involve its members in fulfilling the definition, purpose, and functions of a congregation.

8.52. The governing documents of congregations recognized at the establishment of this church shall continue to govern such congregations. When such a congregation wishes to amend a particular provision of its governing documents, the provision so amended shall be consistent with the governing documents of this church.

8.52.A87 *The Church Council, in cooperation with the synods, shall develop a process for congregations whose governing documents have been accepted into the church under 8.52. to review those documents within four years of the establishment of this church and compare them with the elements of the model constitution for congregations listed in 8.53.01. Congregations are encouraged to resolve significant conflicts between their governing documents and the model constitution for congregations.*

8.53. Each congregation shall have governing documents, no terms of which shall conflict with Section 8.21. Subject to the provisions of 8.52., these documents shall contain the elements listed in the by-laws.

8.53.01. The governing documents of congregations shall include:

- a. a confession of faith;
- b. a statement of purpose;
- c. provisions describing the congregations relationship to this church;
- d. a process for calling a pastor;
- e. a listing of the duties of a pastor;
- f. provisions describing the role of the pastor in the governance of the congregation;
- g. a process for removal of a pastor;
- h. provisions regulating the disposition of property;
- i. a legislative process;
- j. an enumeration of officers with definition of authority and functions of each;
- k. a definition of each structural component (e.g., committees, boards); and
- l. a process for the discipline of members.

8.53.02. A model constitution shall be provided by this church for the guidance of congregations.

8.53.03. Each congregation shall provide a copy of its governing documents to the synod. All proposed changes in the constitution or incorporation documents of a congregation shall be referred to the synod with which the congregation is affiliated. The synod shall approve or disapprove of the proposed changes within 120 days of receipt thereof, and shall notify the congregation of its decision; in the absence of a decision, the changes shall go into effect.

The synod shall recognize that congregations may organize themselves in a manner which they deem most appropriate and that there are a variety of ways in which the required elements may be stated.

8.53.04. Each congregation shall take the necessary steps to protect its members and this church from liability.

8.53.05. Congregations shall normally maintain a fiscal year of January 1 through December 31.

8.53.06. A congregation considering a relocation shall confer with the bishop of the synod before any steps are taken leading to such action. The approval of the synod council shall be received before any such action is effected.

8.53.07. Congregations shall have the right to petition this church. Petitions shall be addressed to the synod to which the congregation relates for response

by the synod, or, at the discretion of the synod, for forwarding to the Churchwide Assembly.

8.60. Termination of Relationship

8.61. The relationship between a congregation and this church may be terminated in one of the following ways:

- a. The congregation takes action to dissolve.
- b. The congregation ceases to exist.
- c. The congregation is no longer recognized by this church under the disciplinary provisions of Chapter 19.
- d. The congregation terminates its relationship according to the procedure outlined in 8.62.
- e. The membership of the congregation becomes so scattered or diminished in numbers as to make it impracticable for such congregation to fulfill the purposes for which it was organized. In such case, the synod in order to protect the property from waste and deterioration, through the synod council or trustees appointed by it, may take charge and control of the property of the congregation to hold, manage, and convey the same on behalf of the synod. The congregation shall have the right to appeal the decision to the synod assembly.

8.62. A congregation may terminate its relationship with this church by the following procedure:

- a. A resolution indicating desire to terminate its relationship must be adopted at a legally called and conducted special meeting of the congregation by a two-thirds majority of the voting members present.
- b. The secretary of the congregation shall submit a copy of the resolution to the synodical bishop and shall mail a copy of the resolution to voting members of the congregation. This notice shall be submitted within 10 days after the resolution has been adopted.
- c. The bishop of the synod shall consult with the congregation during a period of at least 90 days.
- d. If the congregation, after consultation, still desires to terminate its relationship, such action may be taken at a legally called and conducted special meeting by a two-thirds majority of the voting members present, at which meeting the synodical bishop or an authorized representative shall be present. Notice of the meeting shall be mailed to all voting members at least 10 days in advance of the meeting.

- e. A certified copy of the resolution to terminate its relationship shall be sent to the synodical bishop, at which time the relationship between the congregation and this church shall be terminated.
- f. Notice of termination shall be forwarded by the synodical bishop to the secretary of this church and published in the periodical of this church.
- g. Congregations which had been members of the Lutheran Church in America shall be required, in addition to the foregoing provisions in 8.62., to receive synodical approval before terminating their membership in this church.

8.70. Ownership of Property

8.71. Subject to the provisions of 8.52., the following shall govern the ownership of property by congregations of this church:

- a. Title to property shall reside in the congregation. The congregation may dispose of its property as it determines, subject to any self-accepted indebtedness or other self-accepted restrictions.
- b. Title to the undisposed property of a congregation that ceases to exist shall pass to the synod of this church to which the congregation is related.
- c. Title to the property of a congregation that is no longer recognized by this church as a result of discipline shall continue to reside in the congregation.
- d. Title to the property of a congregation that has acted to terminate its relationship with this church by the provisions of 8.62. to relate to another Lutheran church body shall continue to reside in the congregation.
- e. Title to the property of a congregation that has acted to terminate its relationship with this church by the provisions of 8.62. to become independent or to relate to a non-Lutheran church body shall continue to reside in the congregation only with the consent of the Synod Council. The Synod Council, after consultation with the congregation by an established synodical process, may give approval to the request to become independent or to relate to a non-Lutheran church body, in which case title shall remain with the majority of the congregation. If the Synod Council fails to give such approval, title shall remain with those members who desire to continue as a congregation of this church.

8.80. Discipline of Congregations

See Chapter 19.

Chapter 9.

SYNODS

9.01. This church shall be divided into synods, the names and boundaries of which shall be determined by the Churchwide Assembly and included in the bylaws.

9.01.10. Names and Boundaries

9.01.11. The names and boundaries of the synods shall be:

Synod I.A—Alaska. The state of ALASKA.

Synod I.B—Northwestern Washington. The counties of Island, King (north), San Juan, Skagit, Snohomish, Whatcom in the state of WASHINGTON.

Synod I.C—Southwestern Washington. The counties of Clallam, Clark, Cowlitz, Grays Harbor, Jefferson, King (south), Kitsap, Lewis, Mason, Pacific, Pierce, Skamania, Thurston, Wahkiakum in the state of WASHINGTON.

Synod I.D—Eastern Washington-Idaho. The state of IDAHO; the counties of Adams, Asotin, Benton, Chelan, Columbia, Douglas, Ferry, Franklin, Garfield, Grant, Kittitas, Klickitat, Lincoln, Okanogan, Pend Oreille, Spokane, Stevens, Walla Walla, Whitman, Yakima in the state of WASHINGTON.

Synod I.E—Oregon. The state of OREGON.

Synod I.F—Montana. The state of MONTANA.

Synod II.A—Northern California-Northern Nevada. The counties of Alameda, Alpine, Amador, Butte, Calaveras, Colusa, Contra Costa, Del Norte, El Dorado, Fresno, Glenn, Humboldt, Inyo, Kings, Lake, Lassen, Madera, Marin, Mariposa, Mendocino, Merced, Modoc, Mono, Monterey, Napa, Nevada, Placer, Plumas, Sacramento, San Benito, San Francisco, San Joaquin, San Mateo, Santa Clara, Santa Cruz, Shasta, Sierra, Siskiyou, Solano, Sonoma, Stanislaus, Sutter, Tehama, Trinity, Tulare, Tuolumme, Yolo, Yuba in the state of CALIFORNIA; the counties of Churchill, Douglas, Elko, Eureka, Humboldt, Lander, Lyon, Mineral, Pershing, Storey, Washoe, White Pine and the independent city of Carson City in the state of NEVADA.

Synod II.B—Southern California (West). The counties of Kern, Los Angeles, San Luis Obispo, Santa Barbara, Ventura in the state of CALIFORNIA.

Synod II.C—Southern California (East)-Hawaii. The counties of Imperial, Orange, Riverside, San Bernardino, San Diego in the state of CALIFORNIA; the state of HAWAII.

Synod II.D—Arizona-Southern Nevada. The state of ARIZONA; the counties of Clark, Esmerelda, Lincoln, Nye in the state of NEVADA.

Synod II.E—Rocky Mountain. The states of COLORADO; NEW MEXICO; UTAH; and WYOMING; the counties of Brewster, Culbertson, El Paso, Hudspeth, Jeff Davis, Loving, Presidio, Reeves, Ward, Winkler in the state of TEXAS.

Synod III.A—Western North Dakota. The counties of Adams, Benson, Billings, Bottineau, Bowman, Burke, Burleigh, Divide, Dunn, Emmons, Golden Valley, Grant, Hettinger, Kidder, Logan, McHenry, McIntosh, McKenzie, McLean, Mercer, Morton, Mountrail, Oliver, Pierce, Renville, Rolette, Sheridan, Sioux, Slope, Stark, Towner, Ward, Wells, Williams in the state of NORTH DAKOTA.

Synod III.B—Eastern North Dakota. The counties of Barnes, Cass, Cavalier, Dickey, Eddy, Foster, Grand Forks, Griggs, LaMoure, Nelson, Pembina, Ramsey, Ransom, Richland, Sargent, Steele, Stutsman, Traill, Walsh in the state of NORTH DAKOTA.

Synod III.C—South Dakota. The state of SOUTH DAKOTA.

Synod III.D—Northwestern Minnesota. The counties of Becker, Beltrami, Clay, Clearwater, Douglas, Grant, Hubbard, Kittson, Lake of the Woods, Mahnommen, Marshall, Norman, Otter Tail, Pennington, Polk, Red Lake, Roseau, Todd, Traverse, Wadena, Wilkin in the state of MINNESOTA.

Synod III.E—Northeastern Minnesota. The counties of Aitkin, Carlton, Cass, Cook, Crow Wing, Itasca, Kanabec, Koochiching, Lake, Mille Lacs, Morrison, Pine, St. Louis in the state of MINNESOTA.

Synod III.F—Southwestern Minnesota. The counties of Benton, Big Stone, Brown, Chippewa, Cottonwood, Jackson, Kandiyohi, Lac qui Parle, Lincoln, Lyon, McLeod, Martin, Meeker, Murray, Nicollet, Nobles, Pipestone, Pope, Redwood, Renville, Rock, Sherburne (pt.), Sibley, Stearns, Stevens, Swift, Watonwan, Wright (pt.), Yellow Medicine in the state of MINNESOTA.

Synod III.G—West Metropolitan Minnesota. The counties of Anoka, Carver, Hennepin, Isanti, Scott, Sherburne (pt.), Wright (pt.) in the state of MINNESOTA.

Synod III.H—East Metropolitan Minnesota. The counties of Chisago, Dakota, Ramsey, Washington in the state of MINNESOTA.

Synod III.I—Southeastern Minnesota. The counties of Blue Earth, Dodge, Faribault, Fillmore, Freeborn, Goodhue, Houston, Le Sueur, Mower, Olmsted, Rice, Steele, Wabasha, Waseca, Winona in the state of MINNESOTA.

Synod IV.A—Nebraska. The state of NEBRASKA.

Synod IV.B—Missouri-Kansas. The states of MISSOURI and KANSAS.

Synod IV.C—Arkansas-Oklahoma. The states of ARKANSAS and OKLAHOMA.

Synod IV.D—Northern Texas-Northern Louisiana. The counties of Andrews, Archer, Armstrong, Bailey, Baylor, Bell, Borden, Bosque, Bowie, Briscoe, Brown, Callahan, Camp, Carson, Cass, Castro, Childress, Clay, Cochran, Coke, Coleman, Collin, Collingsworth, Comanche, Concho, Cooke, Coryell, Cottle, Crosby, Dallam, Dallas, Dawson, Deaf

Smith, Delta, Denton, Dickens, Donley, Eastland, Ector, Ellis, Erath, Falls, Fannin, Fisher, Floyd, Foard, Franklin, Gaines, Garza, Glasscock, Gray, Grayson, Gregg, Hale, Hall, Hamilton, Hansford, Harde- man, Harrison, Hartley, Haskell, Hemphill, Henderson, Hill, Hockley, Hood, Hopkins, Howard, Hunt, Hutchinson, Irion, Jack, Johnson, Jones, Kaufman, Kent, King, Knox, Lamar, Lamb, Lampasas, Lime- stone, Lipscomb, Lubbock, Lynn, McCullough, McLennan, Marion, Martin, Midland, Mills, Mitchell, Montague, Moore, Morris, Motley, Navarro, Nolan, Ochiltree, Oldham, Palo Pinto, Panola, Parker, Parmer, Potter, Rains, Randall, Reagan, Red River, Roberts, Rockwall, Run- nels, Rusk, San Saba, Scurry, Shackelford, Sherman, Smith, Somervell, Stephens, Sterling, Stonewall, Swisher, Tarrant, Taylor, Terry, Throck- morton, Titus, Tom Green, Upshur, Van Zandt, Wheeler, Wichita, Wil- barger, Wise, Wood, Yoakum, Young in the state of TEXAS; the pa- rishes of Bienville, Bossier, Caddo, Caldwell, Catahoula, Claiborne, Concordia, DeSoto, East Carroll, Franklin, Grant, Jackson, LaSalle, Lincoln, Madison, Morehouse, Natchitoches, Ouachita, Red River, Richland, Sabine, Tensas, Union, Webster, West Carroll, Winn in the state of LOUISIANA.

Synod IV.E—Southwestern Texas. The counties of Aransas, Atascosa, Bandera, Bastrop, Bee, Bexar, Blanco, Brooks, Burnet, Caldwell, Cal- houn, Cameron, Comal, Crane, Crockett, De Witt, Dimmit, Duval, Edwards, Frio, Gillespie, Goliad, Gonzales, Guadalupe, Hays, Hidalgo, Jackson, Jim Hogg, Jim Wells, Karnes, Kendall, Kenedy, Kerr, Kimble, Kinney, Kleberg, La Salle, Lavaca, Lee, Live Oak, Llano, McMullen, Mason, Maverick, Medina, Menard, Milam, Nueces, Pecos, Real, Re- fugio, San Patricio, Schleicher, Starr, Sutton, Terrell, Travis, Upton, Uvalde, Val Verde, Victoria, Webb, Willacy, Williamson, Wilson, Za- pata, Zavala in the state of TEXAS.

Synod IV.F—Southeastern Texas-Southern Louisiana. The counties of Anderson, Angelina, Austin, Brazoria, Brazos, Burleson, Chambers, Cherokee, Colorado, Fayette, Fort Bend, Freestone, Galveston, Grimes, Hardin, Harris, Houston, Jasper, Jefferson, Leon, Liberty, Madison, Matagorda, Montgomery, Nacogdoches, Newton, Orange, Polk, Robertson, Sabine, San Augustine, San Jacinto, Shelby, Trinity, Tyler, Walker, Waller, Washington, Wharton in the state of TEXAS; the parishes of Acadia, Allen, Ascension, Assumption, Avoyelles, Beauregard, Calcasieu, Cameron, East Baton Rouge, East Feliciana, Evangeline, Iberia, Iberville, Jefferson, Jefferson Davis, Lafayette, LaFourche, Livingston, Orleans, Plaquemines, Pointe Coupee, Rap- ides, St. Bernard, St. Charles, St. Helena, St. James, St. John the Baptist, St. Landry, St. Martin, St. Mary, St. Tammany, Tangipahoa, Terrebonne, Vermillion, Vernon, Washington, West Baton Rouge, West Feliciana in the state of LOUISIANA.

Synod V.A—Metropolitan Chicago. The counties of Cook, DuPage, Kane, Lake in the state of ILLINOIS.

Synod V.B—Northern Illinois. The counties of Boone, Bureau, Carroll,

De Kalb, Grundy, Henderson, Henry, Jo Daviess, Kendall, Knox, La Salle, Lee, McHenry, Mercer, Ogle, Putnam, Rock Island, Stephenson, Warren, Whiteside, Will, Winnebago in the state of ILLINOIS.

Synod V.C—Central/Southern Illinois. The counties of Adams, Alexander, Bond, Brown, Calhoun, Cass, Champaign, Christian, Clark, Clay, Clinton, Coles, Crawford, Cumberland, De Witt, Douglas, Edgar, Edwards, Effingham, Fayette, Ford, Franklin, Fulton, Gallatin, Greene, Hamilton, Hancock, Hardin, Iroquois, Jackson, Jasper, Jefferson, Jersey, Johnson, Kankakee, Lawrence, Livingston, Logan, McDonough, McLean, Macon, Macoupin, Madison, Marion, Marshall, Mason, Massac, Menard, Monroe, Montgomery, Morgan, Moultrie, Peoria, Perry, Piatt, Pike, Pope, Pulaski, Randolph, Richland, St. Clair, Saline, Sangamon, Schuyler, Scott, Shelby, Stark, Tazewell, Union, Vermilion, Wabash, Washington, Wayne, White, Williamson, Woodford in the state of ILLINOIS.

Synod V.D—Southeastern Iowa. The counties of Appanoose, Benton, Boone, Cedar, Clarke, Clinton, Dallas, Davis, Decatur, Des Moines, Henry, Iowa, Jackson (south), Jasper, Jefferson, Johnson, Jones, Keokuk, Lee, Linn, Louisa, Lucas, Madison, Mahaska, Marion, Marshall, Monroe, Muscatine, Polk, Poweshiek, Scott, Story (south), Tama (south), Van Buren, Wapello, Warren, Washington, Wayne in the state of IOWA.

Synod V.E—Western Iowa. The counties of Adair, Adams, Audubon, Buena Vista, Calhoun, Carroll, Cass, Cherokee, Clay, Crawford, Dickinson, Emmet, Fremont, Greene, Guthrie, Hamilton (west), Hancock, Harrison, Humboldt, Ida, Kossuth, Lyon, Mills, Monona, Montgomery, O'Brien, Osceola, Page, Palo Alto, Plymouth, Pocahontas, Pottawattamie, Ringgold, Sac, Shelby, Sioux, Taylor, Union, Webster, Winnebago, Woodbury, Wright (west) in the state of IOWA.

Synod V.F—Northeastern Iowa. The counties of Allamakee, Black Hawk, Bremer, Buchanan, Butler, Cerro Gordo, Chickasaw, Clayton, Delaware, Dubuque, Fayette, Floyd, Franklin, Grundy, Hamilton (east), Hardin, Howard, Jackson (north), Mitchell, Story (north), Tama (north), Winneshiek, Worth, Wright (east) in the state of IOWA.

Synod V.G—Northern Wisconsin-Upper Michigan. The counties of Florence, Forest, Iron, Marinette, Oneida, Vilas in the state of WISCONSIN; the counties in the Upper Peninsula in the state of MICHIGAN.

Synod V.H—West-Central Wisconsin. The counties of Ashland, Barron, Bayfield, Buffalo (north), Burnett, Chippewa, Clark, Douglas, Dunn, Eau Claire, Jackson (north), Marathon (west), Pepin, Pierce, Polk, Price, Rusk, St. Croix, Sawyer, Taylor, Trempealeau (north), Washburn, Wood (northwest corner) in the state of WISCONSIN.

Synod V.I—East-Central Wisconsin. The counties of Brown, Calumet, Door, Fond Du Lac, Green Lake, Kewaunee, Langlade, Lincoln, Manitowec, Marathon (east), Marquette, Menominee, Oconto, Outagamie,

Portage, Shawano, Waupaca, Waushara, Winnebago, Wood (southeast) in the state of WISCONSIN.

Synod V.J—Southeastern Wisconsin. The counties of Kenosha, Milwaukee, Ozaukee, Racine, Sheboygan, Washington, Waukesha in the state of WISCONSIN.

Synod V.K—South-Central Wisconsin. The counties of Columbia, Dane, Dodge, Grant, Green, Iowa, Jefferson, Lafayette, Rock, Sauk, Walworth in the state of WISCONSIN.

Synod V.L—Southwestern Wisconsin. The counties of Adams, Buffalo (south), Crawford, Jackson (south), Juneau, La Crosse, Monroe, Richland, Trempealeau (south), Vernon in the state of WISCONSIN.

Synod VI.A—Eastern Michigan. The counties of Genesee, Lapeer, Lenawee, Livingston, Macomb, Monroe, Oakland, Saint Clair, Shiawasee, Washtenaw, Wayne in the state of MICHIGAN.

Synod VI.B—Western Michigan. The counties of Alcona, Allegan, Alpena, Antrim, Arenac, Barry, Bay, Benzie, Berrien, Branch, Calhoun, Cass, Charlevoix, Cheboygan, Clare, Clinton, Crawford, Eaton, Emmett, Gladwin, Grand Traverse, Gratiot, Hillsdale, Huron, Ingham, Ionia, Iosco, Isabella, Jackson, Kalamazoo, Kalkaska, Kent, Lake, Leelanau, Manistee, Mason, Mecosta, Midland, Missaukee, Montcalm, Montmorency, Muskegon, Newaygo, Oceana, Ogemaw, Osceola, Oscoda, Otsego, Ottawa, Presque Isle, Roscommon, St. Joseph, Saginaw, Sanilac, Tuscola, Van Buren, Wexford in the state of MICHIGAN.

Synod VI.C—Indiana-Kentucky. The states of INDIANA and KENTUCKY.

Synod VI.D—Northwestern Ohio. The counties of Allen, Auglaize, Crawford, Defiance, Erie, Fulton, Hancock, Hardin, Henry, Huron, Lucas, Marion, Mercer, Morrow, Ottawa, Paulding, Putnam, Sandusky, Seneca, Van Wert, Williams, Wood, Wyandot in the state of OHIO.

Synod VI.E—Northeastern Ohio. The counties of Ashland, Ashtabula, Carroll, Columbiana, Cuyahoga, Geauga, Harrison, Holmes, Jefferson, Lake, Lorain, Mahoning, Medina, Portage, Richland, Stark, Summit, Trumbull, Tuscarawas, Wayne in the state of OHIO.

Synod VI.F—Southern Ohio. The counties of Adams, Athens, Belmont, Brown, Butler, Champaign, Clark, Clermont, Clinton, Coshocton, Darke, Delaware, Fairfield, Fayette, Franklin, Gallia, Greene, Guernsey, Hamilton, Highland, Hocking, Jackson, Knox, Lawrence, Licking, Logan, Madison, Meigs, Miami, Monroe, Montgomery, Morgan, Muskingum, Noble, Perry, Pickaway, Pike, Preble, Ross, Scioto, Shelby, Union, Vinton, Warren, Washington in the state of OHIO.

Synod VII.A—New Jersey. The state of NEW JERSEY.

Synod VII.B—New England. The states of CONNECTICUT; MAINE; MASSACHUSETTS; NEW HAMPSHIRE; RHODE ISLAND; and VERMONT.

Synod VII.C—Metropolitan New York. The counties of Bronx, Dutchess, Kings, Nassau, New York, Orange, Putnam, Queens, Richmond, Rockland, Suffolk, Sullivan, Ulster, Westchester in the state of NEW YORK.

Synod VII.D—Upper New York. The counties of Albany, Allegany, Broome, Cattaraugus, Cayuga, Chautauqua, Chemung, Chenango, Clinton, Columbia, Cortland, Delaware, Erie, Essex, Franklin, Fulton, Genesee, Greene, Hamilton, Herkimer, Jefferson, Lewis, Livingston, Madison, Monroe, Montgomery, Niagara, Oneida, Onondaga, Ontario, Orleans, Oswego, Otsego, Rensselaer, St. Lawrence, Saratoga, Schoenectady, Schoharie, Schuylker, Seneca, Steuben, Tioga, Tompkins, Warren, Washington, Wayne, Wyoming, Yates in the state of NEW YORK.

Synod VII.E—Northeastern Pennsylvania. The counties of Berks, Bradford, Carbon, Lackawanna, Lehigh, Luzerne, Monroe, Northampton, Pike, Schuylkill, Sullivan, Susquehanna, Wayne, Wyoming in the state of PENNSYLVANIA.

Synod VII.F—Southeastern Pennsylvania. The counties of Bucks, Chester, Delaware, Montgomery, Philadelphia in the state of PENNSYLVANIA.

Synod VII.G—Slovak Zion. A non-geographic synod consisting of congregations distinctively Slovak in language or antecedents.

Synod VIII.A—Northwestern Pennsylvania. The counties of Armstrong (pt.), Cameron, Clarion, Crawford, Elk, Erie, Forest, Indiana, Jefferson, McKean, Mercer, Potter, Venango, Warren in the state of PENNSYLVANIA.

Synod VIII.B—Southwestern Pennsylvania. The counties of Allegheny, Armstrong (pt.), Beaver, Butler, Fayette, Greene, Lawrence, Washington, Westmoreland in the state of PENNSYLVANIA.

Synod VIII.C—Allegheny. The counties of Bedford, Blair, Cambria, Centre, Clearfield, Huntingdon, Somerset in the state of PENNSYLVANIA.

Synod VIII.D—Lower Susquehanna. The counties of Adams, Cumberland, Dauphin, Franklin, Fulton, Lancaster, Lebanon, Perry, York in the state of PENNSYLVANIA.

Synod VIII.E—Upper Susquehanna. The counties of Clinton, Columbia, Juniata, Lycoming, Mifflin, Montour, Northumberland, Snyder, Tioga, Union in the state of PENNSYLVANIA.

Synod VIII.F—Maryland. The state of DELAWARE; the city of Baltimore and the counties of Allegany, Anne Arundel, Baltimore, Caroline, Carroll, Cecil, Dorchester, Frederick, Harford, Howard, Kent, Queen Anne's, Somerset, Talbot, Washington, Wicomico, Worcester in the state of MARYLAND; the counties of Accomack, Northampton in the state of VIRGINIA.

Synod VIII.G—Metropolitan Washington, D.C. The District of Columbia; the counties of Calvert, Charles, Montgomery, Prince Georges, St. Mary's in the state of MARYLAND; the counties of Arlington, Fairfax, Loudoun, Prince William and the independent cities within the territory of these counties in the state of VIRGINIA; BERMUDA.

Synod VIII.H—West Virginia. The county of Garrett in the state of MARYLAND; the state of WEST VIRGINIA.

Synod IX.A—Virginia. The counties of Albemarle, Alleghany, Amelia, Amherst, Appomattox, Augusta, Bath, Bedford, Bland, Botetourt, Brunswick, Buchanan, Buckingham, Campbell, Caroline, Carroll, Charles City, Charlotte, Chesterfield, Clarke, Craig, Culpeper, Cumberland, Dickenson, Dinwiddie, Essex, Fauquier, Floyd, Fluvanna, Franklin, Frederick, Giles, Gloucester, Goochland, Grayson, Greene, Greensville, Halifax, Hanover, Henrico, Henry, Highland, Isle of Wight, James City, King and Queen, King George, King William, Lancaster, Lee, Louisa, Lunenburg, Madison, Mathews, Mecklenburg, Middlesex, Montgomery, Nelson, New Kent, Northumberland, Nottoway, Orange, Page, Patrick, Pittsylvania, Powhatan, Prince Edward, Prince George, Pulaski, Rappahannock, Richmond, Roanoke, Rockbridge, Rockingham, Russell, Scott, Shenandoah, Smyth, Southampton, Spotsylvania, Stafford, Surry, Sussex, Tazewell, Warren, Washington, Westmoreland, Wise, Wythe, York and the independent cities within the territory of these counties in the state of VIRGINIA.

Synod IX.B—North Carolina. The state of NORTH CAROLINA.

Synod IX.C—South Carolina. The state of SOUTH CAROLINA.

Synod IX.D—Southeastern. The states of ALABAMA; GEORGIA; MISSISSIPPI; and TENNESSEE.

Synod IX.E—Florida. The state of FLORIDA; the BAHAMAS.

Synod IX.F—Caribbean. The commonwealth of PUERTO RICO; the territory of the VIRGIN ISLANDS.

9.02. Each congregation, except those which are in partnership with the Slovak Zion Synod, shall establish a relationship with the synod in whose territory it is located.

9.02.01. The Slovak Zion Synod shall continue as a nongeographic synod of this church. In all other respects it shall be bound by the provisions of the constitution and bylaws of this church. In addition, it shall enter into relationships with geographic synods in order to provide opportunities for congregations, ordained ministers, and other leaders to share in the programmatic services of such synods, workshops, and conferences. It shall also periodically review and evaluate its ministries to ascertain their continuing effectiveness.

9.02.02. Any congregation in a border area desiring to change its synod relationship may do so upon approval of the synod assemblies of the synods concerned, which shall report any such change to the Churchwide Assembly.

9.10. Incorporation and Constitution

9.11. Each synod shall be incorporated. The articles of incorporation of each synod in existence on January 1, 1988, shall continue to govern such synods. The articles of incorporation of each synod organized after December 31, 1987, shall be submitted to the Church Council for ratification before filing. Amendments to the articles of incorporation of all synods shall be submitted to the Church Council for ratification before filing.

9.12. Each synod shall have a constitution, which shall become effective upon ratification by the Church Council. Amendments thereto shall be subject to like ratification, provided, however, that an amendment which is identical to a provision of the model constitution for synods shall be deemed to have been ratified upon its adoption and the Church Council shall be given prompt notification of its adoption.

9.20. Purpose

9.21. Each synod, in partnership with the churchwide organization, shall bear primary responsibility for the oversight of the life and mission of this church in its territory. In fulfillment of this role, the synod shall:

- a. Provide for the pastoral care of congregations, ordained ministers, and associates in ministry in the synod, including:
 - 1) certifying candidates for the ordained ministry in cooperation with the appropriate seminaries of this church, which may be done through multi-synodical committees;
 - 2) authorizing ordinations and ordaining on behalf of this church;
 - 3) certifying associates in ministry, which may be done through multi-synodical committees;
 - 4) consulting in the calling process for ordained ministers and in the selection of associates in ministry.
- b. Provide for leadership recruitment, preparation, and support in accordance with churchwide standards and policies.
- c. Provide for discipline of congregations, ordained ministers, consecrated deacons and deaconesses, commissioned teachers, and certified and commissioned lay professionals, establishing procedures for termination of call, adjudication, and appeals which shall be consistent with the procedures established by this church.
- d. Foster organizations for youth, women, and men.
- e. Plan for the mission of this church in the synod, initiating and developing policy through the regional center for mission, and implementing programs, including:

- 1) ecumenical guidance and encouragement consistent with churchwide policy;
 - 2) development of new ministries, redevelopment of existing ministries, and evangelism;
 - 3) development of relationships to and participation in planning for mission of social ministry organizations and ministries;
 - 4) providing resources for congregational life;
 - 5) assisting the members of its congregations in carrying out their ministries in the world;
 - 6) interpretation of social statements in a manner consistent with the interpretation given by the churchwide agency which assisted in the development of the statement, and initiation of social study programs; and
 - 7) fostering financial support for the work of this church by individuals and congregations.
- f. Foster interdependent relationships among the churchwide organization, the synods, and the congregations, and enter into partnership with other synods in the region.
 - g. Participate in churchwide programs and develop support for the ministry of the churchwide organization.
 - h. Foster the grouping of congregations in conferences, clusters, and coalitions for mission purposes.
 - i. Foster relationships with and provide partnership funding on behalf of colleges, universities, and campus ministries.
 - j. Foster relationships with and provide partnership funding on behalf of social ministry organizations.
 - k. Foster relationships with and provide partnership funding on behalf of seminaries and continuing education centers.
 - l. Foster supporting relationships with camps and other outdoor ministries.
 - m. Interpret the work of this church to congregations and to the public.
 - n. Respond to human need, work for justice and peace, care for the sick and the suffering, and participate responsibly in society.
 - o. Provide for archives in conjunction with other synods.
 - p. Cooperate with other synods and the churchwide organization in creating, using, and supporting regional centers for mission to carry out those functions of the synod which can best be done cooperatively with other synods and the churchwide organization.

9.22. In the event that this church or any synod of this church is charged with liability for any contingent debt, liability, or obligation arising

or resulting from acts or omissions of any synod of the Lutheran Church in America, or The Association of Evangelical Lutheran Churches, or district of The American Lutheran Church, occurring prior to January 1, 1988, the Church Council is authorized and empowered to determine whether and to what extent this church or such synod of this church shall be indemnified or reimbursed for any such debt, liability, or obligation by one or more synods of this church. In making its determination with respect to indemnification or reimbursement, the Church Council shall consider the nature of the activity which gave rise to the debt, liability, or obligation, the situs of that activity and such other factors as the Church Council deems appropriate under the circumstances in order that such debt, liability, or obligation may be discharged in a manner that is fair and equitable to this church's congregations, synods, and churchwide organization. For purposes of this section, a "contingent" debt, liability, or obligation means a debt, liability, or obligation (a) the amount of which had not been ascertained by the Evangelical Lutheran Church in America on December 31, 1987, or (b) the existence of which was unknown to the Evangelical Lutheran Church in America on December 31, 1987.

9.30. Officers

9.31. The officers of each synod shall be a bishop, a vice-president, a secretary, and a treasurer.

a. As the synod's pastor, the bishop shall:

- 1) Oversee and administer the work of the synod.
- 2) Preach, teach, and administer the sacraments in accord with the faith of this church.
- 3) Provide pastoral care and leadership for the synod, its congregations, its ordained ministers, and its associates in ministry.
- 4) Advise and counsel its related institutions and organizations.
- 5) Be its chief ecumenical officer.
- 6) Exercise supervision over the work of the other officers.
- 7) Preside at all meetings of the Synod Assembly and be the chief executive officer of the synod; see to it that the constitution and bylaws of the synod are duly observed, and that the actions of the synod in conformity therewith are carried into effect; coordinate the work of all synodical staff members; and appoint all committees not otherwise provided for.
- 8) Coordinate the use of the resources available to the synod as it seeks to promote the health of this church's life and witness in the areas served by the synod.

- 9) Exercise this church's power to ordain all accepted candidates for the ministerial office and install:
 - a) the pastors of all congregations of the synod;
 - b) ordained ministers called to extraparish service within this church; and
 - c) associates in ministry rostered in the synod; or provide for their ordination or installation.
 - 10) Be ex officio a member of the Churchwide Assembly and a member of all committees of the synod.
 - 11) Submit a report to each regular meeting of the Synod Assembly concerning the synod's life and work.
 - 12) Interpret and advocate the mission and theology of the whole church.
- b. The vice-president shall chair the Synod Council. In the event of the death or disability of the bishop, the vice-president shall convene the Synod Council to arrange for the conduct of the duties of the bishop until a new bishop shall be elected, or, in the case of temporary disability, until the bishop resumes full performance of the duties of the office.

9.31.01. The bishop shall be elected by the Synod Assembly. The bishop shall be an ordained minister of this church. The bishop may have as many assistants as the synod shall authorize. Each synod may establish a mutual ministry committee to provide support and counsel to the bishop.

9.31.02. The vice-president shall be elected by the Synod Assembly. The vice-president shall be a layperson. The vice-president shall not receive a salary for the performance of the duties of the office.

9.31.03. The secretary shall be elected by the Synod Assembly. The secretary may be either a layperson or an ordained minister. The secretary shall not receive a salary for the performance of the duties of the office.

9.31.04. The treasurer shall be elected by the Synod Assembly upon nomination by the Synod Council. The treasurer may be either a layperson or an ordained minister. The treasurer shall not receive a salary for the performance of the duties of the office.

9.31.05. Each officer shall be elected to a term of four years and may be reelected.

9.31.06. Each officer shall be a voting member of a congregation of the synod, except that the bishop need not be a member of a congregation of the synod at the time of election.

9.40. Synod Assembly

9.41. Each synod shall have a Synod Assembly, which shall be its highest legislative authority, and which shall meet at least biennially. Special meetings may be called as needed. Each member of the Synod Assembly, or of a board or committee of the synod, shall be a voting member of a congregation of the synod.

9.41.A87 *Each synod may hold its first Synod Assembly in either 1988 or 1989.*

9.41.01. Membership of the Synod Assembly, of which at least 60% of the voting membership shall be composed of lay persons, shall be constituted as follows:

- a. All ordained ministers under call on the roster of the synod in attendance at the Synod Assembly shall be voting members.
- b. All active associates in ministry, consecrated deacons and deaconesses, commissioned teachers, and certified and commissioned lay professionals on a roster of the synod shall elect 10% of their number to be voting members; all others shall be advisory members with voice but not vote.
- c. A minimum of two lay members elected by each congregation related to the synod, one of whom shall be male and one of whom shall be female, shall be voting members. The Synod Council shall establish a formula to provide additional lay representation from congregations on the basis of number of members in the congregation. Additional members from each congregation shall be equally divided between male and female except that the odd-numbered member, if any, may be either male or female.
- d. The lay officers of the synod who shall not be counted as additional lay representatives in order to have at least 60% of the voting membership of the assembly composed of lay persons.

9.41.02. Synods may establish processes that permit retired ordained ministers on the roster of the synod to serve as voting members of the Synod Assembly, consistent with 9.41.01. c. above.

9.50. Synod Council

9.51. Each synod shall have a Synod Council, which shall be its board of directors, and which shall serve as the interim legislative authority between meetings of the Synod Assembly, except that it may not take any action which is reserved exclusively for the Synod Assembly or which is in conflict with action taken by the Synod Assembly.

9.52. The Synod Council shall consist of the four officers of the synod, 10 to 24 other members, and one youth. The person elected to the youth position shall be elected to a two-year term. The process for election and the term of office when not otherwise specified shall be determined by each synod.

9.60. Conferences, Clusters, Coalitions, and Committees

9.61. Opportunities for groupings of congregations and institutions in specified geographic areas of the synod shall be provided by the synod to foster interdependent relationships among congregations, institutions, the synod, and churchwide units for mission purposes.

These groupings may be formed as conferences, clusters, coalitions, or other area subdivisions.

9.62. Each synod may establish such boards, committees, task forces, and other organizational forms as it deems necessary to effectively carry out the functions assigned to the synod.

9.63. Each synod shall have an executive committee, a consultation committee, and a committee on discipline.

9.64. Each synod shall elect or appoint representatives to the coordinating council of the regional center for mission.

9.70. Fiscal Policy

9.71. Each synod shall remit to the churchwide organization a percentage of all donor unrestricted receipts contributed to it by the congregations of the synod, such percentage to be determined by the Churchwide Assembly. Individual exceptions may be made by the Church Council upon request of a synod.

9.72. Each synod shall arrange to have an annual audit of its financial records conducted by a certified public accountant firm selected by the Synod Council. The audited annual financial report shall be submitted by the synod to the churchwide Office for Finance and to the congregations of the synod. Synodical financial reports shall be in a format approved by the churchwide Office for Finance in order to attain uniformity in reporting.

9.73. Each synod shall have the fiscal year of February 1 through January 31.

9.80. Installation

9.81.01. The bishop of this church, or the appointee of the bishop, shall convene the organizing convention of each synod and shall install into office each new synod bishop.

Chapter 10.
MINISTRY

10.10. Ministry of the Baptized People of God

10.11. This church affirms the universal priesthood of all its baptized members. In its function and its structure this church commits itself to the equipping and supporting of all its members for their ministries in the world and in this church. It is within this context of ministry that this church calls or appoints some of its baptized members for specific ministries in this church.

- 10.11.A87** a. *During the period of 1988-1994, this church shall receive all persons who are serving in any specially recognized status of ministry in the uniting churches and retain them in that status on the rosters of this church; and*
- 1) *add to the roll of those who serve in the office of Word and sacrament only those who are ordained ministers and who meet the standards of acceptance as adopted by this church; and*
 - 2) *maintain a roster of lay professionals who have been on such rosters in the uniting churches and develop those rosters according to such categories, standards, and expectations as it determines to be applicable.*
- b. *During the same period of 1988-1994, this church shall engage in an intensive study of the nature of ministry, leading to decisions regarding appropriate forms of ministry that will enable this church to fulfill its mission. During the course of such study, special attention shall be given to:*
- 1) *the tradition of the Lutheran church;*
 - 2) *the possibility of articulating a Lutheran understanding and adaptation of the threefold ministerial office of bishop, pastor, and deacon and its ecumenical implication; and*
 - 3) *the appropriate forms of lay ministries to be officially recognized and certified by this church, including criteria for certification, relationship to synods, and discipline.*

10.20. Ordained Ministry

10.21. Within the people of God and for the sake of the Gospel ministry entrusted to all believers, God has instituted the office of ministry of Word and Sacrament. To carry out this ministry, this church calls and ordains qualified persons.

10.22. An ordained minister of this church shall be a person whose commitment to Christ, soundness in the faith, aptness to preach, teach, and witness, and whose educational qualifications have been examined and approved in the manner prescribed in the documents of this church; who has been properly called and ordained; who accepts and adheres to the Confession of Faith of this church; who

is diligent and faithful in the exercise of the ministry; and whose life and conduct are above reproach. A minister shall comply with the constitution of this church.

10.23. The standards for acceptance and continuance in the ordained ministry of this church shall be included in the bylaws.

10.23.10. **Standards for Ordained Ministers.** In accordance with the description of an ordained minister stated in 10.22., ordained ministers shall be governed by the following standards:

10.23.11. **Basic Standards.** Persons admitted to and continued in the ordained ministry of this church shall satisfactorily meet and maintain the following:

- a. commitment to Christ;
- b. acceptance of and adherence to the Confession of Faith of this church;
- c. willingness and ability to serve in response to the needs of this church;
- d. academic and practical qualifications for ministry;
- e. life consistent with the Gospel and personal qualifications including leadership abilities and competence in interpersonal relationships; and
- f. receipt and acceptance of a letter of call.
- g. membership in a congregation of this church.

10.23.12. **Preparation.** Except as provided below, a candidate for ordination shall have:

- a. membership in a congregation of this church and endorsement by its pastor and council;
- b. been under the guidance and supervision of the appropriate committee for at least a year before being recommended for ordination;
- c. satisfactorily completed the requirements for the Master of Divinity degree from an accredited theological school in North America, including practical preparation as defined by the Division for Ministry such as internship and supervised clinical work;
- d. completed at least one year of residency in a seminary of this church, except when waived by the appropriate committee in consultation with the faculty of a seminary of this church;
- e. been endorsed by the faculty of a seminary of this church; and
- f. been examined and approved by the appropriate committee according to procedures established by the Division for Ministry, after consultation with the seminaries of this church.

10.23.13. **Admission under Other Circumstances.** Candidates for ordination or reception who by reason of (a) age and prior experience, (b) ordination in another Lutheran church body, or (c) ordination in another Christian tradition, whether in North America or abroad, shall be approved by

the appropriate committee for ordination or reception according to criteria and procedures recommended by the Division for Ministry, reviewed by the Conference of Bishops, and adopted by the Church Council. In preparing such criteria and procedures, the Division for Ministry shall consult with the seminaries of this church and, as appropriate, with the Division for Outreach, the Division for Global Mission, and the Commission for Multicultural Ministries.

- 10.23.14. Reinstatement.** Persons seeking reinstatement to the ordained ministry, whether having served previously in this church or in one of its predecessor bodies, shall be endorsed by the pastor and council of the congregation of which a member and interviewed, examined, and approved by the appropriate committee under criteria and procedures recommended by the Division for Ministry, reviewed by the Conference of Bishops, and adopted by the Church Council. In this process, the committee shall review the circumstances related to the termination of earlier service together with subsequent developments. The person is reinstated after receiving and accepting a letter of call in this church.
- 10.23.15. Service under Call.** An ordained minister of this church shall serve under letter of call properly extended by a congregation, a synodical council or assembly, a churchwide board, the Church Council, or the Churchwide Assembly. Calls may be extended for stated periods of time and for shared-time ministry by the appropriate calling body under criteria recommended by the Division for Ministry, reviewed by the Conference of Bishops, and adopted by the Church Council.
- 10.23.16. On Leave from Call.** An ordained minister who is without a current letter of call may be retained on the roster of ordained ministers of this church by annual action of the synod of which a member for a maximum of three years; however, an ordained minister engaged in graduate study in a field of study which will enhance service in the ordained ministry may be continued on the roster by action of the synod for a maximum of six years upon annual recommendation by the Division for Ministry.
- 10.23.17. Calls in Predecessor Church Bodies.** Specific calls to service extended in predecessor church bodies shall be valid in this church so long as the person remains in the position to which called; however, accountability shall be exercised according to the policies and procedures of this church. Any subsequent calls shall be subject to the standards and policies of this church.
- 10.23.18. Initial Call to Congregational Service.** Because the responsibilities of the office of the ordained ministry are most clearly focused in the congregational pastorate, experience in which is deemed by this church to be invaluable for all other ordained service, initial service of at least three years shall be in the parish ministry. Exceptions may be granted under criteria and procedures recommended by the Division for Ministry, reviewed by the Conference of Bishops, and adopted by the Church Council.

10.23.19. Calls to Non-Congregational Service. Calls to serve in institutions, agencies, and other entities inside and outside this church may be extended where there is an identifiable relationship of the work to the purpose of the ordained ministry. Such calls involve, for example, the care of the Word, the administration of the sacraments, pastoral care, and activities closely associated with those tasks including oversight in the church and in inter-Lutheran and inter-church agencies and institutions. Care is to be exercised so that positions which can be filled adequately and appropriately by the laity in the church and in the world not be filled by ordained ministers for their convenience or status. Synodical councils, churchwide boards, and the Church Council may seek the advice of the Conference of Bishops in specific situations.

10.23.21. Calls to Serve in Unusual Circumstances. When it is deemed to be in the interests of this church in the care of the Gospel, ordained ministers may be called for a stated period of time not to exceed three years to minister on behalf of this church while employed in an occupation outside the traditional range of the ordained ministry. Such calls may be extended by a Synod Council, a churchwide board, or the Church Council upon recommendation by the Conference of Bishops according to criteria and procedures recommended by the Division for Ministry, reviewed by the Conference of Bishops, and adopted by the Church Council. Such calls shall be reviewed annually.

10.23.22. Retirement. Ordained ministers may retire upon attainment of age 60, or after 30 years on the roster of ordained ministers of this church or one of its predecessor bodies, or upon disability, and continue to be listed on the roster of ordained ministers of this church.

10.23.23. Retention of Personnel Records. When an ordained minister is removed from that roster of this church, the personnel record shall be retained by the secretary of this church and the synodical bishop shall invite the person at the time of removal to provide, annually, appropriate current information for the personnel record.

10.23.A87 Sources of Calls for Ordained Ministers

a. *Principles for Sources of Calls*

The following principles shall govern calls in this church:

- 1) A "call" is an action by an organizational unit of this church through which it asks a person to serve in a specified ministry and which is attested in a "letter of call."
- 2) Interdependence within the body of this church suggests that any action of one of its entities affects other entities. Therefore, interdependence is expressed in all calls extended by any organizational unit within this church.
- 3) A call expresses a relationship between this church and the person called involving mutual service, support, accountability, supervision, and discipline. The calling entity, in cooperation

with the synod and other appropriate entities, bears a primary responsibility for this relationship on behalf of this church.

- 4) A letter of call is issued by that organizational unit of this church authorized to do so which is most directly involved in accountability for the specified ministry.
- 5) Decisions on calls for ministries in unusual circumstances not otherwise provided for but deemed to be in the interests of this church's care of the Gospel are referred to the Conference of Bishops for recommendation to the appropriate calling body.

b. *Table of Sources of Calls for Ordained Ministers*

<i>Setting</i>	<i>Calling Body</i>
1.0 Congregational ministry	Congregational meeting
1.1 Single congregation	
1.11 Pastor	
1.12 Senior pastor	
1.13 Associate/assistant pastor	
1.14 Co-pastor	
1.15 Shared-time pastor	
1.2 Multiple-congregation parish	Congregational meetings, acting on a common proposal
1.21 Pastor	
1.22 Other pastoral arrangements	
1.3 Coalition and cluster ministry	Synod Council
1.4 Congregations beyond ELCA	
1.41 Independent Lutheran congregation	Synod Council
1.42 Overseas independent Lutheran congregation	Board of Division for Global Mission
1.43 Other	Synod Council or Church Council
1.5 Interim pastor	Synod Council
1.6 Pastor in a congregation under development	Synod Council
2.0 Synodical ministry	
2.1 Bishop	Synod Assembly
2.2 Assistant to bishop	Synod Council
3.0 Regional ministry	Church Council
3.1 Staff	
4.0 Churchwide ministry	
4.1 Bishop and secretary	Churchwide Assembly

4.2	<i>Editor of the church periodical</i>	<i>Churchwide Assembly</i>
4.3	<i>Treasurer</i>	<i>Church Council</i>
4.4	<i>Bishop's staff</i>	<i>Church Council</i>
4.5	<i>Office staff</i>	<i>Church Council</i>
4.6	<i>Division and commission staff</i>	<i>Their boards</i>
4.7	<i>Other churchwide unit staff</i>	<i>Church Council</i>
5.0	<i>Chaplaincy and institutional ministry</i>	
5.1	<i>Institution/agency related or unrelated to a synod</i>	<i>Synod Council</i>
5.2	<i>Institution/agency related to more than one synod</i>	<i>Synod Council of one of the synods</i>
5.3	<i>ELCA-related institution/agency</i>	<i>Board of Division for Social Ministry Organizations</i>
5.4	<i>Federal agency/ institution</i>	<i>Church Council</i>
5.5	<i>Military</i>	<i>Church Council</i>
6.0	<i>Campus ministry</i>	<i>Synod Council</i>
7.0	<i>Church camp ministry</i>	<i>Synod Council</i>
8.0	<i>Ecumenical ministry</i>	
8.1	<i>Related to a synod</i>	<i>Synod Council</i>
8.2	<i>Related to more than one synod</i>	<i>Synod Council of one of the synods</i>
8.3	<i>National/international organization</i>	<i>Church Council</i>
9.0	<i>Inter-Lutheran ministry</i>	
9.1	<i>Related to a synod</i>	<i>Synod Council</i>
9.2	<i>Related to more than one synod</i>	<i>Synod Council of one of the synods</i>
9.3	<i>National/International</i>	<i>Board of a division or the Church Council, depending on the ministry</i>
10.0	<i>Education ministry</i>	
10.1	<i>ELCA-related seminary chaplain/faculty/administrator</i>	<i>Board of Division for Ministry</i>
10.2	<i>Chaplain/faculty/administrator of a seminary unrelated to ELCA</i>	<i>Board of Division for Ministry</i>

<i>10.3 ELCA-related college chaplain/faculty/administrator</i>	<i>Board of Division for Education</i>
<i>10.4 Chaplain/faculty/administrator of a college unrelated to ELCA</i>	<i>Board of Division for Education</i>
<i>10.5 ELCA-related school chaplain/faculty/administrator</i>	<i>Board of Division for Education</i>
<i>10.6 Chaplain/faculty of a school unrelated to ELCA</i>	<i>Board of Division for Education</i>
<i>11.0 Missionary ministry</i>	
<i>11.1 Outside United States</i>	<i>Board of Division for Global Mission</i>
<i>11.2 Within United States</i>	<i>Board of Division for Outreach</i>
<i>12.0 Unusual ministries (as in conjunction with occupations and in approved situations not otherwise provided for)</i>	<i>Synod Council or Church Council upon recommendation by Conference of Bishops</i>

- 10.24.** The secretary of this church shall maintain a roster containing the names of those who qualify on the basis of Bylaw section 10.23.10.
- 10.25.** Each ordained minister on the roster of ordained ministers of this church shall be related to that synod:
- a. of which the congregation issuing the call to the ordained minister is related;
 - b. which issues a letter of call to the ordained minister;
 - c. on whose roster the ordained minister was listed at the time of the issuance of a letter of call from this church;
 - d. on whose roster the ordained minister, if a seminary teacher or administrator, was assigned by the seminary board to assure proportionate representation of faculty and administration in each synod of its region;
 - e. on whose roster the ordained minister was listed when placed on leave from call; or
 - f. on whose roster the ordained minister was listed when last called or the synod of current address, if retired or disabled.
- 10.26.** Each synod shall maintain a roster containing the names of those ordained ministers who are related to it on the basis of 10.25. of this constitution.
- 10.27.** In keeping with the historic discipline and practice of the Lutheran church and to be true to a sacred trust inherent in the nature of the pastoral office, no ordained minister of this church shall divulge

any confidential disclosure received in the course of the care of souls or otherwise in a professional capacity, except with the express permission of the person who has given confidential information or if the person intends great harm to self or others.

10.28. The provisions for termination of the mutual relationship between an ordained minister and a congregation shall be included in S14.13. of the Constitution for Synods.

10.29. Ordained ministers shall be subject to discipline as set forth in Chapter 19 of this constitution.

10.29.01. After the organization of this church, no person who belongs to any organization other than the church which claims to possess in its teachings and ceremonies that which the Lord has given solely to the Church shall be ordained or otherwise received into the ministry of this church, nor shall any person so ordained or otherwise received by this church be retained in its ministry who subsequently joins such an organization. Violation of this rule shall make such minister subject to discipline.

10.40. **Associates in Ministry**

10.41. There shall appear on the rosters of this church the names of those associates in ministry who qualify as such according to the continuing resolutions adopted by the Churchwide Assembly from time to time.

10.41.A87 *Consonant with continuing resolution 10.11.A87, the roster of associates in ministry shall be composed of*

a. *those presently on rosters of the three uniting churches in the following categories (to which there will be no additions after December 31, 1987) who choose to be certified as associates in ministry under the provisions of this church:*

Commissioned church staff (ALC)

Deaconesses (AELC)

Deaconesses (ALC)

Deaconesses (LCA)

Deacons (AELC)

Lay professional leaders (LCA)

Commissioned teachers (AELC)

b. *those who are certified as associates in ministry in this church after January 1, 1988.*

10.42. The standards of acceptance and continuance as associates in ministry of this church shall be included in the bylaws.

10.42.10. **Standards for Associates in Ministry.** Associates in ministry shall be governed by the following:

10.42.11. **Basic Standards.** Persons certified and continued as associates in ministry of this church shall satisfactorily meet and maintain the following:

a. commitment to Christ;

- b. acceptance of and adherence to the Confession of Faith of this church;
- c. willingness and ability to serve in response to the needs of this church;
- d. academic and practical qualifications for the position;
- e. life consistent with the Gospel and personal qualifications including leadership abilities and competence in interpersonal relationships; and
- f. receipt and acceptance of a letter of appointment.
- g. membership in a congregation of this church.

10.42.12. Preparation. Except as provided below, a candidate for certification shall have:

- a. membership in a congregation of this church and endorsement by its pastor and church council;
- b. been under the guidance and supervision of the appropriate committee for at least a year before being recommended by the committee for certification;
- c. completed the academic and practical preparation for the work for which certified according to criteria and procedures established by the Division for Ministry; and
- d. been examined and approved by the appropriate committee according to procedures established by the Division for Ministry after consultation with the seminaries and colleges of this church which offer programs designed to prepare persons for certification as associates in ministry.

10.42.13. Certification under Other Circumstances. A candidate may, for reasons of age or prior experience, be granted certification under criteria and procedures which permit certain equivalencies as defined by the Division for Ministry.

10.42.14. Reinstatement. Persons seeking reinstatement as associates in ministry, whether having previously served in this church or in one of its predecessor bodies, shall be endorsed by the pastor and council of the congregation of this church of which a member and interviewed, examined, and approved for reinstatement by the appropriate committee under criteria and procedures recommended by the Division for Ministry, reviewed by the Conference of Bishops, and adopted by the Church Council. In this process, the committee shall review the circumstances related to the termination of earlier service together with subsequent developments. The person is reinstated after receiving and accepting a letter of appointment in this church.

10.42.15. Service under Appointment. An associate in ministry shall serve under a letter of appointment in a congregation, institution, or agency of this church or in another setting in a category of work approved under criteria recommended by the Division for Ministry, reviewed by the Conference of Bishops, and adopted by the Church Council.

- 10.42.16. On Leave from Appointment.** An associate in ministry who is without a current letter of appointment may be retained on the roster of associates in ministry of this church for a maximum of three years by annual action of the synod; however, an associate in ministry engaged in graduate study appropriate for service in this church may be continued on that roster by action of the synod for a maximum of six years upon annual recommendation by the Division for Ministry.
- 10.42.17. Status in Predecessor Church Bodies.** In accordance with the action by the constituting convention of this church, all persons who were serving in any specially recognized status of ministry in one of the predecessor church bodies at the time of the formation of this church shall be continued on a similar roster of this church. Persons on those rosters who choose to be certified under the provisions of this church, however, shall be governed by these standards together with any other provisions of this church which apply to associates in ministry.
- 10.42.18. Retirement.** Associates in ministry may retire upon attainment of age 60, or after 30 years on a roster of this church or one of its predecessor bodies, or upon disability, and continue to be listed on the roster of associates in ministry of this church.
- 10.42.19. Retention of Personnel Records.** When an associate in ministry is removed from the roster of this church, the personnel record shall be retained by the secretary of this church and the synodical bishop shall invite the person at the time of removal to provide, annually, appropriate current information for the personnel record.

10.42.A87 Sources of Letters of Appointment for Associates in Ministry

- a. *The principles governing sources of calls for ordained ministers shall, as appropriate, also govern sources of letters of appointment for associates in ministry.*
- b. *Table of Sources of Appointments for Associates in Ministry*

Setting	Appointing Body
1.0 Congregational ministry	
1.1 Single congregation	Congregation Meeting
1.2 Multiple-congregation parish	Congregational meetings, acting on a common proposal
1.3 Coalition and clusters	Synod Council
1.4 Other congregations	
1.41 Independent Lutheran	Synod Council
1.42 Other	Synod Council
2.0 Synodical ministry	Synod Council
3.0 Regional ministry	Church Council
4.0 Churchwide ministry	
4.1 Bishops' /offices' staff	Church Council
4.2 Divisions' /commissions' staff	Their boards
4.3 Other churchwide organizations' staff	Church Council
5.0 Social ministry institutions	

5.1 Related to a synod	Synod Council
5.2 Related to more than one synod	Synod Council of one of the synods
5.3 ELCA-related	Board of Division for Social Ministry Organizations
5.4 Other	Church Council
6.0 Campus ministry	Synod Council
7.0 Church camp ministry	Synod Council
8.0 Ecumenical ministry	
8.1 Related to a synod	Synod Council
8.2 Related to more than one synod	Synod Council of one of the synods
8.3 National/international organization	Church Council
9.0 Inter-Lutheran ministry	
9.1 Related to a synod	Synod Council
9.2 Related to more than one synod	Synod Council of one of the synods
9.3 National/international organization	Church Council
10.0 Educational ministry	
10.1 ELCA-related seminary	Board of Division for Ministry
10.2 Seminary unrelated to ELCA	Board of Division for Ministry
10.3 ELCA-related college	Board of Division for Education
10.4 College unrelated to ELCA	Board of Division for Education
11.0 Missionary ministry	
11.1 Outside United States	Board of Division for Global Mission
11.2 Within United States	Board of Division for Outreach
12.0 Unusual ministries	Synod Council or Church Council upon recommendation by Conference of Bishops

10.43. Each synod shall maintain a roster or rosters containing the names of those associates in ministry who are members of its congregations.

10.44. Associates in ministry shall be subject to discipline as set forth in a continuing resolution.

10.44.A87 *During the period of 1988-1994, the persons who are certified to the Evangelical Lutheran Church in America as consecrated deacons and deaconesses, commissioned teachers, and certified or commissioned lay professionals shall continue to be subject to the disciplinary policies pertinent to their roster status in the predecessor church.*

10.44.B87 *Associates in ministry shall be subject to' discipline as provided for members of congregations in Section 19.17.*

Chapter 11.

SPECIAL INTEREST CONFERENCES

- 11.01.** This church cherishes the diversity of cultural and linguistic groups as they are brought together in the geographic synods, recognizing, however, that these groups may be able to meet needs and share resources through special interest conferences which for the present cannot occur in the regular life within the geographic synods.
- 11.01.01.** The Commission for Multicultural Ministries shall initiate and develop churchwide or regional conferences to enable people of color, heritage groups, ethnic communities, and persons whose primary language is other than English to express their full partnership in the life of this church.

Chapter 12.

CHURCHWIDE ORGANIZATION

12.10. Functions of Churchwide Organization

- 12.11. The Evangelical Lutheran Church in America shall be one church. The churchwide structure will develop churchwide policy and program and coordinate the work of this church. In fulfillment of the purposes of this church, the churchwide organization shall:
- a. Undergird the worship life of this church as the Word of God is preached and the sacraments are administered.
 - b. Witness to the reconciling Word of God in Christ.
 - c. Establish policy for undergirding and supporting the ministry of the laity.
 - d. Provide for a competent, committed ordained ministry and associates in ministry in this church.
 - e. Provide resources that will enable this church to equip its members to worship, learn, serve, and witness.
 - f. Foster interdependent relationships among congregations, synods, and the churchwide organization to implement the mission of this church.
 - g. Establish policy for this church's mission in the United States of America and other countries and coordinate planning and evaluation for that mission throughout the world, including participation with other churches.
 - h. Establish this church's ecumenical stance and its relationship to other churches.
 - i. Establish this church's policy for relationship with persons of other faiths.
 - j. Respond to human need, work for justice and peace, care for the sick and suffering, and participate responsibly in society.
 - k. Establish policy for this church's relationship to social ministry organizations (i.e., agencies, institutions, hospitals, homes for the aging).
 - l. Establish policy for this church's cooperation with those public and private agencies that seek to enhance the dignity of all persons and work for justice.
 - m. Establish policy for this church's relationship to governments of this world.
 - n. Provide this church with guidance on social matters.
 - o. Establish policy for this church's relationship to colleges, universities, elementary and secondary schools, seminaries, continuing education centers, and other educational programs.
 - p. Establish and support regional centers for mission in partnership with synods.
 - q. Provide a churchwide communications process for information sharing, education, and interpretation.

- r. Conduct such research and evaluation as necessary to carry out the functions of this church.
- s. Coordinate a comprehensive financial support system for this church's mission, including the management of the assets of the churchwide organization.
- t. Establish and monitor a system of appeals and adjudication to protect the interests of individuals, institutions, agencies, congregations, synods, and the churchwide organization.
- u. Provide pension and other benefits plans for this church.
- v. Provide a church publishing house.
- w. Provide archives for the retention of its valuable records, and coordinate archival activity in the synods, regional centers for mission, institutions, and agencies of this church.
- x. Establish records management for the churchwide organization, and coordinate records management in the synods and regional centers for mission.
- y. Provide planned giving opportunities for the financial support of this church, its congregations, synods, agencies, and institutions through the establishment of a foundation.

12.20. Description of Churchwide Organization

12.21. The churchwide organization shall fulfill the functions described in 12.11.

12.22. The legislative function of the churchwide organization shall be fulfilled by the Churchwide Assembly.

12.23. The Church Council shall exercise interim legislative authority and shall serve as the board of directors of the corporation.

12.24. The leadership of this church shall be vested in the officers, members of the Churchwide Assembly, members of the Church Council, board members, and executive directors of administrative units. The officers shall be the bishop, vice-president, secretary, and treasurer.

12.25. The churchwide organization shall carry out its duties through administrative units: offices, divisions, commissions, and other churchwide units. Each such unit shall be governed by a board or by a committee of the Church Council and shall be responsible to the Churchwide Assembly and the Church Council in the interim.

12.26. The churchwide organization shall provide a disciplinary process and an appeal process.

12.27.10. General Fiscal Policies

12.27.11. Within the limits established by the Churchwide Assembly in the constitution and bylaws, the Church Council, as the board of directors of the churchwide organization, shall establish the fiscal policies of this church.

- 12.27.12.** A single treasury shall be maintained for the receipt and disbursement of funds for the churchwide organization and its units receiving budgetary support, except as otherwise provided in the constitution and by-laws or as approved by the Church Council.
- 12.27.13.** Within the policies established by the Churchwide Assembly and the Church Council, the management and investment of the funds of the churchwide organization and its units receiving budgetary support shall be the responsibility of the Office for Finance.
- 12.27.14.** On the basis of estimated income, and upon advice of the Office for Finance in consultation with the units receiving support from the churchwide budget, the Church Council shall authorize expenditures within the budget for the fiscal year and the units may incur financial obligations up to the specified amounts. Expenditure authorizations shall be subject to revision, in light of changing conditions, by the Church Council, upon the advice of the Office for Finance in consultation with the units.
- 12.27.15.** The fiscal year for the churchwide organization shall be March 1 to the last day of February.
- 12.27.16.** The Church Council shall establish a working capital fund to be administered by the Office for Finance within the policies established by the Church Council.

Chapter 13.

CHURCHWIDE ASSEMBLY

13.10. Churchwide Assembly

13.11. 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 functions of this church. The powers of the Churchwide Assembly are limited only by the provisions of the Articles of Incorporation, this constitution and bylaws, and the assembly's own resolutions.

13.20. Duties of the Churchwide Assembly

13.21. The Churchwide Assembly shall:

- a. Review the work of the churchwide officers, and for this purpose require and receive reports from them and act on business proposed by them.
- b. Review the work of the churchwide units, and for this purpose require and receive reports from them and act on business proposed by them.
- c. Receive and consider proposals from synod assemblies.
- d. Establish churchwide policy.
- e. Adopt a budget for the churchwide organization.
- f. Elect officers, board members, and other persons as provided in the constitution or bylaws.
- g. Establish churchwide units to carry out the functions of the churchwide organization.
- h. Have the sole authority to amend the constitution and bylaws.
- i. Fulfill other functions as required in the constitution and bylaws.
- j. Conduct such other business as necessary to further the purposes and functions of the churchwide organization.

13.30. Meetings of the Churchwide Assembly

13.31. The assembly shall meet biennially in regular session. Special meetings may be called by a two-thirds vote of the Church Council. The purpose for a special meeting shall be stated in the notice.

13.31.A87 *The initial meeting of the Churchwide Assembly shall be held in 1989.*

13.31.01. The time and place of the Churchwide Assembly shall be determined by the Church Council. The time and place for the next regular assembly normally shall be announced at the preceding assembly.

13.31.02. The secretary shall give notice of the time and place of each regular assembly by publication thereof at least 60 days in advance in this church's periodical. The secretary shall give written notice of a special

assembly to the bishop of each synod upon the issuance of a call thereof and shall publish the same in this church's periodical at least 30 days in advance of the assembly. Written notice shall be mailed to all voting members not more than 30 days nor less than 10 days in advance of any meeting.

- 13.31.03.** At least 20 days prior to an assembly the secretary shall prepare and distribute to each congregation and to the voting members-elect a pre-assembly report.
- 13.31.04.** The arrangements for agenda, program, and worship shall be under the supervision of the bishop.
- 13.31.05.** Physical arrangements for churchwide assemblies shall be made by the secretary or by a convention manager working under the secretary's supervision. Such committees as may be necessary to facilitate the planning for and operation of the assembly may be established by the secretary in consultation with the bishop.
- 13.31.06.** The churchwide organization shall be responsible for the costs of the Churchwide Assembly, including the reasonable costs for travel, housing, and board for voting and advisory members.
- 13.31.07.** At least one-half of all persons elected as voting members must be present at a meeting to constitute a quorum for the legal conduct of business. If such a quorum is not present, those delegates present may adjourn the meeting to another time and place, provided that only those persons eligible to vote at the original meeting may vote at the adjourned meeting.
- 13.31.08.** Proxy and absentee voting shall not be permitted at a Churchwide Assembly.
- 13.31.09.** The Churchwide Assembly shall use parliamentary procedures in accordance with Robert's Rules of Order, latest edition, unless otherwise ordered by the assembly.

13.40. Members of the Churchwide Assembly

13.41. The voting members of the Churchwide Assembly shall be the voting members of this church. The requirements for voting members of the assembly and other members shall be specified in the bylaws.

13.41.10. Voting Members

13.41.11. Each synod shall elect one voting member of the Churchwide Assembly for every 6,500 baptized members in the synod. In addition, each synod shall elect one voting member for every 50 congregations in the synod. The synod bishop, who is ex officio a member of the Churchwide Assembly, shall be included in the number of voting members so determined. There shall be at least two voting members from each synod. The secretary shall notify each synod of the number of assembly members it is to elect.

- 13.41.12.** The secretary of each synod shall submit to the secretary of this church at least four months before the assembly a certified list of the regular and alternate voting members elected by the synod.
- 13.41.13.** Each voting member of the Churchwide Assembly shall be a voting member of a congregation of this church and shall cease to be a member of the assembly if no longer a voting member of a congregation of this church.
- 13.41.14.** Voting members elected through the process of 13.41.11. through 13.41.13. shall begin serving with the opening of a regular Churchwide Assembly and shall continue serving until voting members are seated at the next regular Churchwide Assembly.
- 13.41.20. Ex Officio Members**
- 13.41.21.** The officers of this church and the bishops of the synods shall serve as ex officio members of the Churchwide Assembly. They shall have voice and vote.
- 13.41.30. Advisory Members**
- 13.41.31.** Unless elected as delegates, members of the Church Council, executive directors of churchwide units, and board chairpersons or their designees shall serve as advisory members to the Churchwide Assembly.
- 13.41.32.** Advisory members shall have voice but no vote.
- 13.41.40. Other Members**
- 13.41.41.** Other categories of non-voting members may be established by the Churchwide Assembly.
- 13.50. Committees of the Churchwide Assembly**
- 13.51. The Churchwide Assembly shall have a Reference and Counsel Committee, a Memorials Committee, and a Nominating Committee. The description of these committees shall be in the bylaws. The Churchwide Assembly may authorize such other committees as it deems necessary.**
- 13.51.10. Reference and Counsel Committee**
- 13.51.11.** A Reference and Counsel Committee, appointed by the Church Council, shall review all proposed changes or additions to the constitution and bylaws and other items submitted which are not germane to items contained in the stated agenda of the assembly.

13.51.20. Memorials Committee

13.51.21. A Memorials Committee, appointed by the Church Council, shall review memorials from synod assemblies and make appropriate recommendations for assembly action.

13.51.30. Nominating Committee

13.51.31. A Nominating Committee, elected by the Churchwide Assembly, shall nominate two persons for each position for which an election will be held by the Churchwide Assembly and for which a nominating procedure has not otherwise been designated in the constitution and bylaws of this church.

Chapter 14.
OFFICERS

14.10. Bishop

14.11. This church shall have a bishop who, as its pastor, shall be a teacher of the faith of this church and shall provide leadership for the life and witness of this church. The bishop shall be an ordained minister of this church. The bishop may be male or female, as may all other officers of this church. The bishop shall:

- a. Be the president and chief executive officer of the corporation, overseeing the work of the churchwide organization.
- b. Be the chief ecumenical officer of this church and its primary representative in the national and international interchurch agencies in which this church holds membership.
- c. Provide for the preparation of the agenda for the Churchwide Assembly, Church Council, Executive Committee, Conference of Bishops and Cabinet of Executives, and preside at the Churchwide Assembly.
- d. Provide leadership and care for the bishops of the synods.
- e. Supervise the work of the other officers.
- f. Provide for the preparation of the budget for the churchwide organization.
- g. Nominate and direct the work of the executive assistant for administration. The duties of the executive assistant for administration shall be contained in a continuing resolution.
- h. Convene a Cabinet of Executives for common counsel and coordination. The cabinet shall meet at least quarterly at the call of the bishop. The cabinet shall be composed of the officers, the executive assistant for administration, the executive directors of the churchwide units, and the editor of the church periodical.
- i. Appoint members of all churchwide committees for which election procedures are not provided.
- j. Be responsible for the chaplaincies of this church in federal or state agencies, institutions, and armed forces and provide for the pastoral care of those called to these ministries.
- k. Recommend legal counsel to the Church Council and coordinate use of legal counsel.
- l. Serve as an advisory member, with voice but not vote, on all division, commission, and other unit boards of this church, or designate a person to serve as the bishop's representative.

14.11.A87 *Duties of the Executive Assistant for Administration*

- a. *The executive assistant for administration shall be accountable to the bishop. At the direction of the bishop, the executive assistant for administration shall:*
 - 1) *Represent the bishop and serve as liaison to the boards of the churchwide organization.*
 - 2) *Coordinate the work of the churchwide units through appointing staff teams and other appropriate means.*
 - 3) *Supervise the Office for Personnel and the Office for Research, Planning, and Evaluation.*
 - 4) *Assist the bishop in developing agendas for the Churchwide Assembly, Church Council, Executive Committee, and Cabinet of Executives.*
 - 5) *Coordinate the relationship of the churchwide units to the regional centers for mission.*
 - 6) *Coordinate budget development for the regional centers for mission with their coordinating councils.*
 - 7) *Develop the budget for the churchwide organization.*
- b. *At the direction of the bishop, the executive assistant for administration shall report to the Church Council and the assembly through the Budget Development Committee of the Church Council with regard to the preparation of the budget.*
- c. *The executive assistant for administration shall be elected by the Church Council upon nomination of the bishop and shall have an appointment coterminous with the term of the bishop.*

14.12. **The bishop shall be elected by the Churchwide Assembly to a four-year term.**

14.12.11. The bishop shall be elected as provided in Chapter 17.

14.12.12. The bishop shall be a full-time, salaried position.

14.20. Vice-President

14.21. **This church shall have a vice-president who shall be a layperson and who shall be a voting member of a congregation of this church. The vice-president shall serve as chair of the Church Council and, in the event the bishop is unable to do so, as chair of the Churchwide Assembly.**

14.22. **The vice-president shall be elected by the Churchwide Assembly to a four-year term.**

14.22.11. The vice-president shall be elected as provided in Chapter 17.

14.22.12. The vice-president shall serve without salary.

14.30. Secretary

14.31. This church shall have a secretary who shall be a voting member of a congregation of this church and who shall fulfill the normal functions of the secretary of a corporation.

14.31.11. The secretary shall:

- a. Be responsible for the minutes and records of the Churchwide Assembly, Church Council, Executive Committee, Cabinet of Executives, and arrangements for and management of Churchwide Assemblies.
- b. Implement a records management system.
- c. Be responsible for the archives of this church, including provision for an Archives Advisory Committee.
- d. Maintain the rosters of ordained ministers, associates in ministry, commissioned teachers, consecrated deacons and deaconesses, certified or commissioned lay professionals, congregations, synods, and regional centers for mission.
- e. Have custody of the seal, maintain a necrology, and attest documents.
- f. Provide staff services to the Nominating Committee of the Churchwide Assembly.
- g. Provide for the publication of pre-assembly reports, assembly minutes, annual directory, handbook, and other informational and statistical material.
- h. Provide for an information management system, which shall be detailed in the continuing resolutions.
- i. Receive the annual report of the congregations in a form devised by the secretary, summarize the information, and make the summary available to this church.

14.31.A87 Information Management System

The office of the secretary shall provide for an information management system which shall include the following:

- a. *Information services, including data processing for the churchwide units, except as otherwise determined.*
- b. *Data processing links among congregations, synods, and the churchwide organization for communication of information and data base.*
- c. *Guidelines and policies for records management, storage, and retrieval for all congregations, synods, and the churchwide organization of this church.*

14.31.B87 Archives Advisory Committee

- a. *The committee shall consist of at least five persons appointed by the secretary in consultation with the archivist.*

- b. *The committee shall meet at least annually.*
- c. *The committee shall assist the secretary and archivist in maintaining professional standards and procedures for the preservation of records.*
- d. *The committee shall assist the secretary and archivist in recommending policy for the archives of this church.*
- e. *The committee shall assist the secretary and archivist in encouraging archival activities within the synods, or cooperatively through regions.*

14.32. The secretary shall be elected by the Churchwide Assembly to a four-year term.

14.32.11. The secretary shall be elected as provided in Chapter 17.

14.32.12. The secretary shall be a full-time, salaried position.

14.40. Treasurer

14.41. This church shall have a treasurer who shall be a voting member of a congregation of this church and who shall fulfill the normal functions of the treasurer of a corporation.

14.41.11. The treasurer shall be the executive director of the Office for Finance.

14.41.12. The treasurer shall propose policy for review and action by the Church Council and provide for the implementation, within such policies, of the financial, accounting, insurance, property and facility management, central services, investment and money management systems, and related services for the units of the churchwide organization. The specific functions of the Office for Finance shall be delineated in continuing resolutions.

14.42. The treasurer shall be elected by the Church Council to a four-year term.

14.42.11. The treasurer shall be elected as provided in Chapter 17.

14.42.12. The treasurer shall be a full-time, salaried position.

14.42.13. The Church Council, by a two-thirds vote, may dismiss the treasurer for cause.

14.50. Death, Resignation, or Disability of an Officer

14.51. Should the bishop die, resign, or be unable to serve, the vice-president shall convene the Church Council to arrange for the appropriate care of the responsibilities of the bishop until an election of a new bishop can be held or until the bishop is able to serve again. The Churchwide Assembly shall elect the successor bishop for a term of four years.

14.52. Should the vice-president, secretary, or treasurer die, resign, or be unable to serve, the bishop shall arrange for the appropriate care of the responsibilities of the officer until an election of a new officer

can be held or until the officer is able to serve again. The Church-wide Assembly shall elect the successor vice-president or secretary for a term of four years. The Church Council shall elect the successor treasurer for a term of four years.

- 14.53.** The Executive Committee of the Church Council shall determine whether an officer is unable to serve; the officer may appeal the decision of the Executive Committee by requesting a hearing before the Church Council. A meeting to determine the ability of an officer to serve shall be called upon the request of at least three members of the Executive Committee and prior notice of the meeting shall be given to the officer in question.

Chapter 15.

CHURCH COUNCIL

15.10. Purpose and Meetings

15.11. This church shall have a Church Council which shall be the board of directors of this church and shall serve as the interim legislative authority between meetings of the Churchwide Assembly.

15.12. The Church Council shall meet at least two times each year.

15.13. "Interim legislative authority" is defined to mean that between meetings of the Churchwide Assemblies, the Church Council may exercise the authority of the Churchwide Assembly so long as:

- a. the actions of the Church Council do not conflict with the actions of and policies established by the Churchwide Assembly; and
- b. the Church Council is not precluded by constitutional or bylaw provision from taking action on the matter.

15.20. Responsibilities of the Church Council

15.21. The specific duties of the Church Council shall be listed in the bylaws.

15.21.01. The Church Council shall act on the policies proposed by churchwide unit boards subject to review by the Churchwide Assembly.

15.21.02. The Church Council shall review the procedures and programs of the churchwide units to assure that churchwide purposes, policies, and objectives are being fulfilled.

15.21.03. The Church Council shall review all recommendations from churchwide units for consideration by the Churchwide Assembly.

15.21.04. The Church Council, upon recommendation of the bishop, shall submit budget proposals for approval by the Churchwide Assembly and authorize expenditures within the parameters of approved budgets.

15.21.05. The Church Council shall establish the criteria and policies for the relationship between this church and independent, cooperative, and related Lutheran organizations. The policies adopted by the Church Council shall be administered by the appropriate unit of the churchwide organization. The fiscal determination of which organization shall relate to a specific unit of the churchwide organization shall be made by the Church Council.

15.21.06. The Church Council shall set ranges for the salaries for the churchwide officers.

15.21.07. The Church Council shall adopt personnel policies for this church.

15.21.08. The Church Council shall elect board, standing committee and management committee members as described in Chapter 17.

15.21.09. The Church Council shall elect the treasurer of this church.

- 15.21.11.** The Church Council shall arrange the process for all elections to boards of churchwide units to assure conformity with established criteria.
- 15.21.12.** The Church Council shall act on resolutions from synod councils.
- 15.21.13.** The Church Council shall provide for the installation of the churchwide officers.
- 15.21.14.** The Church Council shall report its actions to the Churchwide Assembly.
- 15.21.15.** The Church Council, acting through the Commission for Church in Society, shall have responsibility for the corporate social responsibility of this church and shall have the authority to file shareholder resolutions and cast proxy ballots thereon on stocks held by the churchwide units which are not separately incorporated. In addition, the Church Council may make recommendations to the churchwide units which are separately incorporated concerning the filing of shareholder resolutions and the casting of ballots on stocks held by those units.

15.30. Composition of Church Council

- 15.31. The voting members of the Church Council shall consist of the four churchwide officers and 33 other persons, elected by the Churchwide Assembly.**
 - 15.31.01.** Church Council members shall be elected to one six-year term and shall not be eligible for consecutive reelection.
 - 15.31.02.** The Church Council shall have two youth advisory members elected by the youth organization of this church.
 - 15.31.03.** The Church Council shall have as advisory members nine synod bishops elected by the Conference of Bishops. One bishop shall be elected from each regional center for mission.
 - 15.31.04.** Advisory members of the Church Council shall have voice but no vote.

15.40. Church Council Committees

- 15.41. The Church Council shall establish committees and nominate or elect such persons as necessary to carry out the functions assigned to it. The description of such committees shall be set forth in the bylaws.**

15.41.10. Executive Committee

- 15.41.11.** The Church Council shall have an Executive Committee composed of the churchwide officers and seven members of the Church Council elected by the council. The Executive Committee shall counsel with the churchwide officers and shall perform those functions of the Church Council assigned to it by the Church Council. This committee, with the exception of the officers of this church, shall review the work of the officers and set salaries of the officers. This committee shall transmit resolutions from synods to boards of the churchwide organization.

15.41.20. Budget Development Committee

15.41.21. A Budget Development Committee shall be composed of the treasurer and members of the Church Council elected by the council. This committee shall have staff services provided by the office of the bishop. The committee shall prepare and present a comprehensive budget to the Church Council for its consideration and presentation to the Churchwide Assembly.

15.41.30. Program and Structure Committee

15.41.31. A Program and Structure Committee shall be composed of members of the Church Council elected by the Church Council and shall have staff services provided by the Office of the Bishop. This committee shall be responsible for the ongoing review and evaluation of the programs and the structure of the churchwide organization, making recommendations to the Churchwide Assembly through the Church Council. This committee shall establish a process for the review of each churchwide unit so that at least one division, one commission, and one office shall be reviewed each biennium. Such review shall include the recommendation for renewal of the mandate for the churchwide unit or recommendation of an alternative structure through which the unit's purposes shall be accomplished. The women's organization, the ELCA Publishing House, the Board of Pensions, the Conference of Bishops, and the ELCA Foundation also shall be reviewed. The review process shall be structured so that all churchwide units are reviewed at least once every 10 years.

15.41.40. Information and Records Committee

15.41.41. An Information and Records Committee shall be composed of members of the Church Council elected by the Church Council and shall have staff services provided by the Office of the Secretary. This committee shall counsel with the Office of the Secretary regarding information and records management and shall make recommendations to the Church Council.

15.41.50. Church Council Nominating Committee

15.41.51. A Church Council Nominating Committee shall be composed of members from the Church Council elected by the Church Council and shall have staff services provided by the Office of the Secretary. This committee shall provide the process for nominations and elections to be carried out within the Church Council.

15.41.60. Legal and Constitutional Review Committee

15.41.61. A Legal and Constitutional Review Committee shall be composed of seven members of the Church Council elected by the Church Council, shall include the secretary of this church, and shall have staff services provided by the Office of the Secretary. This committee shall provide

ongoing review of legal and constitutional matters. It shall review all proposed amendments to the constitution and bylaws.

15.41.70. Mutual Ministry Committee

15.41.71. A Mutual Ministry Committee shall be composed of members of the Church Council elected by the Church Council. This committee shall seek to give encouragement by its concern for the spiritual, emotional, and physical well-being of the full-time salaried officers of this church. It will offer support when they are experiencing personal or pastoral stress. It will allow for open communication concerning attitudes and conditions within this church.

Chapter 16.

CHURCHWIDE UNITS

16.10. Administrative Units

16.11. This church shall have churchwide units which carry out the specific functions of the churchwide organization.

16.20. Offices

16.21. This church shall have offices. Offices are units of the churchwide organization which assist an officer in the performance of a specified function or set of functions that are the responsibility of that officer.

16.21.01. Each office shall relate to a standing committee elected by the Church Council. The committee shall be composed of 15 members, eight of whom shall be from the Church Council and seven of whom shall be persons elected by the Church Council from outside its membership to add particular experience and expertise.

16.21.02. Each standing committee shall review the work of the office assigned to it to make sure that the purposes of the office are being fulfilled. Each committee shall bring reports and recommended policies to the Church Council, and prepare budget recommendations for the office.

16.21.03. Each office may be administered by an assistant to the appropriate officer. The assistant shall be elected by the Church Council upon nomination by the officer to whom the assistant is responsible. Said assistant shall be designated as executive director. Other staff may be appointed by the appropriate officer when the position has been approved by the Church Council.

16.21.04. The salaries of the assistants and other persons serving the offices shall be determined according to the provisions applying to those serving the divisions of this church.

16.21.05. The functions of the offices shall be enumerated in continuing resolutions. Such continuing resolutions may be amended by a majority vote of the Churchwide Assembly or by a two-thirds vote of the Church Council. Should the standing committee in question disagree with the action of the Church Council, it may appeal the decision to the Churchwide Assembly.

16.21.06. This church shall have the following offices:

- a. Office for Ecumenical Affairs
- b. Office for Finance
- c. Office for Personnel
- d. Office for Research, Planning, and Evaluation

16.21.A87 *Office for Ecumenical Affairs*

- a. *This office shall be related to the bishop of this church.*
- b. *This office shall coordinate the ecumenical, inter-Lutheran, and*

- interfaith activities of this church and shall recommend policies relating thereto to the Churchwide Assembly and Church Council.*
- c. This office shall encourage the study of theological topics of common concern.*
 - d. This office shall administer the ecumenical, inter-Lutheran, and interfaith discussions (including bilateral dialogs) in which this church is involved.*
 - e. This office shall administer (including personnel and financial support) the membership of this church in ecumenical organizations, such as World Council of Churches, National Council of Churches, and Lutheran World Federation.*
 - f. This office shall provide for this church's relationship with independent Lutheran organizations. This church shall not, in any manner, be responsible for nor liable for the actions of any independent Lutheran organization.*
 - g. This office shall assist the bishop of this church in carrying out the bishop's role as the chief ecumenical officer of this church.*
 - h. This office shall study and advise this church in matters of fellowship and unity with other Lutheran churches.*
 - i. This office shall guide the process of reception of theological agreements.*
 - j. This office shall assist the synods, congregations, and churchwide units of this church in carrying out their ecumenical, inter-Lutheran, and interfaith responsibilities by giving guidance and by preparing guidelines for action.*
 - k. The committee for this office shall serve as the USA National Committee of the Lutheran World Federation. In serving in such capacity, the committee of this office shall be augmented by one member from the board and/or one staff member of the Division for Global Mission, one member from the board and/or one staff member of the Commission for Church in Society, and one member of the Conference of Bishops.*

16.21.B87 Office for Finance

- a. This office shall be related to the treasurer, who shall be its full-time executive officer.*
- b. This office shall provide for the management of the capital (church property) funds and, when requested and authorized by other churchwide units, shall purchase sites and facilities for new congregations, manage properties for future use, make loans, and secure loans for capital funds.*
- c. This office shall provide for a common system of financial reporting from synods and regional centers for mission.*
- d. This office shall provide, upon request, a financial management system for synods.*

- e. *This office shall provide, upon request, assistance in financial matters to the ELCA Publishing House, the Board of Pensions, the women's organization, congregations, synods, regional centers for mission, and institutions.*
- f. *This office shall provide for internal audit procedures of the churchwide organization.*
- g. *The committee of this office shall recommend to the Church Council a certified public accounting firm to audit the financial records of the churchwide organization. Synodical financial reports will be submitted to this office for compilation.*
- h. *This office shall provide legal documents pertaining to the financial and property management matters of the churchwide organization. These legal documents shall be signed by the officers authorized by the Church Council.*
- i. *This office shall provide and manage insurance (exclusive of life and health) programs for the churchwide organization and shall make available insurance programs to congregations, synods, regional centers for mission, and related institutions, agencies, and organizations.*
- j. *This office shall be authorized, within policies established by this church, to purchase or otherwise acquire title to real property; to mortgage, lease, sell, or otherwise dispose of the same; and to act in behalf of the units of the churchwide organization after receiving their direction regarding the purchase or disposition of real property.*
- k. *Relationship to Division for Outreach. This office shall relate to the Division for Outreach. The Division for Outreach shall have staff responsible for real estate acquisition and disposition for new and/or existing ministries within the limits of the capital funds available and within criteria established jointly by the Division for Outreach and the Office for Finance. The Office for Finance shall provide expertise for management of real property and execute all necessary documents for the acquisition and disposition of such property.*
- l. *Capital Budget Development. This office shall participate in the development of an annual capital budget for ministry development. The budget shall be prepared by a joint staff committee comprised of staff from the Division for Outreach and the Office for Finance. This budget is to be based on projected availability of capital funds and projected requirements for loan and real property acquisition for ministry development, church building programs, or other approved capital needs. This capital budget, upon recommendation of the joint staff committee, will be submitted to the board of the Division for Outreach and the committee of the Office for Finance for approval and recommendation to the Church Council. Following approval, the capital budget shall be monitored by the joint staff committee.*

Within guidelines established jointly by the Division for Outreach and the Office for Finance, the Division for Outreach shall have the responsibility for determining which congregations shall receive loans, the amount of each loan, and the repayment schedule. The Division for Outreach shall supervise the collection of said loan. Upon order of the Division for Outreach, the Office for Finance shall execute the loan, provide safekeeping for the legal documents, and provide accounting services for the repayment.

- m. This office shall manage such other capital loan funds as are established by the Church Council. The management shall be within policies established jointly by the Office for Finance and other affected churchwide units. The board of directors of the ELCA Loan Fund shall be the standing committee of the Office for Finance.*
- n. This office shall have the authority to borrow; issue bonds, notes, certificates, or other evidence of obligation; or increase contingent liabilities within the overall limits determined by the Churchwide Assembly and the more restrictive limits established by the Church Council. No churchwide board shall make a commitment which binds the churchwide organization to an outside lending or other similar institution or which creates a liability of this church to such an institution without prior approval of the Office for Finance.*
- o. This office shall have the authority and responsibility to establish and maintain banking relationships.*
- p. Receipt of Gifts. This office, within the policies established by the Church Council, shall implement a donor gift acknowledgement process in consultation with the management committee of the ELCA Foundation.*
- q. Major Gifts/Deferred Giving. This office, in consultation with the foundation's management committee, shall recommend and implement:
 - 1) approved policy for the valuation process for noncash gifts,*
 - 2) the management of assets of life income agreements,*
 - 3) the establishment and management of memorial funds received by the foundation, and*
 - 4) the distribution of earned income payments to remainder beneficiaries as regulated by the life income, trust, and other fiduciary donor agreements.**
- r. This office shall have responsibility for management of churchwide facilities, including central services, cafeteria, and parking.*

16.21.C87 Office for Personnel

- a. This office shall be related to the bishop of this church.*
- b. This office shall recommend to the Church Council personnel policies for the churchwide organization of this church, except as otherwise determined, including salaries, fair practices, staff po-*

sition descriptions, and training. Upon approval by the Church Council, this office shall be responsible for the implementation and evaluation of the personnel policies.

- c. This office shall offer such policies to the synods and congregations as guidelines and be available to counsel and advise the synods as requested.
- d. This office shall authorize necessary research to update compensation packages, make recommendations to the Church Council for upgrading pension and other benefits plans, and provide just and equitable leave policies.
- e. This office shall make employee assistance programs, such as family crisis counseling, and retirement planning services, available to the employees of this church.
- f. This office shall recommend policy and procedures to the Church Council for ongoing performance evaluation.
- g. This office shall provide for just and equitable employee relations practices, including grievance procedures, and shall provide employee services appropriate to each churchwide office location, such as child care services.
- h. This office shall maintain personnel records for all employees, including employee performance evaluations.

16.21.D87 Office for Research, Planning, and Evaluation

- a. This office shall be related to the bishop of this church.
- b. This office shall conduct or coordinate research on behalf of the churchwide organization and its units.
- c. This office shall provide staff to consult with churchwide units and the officers in the development of research plans for each such unit and to conduct the research based on such plans.
- d. This office shall provide for coordinated comprehensive planning for and evaluation of the work of the churchwide organization and shall coordinate this planning process with the budget development process.
- e. This office shall help all units use research effectively in their planning processes.
- f. This office shall offer counsel and advice to congregations, synods, regions, agencies, and institutions of this church upon request.
- g. This office shall serve as the center for this church in the area of research, planning, and evaluation, providing necessary personnel to all churchwide units for the planning and conducting of each unit's research projects.
- h. This office shall assist in the interpretation of the results of research conducted and shall do systematic ongoing research to gather information in respect to issues, materials, resources, developments, and attitudes that will serve the needs of this church.

16.30. Divisions

16.31. A division is a unit of the churchwide organization to which is assigned responsibility for an identified portion of the program of this church.

16.31.10. Composition of Division Boards

16.31.11. Each division shall have a board composed of 21 persons elected to one six-year term, with no consecutive reelection, and with one-third of the board members being elected every biennium as provided in Chapter 17. The bishop of this church, or the bishop's designee, shall serve as an advisory member of each board. The Conference of Bishops shall select one bishop to serve as an advisory member of each board.

16.31.12. No voting member of a board, or person employed by an agency or institution supervised by that board, shall be simultaneously an officer of this church, a voting member of the Church Council, or a voting member of another board.

16.31.13. Each board shall meet at least two times each year.

16.31.14. Each board shall be responsible to the Churchwide Assembly and will report to the Church Council in the interim. The policies, procedures, and programs of each board shall be reviewed by the Church Council in order to assure conformity with the governing documents of this church and with Churchwide Assembly actions.

16.31.20. Responsibilities Common to All Boards

16.31.21. Each board shall elect its executive director to a four-year term in consultation with and with the approval of the bishop of this church. Each board, together with the bishop, shall arrange for an annual review of its executive director. Executive directors shall be eligible for reelection. The board may terminate the employment of the executive director in consultation with and with the approval of the bishop of this church.

16.31.22. Each board shall authorize other staff positions upon recommendation of the executive director and, within churchwide policy, elect executive staff upon nomination of the executive director.

16.31.23. The salary structures of all divisions shall be within the personnel policies of this church, unless exceptions are granted by the Church Council.

16.31.24. Each board shall establish the salary of the executive director in consultation with the bishop of this church and ratify executive staff salaries upon recommendation of the executive director.

- 16.31.25.** Each board shall request budget support for programs of the board through the budget development process and request expenditure authorization from the Church Council.
- 16.31.26.** Each board shall recommend policy and develop strategies in its particular area of responsibility in consultation with other units of the churchwide organization and affected synods, congregations, agencies, and institutions. Policies related to the day-to-day functioning of the unit or to the specific mandate of the unit which have no implications for other units, congregations, synods, agencies, or institutions may be adopted by the board, subject to ratification by the Church Council. All other policies shall be submitted to the Church Council for approval.
- 16.31.27.** Each board shall approve and review major program directions for its area of responsibility in cooperation with the Committee on Program and Structure for presentation to the Church Council.
- 16.31.28.** All divisions will have one or more staff persons, some of whom shall be executive staff and others shall be support staff. The board shall develop a process, in conformity with this church's commitment to inclusiveness, that will assure that in selecting staff for all divisions there will be a balance of women and men, persons of color and persons whose primary language is other than English, laypersons, and persons on a roster of ordained ministers. This balance is to be evident in terms of both executive staff and support staff consistent with the inclusive policy of this church.
- 16.31.29.** The functions of the divisions shall be enumerated in continuing resolutions. Such continuing resolutions may be amended by a majority vote of the Churchwide Assembly or by a two-thirds vote of the Church Council. Should the board disagree with the action of the Church Council, it may appeal the decision to the Churchwide Assembly.
- 16.31.31.** This church shall have the following divisions:
- a. Division for Congregational Life
 - b. Division for Education
 - c. Division for Global Mission
 - d. Division for Ministry
 - e. Division for Outreach
 - f. Division for Social Ministry Organizations
- 16.31.A87** *Division for Congregational Life*
- a. *This division, working with congregations, synods, and other appropriate churchwide units, shall identify needs and develop or assist in the development of programs to fulfill the needs in the following areas of congregational ministry: worship, witness/evangelism, stewardship, education, and service. It shall also develop programs in the areas of outdoor ministries, family life, congregational planning, community involvement, ministry among older persons, ministry among men, and ministry among youth.*

- b. *This division shall house within its youth ministry area a youth organization with youth leadership elected by its members and with a constitution established by its members. The constitution of the youth organization shall be approved by the Churchwide Assembly of this church. Policies and actions of the youth organization shall be subject to review by the Board for Congregational Life, and all budget requests shall be submitted through the Division for Congregational Life.*
- c. *This division shall house within its men's ministry area a men's organization with leadership elected by its members and with a constitution established by its members. The constitution of the men's organization shall be approved by the Churchwide Assembly of this church. Policies and actions of the men's organization shall be subject to review by the Board for Congregational Life and all budget requests shall be submitted through the Division for Congregational Life.*
- d. *This division shall have primary responsibility to assist congregations in encouraging people to be faithful stewards of the Gospel, their lives, the earth, and all other treasures and resources.*
- e. *This division shall work with the Division for Ministry in the preparation of resources to assist congregations in their task to equip people individually and collectively for ministry in daily life.*
- f. *This division shall develop, in coordination with other appropriate churchwide units, resources to support the above-listed programs. Working arrangements in areas of mutual responsibility will be developed with the ELCA Publishing House.*
- g. *This division shall cooperate with other churchwide units and with the synods in the development and maintenance of a delivery system for programs and resources for congregations.*
- h. *This division shall cooperate and consult with synods with regard to congregational concerns. The synods and the division shall work through the regional centers for mission to determine the most effective means for delivery of services, staffing, and programming to meet the needs of the congregations within the synods. Resource planning groups in the regional centers for mission shall recommend resources needed for congregations.*

16.31.B87 *Division for Education*

- a. *This division shall be responsible for the educational activities of this church through its colleges and universities, campus ministries, and preschool, elementary, and secondary schools. It shall be the advocate to this church for these educational enterprises and advocate for this church to these educational enterprises.*
- b. *This division, in response to this church's commitment to be in mission in higher education, shall encourage, assist, and sustain*

the colleges and universities of this church, both individually and as a community of institutions.

- c. This division shall provide financial advocacy, policy, planning and oversight services for the funding of this church's colleges and universities, and distribute churchwide funding in consultation with synodical partners through the regional councils.*
- d. This division shall recommend policies for this church's relationship to colleges and universities. These policies shall be faithful to the Lutheran tradition that its colleges are an essential expression of God's mission in the world; faithful to the will of God as institutions providing quality instruction in religion and a lively ministry of worship, outreach, and service; faithful to the world by preparing leaders committed to truth, excellence, and ethical values; and faithful to students in their dedication to the development of mind, body, and spirit.*
- e. This division shall promote relationships between groups of colleges and universities and synods through the coordinating councils of the regional centers for mission; provide for the creation and support of the Council of College Presidents; be represented on each college board by an advisory member; and participate in the search for and election of college presidents.*
- f. This division shall make recommendations to the Church Council on the establishment and location of colleges and universities; cooperate with congregations, synods, and the colleges in student recruitment; work in partnership with congregations, other funding sources, and colleges to encourage and develop scholarship opportunities; and cooperate with colleges and universities in developing and securing approval for capital funding appeals throughout this church.*
- g. This division shall assist the colleges and universities in the recruitment and development of faculty and administrators; represent the colleges and universities in public policy matters; and encourage, support, and promote relationships with the Lutheran Educational Conference of North America (LECNA), Association of Lutheran College Faculties (ALCF), and ecumenical higher education organizations.*
- h. This division shall oversee the campus ministry program. This division shall recommend policy for campus ministry agencies and personnel in their employ; provide for the recruitment of campus ministry professional staff, assist agencies in securing professional staff, and provide for the orientation of staff into this ministry; conduct regular evaluations of staff performance and ministry; give pastoral support and counsel to professional staff and agencies in their work in campus ministry; develop and provide materials and other resources to carry out this ministry; and convene regular staff conferences to address issues in higher education, professional*

competency in the ministry, and societal trends which affect this church's mission in higher education.

- i. This division, with regard to campus ministry, shall initiate planning in fulfilling this ministry at state and independent colleges and universities; appoint, support, and coordinate a system of contact pastors and congregations to perform ministry at colleges and universities where professional campus ministry staff are not employed; foster relationships with other denominational and ecumenical campus ministries; and encourage, support, and promote the relationship with the Lutheran Student Movement as partners in this church's mission in higher education.*
- j. This division shall provide financial advocacy, policy, planning, and oversight services for the funding of campus ministry, and distribute churchwide funding in consultation with synodical and congregational partners; provide for the purchase and maintenance of campus ministry facilities; and coordinate the available churchwide funds with synodical partners.*
- k. This division shall, in relation to the schools of this church, recommend policy for this church's relationship to Lutheran pre-schools, elementary, and secondary schools.*
- l. This division shall encourage the congregations and synods of this church to support and be involved with public and non-public schools of this nation; articulate the role and purpose of the schools of this church as an integral part of this church's mission; assist the schools of this church to develop appropriate policies and curricula; and provide for the recruitment, development, and support of teachers and other school leaders.*
- m. This division shall coordinate relationships between the schools of this church and the education departments of this church's colleges and universities; sponsor cooperative networks, conferences, and consultations to assist and support the schools of this church; represent the schools of this church before governmental agencies and educational associations, such as the American Lutheran Education Association; and work in partnership with congregations, other funding sources, and the schools of this church to encourage and develop scholarship opportunities for students.*
- n. This division shall encourage and provide funding for colleges and universities to use the services of a common auditor.*

16.31.C87 *Division for Global Mission*

- a. This division shall be responsible for this church's mission in other countries.*
- b. This division shall cooperate with Lutheran churches and other Christian churches in other countries and, together with the Division for Outreach, be their contact as they carry out their mission in this country in relation to this church.*

- c. *This division shall be responsible for this church's international refugee program.*
- d. *This division shall cooperate with the synods of this church in the development of interpretation and education resources for global mission.*
- e. *This division shall be responsible for this church's relationship to mission societies that focus on mission in other countries.*
- f. *This division shall share with the Division for Outreach expertise gained from intercultural experiences and cooperate with it in interpretation and education.*
- g. *This division shall engage the members and resources of this church in mission outside the USA through involvement in evangelism, witness, justice, service, relief, and development; encourage and enable churches outside the USA in mission to this church and society; establish relationships and cooperate in mission with Lutheran and other Christian churches, agencies, institutions, and movements; and provide service to people throughout the world in their human need.*
- h. *This division shall recommend policies for this church's mission in other countries; recruit, call, prepare, and send personnel to assist in that mission; in consultation with the Office for Personnel, develop personnel policies for its missionaries serving in other countries, recommend them to the Church Council, and administer them in consultation with the Office for Personnel; and administer the allocation of this church's funds to combat hunger outside the USA in cooperation with the Commission for Church in Society.*

16.31.D87 *Division for Ministry*

- a. *This division shall be responsible for the programs and organizations of this church which affirm, develop, and support the ministries of the whole people of God, including recognition and support of the ministry of laypersons, ordained persons, and associates in ministry.*
- b. *This division shall assist this church in reflecting on the ministry of the whole people of God and shall provide counsel and support to congregations, synods, and regional centers for mission in their work to support the ministry of the laity in daily life, including the development of such forums as centers for reflection and study of theology, other disciplines, and society.*
- c. *This division shall advocate the ministry of all the people of God among the agencies and institutions related to this church, and shall relate to and provide support services to movements such as LAOS in Ministry and Discipleship in Society.*
- d. *This division shall recommend churchwide policies to the Church Council and/or Churchwide Assembly, or where appropriate, establish policies relating to the system of theological education in*

this church and approve amendments to the governing documents of the seminaries. It shall annually convene a meeting of seminary presidents, deans, and faculty representatives for the purpose of providing interseminary communication and cooperation. From time to time, this division may also convene other seminary representatives for specific purposes.

- e. This division shall assist the seminaries and the synods in developing programs for the recruitment, preparation, and evaluation of candidates for the ordained ministry; recommend to the Church Council educational standards for the seminaries of this church; advocate on behalf of the seminaries to this church and advocate for this church to the seminaries.*
- f. This division shall coordinate and recommend, in cooperation with other appropriate churchwide units, policies and procedures for the support, advocacy, program resourcing, standards, and relationships to professional certifying organizations for specialized pastoral ministries of care, counseling, and clinical education on behalf of this church.*
- g. This division shall develop a program for the recruitment, preparation, and evaluation of candidates for associates in ministry in this church; recommend standards for educational programs which prepare associates in ministry; and develop policy governing the relationship with the deaconess community and with persons on the rosters of commissioned teachers, consecrated deacons and deaconesses, and certified or commissioned lay professionals.*
- h. This division shall consult with the Conference of Bishops in developing ecclesiastical standards for the admission of persons to the rosters of ordained ministers and of associates in ministry.*
- i. This division shall recommend policies to the Conference of Bishops relating to ordained persons, associates in ministry, and their families in such areas as pastoral care, call review, guidance, mobility, intervention, discipline, rehabilitation, and spiritual growth.*
- j. This division shall consult with the presidents of the seminaries to coordinate this church's program and planning for theological education. It shall provide for cooperation and consultation among the seminaries of this church.*
- k. This division, in consultation and cooperation with the Conference of Bishops, synods, seminaries, continuing education centers, and colleges, shall provide for programs in continuing theological education for laypersons, ordained ministers, and associates in ministry.*
- l. This division shall develop and edit Lutheran Partners for publication by the ELCA Publishing House.*
- m. This division shall distribute financial resources for theological education provided by this church to seminaries, continuing edu-*

- ation centers, associated agencies, and other diverse ministries. It shall provide funds for such items as scholarships, faculty development (especially among women and persons of color), internship support, theological conferences, and educational programs for specialized ministries.*
- n. This division shall initiate, encourage, and promote theological reflection in cooperation with theologians, the Conference of Bishops, the ELCA Publishing House, lay movements, and others. This division shall also develop and disseminate to this church information concerning significant developments in theological research and trends.*
 - o. This division, through a committee comprised of representatives of the division, seminary faculties including Lutheran faculties teaching at non-Lutheran seminaries and schools of theology, members of this church who teach on college religion faculties, and bishops, shall provide for a regular and representative convocation of theologians involved in the teaching ministry of this church. This committee shall assist in planning of meetings, determining membership, and setting agenda.*
 - p. This division shall encourage and provide financing for seminaries to use the services of a common auditor.*

16.31.E87 *Division for Outreach*

- a. This division shall provide leadership and support for this church as it reaches out in witness to the Gospel in the areas served by the synods of this church. It shall work interdependently with other units of this church and with the synods and regional centers for mission as this church carries out its responsibility for proclamation, service, and the advocacy of justice for all people.*
- b. This division shall assist this church in keeping evangelism, both proclamation and action, at the center of its life and witness. It shall develop and carry out programs which supplement the work of the Division for Congregational Life to nurture evangelism efforts of existing congregations.*
- c. This division, in cooperation with synods and congregations, working through the regional centers for mission, shall develop and recommend policy for, and then assist in the development of new ministries and congregations, the support of existing ministries and congregations and of urban and rural coalitions. It shall be responsible for the churchwide Mission Partners program in cooperation with the Commission for Financial Support. In consultation with the Commission for Multicultural Ministries, it shall establish, support, and plan for the outreach of this church to persons of color and those whose primary language is other than English.*
- d. This division, in consultation with the Office for Finance, shall develop an annual capital budget and shall administer the use of*

these capital funds for loans, real property acquisition, and building programs in support of the development of new ministries and congregations.

- e. This division shall have staff responsible for real property work in the acquisition and disposition of property for new and/or existing ministries within the limits of the capital funds available and within criteria established jointly by the Division for Outreach and the Office for Finance. The real property staff of this division shall provide its expertise to the Division for Education in support of campus ministry development.*
- f. This division shall be responsible for representing this church in churchwide cooperative planning for mission together with other church bodies and ecumenical organizations serving in the USA. Together with the Division for Global Mission, it shall cooperate with Lutheran church bodies based in other nations that desire to carry out ministry in the USA.*
- g. This division shall relate to appropriate community organizations, sharing the overall responsibility with the Division for Social Ministry Organizations. In cooperation with the Commission for Church in Society, this division shall administer hunger funds used for relief and development in the USA.*
- h. This division shall cooperate with the Division for Global Mission in interpretation and education and shall relate, on behalf of this church, to any mission societies that focus on mission in the USA.*

16.31.F87 Division for Social Ministry Organizations

- a. This division shall be responsible for the development of criteria for this church's ministry through homes, institutions, agencies, hospitals, and other parts of the social ministry system and for the monitoring of approved criteria. It shall give emphasis to serving the needs of the poor and other persons with limited options. It shall provide for specific services to the sensory impaired. It shall provide for ministry among the physically and mentally challenged.*
- b. This division shall grant and maintain affiliation with social ministry organizations which meet criteria that have been set by this church; recommend overall policy for the social ministry activity of this church; and develop a comprehensive delivery system for social ministry services by social ministry organizations, congregations, and community organizations.*
- c. This division shall concern itself with domestic refugee concerns and relate to Lutheran Immigration and Refugee Services.*
- d. This division shall utilize the regional centers for mission as the loci for establishing regional social ministry organization relationships.*
- e. This division shall develop criteria, guidelines, and personnel stan-*

dards for chief executive officers, social service professionals, and chaplains for the affiliated social ministry organizations.

- f. This division shall provide a network to enable the sharing of financial assets and personnel among the social ministry organizations. It shall monitor financial matters of the social ministry organizations and provide recommendations regarding capital expansion.*
- g. This division shall coordinate with the Commission for Financial Support in the development of standards for and participation in fund appeals for social ministry organizations; fund developing social ministry organizations and community organizations; fund pilot and research projects for program development in existing social ministry organizations; and provide emergency funds for social ministry organizations in temporary financial difficulty.*
- h. This division shall establish and maintain relationships with ecumenical agencies, other church bodies, and national social service societies whose programs relate to this division; develop standards, in cooperation with the Division for Outreach, for this church's relationships to community organizations; cooperate with the Commission for Church in Society in addressing social, economic, and justice issues; and utilize international agencies and social ministry organizations to fulfill the duties and responsibilities for domestic concerns for refugees and other dispossessed persons.*
- i. This division shall assist congregations as they provide for those in need, including persons with handicapping conditions, and shall encourage the development of programs designed to achieve economic development among the poor.*
- j. This division shall establish a standing consulting committee on ministry with persons with physical and mental challenges. This committee, though placed in the Division for Social Ministry Organizations, shall assist all the divisions of this church in establishing inclusive ministry with the physically and mentally challenged.*

16.40. Commissions

16.41. A commission is a unit to which is assigned the responsibility of providing services, advice, and counsel in the area of the commission's specific function to the divisions, other commissions, offices, officers, Church Council, other churchwide units, and the congregations and synods of this church.

16.41.10. Commission Boards

16.41.11. With the exception of the Commission for Multicultural Ministries, each commission shall have a board of 18 members elected to one six-year term, with no consecutive reelection, and with one-third elected every biennium as provided in Chapter 17. The bishop of this church, or the

bishop's designee, shall serve as an advisory member of each board. The Conference of Bishops shall select one bishop to serve as an advisory member of each board.

- 16.41.12.** Each division of this church will be represented at meetings of the board of each commission by one member of the division board and/or one member of the division executive staff in an advisory capacity with voice but not vote.
- 16.41.13.** To assist the commission in carrying out its service to the divisions, one member of the board and/or one member of the commission executive staff shall attend meetings of the board of each division in an advisory capacity with voice but not vote.
- 16.41.14.** The provisions with regard to voting members of division boards contained in bylaw 16.31.12. shall apply to members of commission boards.
- 16.41.15.** Each commission board shall meet at least two times each year.
- 16.41.16.** The relationship of each commission board to the Churchwide Assembly and the Church Council shall be the same as defined for division boards in bylaw 16.31.14.
- 16.41.17.** The general responsibilities of all boards as described in bylaws 16.31.21. through 16.31.28. for divisions shall pertain for the boards for commissions.
- 16.41.18.** The functions of the commissions shall be enumerated in continuing resolutions. Such continuing resolutions may be amended by a majority vote of the Churchwide Assembly or by a two-thirds vote of the Church Council. Should the board in question disagree with the action of the Church Council, it may appeal the decision to the Churchwide Assembly.
- 16.41.21.** This church shall have the following commissions:
- a. Commission for Church in Society
 - b. Commission for Communication
 - c. Commission for Financial Support
 - d. Commission for Women
 - e. Commission for Multicultural Ministries
- 16.41.A87** *Commission for Church in Society*
- a. *This commission shall be a means by which this church both listens to and speaks to society.*
 - b. *This commission shall coordinate this church's research, study, and analysis of social issues; conduct theological and societal studies on these issues; and provide staff services to prepare and recommend social statements for consideration by the congregations, synods, Church Council, and Churchwide Assembly.*
 - c. *This commission shall carry out this church's advocacy to national and international governmental bodies and shall provide coordi-*

nation for and services to state advocacy offices. This commission shall carry out this church's advocacy to private sector individuals and institutions.

- d. This commission shall provide support and counsel to the synods in the development of appropriate responses to social issues and may, upon request, assist regional centers for mission in studies of societal issues.
- e. This commission shall work with national ecumenical groups on social issues.
- f. This commission shall monitor the faithfulness of this church to its social statements.
- g. This commission, in cooperation with the Division for Congregational Life, shall be responsible for education in social concerns, assisting this church's members to be faithful ministers in their daily lives. It shall relate to the Lutheran Academy.
- h. This commission, at the direction of the Church Council, shall exercise the rights of this church as a corporate shareholder on issues of social concern on stocks held by the churchwide units which are not separately incorporated. In addition, the Church Council may make recommendations to the churchwide units which are separately incorporated concerning the filing of shareholder resolutions and the casting of proxy ballots on stocks held by those units.
- i. This commission shall facilitate the formation of an Advisory Committee on the Church's Corporate Social Responsibility which will include representatives from the Board of Pensions, the Church Council, and other units of this church and which will give counsel and advice to all appropriate units of this church on corporate social responsibility.
- j. This commission shall be responsible for this church's program to combat world hunger and its program of peace education.
- k. This commission shall maintain a presence in Washington, DC, on behalf of this church.
- l. This commission, at the request of the Lutheran World Federation and in consultation with the USA National Committee of LWF, shall represent the interests of the Lutheran World Federation in the United Nations.

16.41.B87 Commission for Communication

- a. This commission shall develop an overall communication strategy for this church and shall recommend policies for its implementation. Such strategy shall include the internal needs of this church as well as this church's proclamation through the public media.
- b. This commission shall coordinate a communication system linking

- congregations, synods, regional centers for mission, and the churchwide organization for sharing information and resources.
- c. *This commission shall maintain a public information service which shall include gathering and disseminating news about this church and its members; placing guests and features in the public media; and responding to inquiries about this church, its policies, and its programs.*
 - d. *This commission shall make appropriate provisions for non-English, non-verbal, and non-visual versions and/or translation of church communications and/or public information.*
 - e. *This commission shall provide public relations counsel and support to the officers and units of this church.*
 - f. *This commission, in cooperation with other churchwide units, shall interpret the work of the churchwide organization to the members of this church and the public. This shall include the assignment of interpretation persons to each churchwide unit to provide counsel and to communicate the work of each unit.*
 - g. *This commission, in cooperation with the other churchwide units, shall be responsible for a radio and television ministry.*
 - h. *This commission shall facilitate programs for communication training and media education.*
 - i. *This commission shall monitor national and international communication policies and issues, recommending action to this church where appropriate.*
 - j. *This commission, in cooperation with the Office for Research, Planning, and Evaluation, shall systematically gather the suggestions, needs, attitudes, and concerns of the members of congregations and the various units of the church in order to guide and direct the communication policies and strategies of this church, its programs, and its officers.*
 - k. *This commission shall maintain relationships with communication offices of other church bodies and ecumenical agencies and engage in cooperative efforts as appropriate.*

16.41.C87 Commission for Financial Support

- a. *This commission shall develop a financial support program, working in partnership with synods, congregations, and other units of the churchwide organization. In particular, it shall support the system for transfer of funds from one to the other.*
- b. *This commission shall plan for and implement approved churchwide special appeals.*
- c. *This commission shall relate to all agencies of this church among whose goals are fund-raising and stewardship education. Such agencies include the Resident Stewardship Services and the Lutheran Laity Movement for Stewardship.*

- d. *This commission shall cooperate with other churchwide units in the preparation and delivery of financial stewardship materials to congregations.*
- e. *This commission, in cooperation with the Commission for Church in Society, shall implement the ongoing appeal for funds to combat world hunger.*
- f. *This commission shall cooperate with the appropriate churchwide units for continued functioning of programs such as Mission Partners, Designated Advanced Giving, Partners in Mission, Missionary Sponsorship, Missionary-for-a-Day, and International Partners in Mission.*
- g. *This commission may, upon request, provide counsel and assistance to congregations, synods, agencies, and institutions of this church in the area of financial support, including special appeals.*
- h. *Lutheran Laity Movement for Stewardship*
 - 1) *The Lutheran Laity Movement for Stewardship, a voluntary fellowship of individuals devoted to the cultivation of ideals and practices of Christian stewardship, shall be recognized as having the status of being in association with this church.*
 - 2) *The membership of the movement shall consist of lay members of this church as specified in the movement's bylaws.*
 - 3) *This organization shall be self-supporting financially and its executive committee shall be the trustees of its financial assets.*
 - 4) *Two lay members from each region of this church shall constitute the executive committee of the Lutheran Laity Movement for Stewardship. The executive committee shall solicit names of lay members from within the regions from which it will elect two persons to the executive committee.*
 - 5) *The executive committee of the Lutheran Laity Movement for Stewardship shall have responsibility for overseeing the movement's business, including cultivation of its membership, fund-raising and counseling service and specific projects, special undertakings or assignments received from this church.*
 - 6) *The movement shall provide specialized stewardship services to this church in consultation with and through cooperation with the Commission for Financial Support.*
 - 7) *The internal affairs of the movement shall be carried on in conformity with the applicable established policies of this church, and full report of all operations shall be made to the Commission for Financial Support.*
 - 8) *A director to serve the Lutheran Laity Movement for Stewardship shall be appointed by the executive committee of the movement. The director shall appoint additional staff as necessary to carry out the work of the movement in accordance with*

authorization of the executive committee. In both instances consultation will be held with the executive director of the Commission for Financial Support.

- 9) *This organization's director shall serve as an advisory member to the board of the Commission for Financial Support, and the executive director of the Commission for Financial Support shall serve as an advisory member to the movement's executive committee.*
- 10) *The specific function of this organization shall be enumerated in its constitution and bylaws. The constitution, bylaws and amendments thereto, after review by the Commission for Financial Support, may be amended by a two-thirds vote of the Church Council. Should the executive committee of the Lutheran Laity Movement disagree with the action of the Church Council, it may appeal the decision to the Churchwide Assembly.*
- 11) *The provisions of bylaws 16.31.12., 16.31.13., 16.31.21. through 16.31.24., and 16.31.26. through 16.31.28. shall apply to the Lutheran Laity Movement for Stewardship.*

16.41.D87 Commission for Women

- a. *This commission shall enable this church to realize the full participation of women; to create equal opportunity for women; to foster partnership between men and women; to assist this church to address sexism; to advocate justice for women in this church and society; and to assist this church in coordinating the programs related to women.*
- b. *This commission shall identify subjects and issues for study and action, assist this church to listen to the concerns of women, gather information, and be responsible for research.*
- c. *This commission shall promote and facilitate study and dialog to assist this church in developing, understanding, and forming its policies and practices with regard to the full involvement of women in this church.*
- d. *This commission shall review, monitor, and report on implementation and progress toward meeting this church's goals in this area.*
- e. *This commission shall cooperate with the appropriate agencies and institutions to address issues common to sexism and racism and other attitudes and practices that divide, discriminate, and oppress.*
- f. *This commission shall develop and provide materials and other resources to carry out the functions of this commission.*
- g. *This commission shall recommend policy to this church in its area of concern and develop and maintain relationships with other units of this church and with similar units of other church organizations.*
- h. *The executive director of this commission shall serve as an advisory member to the board of this church's women's organization.*

16.41.30. Commission for Multicultural Ministries

16.41.31. The board of the Commission for Multicultural Ministries shall have 20 members of whom:

- a. 50% shall be women and 50% shall be men;
- b. at least 60% shall be laypersons; and
- c. four shall be Asian; four shall be Black; four shall be Hispanic; four shall be Native American; and four shall be White.

Board members shall be elected to one six-year term, with no consecutive reelection and with one-third to be elected every biennium.

16.41.32. The advisory committee from each community shall nominate four of its members to serve on the commission board and the Church Council shall ratify the nominations. The Church Council shall elect the White members to serve on this board.

16.41.E87 Commission for Multicultural Ministries

- a. *This commission shall assist this church in working toward the goal of full partnership of people of color and primary language other than English in the life of this church. This commission shall recommend churchwide policies to facilitate realization of this goal.*
- b. *This commission shall review and monitor program directions of this church; develop strategies to provide special services, advice, and counsel to other churchwide units in matters related to the partnership of the communities of persons of color and primary language other than English in this church and in society; and suggest specific programs and resources to address the concerns of these communities.*
- c. *This commission shall provide resources for each of these communities to address its own specific needs, helping this church to respond to needs, and shall enable relationship building among the various communities and the entire church.*
- d. *This commission shall assist cooperative efforts between this church and communities of people of color and primary language other than English.*
- e. *This commission shall assign staff, chosen jointly by the Commission for Multicultural Ministries and the Division for Outreach, to work within the mandates of the division with emphasis on new ministry development.*
- f. *This commission shall organize itself into Asian, Black, Hispanic, and Native American communities, each with an executive staff person from that community and each with additional staff adequate to meet needs of the particular community. Each community shall have an advisory committee of nine persons, one from each regional center for mission area elected at biennial gatherings of each community.*

16.41.F87 *In the initial election of the board of the Commission for Multicultural Ministries, caucuses of the Asian, Black, Hispanic, and Native American communities shall nominate the members from their communities to serve on this board. The Church Council shall ratify such nominations for the first and all subsequent boards.*

16.50. Other Churchwide Units

16.51. **This church may establish other churchwide units and organizations to carry out the purpose and functions of this church.**

16.51.10. Women's Organization

16.51.11. This church shall have a women's organization to assist its women to commit themselves to full discipleship, affirm their gifts, and support each other in their particular callings.

16.51.12. Membership of this organization shall be women of this church who wish to participate through local and other groupings which affirm the purposes of this organization. This organization shall function in local, synod, and churchwide settings.

16.51.13. This organization shall be incorporated, self-supporting financially, and shall manage its own assets within the policies of this church.

16.51.14. The provisions of bylaws 16.31.12., 16.31.14., 16.31.21. through 16.31.24., 16.31.26., and 16.31.27. shall apply to this organization. Bylaw 16.31.28. shall apply to the women's organization with the exception of the balance provisions for women and men and for laypersons and persons on the roster of ordained ministers.

16.51.15. This organization shall have a board of 21 members elected by the assembly of this organization for one three-year term with one consecutive reelection. At least 10% of the members of this board shall be persons of color or primary language other than English. No more than one elected board member shall be from any one synod. Board members are to serve with the perspective of the interdependence of all units of this church.

16.51.16. The board of this organization shall meet at least two times per year and shall be responsible to the assembly which elected it. The assembly of this organization shall be representative of local and other groupings of women who are members of the women's organization.

16.51.17. This organization's executive director shall serve as an advisory member to the board of the Commission for Women.

16.51.18. Specific functions of the women's organization shall be enumerated in a continuing resolution. The continuing resolution may be amended by a majority of the Churchwide Assembly or two-thirds of the Church Council. Should the board disagree with the action of the Church Council, it may appeal the decision to the Churchwide Assembly.

16.51.A87 Women's Organization

- a. *This organization shall enable its members to grow through biblical study, theological reflection, and prayer.*
- b. *This organization shall cooperate with other units of this church in advocating for the oppressed and voiceless, urging change in systems and structures which exclude and alienate, and working for peace and justice as messengers of hope.*
- c. *This organization shall provide for development and distribution of resources for and to its members, including a magazine.*
- d. *This organization shall facilitate local initiative in creating programs and identifying alternative structural models which encourage and support flexibility.*
- e. *This organization shall design and implement a leadership development program for its members, assisting its members to identify, develop, and express their gifts for ministry.*
- f. *This organization, in cooperation with the Commission for Women, shall develop networks for communication among women locally, ecumenically, and globally.*
- g. *This organization shall relate to other women's organizations ecumenically and globally.*
- h. *This organization shall work interdependently with all units of this church. It shall cooperate and coordinate with the Commission for Women in program development, research, and planning in order to enhance the ministries and participation of women in church and in society.*
- i. *This organization shall develop working arrangements in areas of mutual responsibility with the ELCA Publishing House.*

16.51.20. ELCA Publishing House

16.51.21. This church shall have a publishing house. This ELCA Publishing House shall be incorporated. Its executive director shall be president of the corporation.

16.51.22. This publishing house shall have a board of 21 members, elected for one six-year term with no consecutive reelection and with one-third elected every two years as provided in Chapter 17.

16.51.23. The provisions of 16.31.12., 16.31.13., 16.31.14., 16.31.21., 16.31.22., 16.31.24., 16.31.26., 16.31.27., and 16.31.28. shall apply to this publishing house.

16.51.24. The specific functions of this publishing house shall be enumerated in a continuing resolution. The continuing resolution may be amended by a majority vote of the Churchwide Assembly or a two-thirds vote of the Church Council. Should the board disagree with the action of the Church Council, it may appeal the decision to the Churchwide Assembly.

16.51.B87 ELCA Publishing House

- a. *This publishing house shall be responsible for the publishing, production, and distribution of publications to be sold to accomplish the mission of this church.*
- b. *This publishing house shall work in close cooperation with congregations, synods, and the churchwide organization to provide a diversity of published resources.*
- c. *This publishing house shall relate to other churchwide units through resource planning groups. Materials published to assist congregations in fulfilling their life in mission shall be developed in coordination with other appropriate churchwide units. Development costs will be paid by the unit developing the publication.*
- d. *This publishing house shall develop, produce, and distribute materials required to carry out its functions.*
- e. *This publishing house shall be financed from the distribution of materials, not from the budget of this church.*
- f. *This publishing house shall create, develop, and publish a diversity of resources in various media; make available other publications, materials, and church supplies; produce the official documents and publications of this church; and produce materials in a manner that assures their ready availability.*
- g. *This publishing house shall establish a distribution center for each regional center for mission, as well as utilize other means for the wide distribution of resources within and beyond this church.*
- h. *This publishing house shall manage its finances and other resources in a manner that assures the continuity and extension of its activities. This publishing house may maintain its own accounting, data processing, personnel, pension, and other functions essential to a cohesive, efficient, and effective operation.*
- i. *This publishing house shall identify and nurture talented authors, composers, artists, and others involved in creating various media.*
- j. *This publishing house shall produce and distribute the church periodical in accord with constitution and bylaw provisions.*
- k. *This publishing house shall transfer to this church such part of its net earnings as its board in consultation with the Church Council shall determine, after setting up necessary reserves and appropriations. This publishing house shall also provide one-half of such subsidy as is necessary for the budget of the church periodical after agreement on the amount of subsidy by both the Church Council and the board of this publishing house.*
- l. *This publishing house, in cooperation with the Commission for Multicultural Ministries and the Division for Congregational Life, shall make available resources to meet unique language and cultural needs.*

16.51.30. Board of Pensions

16.51.31. This church shall have a church pension and other benefits plans unit. This Board of Pensions shall be incorporated. Its executive director shall be president of the corporation.

16.51.32. The Churchwide Assembly shall:

- a. authorize the creation of the governance structure for this program;
- b. approve the documents establishing and governing the program;
- c. refer any amendments to the program initiated by the Churchwide Assembly to the Board of Pensions for recommendation before final action by the Church Council, assuring that no amendment shall abridge the rights of members with respect to their pension accumulations;
- d. direct the establishment of an appeal process within the Board of Pensions to enable participants in the plans to appeal decisions.

16.51.33. The Church Council shall:

- a. review policy established by the board and take action on any policy that would change the documents establishing and governing this program;
- b. approve any changes in the approved program when there is to be:
 - 1) a significant increase in cost to the employer; or
 - 2) a significant decrease in benefits to the participant;
- c. refer any amendments to the program initiated by the Church Council to the board for recommendation before final action by the Church Council, assuring that no amendment shall abridge the rights of members with respect to their pension accumulations;
- d. refer, as it deems appropriate, proposed amendments to the Churchwide Assembly for final action; and
- e. appoint a Financial Oversight Committee, composed of persons not responsible for pension and benefits plans, to evaluate proposed benefit and contribution changes in terms of their economic impact on:
 - 1) individual congregations;
 - 2) synods and the churchwide organization; and
 - 3) long-term cost to contributors.

16.51.34. The board shall be composed of 21 persons elected for one six-year term with no consecutive reelection and with one-third elected each biennium as provided in Chapter 17. In addition, members of this board shall include persons with expertise in investments, insurance, and pensions, and not less than three nor more than five persons who are participants in the plans.

- 16.51.35.** The board shall organize itself as it deems necessary except that it shall have the following committees:
- a. Committee on Benefits, including a subcommittee on appeals.
 - b. Committee on Investments.
- 16.51.36.** The provisions of 16.31.12. through 16.31.14., 16.31.21. through 16.31.24., and 16.31.26. through 16.31.28. shall apply to this board.
- 16.51.37.** The functions of the Board of Pensions shall be enumerated in continuing resolutions. Such continuing resolutions may be amended by a majority vote of the Churchwide Assembly or by a two-thirds vote of the Church Council. Should the board disagree with the action of the Church Council, it may appeal the decision to the Churchwide Assembly.
- 16.51.C87** *Board of Pensions*
- a. *This board shall manage and operate the pension and other benefits plans for this church within the design and policy adopted by the Churchwide Assembly and shall invest the assets according to its best judgment.*
 - b. *The Committee on Investments of the Board of Pensions shall receive advice and counsel from the Advisory Committee on the Church's Corporate Social Responsibility formed by the Commission for Church in Society and within the context of fiduciary responsibility make appropriate recommendations to the board.*
 - c. *This board shall manage and operate those portions of The Association of Evangelical Lutheran Churches, The American Lutheran Church, and Lutheran Church in America plans requiring continuation following the establishment of this church.*
 - d. *This board shall provide pension, health, and other benefits exclusively for the benefit of eligible members working within the structure of this church and those benefits shall be on the same basis for all the participants.*
 - e. *This board shall provide an outline of all benefits to be provided as a part of the fund document.*
 - f. *This board shall prepare a statement assessing the financial impact of proposed benefit program changes on individuals, congregations, synods, and the churchwide organization.*
 - g. *This board shall report to the Churchwide Assembly through the Church Council, with the Church Council making comments on all board actions needing approval of the Churchwide Assembly.*
 - h. *This board shall establish appropriate linkages with other units of this church.*
 - i. *This board shall be self-supporting, except for minimum pensions, with all costs being paid from the administrative and management charges to the employers utilizing the plans.*

16.51.40. Conference of Bishops

16.51.41. The Conference of Bishops shall be composed of the bishops of the synods, the bishop of this church, and the secretary of this church.

16.51.42. This conference shall report to the Church Council, and may make recommendations to the bishop of this church and to the Church Council.

16.51.43. This conference shall have its own staff, the executive director being an assistant to the bishop of this church, selected by the conference of bishops in consultation with and with the approval of the bishop of this church.

16.51.44. This conference shall organize itself, meet at least two times each year, and submit a budget for inclusion in the churchwide budget.

16.51.45. The specific functions of the Conference of Bishops shall be enumerated in a continuing resolution. The resolution may be amended by majority vote of the Churchwide Assembly or by a two-thirds vote of the Church Council. Should the conference disagree with the action of the Church Council, it may appeal the decision to the Churchwide Assembly.

16.51.D87 Conference of Bishops

- a. *This conference shall provide opportunities for worship, spiritual renewal, and theological enrichment for those elected to the office of bishop of a synod, the bishop of this church, and the secretary of this church.*
- b. *This conference shall be a forum in which goals, objectives, and strategies may be developed and shared concerning pastoral leadership, care, and counsel for the synods.*
- c. *This conference shall offer programs for orientation and continuing education for bishops, officers, and their spouses.*
- d. *This conference shall assist the bishops in their role of teachers by being a forum for serious reflection on the theological and ethical implications of issues which impact the life of this church.*
- e. *This conference shall review recommendations from the Division for Ministry pertaining to standards for the admission of persons to the rosters of ordained ministry and associates in ministry and for their retention on those rosters.*
- f. *This conference shall review recommendations from the Division for Ministry pertaining to policies and develop programs in consultation with the Division for Ministry and within approved policies related to ordained ministers, associates in ministry, and their families in such areas as pastoral care, call review, guidance, mobility; intervention, discipline, rehabilitation, and spiritual growth.*
- g. *This conference shall participate with the Office for Ecumenical Affairs in the development and study of ecumenical documents. This conference shall consult with the Office for Ecumenical Affairs to assist the bishops to promote the unity of this church through leadership and ecumenical worship, fellowship, and interaction.*

16.51.50. Church Periodical

- 16.51.51.** The church periodical shall be published by this church through the ELCA Publishing House and shall be identified as a magazine of this church.
- 16.51.52.** An advisory committee shall have the responsibility for the church periodical.
- 16.51.53.** The specific responsibilities of the advisory committee shall be specified in a continuing resolution. The continuing resolution may be amended by a majority of the members of the Churchwide Assembly or by a two-thirds vote of the Church Council. Should the committee disagree with the action of the Church Council, it may appeal the decision to the Churchwide Assembly.
- 16.51.54.** The advisory committee shall be composed of 10 members, five of whom shall be selected by the Church Council and five of whom shall be selected by the board of the ELCA Publishing House. At least one person selected by the Church Council and at least one person selected by the publishing house shall be a person of color or primary language other than English. Not more than one person shall be a member of the Church Council and not more than one person shall be a member of the board of the publishing house.
- 16.51.55.** The advisory committee shall elect the chair of the committee from those members who are not members of the Church Council or the board of the publishing house.
- 16.51.56.** The advisory committee shall nominate the editor for the church periodical.
- 16.51.57.** The Churchwide Assembly shall elect the editor of the church periodical. If the first nominee nominated by the advisory committee is not elected, the advisory committee shall nominate another person. The editor shall be elected to a four-year term.
- 16.51.58.** Should the editor be unable to serve to the completion of the editor's term, the Church Council shall elect an acting editor, upon nomination of the periodical advisory committee, to serve until the next Churchwide Assembly. Dismissal of an editor shall follow the procedure for an officer.
- 16.51.59.** The editor shall be responsible to the Churchwide Assembly through the advisory committee and shall report to the Church Council in the interim. The editor shall select the editorial staff of the church periodical.
- 16.51.61.** The publishing house, in consultation with the editor, shall produce and distribute the church periodical, provide staff for circulation, promotion, subscription fulfillment, advertising solicitation, billing and collection of accounts, and other services.
- 16.51.62.** The budget for the church periodical shall be prepared by the editor and the executive director of the publishing house for recommendation to

the advisory committee. One-half of the subsidy shall be from the church budget and one-half shall be provided by the publishing house.

16.51.63. Official notices of this church shall be published in the periodical.

16.51.E87 *The advisory committee of the church periodical shall:*

- a. develop editorial and advertising guidelines;*
- b. receive periodic reports from the editor;*
- c. consult with the editor from the perspective of the expertise of committee members;*
- d. receive the periodical's annual budget for transmission of the subsidy request to the Church Council in this church's budget process; and*
- e. be responsible, together with the bishop of this church, for the annual performance review of the editor.*

16.51.70. ELCA Foundation

16.51.71. This church shall have a foundation to provide major gift/planned giving programs for individual donors, and educational and support services in major gift and deferred giving programs to congregations, synods, and institutions of this church.

16.51.72. The ELCA Foundation shall have a management committee of 12 members, elected by the Church Council, nine of whom shall be nominated by the coordinating councils of the regional centers for mission or regional foundation councils. No more than two members of the management committee shall be from any one region. Management committee members shall be elected for one six-year term with no consecutive reelection and with one-third elected every two years. The bishop of this church, or a designated representative, the executive director of the Commission for Financial Support, and the treasurer of this church shall serve as advisory members.

16.51.73. This foundation shall be responsible to the Church Council.

16.51.74. This foundation's executive director shall serve as an advisory member of the board of the Commission for Financial Support and the standing committee of the Office for Finance.

16.51.75. The following constitutional provisions shall apply to the operation of the management committee: 16.31.12. through 16.31.14., 16.31.21. through 16.31.28.

16.51.76. The management committee, governed by the policy approved by the Church Council, shall consult with the Office for Finance with regard to the assessment of management fees or provision of other assets available for the budget of the foundation.

16.51.77. The specific functions of the foundation shall be enumerated in a continuing resolution. The continuing resolution may be amended by a majority vote of the Churchwide Assembly or a two-thirds vote of the Church Council. Should the management committee disagree with the action of the Church Council, it may appeal the decision to the Churchwide Assembly.

16.51.F87 ELCA Foundation

- a. *This foundation shall conduct, on behalf of this church, its congregations, synods, churchwide units, and institutions, a program of major gifts and planned giving.*
- b. *This foundation shall provide consultation, support, and guidance to members of this church in the area of planned giving.*
- c. *This foundation shall provide coordination and support in major gift and planned giving to this church, its institutions, agencies, congregations, synods, and churchwide organizations.*
- d. *This foundation shall provide educational materials and training seminars in the area of planned giving.*
- e. *This foundation shall coordinate its programs and ministries with the objectives and programs of the Commission for Financial Support.*
- f. *This foundation shall consult with the Office for Finance in the recommendation and establishment within that office of policies and procedures for processes governing donor gift acknowledgement, valuation of noncash gifts, the management of assets of life income agreements and memorial funds, and the distribution of earned income payments to remaining beneficiaries as regulated by life income, trust, and other fiduciary donor agreements.*
- g. *This foundation, in cooperation with synods and the coordinating councils of the regional centers for mission, shall encourage the establishment of regional management committees and staffs for the purpose of:*
 - 1) *identifying and cultivating prospective major/deferred gift donors;*
 - 2) *cultivating Mission Loan Funds/Mission Development Certificates;*
 - 3) *developing plans for regional coordination and education of congregations and institutions; and*
 - 4) *coordinating the programs of this foundation with the ministry objectives of synods and the coordinating councils of the regional centers for mission.*

16.51.80. ELCA Loan Fund

16.51.81. This church shall have a unit to provide loans to congregations and units of this church and to organizations and institutions that are affiliated with this church. The ELCA Loan Fund shall be incorporated. Its executive director shall be president of the corporation.

16.51.82. The board of directors of the ELCA Loan Fund shall be the standing committee of the Office for Finance and the staff of the ELCA Loan Fund shall be the staff of the Office for Finance.

16.51.83. The provisions of 16.31.13., 16.31.14., 16.31.26., and 16.31.27. shall apply to the ELCA Loan Fund.

16.51.G87 *The provisions of 16.21.B87., 16.31.E87.d., and 16.31.E87.e. shall apply to the ELCA Loan Fund.*

16.60. Staff

16.61. **The churchwide units shall employ staff according to churchwide policy.**

16.61.01. The Office for Personnel shall recommend to the Church Council the personnel policies of this church. Such policies shall be binding on all churchwide units unless exceptions are granted by the Church Council or specified in the constitution and bylaws of this church.

16.61.A87 Initial Staffing Assumptions

- a. *Wherever possible, staff should be shared between churchwide units and synods, either as deployed staff or shared-time staff. When staff are "deployed," this shall occur only after all affected organizations of this church in use of the deployed staff have agreed to the purposes of deployment and to the cost sharing required.*
- b. *Where purchase of service is warranted, rather than full-time employment, such options should be encouraged.*
- c. *In regional centers for mission, the staff shall be the coordinator and one support staff person.*
- d. *Before new executive staff positions can be added to any unit of the churchwide organization, such unit must present its proposal to the Church Council through the council's Program and Structure Committee.*
- e. *Categories of staff allocations are as follows:*
 - 1) *Executive director: the director of the unit, elected by the board.*
 - 2) *Executive staff: all other executives for a unit.*
 - 3) *Full-time equivalents: contract staff whose services are purchased out of budget allocations within the unit or shared staff the cost of whom are shared with synods or other units.*
 - 4) *Support staff: staff with the responsibility of assisting the executive director, executive staff, and full-time equivalents.*

Chapter 17.

NOMINATIONS AND ELECTION PROCESS

17.01. The Churchwide Assembly shall elect such officers of this church and such other persons as the constitution and bylaws may require, according to procedures set forth in the bylaws.

17.01.01. In the nomination and election process the following general considerations shall be observed:

- a. It shall be the responsibility of the Church Council to assure that this church maintain its commitment to inclusive representation.
- b. Each nominee for an elected or appointed position in this church shall be a voting member of a congregation of this church.
- c. In all elections by the Churchwide Assembly, other than for the bishop, a majority of the votes cast shall be necessary for election.
- d. Other than elections of officers and executive directors of units, elections shall be for one six-year term, without consecutive reelection, and with one-third of the members of the Church Council and of each board elected each biennium.
- e. Members of the Church Council, its standing committees, and the boards of churchwide units who have served less than one-half of a term shall be eligible for election to one full term to be served consecutively upon the conclusion of the partial term.
- f. The persons elected by the Church Council to a board shall not be in addition to but shall be included among the maximum number of members permitted for that board under the governing documents of this church.
- g. In the event of an interim vacancy on a board, committee, or council, the Church Council shall elect a member to serve the balance of the term.
- h. Before electing members to serve on a board, the Church Council shall consult with the board.
- i. Each biennium the Conference of Bishops shall select one bishop from each regional center for mission to serve as an advisory member of the Church Council. The Conference of Bishops shall at the same time also select a bishop to serve as an advisory member of each board of the churchwide organization. No synodical bishop shall serve as a voting member of the Church Council or of a board of any churchwide unit.
- j. The youth organization of this church shall elect two persons to serve as advisory members of the Church Council.
- k. An advisory member of a board or of the Church Council shall have voice but not vote.

17.01.11. There shall be a Nominating Committee consisting of 18 members elected by the Churchwide Assembly. Each member shall be elected to one

six-year term and shall not be eligible for consecutive reelection. Six members of the committee shall be elected each biennium. The Church Council shall place in nomination the names of two persons for each position. The committee shall consist of at least one member but no more than three members from any region. Nominations from the floor shall also be permitted, but each floor nomination shall be presented as an alternative to a specific category named by the Nominating Committee and shall therefore meet the same criteria as the persons against whom the nominee is nominated. In the materials provided in advance to each member of the assembly, the Church Council shall set forth the criteria applicable to each category which must be met by persons nominated from the floor.

- 17.01.12.** The Nominating Committee shall nominate two persons for each council, board, or committee position for which an election will be held by the Churchwide Assembly. Nominations from the floor shall also be permitted, but each floor nomination shall be presented as an alternative to a specific category named by the Nominating Committee and shall therefore meet the same criteria as the persons against whom the nominee is nominated. In the materials provided in advance to each member of the assembly, the Nominating Committee shall set forth the criteria applicable to each category which must be met by persons nominated from the floor.
- 17.01.13.** In each case in which there are floor nominations, there shall be a preliminary ballot which shall include the names of the nominees presented by the Nominating Committee or the Church Council, and the person or persons nominated from the floor. The names of the two persons receiving the highest number of votes cast shall be placed on the final ballot.
- 17.01.14.** It shall be the responsibility of the Church Council to make certain that every synod has at least one person serving on the churchwide boards. Among those persons elected by the assembly, no more than two persons from any one synod shall serve on any one board.
- 17.01.15.** The Nominating Committee shall strive to ensure that all persons nominated for any position possess the necessary competence and experience for the position. All persons elected to any position, whether nominated by the Nominating Committee or not, shall strive to represent this church and not just a particular geographic area.
- 17.01.16.** The churchwide officers shall be elected as follows:
- a. The bishop shall be elected by the Churchwide Assembly by ecclesiastical ballot. Three-fourths of the votes cast shall be necessary for election on the first ballot. If no one is elected, the first ballot shall be considered the nominating ballot. Three-fourths of the votes cast on the second ballot shall be necessary for election. The third ballot shall be limited to the seven persons (plus ties) who received the greatest number of votes on the second ballot, and two-thirds of the votes cast shall be necessary for election. The fourth ballot

shall be limited to the three persons (plus ties) who receive the greatest number of votes on the third ballot, and 60% of the votes cast shall be necessary for election. On subsequent ballots a majority of the votes cast shall be necessary for election. These ballots shall be limited to the two persons (plus ties) who receive the greatest number of votes on the previous ballot.

- b. The vice-president shall be elected by the Churchwide Assembly. The Church Council shall nominate two persons; additional nominations may be made from the floor.
- c. The secretary shall be elected by the Churchwide Assembly. The Church Council shall nominate two persons; additional nominations may be made from the floor.
- d. The treasurer shall be elected by the Church Council.

17.01.17. The members of the Church Council shall be elected by the Churchwide Assembly. Each biennium the Church Council shall determine how this church's commitment to inclusive representation will affect the next election to the Church Council. The Nominating Committee shall invite each eligible synod to submit suggested nominees and shall then nominate persons who fulfill the categories assigned by the Church Council. There shall not be more than one member of the Church Council from a synod nor shall more than two-thirds of the synods in a region have members on the Church Council at the same time. The Church Council shall have at least one member from each region.

17.01.18. Each office shall be related to a standing committee of the Church Council. The members of the standing committees shall be elected by the Church Council. The majority of the members of a standing committee shall be members of the Church Council and there may be additional members elected by the Church Council who have particular experience and expertise which will assist the committee in its work.

17.01.19. The Churchwide Assembly shall elect all except three members of each division board, the board of the ELCA Publishing House, and the Board of Pensions. The remaining three members of each board shall be elected by the Church Council in order to insure that these boards have within their membership persons with the expertise and experience essential to the fulfillment of the work of the board.

17.01.21. The Churchwide Assembly shall elect all except three members of each commission board. The three remaining members of each commission board shall be elected by the Church Council in order to insure that these boards have within their membership persons having the experience and expertise essential to the fulfillment of the work of the board.

17.01.22. Five members of the advisory committee of the church periodical shall be elected by the Church Council and the remaining five members shall be elected by the board of the ELCA Publishing House.

17.01.23. The editor of the church periodical shall be elected to a four-year term

by the Churchwide Assembly upon nomination by the advisory committee for the church periodical.

- 17.01.24.** The Church Council shall elect the members of the management committee of the ELCA Foundation as provided in 16.51.72.
- 17.01.25.** The Churchwide Assembly shall from time to time, by continuing resolution, establish committees and procedures for the conduct of elections at the Churchwide Assembly.
- 17.01.26.** No member of the Church Council, a committee of the Church Council, a board, a standing committee, a management committee, or the advisory committee for the church periodical shall receive emolument for such service, nor shall any member be simultaneously an officer of this church, an elected member of the Church Council, or a member of a management committee or board of the churchwide organization.

Nothing in this section shall be construed to prohibit the payment by this church of the costs of insurance on behalf of a person who is or was a member of the Church Council, a committee of the Church Council, a board, a standing committee, a management committee, or the advisory committee of the church periodical against any liability asserted against and incurred by such person in or arising from that capacity, whether or not this church would have been required to indemnify such person against the liability under provisions of law or otherwise.

Chapter 18.

REGIONAL CENTERS FOR MISSION

- 18.01.** This church shall have regional centers for mission as a partnership between groups of synods and the churchwide organization for the purpose of exercising mutual responsibilities.
- 18.01.A87** *Guidelines for the structuring of the regional centers for mission, for their staffing, determination of their assigned responsibilities, selection of office locations, and other decisions related to them shall not be made until the synods have been organized. The principles of organization stated in the constitution of this church shall be applicable in these decisions.*
- 18.01.B87**
- a. *The initial meeting of coordinating councils for the regional centers for mission shall be held within three months of the formation of the synods within each region and the election of the churchwide unit executive directors. For the initial coordinating council each synod shall elect one parish pastor and two laypersons in addition to the synod bishop.*
 - b. *In addition to the four representatives from each synod, the bishop's representative and one representative from each of the churchwide units shall be in attendance. The bishop or the bishop's representative shall convene and preside at the initial meetings of the coordinating council.*
 - c. *The agenda items for the meetings of the initial coordinating councils shall include: 1) organization of the council; 2) determination of a process by which decisions shall be made as to which responsibilities of the synods and the churchwide units shall be fulfilled cooperatively through the regional center for mission; 3) determination of a process by which the regional center for mission office will be selected and the coordinator chosen; 4) determination of representation at subsequent meetings of the coordinating council; 5) establishment of initial policies for relationship of the colleges within the regional center for mission with the synods in the region and with the churchwide organization on the basis of recommendations of the forums on college issues held in 1986; 6) other issues related to the functioning of the regional center for mission.*
- 18.01.C87** *A process for reviewing the ongoing programs of the regional center for mission every four years shall be established by each regional council.*
- 18.10.10. Functions**
- 18.10.11.** The regional center for mission shall make possible coordinated responses to mission and program opportunities within the region. In

fulfillment of this function and the purposes of this church, each regional center for mission shall be responsible to:

- a. plan for the mission of this church in the region, including particularly outreach;
- b. cooperate with synods in facilitating the mobility of ordained ministers and associates in ministry;
- c. implement relationships with colleges, universities, and campus ministries consistent with 7.32. of this church's constitution;
- d. implement partnership funding responsibilities of the synods and churchwide organization on behalf of colleges, universities, and campus ministries;
- e. implement relationships with social ministry organizations;
- f. form resource planning groups to recommend resources and services needed for the congregations;
- g. provide for ongoing dialog between the synods of the region and the churchwide units for the purpose of identifying other functions that should be done together;
- h. facilitate gatherings of synod bishops, synod staff, and regional staff; and
- i. coordinate the work of the churchwide staff within the territory of the regional center for mission.

18.10.12. The regional center for mission shall provide a forum where the synods and the churchwide units can study, plan, and share together as they develop the common program unique to the region. Responsibilities carried out together will vary from center to center depending on the decision of the participating synods and churchwide units.

18.10.13. In establishing their partnership roles, the synods and the churchwide units shall explore the feasibility of carrying out the following additional functions within the regional center:

- a. relating to seminaries;
- b. relating to camps and other outdoor ministries;
- c. developing communication networks;
- d. planning for and coordinating continuing education programs;
- e. providing various services to congregations;
- f. providing global mission education and interpretation;
- g. doing advocacy work, including hunger programming and refugee work;
- h. developing stewardship and evangelism programs;
- i. providing events for the growth and equipping of God's people for their ministries in the world;
- j. being centers for growth and reflection;
- k. developing resources, such as crisis intervention services and psychodiagnostic treatment programs, which synods may use in their pastoral care responsibilities;

- l. compiling lists of personnel which may be used by synods for interim ministries;
- m. providing a financial service bureau for the cooperating synods for banking, payroll, accounts payable, and accounts receivable;
- n. providing for regional archives, associated with institutions of this church wherever possible;
- o. coordinating resources for youth ministry; and
- p. coordinating and planning major gift/planned giving opportunities with individual congregations and related institutions.

18.10.14. Additional programs or services may be developed in each regional center for mission upon the request of two or more synods, or upon the request of the churchwide organization and one or more synods, providing that each requesting synod and the churchwide organization supply the necessary financial support for the services requested.

18.20.10. Governance

18.20.11. Each regional center for mission shall be governed by a coordinating council. The members of the council shall be:

- a. the bishop of each synod in the region;
- b. representatives from each synod elected by their synod assembly, with equal representation from each synod in the region and equal representation between clergy and lay members; and
- c. representatives from the churchwide organization.

18.20.12. The churchwide organization shall have such representation on the coordinating council as will provide adequate opportunity for a partnership relationship in shaping and sharing in the programs where responsibility is shared.

18.20.21. A full-time salaried coordinator shall be appointed by the coordinating council who will:

- a. facilitate processes to accomplish the functions of the regional center for mission; and
- b. receive and carry out responsibilities assigned by the coordinating council.

18.20.22. The regional centers for mission shall have such additional staff as the coordinating council may determine.

18.30.10. Funding

18.30.11. The funding of the regional center for mission shall be shared by the participating synods and the churchwide units according to a cost allocation as decided in the organizational meeting of the coordinating council and ratified by the synods and the participating churchwide units.

Chapter 19.

CONSULTATION, DISCIPLINE, APPEALS, AND ADJUDICATION

19.10. Consultation and Discipline

19.11. There shall be set forth in the bylaws a process of discipline governing ordained ministers, officers, the editor of the church periodical, associates in ministry, congregations, and members of congregations. Such process shall assure due process and due protection for the accused, other parties, and this church. Since synods have responsibility for admittance of persons into the ordained ministry of this church or onto other rosters of this church and have oversight of pastoral/congregational relationships, the disciplinary process shall be a responsibility of the synod on behalf of this church and jointly with it.

19.12. The procedures for further consultation, investigation, and discipline set forth in the bylaws shall be the exclusive means of resolving all matters pertaining to the discipline of congregations of this church. Neither this church nor a synod of this church shall institute legal proceedings in which conduct described in provision 19.16.01. is the basis of a request for relief consisting of suspension of that congregation from the rights and privileges of a congregation of this church or removal of that congregation from the roll of congregations of this church. A congregation of this church shall not institute legal proceedings against this church or a synod of this church seeking injunctive or other relief against the imposition or enforcement of any disciplinary action against that congregation.

19.13. As used in this constitution and bylaws, due process means the right to be given specific written notice of the charges against any person or entity of this church, the right to testify in person or remain silent (at the election of the accused), the right to call witnesses and introduce documentary evidence concerning the pending charges, the right to confront and cross-examine all witnesses in support of such charges, the right to a public hearing at the request of the person or entity charged, and the right to be treated with fundamental procedural fairness. Any violation of these rights shall be grounds for reversal of an unfavorable finding and the right to a new hearing.

19.14. It is the intent of this church that all matters of discipline should be resolved internally to the greatest extent possible. It is the policy of this church not to resort to the civil courts of this land until all internal procedures and appeals have been exhausted, except for emergency situations involving a significant imminent risk of physical injury or severe loss or damage to property.

19.15. Ordained Ministers

19.15.01. Ordained ministers shall be subject to discipline for:

- a. preaching and teaching in conflict with the faith confessed by this church;
 - b. conduct incompatible with the character of the ministerial office;
 - c. willfully disregarding or violating the functions and standards established by this church for the office of Word and sacrament; or
 - d. willfully disregarding the provisions of the constitution or bylaws of this church.
- 19.15.02.** The disciplinary actions which may be imposed are:
- a. private censure and admonition by the bishop of the synod;
 - b. suspension from the office and functions of the ordained ministry in this church for a designated period or until there is satisfactory evidence of repentance and amendment; or
 - c. removal from the ordained ministry of this church, except in the case of discipline for willfully disregarding provisions of the constitution and bylaws of this church, other than 19.15.01. a., b., and c.
- 19.15.03.** Charges against an ordained minister which could lead to discipline must be specific and in writing, subscribed to by the accuser(s), and be made by one or more of the following:
- a. at least two-thirds of the members of the congregation's council, submitted to the synodical bishop;
 - b. at least one-third of the voting members of the congregation, submitted to the synodical bishop;
 - c. at least two-thirds of the members of the governing body to which the ordained minister, if not a parish pastor, is accountable, submitted to the synodical bishop;
 - d. at least 10 ordained ministers of the synod on whose roster the accused ordained minister is listed, submitted to the synodical bishop; or
 - e. the synodical bishop.
- 19.15.04.** When there are indications that a cause for discipline exists, efforts shall be made by the bishop of the synod to resolve the situation by consultation; and if those efforts fail, the synod then shall activate the procedures for further consultation, investigation, and discipline, if warranted.
- 19.15.05.** A consultation committee and a committee on discipline, both of which shall be standing committees of the synod, shall be utilized. The bishop of the synod shall be a member of the consultation committee ex officio except in instances when the bishop brings charges against an ordained minister. The bishop shall not be a member of the committee on discipline. The following procedure shall be employed:
- a. There shall be a consultation committee consisting of 12 persons, of whom five shall be ordained ministers, who shall each be elected by the synod assembly for a term of six years without consecutive

reelection. From this committee the Synod Council, or a committee authorized by the council to make the selection, shall appoint five persons (three ordained ministers and two laypersons) to serve as a special consultation committee to consider the dispute. The special consultation committee shall meet with the accused and the accuser(s) in an effort to resolve the issue(s). If as a result of the consultation the charges are withdrawn, no further proceedings shall be required. If the charges are not withdrawn, the special consultation committee shall:

- 1) in the case of charges that do not anticipate disciplinary action, submit a report in writing to the bishop of the synod which sets forth the charges and the action or actions recommended by the special consultation committee; or
 - 2) in the case of charges that may result in disciplinary action, refer the charges in writing to the synodical committee on discipline for a hearing.
- b. In the case of charges which do not anticipate disciplinary action, the bishop shall convey the recommendations of the special consultation committee to the parties. If either party does not accept the recommendations, that party may appeal the matter to the Synod Council, whose decision shall be final.
- c. There shall be a committee on discipline which shall be composed of 12 persons, of whom six (three ordained ministers and three laypersons) shall be the standing committee of the synod elected by the Synod Assembly for a term of six years each without consecutive reelection, and of whom six (three ordained ministers and three laypersons) shall be appointed by the Executive Committee of the Church Council for the specific case. These six persons, appointed by the Executive Committee of the Church Council, shall be selected from a committee of 21 persons elected by the Churchwide Assembly for a term of six years each without consecutive reelection, to serve as needed in any of the synods of this church. The accused shall have the privilege of selecting two of the six who are to be appointed from the pool of 21. Each biennium the Synod Council shall designate the chair of the synodical committee on discipline from among the members of the committee on discipline elected by the Synod Assembly.

When a specific case arises, the chairperson of the committee on discipline shall advise the vice-president of this church of the need for the appointment of six persons from the churchwide committee to serve with the synodical committee. The vice-president, as chair of the Church Council, shall then bring the matter to the Executive Committee of the Church Council for the selection of the six persons from the panel.

In each specific case that may result in discipline, the synodical committee, as thus constituted, shall, within 45 days after receipt of the charges, meet with the ordained minister and the accuser(s)

and render its judgment. If the charges are sustained, the committee shall impose the discipline appropriate to the case. Written notice of the date, time, and place of the hearing and a copy of the charges shall be delivered to the accused ordained minister and to the accuser(s) at least 20 days prior to the date of the hearing. At the hearing, the accuser(s) may present evidence in support of the charges and thereafter the accused ordained minister shall be entitled to present evidence. The accused and the accuser(s), or other person acting on behalf of either of them, shall be entitled to question the other party or any of the witnesses appearing on behalf of the other party. A verbatim record shall be made by a stenographer or by tape recording of the hearing.

- d. The decision of the committee on discipline shall be final unless, within 30 days, the accused ordained minister shall appeal the case to the Committee on Appeals. The decision of the Committee on Appeals shall be final.
- e. If in the course of the proceedings, it should become apparent that the pastoral office cannot be conducted effectively in the parish being served by the ordained minister due to local conditions, the bishop of the synod may temporarily suspend the pastor from service in the parish without prejudice and with pay provided through a joint churchwide/synod fund and with housing provided by the congregation.

19.16. Congregations

19.16.01. Congregations shall be subject to discipline for:

- a. departing from the faith confessed by this church; or
- b. willfully disregarding or violating the criteria for recognition as congregations of this church.

19.16.02. The disciplinary actions which may be imposed are:

- a. censure and admonition by the bishop of the synod;
- b. suspension from the rights and privileges of a congregation of this church for a designated period; or
- c. removal from the roll of congregations of this church.

19.16.03. Charges against a congregation which could lead to discipline must be specific and in writing, subscribed to by the accuser(s), and be made by one or more of the following:

- a. at least one-fifth of the confirmed members of the congregation, submitted to the synodical bishop;
- b. at least three other congregations of the synod, submitted to the synodical bishop;
- c. the Synod Council; or
- d. the synodical bishop.

19.16.04. When there are indications that a cause for discipline exists, efforts shall be made by the bishop of the synod to resolve the situation by consul-

tation; and if those efforts fail, the synod then shall activate the procedures for further consultation, investigation, and discipline, if warranted.

- 19.16.05.** The procedure for further consultation, investigation, and discipline shall be the same as that set forth above for ordained ministers.

19.17. Members of Congregations

- 19.17.01.** The offenses for which a member of a congregation shall be subject to discipline are:

- a. denial of the Christian faith;
- b. conduct grossly unbecoming a member of the Church of Christ; or
- c. persistent trouble-making within the congregation.

- 19.17.02.** Discipline shall be administered by the Congregation Council on behalf of the congregation. The procedure which Christ instructed his disciples to follow (Matthew 18:15-17) shall be adhered to in every case, proceeding through these successive steps:

- a. private admonition by the pastor;
- b. admonition by the pastor in the presence of two or three witnesses; and
- c. citation to appear before the Congregation Council.

If proposed discipline against a member proceeds beyond counseling and private admonition by the pastor, the charges against a member must be specific and in writing.

- 19.17.03.** Should the accused be found guilty by the vote of at least two-thirds of the members of the Congregation Council and renewed admonition prove ineffectual, the council shall impose one of the following disciplinary actions:

- a. censure before the council or the congregation;
- b. suspension from stated privileges of membership for a definite period of time; or
- c. termination of membership.

A resolution of the council suspending or terminating the membership of a member of this congregation shall be delivered to the person in writing.

- 19.17.04.** Appeal from any disciplinary action imposed by the Congregation Council may be made to the Synod Council, whose decision shall be final.

- 19.17.05.** Disciplinary actions may be reconsidered and revoked by the Congregation Council upon receipt of:

- a. evidence that injustice has been done; or
- b. evidence of repentance and amendment.

19.20. Recall or Dismissal

19.21. The recall or dismissal of the bishop, vice-president, or secretary of this church or the editor of the church periodical and the vacating of office may be effected:

- a. for willful disregard or violation of the constitution and bylaws of this church;
- b. for such physical or mental disability as renders the officer incapable of performing the duties of office; or
- c. for such conduct as would subject the officer to disciplinary action as an ordained minister or as a member of a congregation of this church.

19.22. Proceedings for the recall or dismissal of such an officer shall be instituted by petition by:

- a. the Church Council on a vote of at least two-thirds of its elected members; or
- b. the Churchwide Assembly on a vote of at least two-thirds of its members.

The petition shall be filed with the chair of the committee on appeals and shall set forth the specific charge or charges.

19.23. The Committee on Appeals shall adopt rules of procedure for the performance of its duties. The rules shall become effective when ratified by the Churchwide Assembly.

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

19.25.11. The committee shall also establish a similar process for the recall or dismissal of an officer of a synod, which process shall become operative when ratified by the Churchwide Assembly.

19.30. Committee on Appeals

19.31. There shall be a Committee on Appeals to which may be referred appeals from disciplinary proceedings and petitions for the recall of an officer or the editor of the church periodical.

19.32. The Committee on Appeals shall determine if due process has been properly followed. If due process has not been followed, the matter shall be returned to the committee on discipline for further consideration. If due process has been followed, the judgment of the committee on discipline shall be sustained unless either party submits new evidence that, in the judgment of the Committee on Appeals, should be considered. If new evidence is accepted for consideration, the Committee on Appeals shall then meet with the accused and accuser according to the same procedure specified for the committee on discipline and render a judgment.

- 19.33.** Appeals to the Committee on Appeals may be made by:
- a. an ordained minister whom the committee on discipline has decided to suspend or remove from the clergy roster;
 - b. a commissioned teacher, a consecrated deacon, or a consecrated deaconess whom the committee on discipline has decided to suspend or remove from a roster of this church;
 - c. a congregation which the committee on discipline has decided to suspend or remove from the roll of congregations of this church.
- 19.34.** The committee shall be comprised of six ordained ministers and six laypersons, elected by the Churchwide Assembly for a term of six years, without consecutive reelection.
- 19.35.** The committee shall elect its own officers.
- 19.36.** Decisions of the committee shall be final; an affirmative vote by at least two-thirds of those present and voting shall be necessary to render a decision or opinion. Each decision or opinion shall be reported as soon as practical in writing to the parties concerned and a summary of action taken shall be reported to the Churchwide Assembly.
- 19.40. Definitions and Guidelines**
- 19.41.11.** The Committee on Appeals shall establish definitions and guidelines, subject to approval by the Churchwide Assembly, to enable clear and uniform application of the grounds for discipline in each of the above categories. When approved by the Churchwide Assembly, the definitions and guidelines shall appear as continuing resolutions.
- 19.41.A87** *The Committee on Appeals shall present to the Church Council for consideration and recommendation a process and definitions, as required in bylaws 19.25.11. and 19.41.11., in time for the same to be presented to the 1990 regular meeting of the Churchwide Assembly for action.*
- 19.50. Adjudication**
- 19.51.** The bishop and the Executive Committee of the Church Council shall be available to give counsel when disputes arise within this church.
- 19.52.** When there is disagreement on a substantive issue among churchwide units which cannot be resolved by the parties, the aggrieved party or parties may appeal to the bishop and the Executive Committee of the Church Council for consultation. If this consultation fails to resolve the issue, a petition may be addressed by the parties to the Church Council requesting it to mediate the matter.
- 19.53.** When a component or beneficiary of a churchwide unit has a disagreement on a substantive issue which it cannot resolve with the

board of its unit, it may address an appeal to the bishop and the Executive Committee of the Church Council. In this case, the decision of the Executive Committee shall prevail, except that upon the motion of a member of the Church Council, the decision shall be referred to the Church Council for final action.

- 19.61.** The synodical bishop and the Executive Committee of a Synod Council shall be available to give counsel when disputes arise within a synod.
- 19.62.** The synodical bishop and the Executive Committee shall receive expressions of concern from ordained ministers, associates in ministry, consecrated deacons and deaconesses, commissioned teachers, certified and commissioned lay professionals, congregations, and organizations within the synod; provide a forum in which the parties concerned can seek to work out matters causing distress or conflict; and make appropriate recommendations for their resolution. When the matter at issue cannot be resolved in this manner, the prescribed procedures for investigation, decision, appeal, and adjudication shall be followed. Allegations or charges which could lead to the discipline of an ordained minister, associate in ministry, consecrated deacon or deaconess, commissioned teacher, or certified or commissioned lay professional shall not be addressed by the Executive Committee but shall be resolved through the disciplinary process set forth in this chapter.
- 19.63.** When there is disagreement among units of the synod on a substantive issue which cannot be resolved by the parties, the aggrieved party or parties may appeal to the synodical bishop and the Executive Committee of the Synod Council for a consultation. If this consultation fails to resolve the issue, a petition may be addressed by the parties to the Synod Council requesting it to arbitrate the issue. The decision of the Synod Council shall be final.
- 19.64.** When a component or beneficiary of a synod unit has a disagreement on a substantive issue which it cannot resolve with the board of its unit, it may address an appeal to the synodical bishop and the Executive Committee of the Synod Council. In this case the decision of the Executive Committee shall prevail, except that upon the motion of a member of the Synod Council, the decision shall be referred to the Synod Council for final action.
- 19.71.** When there is disagreement among factions within a congregation on a substantive issue which cannot be resolved by the parties, members of a congregation shall have access to the synodical bishop for consultation after informing the chair of the congregation council of their intent. If the consultation fails to resolve the issue(s) the consultation committee of the synod shall consider the matter. If the consultation committee of the synod shall fail to resolve the issue(s), the matter shall be referred to the Synod Council, whose decision shall be final.

Chapter 20.

INDEMNIFICATION

- 20.01.** To the full extent permitted from time to time by law, each person who was or is a party or is threatened to be made a party to any threatened, pending or completed civil, criminal, administrative, arbitration, or investigative proceeding, including a proceeding by or in the right of this church, by reason of the fact that such person is or was a Church Council member, officer, employee, agent or member of any board, committee or commission of this church shall be indemnified against judgments, penalties, fines (including, without limitation, excise taxes assessed against the person with respect to an employee benefit plan), settlements, and reasonable expenses, including attorneys fees and disbursements, incurred by the person in connection with the proceeding. The indemnification provided by this section shall continue as to a person who has ceased to be a Church Council member, officer, employee, agent or member of a board, committee, or commission of this church and shall apply whether or not the claim against such person arises out of matters occurring before the adoption of this section.
- 20.02.** This church may purchase and maintain insurance on behalf of a person who is or was a Church Council member, officer, employee, agent, or member of a board, committee, or commission of this church against any liability asserted against and incurred by the person in or arising from that capacity, whether or not this church would have been required to indemnify the person against the liability under the provision of the constitution of this church.

Chapter 21.

AMENDMENTS, BYLAWS, AND CONTINUING RESOLUTIONS

21.10. Amendments to Constitution

21.11. The constitution of this church may be amended through either of the following procedures:

- a. The Church Council may propose an amendment, with an official notice to be sent to the synods at least six months prior to the next regular meeting of the Churchwide Assembly. The adoption of such an amendment shall require a two-thirds vote of the members of the next regular meeting of the Churchwide Assembly present and voting.
- b. An amendment may be proposed by 25 or more members of the Churchwide Assembly. The proposed amendment shall be referred to the Committee for Reference and Counsel for its recommendation, following which it shall come before the assembly. Adoption of such an amendment shall require passage at two successive regular meetings of the Churchwide Assembly by a two-thirds vote of the members present and voting.

21.20. Bylaws

21.21. Bylaws not in conflict with this constitution may be adopted or amended at any regular meeting of the Churchwide Assembly when presented in writing by the Church Council or by at least 15 members of the assembly. An amendment proposed by members of the assembly shall immediately be submitted to the Committee for Reference and Counsel for its recommendation. In no event shall an amendment be placed before the assembly for action sooner than the day following its presentation to the assembly. A two-thirds vote of the members present and voting shall be necessary for adoption.

21.30. Continuing Resolutions

21.31. Initial provisions relating to the administrative functions of this church shall be set forth in the continuing resolutions adopted by the constituting convention. Subsequently, continuing resolutions may be adopted or amended by a majority vote of the Churchwide Assembly or by a two-thirds vote of the Church Council.

Chapter 22.

TEMPORARY MATTERS

- 22.01.** Provisions of this chapter shall apply notwithstanding anything to the contrary in the preceding chapters. As used in this chapter, the term “merging churches” refers to The American Lutheran Church, The Association of Evangelical Lutheran Churches, and the Lutheran Church in America. Each of this chapter’s provisions contains the date or time when such provision shall automatically expire. This provision shall expire coincidental with expiration of the provision hereafter which is the last to expire.
- 22.10. Roster Requirements**
- 22.11.** During the year 1987, any requirement in the preceding chapters that a person be a member of a congregation of this church shall be satisfied if the person is a member in good standing of a congregation of any of the merging churches. This provision shall expire on January 1, 1988.
- 22.12.** During the year 1987, any requirements in the preceding chapters that a person be an ordained minister of this church shall be satisfied if the person is an ordained minister on the roster of any of the merging churches. This provision shall expire on January 1, 1988.
- 22.13.** During the year 1987, any requirement in the preceding chapters that a person’s name be on a roster of associates in ministry as a consecrated deacon or deaconess, commissioned teacher, or certified or commissioned lay professional shall be satisfied if the person’s name is on a similar roster of any of the merging churches. This provision shall expire on January 1, 1988.
- 22.14.** During the year 1987, any requirement in the preceding chapters or in any synod constitution that a person be a member of a congregation of a synod of this church shall be satisfied if the person is a member of a congregation of such synod on January 1, 1988. This provision shall expire on January 1, 1988.
- 22.15.** During the year 1987, any requirement in the preceding chapters or in any synod constitution that a person’s name be on some roster of a synod of this church shall be satisfied if the person’s name is on a roster of any existing synod or district of any of the merging churches for an area which will be part of the area of such synod of this church. This provision shall expire on January 1, 1988.
- 22.16.** Continuing Resolution 10.11.A87 adopted at the constituting convention may not be repealed or altered until a regular Churchwide Assembly receives the study authorized by such resolution. This provision expires with the opening of the Churchwide Assembly which receives such study.
- 22.17.** In all parts of this constitution, with the exception of Chapter 10 (Ministry) and Chapter 19 (Discipline) the term “associates in min-

istry" will be deemed to include, in addition to the persons described in Chapter 10, all those who are serving in any specially recognized status of ministry in the uniting churches who have been retained in that status on the rosters of this church pursuant to 10.11.A87. This provision shall expire at the opening of the Churchwide Assembly which receives the study on the nature of ministry.

22.20. Elections and Terms of Office; Constituting Convention

22.21. The persons elected as executives for offices, divisions, and commissions prior to this church's constituting convention pursuant to procedures approved by the merging churches shall serve in such positions for the term for which they were so elected. This provision shall expire at the expiration of the terms of the persons so elected.

22.22. Elections at this church's constituting convention shall be held in accordance with procedures approved by the merging churches. Persons so elected shall hold the office to which elected and for such term as may have been specified with respect to their election, notwithstanding any provision to the contrary in the preceding chapters. This provision shall expire at the expiration of the terms of the persons so elected.

22.23. That actions taken at the church's Constituting Convention shall have the force and effect of actions taken at a Churchwide Assembly. This provision shall be deleted at the adjournment of the first regular Churchwide Assembly following the Constituting Convention.

22.30. Voting Members

22.31. The delegates to this church's constituting convention, appointed in accordance with procedures approved by the merging churches, shall constitute the voting members of this church for purposes of the laws of the State of Minnesota. This provision shall expire with the opening of the first regular Churchwide Assembly.

22.40. Voting Requirements

22.41. During the year 1987, a two-thirds favorable vote will be required in the selection of officers and committees of boards and the executive staff of offices, divisions, and commissions. This provision shall expire on January 1, 1988.

22.50. Ecumenical Relations

22.51. This church shall apply for membership in the Lutheran World Federation. This provision shall expire when such application has been approved.

22.52. This church shall begin with membership in the World Council of Churches at the combined 1987 level of participation and financial support by the merging churches. The Church Council shall plan

and implement a study throughout this church on issues involved in membership in the World Council of Churches. This church commits itself to determine membership in the World Council of Churches at its first Churchwide Assembly following the constituting convention. This provision shall expire at the closing of such first Churchwide Assembly.

22.53.

This church shall begin with membership in the National Council of Churches of Christ in the USA at the combined 1987 level of participation and financial support by the merging churches. The Church Council shall plan and implement a study throughout this church on issues involved in membership in the National Council of Churches of Christ in the USA. This church commits itself to determine membership in the National Council of Churches of Christ in the USA at its first Churchwide Assembly following the constituting convention. This provision shall expire at the closing of such first Churchwide Assembly.

Exhibit D
Constitution
for
Synods

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CONSTITUTION FOR SYNODS

† Chapter 1.

NAME AND INCORPORATION

- S1.01.** The name of this synod shall be (name of synod) of the Evangelical Lutheran Church in America.
- S1.02.** For the purposes of this constitution and the accompanying bylaws, the (*name of synod*) of the Evangelical Lutheran Church in America is hereafter designated as “this synod.”
- S1.11.** This synod shall be incorporated.
- S1.21.** The seal of this synod is (describe).

† Chapter 2.

STATUS

- S2.01.** This synod possesses the powers conferred upon it, and accepts the duties and responsibilities assigned to it, in the constitution, bylaws, and continuing resolutions of the Evangelical Lutheran Church in America (ELCA or “this church”), which are recognized as having governing force in the life of this synod.

† Chapter 3.

TERRITORY

- S3.01.** The territory of this synod shall be:_____.

† Chapter 4.

CONFESSION OF FAITH

- S4.01.** This synod confesses the Triune God, Father, Son, and Holy Spirit.
- S4.02.** This synod confesses Jesus Christ as Lord and Savior and the Gospel as the power of God for the salvation of all who believe.
- a. Jesus Christ is the Word of God incarnate, through whom everything

† Required provisions

was made and through whose life, death, and resurrection God fashions a new creation.

- b. The proclamation of God's message to us as both Law and Gospel is the Word of God, revealing judgment and mercy through word and deed, beginning with the Word in creation, continuing in the history of Israel, and centering in all its fullness in the person and work of Jesus Christ.
- c. The canonical Scriptures of the Old and New Testaments are the written Word of God. Inspired by God's Spirit speaking through their authors, they record and announce God's revelation centering in Jesus Christ. Through them God's Spirit speaks to us to create and sustain Christian faith and fellowship for service in the world.

S4.03. This synod accepts the canonical Scriptures of the Old and New Testaments as the inspired Word of God and the authoritative source and norm of its proclamation, faith, and life.

S4.04. This synod accepts the Apostles', Nicene, and Athanasian Creeds as true declarations of the faith of this synod.

S4.05. This synod accepts the Unaltered Augsburg Confession as a true witness to the Gospel, acknowledging as one with it in faith and doctrine all churches that likewise accept the teachings of the Unaltered Augsburg Confession.

S4.06. This synod accepts the other confessional writings in the Book of Concord, namely, the Apology of the Augsburg Confession, the Smalcald Articles and the Treatise, the Small Catechism, the Large Catechism, and the Formula of Concord, as further valid interpretations of the faith of the Church.

S4.07. This synod confesses the Gospel, recorded in the Holy Scriptures and confessed in the ecumenical creeds and Lutheran confessional writings, as the power of God to create and sustain the Church for God's mission in the world.

† Chapter 5.

NATURE OF THE CHURCH

S5.01. All power in the Church belongs to our Lord Jesus Christ, its head. All actions of this synod are to be carried out under his rule and authority.

S5.02. The Church exists both as an inclusive fellowship and as local congregations gathered for worship and Christian service. Congregations find their fulfillment in the universal community of the Church, and the universal Church exists in and through congregations. This church, therefore, derives its character and powers both from the sanction and representation of its congregations and from its inherent nature as an expression of the broader fellowship of the faithful. In length, it acknowledges itself to be in the historic continuity of the communion of saints; in breadth, it expresses the fellowship of believers and congregations in our day.

† Chapter 6.

STATEMENT OF PURPOSE

- S6.01.** The Church is a people created by God in Christ, empowered by the Holy Spirit, called and sent to bear witness to God's creative, redeeming, and sanctifying activity in the world.
- S6.02.** To participate in God's mission, this synod as a part of the Church shall:
- a. Proclaim God's saving Gospel of justification by grace for Christ's sake through faith alone, according to the apostolic witness in the Holy Scripture, preserving and transmitting the Gospel faithfully to future generations.
 - b. Carry out Christ's Great Commission by reaching out to all people to bring them to faith in Christ and by doing all ministry with a global awareness consistent with the understanding of God as Creator, Redeemer, and Sanctifier of all.
 - c. Serve in response to God's love to meet human needs, caring for the sick and the aged, advocating dignity and justice for all people, working for peace and reconciliation among the nations, and standing with the poor and powerless, and committing itself to their needs.
 - d. Worship God in proclamation of the Word and administration of the sacraments and through lives of prayer, praise, thanksgiving, witness, and service.
 - e. Nurture its members in the Word of God so as to grow in faith and hope and love, to see daily life as the primary setting for the exercise of their Christian calling, and to use the gifts of the Spirit for their life together and for their calling in the world.
 - f. Manifest the unity given to the people of God by living together in the love of Christ and by joining with other Christians in prayer and action to express and preserve the unity which the Spirit gives.
- S6.03.** To fulfill these purposes, this synod, in partnership with the churchwide organization, shall bear primary responsibility for the oversight of the life and mission of this church in the territory of this synod. In fulfillment of this role, this synod shall:
- a. Provide for the pastoral care of congregations, ordained ministers, and associates in ministry in the synod, including:
 - 1) certifying candidates for the ordained ministry in cooperation with the appropriate seminaries of this church, which may be done through multi-synodical committees;
 - 2) authorizing ordinations and ordaining on behalf of this church;
 - 3) certifying associates in ministry, which may be done through multi-synodical committees;
 - 4) consulting in the calling process for ordained ministers and in the selection of associates in ministry.

- b. Provide for leadership recruitment, preparation, and support in accordance with churchwide standards and policies.
- c. Provide for discipline of congregations, ordained ministers, consecrated deacons and deaconesses, commissioned teachers, and certified and commissioned lay professionals, establishing procedures for termination of call, adjudication, and appeals which shall be consistent with the procedures established by this church.
- d. Foster organizations for youth, women, and men.
- e. Plan for the mission of this church in the synod, initiating and developing policy through the regional center for mission, and implementing programs, including:
 - 1) ecumenical guidance and encouragement consistent with churchwide policy;
 - 2) development of new ministries, redevelopment of existing ministries, and evangelism;
 - 3) development of relationships to and participation in planning for mission of social ministry organizations and ministries;
 - 4) providing resources for congregational life;
 - 5) assisting the members of its congregations in carrying out their ministries in the world;
 - 6) interpretation of social statements in a manner consistent with the interpretation given by the churchwide agency which assisted in the development of the statement, and initiation of social study programs; and
 - 7) fostering financial support for the work of this church by individuals and congregations.
- f. Foster interdependent relationships among the churchwide organization, the synods, and the congregations, and enter into partnership with other synods in the region.
- g. Participate in churchwide programs and develop support for the ministry of the churchwide organization.
- h. Foster the grouping of congregations in conferences, clusters, and coalitions for mission purposes.
- i. Foster relationships with and provide partnership funding on behalf of colleges, universities, and campus ministries.
- j. Foster relationships with and provide partnership funding on behalf of social ministry organizations.
- k. Foster relationships with and provide partnership funding on behalf of seminaries and continuing education centers.
- l. Foster supporting relationships with camps and other outdoor ministries.
- m. Interpret the work of this church to congregations and to the public.

- n. Respond to human need, work for justice and peace, care for the sick and the suffering, and participate responsibly in society.
- o. Provide for archives in conjunction with other synods.
- p. Cooperate with other synods and the churchwide organization in creating, using, and supporting regional centers for mission to carry out those functions of the synod which can best be done cooperatively with other synods and the churchwide organization.
- q. Elect members of the Churchwide Assembly in accordance with bylaw 13.41.11. of the constitution and bylaws of ELCA and according to procedures specified in the bylaws of this constitution.

S6.04. Except as otherwise provided in this constitution and bylaws, the Synod Council shall establish processes that will ensure that at least 60% of the members of the synod assemblies, councils, committees, boards, and other organizational units shall be laypersons; and that, as nearly as possible, 50% of the lay members of assemblies, councils, committees, boards, or other organizational units shall be female and 50% shall be male. This synod shall establish processes that will enable it to reach a minimum goal that 10% of its assemblies, councils, committees, boards, or other organizational units be persons of color and/or persons whose primary language is other than English.

S6.04.A87 *It is the goal of this synod that 10% of the membership of synod assemblies, councils, committees, boards and/or other organizational units be persons of color and/or persons whose primary language is other than English. By the time of this synod's second assembly, a plan shall be established to attain this goal within 10 years.*

S6.05. Each assembly, council, committee, board, commission, task force, or other body of this synod or any synodical units shall be conclusively presumed to have been properly constituted, and neither the method of selection nor the composition of any such assembly, council, committee, board, commission, task force, or other body may be challenged in a court of law by any person or be used as the basis of a challenge in a court of law to the validity or effect of any action taken or authorized by any such assembly, council, committee, board, commission, task force, or other body.

Chapter 7.

SYNOD ASSEMBLY

- †**S7.01.** This synod shall have a Synod Assembly, which shall be its highest legislative authority.
- †**S7.11.** A regular meeting of the Synod Assembly shall be held at least biennially.
- S7.12.** Special meetings of the Synod Assembly may be called by the bishop with the consent of the Synod Council, and shall be called by the bishop at the request of one-fifth of the members of the Synod Assembly. The purpose for a special meeting shall be stated in the notice.

- S7.13.** Notice of the time and place of all meetings of the Synod Assembly shall be given by the secretary.
- S7.14.** One-half of members of the Synod Assembly shall constitute a quorum.
- †S7.21.** The membership of the Synod Assembly, of which at least 60% of the voting membership shall be composed of lay persons, shall be constituted as follows:
- a. All ordained ministers under call on the roster of this synod in attendance at the Synod Assembly shall be voting members.
 - b. All active associates in ministry, consecrated deacons and deaconesses, commissioned teachers, and certified or commissioned lay professionals on the roster of this synod shall elect 10% of their number to be voting members; all others shall be advisory members with voice but not vote.
 - c. A minimum of two lay members elected by each congregation related to the synod, one of whom shall be male and one of whom shall be female, shall be voting members. The Synod Council shall establish a formula to provide additional lay representation from congregations on the basis of number of members in the congregation. Additional members from each congregation shall be equally divided between male and female except that the odd-numbered member, if any, may be either male or female.
 - d. The lay officers of the synod who shall not be counted as additional lay representatives in order to have at least 60% of the voting membership of the assembly composed of lay persons.
- S7.22.** The synod may establish processes that permit retired ordained ministers on the roster of the synod to serve as voting members of the Synod Assembly, consistent with S7.21. c. above
- S7.23.** All retired ordained ministers, all ordained ministers on leave from call and all associates in ministry, consecrated deacons and deaconesses, commissioned teachers, and certified or commissioned lay professionals not elected as members, all of whose names appear on the rosters of this synod, shall have the privilege of voice but not vote at all meetings of the Synod Assembly. The bishop of the Evangelical Lutheran Church in America and such other official representatives of this church as may be designated from time to time by the Church Council shall also have voice but not vote in the meetings of the Synod Assembly. Like privileges shall be accorded to those members of the Synod Council who are not voting members of the Synod Assembly and to those additional persons whom the Synod Assembly shall from time to time designate.
- S7.24.** Ordained ministers under call on the roster of this synod shall remain as members of the Synod Assembly so long as they remain under call and so long as their names appear on the roster of ordained ministers of this synod. Associates in ministry, consecrated deacons and deaconesses, commissioned teachers, and certified or commissioned lay professionals of the Synod Assembly shall be elected in caucus prior to the

first business session of each regular and special meeting of the Synod Assembly. Lay members of the Synod Assembly representing congregations shall continue as such until replaced by the election of new members or until they have been disqualified by termination of membership. Normally, congregations will hold elections prior to each regular meeting of the Synod Assembly.

- †S7.31. Proxy and absentee voting shall not be permitted in the transaction of any business of this synod.
- S7.32. Robert's Rules of Order, latest edition, shall govern parliamentary procedure of the Synod Assembly.

Chapter 8.

OFFICERS

- †S8.01. The officers of this synod shall be a bishop, a vice-president, a secretary, and a treasurer.
- S8.10. Bishop**
- †S8.11. The bishop shall be elected by the Synod Assembly. The bishop shall be an ordained minister of the Evangelical Lutheran Church in America. The synod shall establish a Mutual Ministry Committee to provide support and counsel to the bishop.
- †S8.12. As this synod's pastor, the bishop shall:
- a. Oversee and administer the work of this synod.
 - b. Preach, teach, and administer the sacraments in accord with the faith of this church.
 - c. Provide pastoral care and leadership for this synod, its congregations, its ordained ministers, and its associates in ministry.
 - d. Advise and counsel its related institutions and organizations.
 - e. Be its chief ecumenical officer.
 - f. Exercise supervision over the work of the other officers.
 - g. Preside at all meetings of the Synod Assembly and be the chief executive officer of the synod; see to it that the constitution and bylaws of the synod are duly observed, and that the actions of the synod in conformity therewith are carried into effect; coordinate the work of all synod staff members; and appoint all committees not otherwise provided for.
 - h. Coordinate the use of the resources available to the synod as it seeks to promote the health of the church's life and witness in the areas served by the synod.
 - i. Exercise this church's power to ordain all accepted candidates for the ministerial office and install:
 - 1) the pastors of all congregations of this synod;
 - 2) ordained ministers called to extraparish service within this church; and

- 3) associates in ministry rostered in this synod;
or provide for their ordination or installation.
- j. Attest letters of call for persons called to serve congregations in the synod and letters of call for persons called by the Synod Council.
 - k. Be ex officio a member of the Churchwide Assembly and a member of all committees of the synod.
 - l. Submit a report to each regular meeting of the Synod Assembly concerning the synod's life and work.
 - m. Interpret and advocate the mission and theology of the whole church.
 - n. Provide for preparation and maintenance of synod rosters containing the names and addresses of all ordained ministers of the synod and a record of the calls under which they are serving or the date on which they become retired or disabled, the names and addresses of all associates in ministry and a record of the positions to which they have been appointed or the date on which they become retired or disabled, the names and addresses of all commissioned teachers and consecrated deacons and deaconesses and a record of the positions to which they have been called or the date on which they become retired or disabled, and the names and addresses of all certified and commissioned lay professionals of the synod and a record of the positions to which they have been appointed; provide for preparation and maintenance of a register of the congregations of the synod and the names of the laypersons who have been elected to represent them; and annually bring to the attention of the synod the names of all ordained ministers on leave from call and the names of all associates in ministry, commissioned teachers, and consecrated deacons and deaconesses on leave from appointment in conformity with the constitution and bylaws of this church and pursuant to prior action of the synod.
 - o. Provide for prompt reporting to the secretary of this church of all additions to and subtractions from the roster of ordained ministers, associates in ministry, commissioned teachers, consecrated deacons and deaconesses, certified and commissioned lay professionals, and the register of congregations; issuance of certificates of transfer, upon their written request for ordained ministers in good standing who are moving into the jurisdiction of other synods; entrance on the roll of ordained ministers and the rolls of associates in ministry, commissioned teachers, consecrated deacons and deaconesses, and certified and commissioned lay professionals of the synod the names of such persons for whom proper certificates of transfer have been received.
 - p. Appoint a statistician of the synod, secure the parochial reports of the congregations, collate the same for annual report to the synod, and make the reports available to the secretary of this church.

- S8.13.** The bishop shall be the president of the synod corporation and be authorized and empowered, in the name of this synod, to sign deeds or other instruments and to affix this seal of this synod.
- S8.14.** The bishop may have such assistants as this synod shall from time to time authorize.
- S8.20.** **Vice-president**
- †**S8.21.** The vice-president shall be elected by the Synod Assembly. The vice-president shall be a layperson. The vice-president shall be a voting member of a congregation of this church. The vice-president shall not receive a salary for the performance of the duties of the office.
- S8.22.** The vice-president shall chair the Synod Council.
- S8.23.** In the event of the death or disability of the bishop, the vice-president shall convene the Synod Council to arrange for the conduct of the duties of the bishop until a new bishop shall be elected or, in the case of temporary disability, until the bishop resumes full performance of the duties of the office.
- S8.30.** **Secretary**
- S8.31.** The secretary shall be elected by the Synod Assembly. The secretary shall be a voting member of a congregation of this church. The secretary shall not receive a salary for the performance of the duties of the office.
- S8.32.** The secretary shall:
- a. Keep the minutes of all meetings of the Synod Assembly, be responsible for the printing and distribution of such minutes, and perform such other duties as the synod may from time to time direct.
 - b. Be authorized and empowered, in the name of the synod, to attest all instruments which require the same, and which are signed and sealed by the bishop.
 - c. In consultation with the bishop, classify and arrange all important papers and documents and deposit them in the archives of the synod.
- S8.40.** **Treasurer**
- S8.41.** The treasurer shall be elected by the Synod Assembly upon nomination by the Synod Council. The treasurer shall be a voting member of a congregation of this church. The treasurer shall not receive a salary for the performance of the duties of the office.
- S8.42.** The treasurer shall provide and be accountable for:
- a. Management of the monies and accounts of the synod, its deeds, mortgages, contracts, evidences of claims and revenues, and trust funds, holding the same at all times subject to the order of the synod.
 - b. Investment of funds upon the authorization of the Synod Council.
 - c. Receipt and acknowledgement of offerings, contributions, and bequests made to the synod, collecting interest and income from its

invested funds, and paying regular appropriations and orders on the several accounts as approved and directed by the Synod Council. The treasurer shall transmit each month to the treasurer of the Evangelical Lutheran Church in America the funds received by the synod for the general work of this church.

- d. Maintenance of a regular account with each congregation of the synod and informing the congregation, at least quarterly, of the status of this account.
- e. Rendering at each regular meeting of the Synod Assembly a full, detailed, and duly audited report of receipts and disbursements in the several accounts of the synod for the preceding fiscal year, together with the tabulation, for record and publication in the minutes, of the contributions from the congregations.
- f. Giving of corporate surety in the amount determined by the Synod Council, which shall be in the custody of the secretary, and the premium therefore shall be paid by the synod. Fidelity coverage provided by the Evangelical Lutheran Church in America shall be deemed a fulfillment of this requirement.

S8.50. General Provisions

S8.51. Each officer shall be elected to a term of four years and may be reelected.

S8.52. The terms of the officers shall begin on the first day of the _____ month following election.

S8.53. Each officer shall be a voting member in a congregation of the synod, except that the bishop need not be a member of a congregation of the synod at the time of election.

S8.54. Should the bishop die, resign, or be unable to serve, the vice-president shall convene the Synod Council to arrange for the appropriate care of the responsibilities of the bishop until an election of a new bishop can be held or, in the case of temporary disability, until the bishop is able to serve again. The successor bishop shall be elected for a term of four years by the next Synod Assembly.

S8.55. Should the vice-president, secretary, or treasurer die, resign, or be unable to serve, the bishop shall arrange for the appropriate care of the responsibilities of the officer until an election of a new officer can be held or until the officer is able to serve again. The successor officer shall be elected for a term of four years by the next Synod Assembly.

†**S8.56.** The Executive Committee of the Synod Council shall determine whether an officer is unable to serve; the officer may appeal the decision of the Executive Committee by requesting a hearing before the Synod Council. A meeting to determine the ability of an officer to serve shall be called upon the request of at least three members of the Executive Committee and prior notice of the meeting shall be given to the officer in question.

†**S8.57.** The recall or dismissal of an officer may be effected in accordance with the procedure established by the churchwide Committee on Appeals.

Chapter 9.

NOMINATIONS AND ELECTIONS

- †S9.01. The Synod Assembly shall elect such officers of this synod and such other persons as the constitution and bylaws may require, according to procedures set forth in the bylaws.
- †S9.02. In all elections by the Synod Assembly, other than for the bishop, a majority of the votes cast shall be necessary for election.
- S9.03. There shall be a Nominating Committee consisting of _____ members who shall be appointed by the Synod Council to serve for each regular meeting of the Synod Assembly. Additional nominations may be made from the floor for all elections for which nominations are made by the Nominating Committee.
- S9.04. The bishop shall be elected by the Synod Assembly by ecclesiastical ballot. Three-fourths of the votes cast shall be necessary for election on the first ballot. If no one is elected, the first ballot shall be considered the nominating ballot. Three-fourths of the votes cast on the second ballot shall be necessary for election. The third ballot shall be limited to the seven persons (plus ties) who received the greatest number of votes on the second ballot, and two-thirds of the votes cast shall be necessary for election. The fourth ballot shall be limited to the three persons (plus ties) who receive the greatest number of votes on the third ballot, and 60% of the votes cast shall be necessary for election. On subsequent ballots a majority of the votes cast shall be necessary for election. These ballots shall be limited to the two persons (plus ties) who receive the greatest number of votes on the previous ballot.
- S9.05. The Nominating Committee shall nominate at least two persons for vice-president; additional nominations may be made from the floor.
- S9.06. The Synod Council shall nominate two persons for secretary; additional nominations may be made from the floor.
- †S9.07. The Synod Council shall nominate two persons for treasurer; additional nominations may be made from the floor.
- S9.08. In all elections, except for the officers, the names of the persons receiving the highest number of votes, but not elected by a majority of the votes cast on a preceding ballot, shall be entered on the next ballot to the number of two for each vacancy unfilled.
- S9.09. The result of each ballot in every election shall be announced in detail to the assembly.

Chapter 10.

SYNOD COUNCIL

- †S10.01. There shall be a Synod Council consisting of the four officers of the synod, 10 to 24 other members, and one youth. The person elected to the youth position shall be elected to a two-year term. The process for

election and the term of office when not otherwise provided shall be specified in the bylaws.

- †**S10.02.** The Synod Council shall be the board of directors of the synod and shall serve as its interim legislative authority between meetings of the Synod Assembly. It may make decisions which are not in conflict with actions taken by the Synod Assembly or which are not precluded by provisions of this constitution or the constitution and bylaws of the Evangelical Lutheran Church in America.
- S10.03.** The functions of the Synod Council shall be to:
- a. Exercise trusteeship responsibilities on behalf of the synod.
 - b. Recommend program goals and budgets to the regular meetings of the Synod Assembly.
 - c. Carry out the resolutions of the Synod Assembly.
 - d. Provide for an annual review of the roll of ordained ministers and the roll of associates in ministry and make appropriate recommendations to the synod regarding those persons whose status is subject to reconsideration and action under the constitution and bylaws of ELCA.
 - e. Issue letters of call to ordained ministers and letters of appointment to associates in ministry, consecrated deacons and deaconesses, commissioned teachers, and certified or commissioned lay professionals as authorized by Chapter 10 of the constitution and bylaws of ELCA.
 - f. Fill vacancies until the next regular meeting of the Synod Assembly except as may otherwise be provided in the constitution or bylaws of the synod, and determine the fact of the incapacity of an officer of the synod.
 - g. Report its actions to the regular meeting of the Synod Assembly.
 - h. Perform such other functions as are set forth in the bylaws of the synod, or as may be delegated to it by the Synod Assembly.
- S10.04.** Any proposal to appropriate funds, whether by amendment to the budget or otherwise, which is presented to a meeting of the Synod Assembly without the approval of the Synod Council shall require a two-thirds vote for adoption.
- S10.05.** No elected member of the Synod Council shall receive compensation for such service.
- S10.06.** If a member of the Synod Council ceases to be a member in good standing on a roster of the synod, if an ordained minister, or to be a voting member of a congregation of the synod, if a layperson, the office filled by such member shall at once become vacant.
- S10.07.** The composition of the Synod Council, the number of its members, and the manner of their selection, as well as the organization of the

Synod Council, its additional duties and responsibilities, and the number of meetings to be held each year shall be as set forth in the bylaws.

Chapter 11.

COMMITTEES

(names of other organizational units)

- †S11.01. There shall be an Executive Committee, a Consultation Committee, a Committee on Discipline, and such other committees as the synod may from time to time determine. The duties and functions of such committees, or any other organizational units created by the synod, and the composition and organizational structure of such units, shall be as set forth in the bylaws and shall be subject to any applicable provisions or requirements of the constitution and bylaws of the Evangelical Lutheran Church in America.
- S11.02. This synod shall in its bylaws or by continuing resolution establish a process to ensure that the members of its committees and other organizational units will be persons possessing the necessary knowledge and competence to be effective members of such units, and to meet the requirements of S6.04.

Chapter 12.

CONFERENCES, CLUSTERS AND COALITIONS

- †S12.01. This synod shall establish conferences, clusters, or coalitions within its territory as specified in the bylaws. The purpose of such groupings shall be to foster interdependent relationships among congregations, institutions, and synodical and churchwide units for mission purposes.

Chapter 13.

CONGREGATIONS

- †S13.01. Each congregation, except those certified as congregations of the Evangelical Lutheran Church in America by the uniting churches, prior to being listed in the register of congregations of this synod, shall adopt the Model Constitution for Congregations or one acceptable to this synod, which is not in contradiction to the constitution and bylaws of ELCA.
- †S13.02. It shall be the responsibility of each congregation of this synod annually to choose from among its voting members laypersons to serve as members of the Synod Assembly as well as persons to represent it at meetings of any conference, cluster, or coalition of which it is a member. The number of persons to be elected by each congregation and other qualifications shall be as prescribed in guidelines established by this synod.
- S13.11. When a pastor or an associate in ministry resigns, the Congregation Council shall receive the letter of resignation, report it to the congregation, and at once notify the bishop of the synod.
- S13.12. A congregation under financial obligation to its former pastor or as-

sociate in ministry shall make satisfactory settlement of the obligation before calling a successor.

- S13.21.** The alignment of congregations in pastoral charges, and all alterations in any alignment, shall be subject to approval by the Synod Assembly or by the Synod Council.
- S13.23.** Provision 8.71. of the ELCA constitution shall govern the relationship of this synod and a congregation of the synod regarding the property of the congregation.
- S13.24.** If any congregation of this synod has disbanded, or if the members of a congregation agree that it is no longer possible for it to function as such, or if in the opinion of the Synod Council the membership of a congregation has become so scattered or so diminished that it is necessary for the synod to protect its property from waste and deterioration, the Synod Council, itself or through trustees appointed by it, may take charge and control of the property of the congregation to hold, manage, and convey the same on behalf of this synod. The congregation shall have the right to appeal the decision to the Synod Assembly.
- S13.25.** This synod may temporarily assume administration of a congregation upon its request or with its concurrence.
- S13.31.** Congregations and members of congregations are subject to discipline in accordance with the provisions of Chapter 19 of the ELCA constitution.

Chapter 14.

ORDAINED MINISTERS AND ASSOCIATES IN MINISTRY

- S14.01.** The time and place of the ordination of those persons properly called to congregations or extraparish service of this synod shall be authorized by the bishop of this synod.
- S14.02.** Consistent with the faith and practice of this church, every ordained minister shall preach the Word, administer the sacraments, conduct public worship, provide pastoral care, and, shall speak publicly to the world in solidarity with the poor and oppressed, calling for justice and proclaiming God's love for the world. Each ordained minister with a congregational call shall, within the congregation, offer instruction, confirm, marry, visit the sick and distressed, and bury the dead; shall supervise all schools and organizations of the congregation; shall install regularly elected members of the Congregation Council, and with the council administer discipline. Every ordained minister shall seek out and encourage qualified persons to prepare for the ministry of the Gospel and strive to extend the Kingdom of God in the community, in the nation, and abroad; shall impart knowledge of this church and its wider ministry through distribution of its periodicals and other publications; and shall endeavor to increase the support given by the congregation to the work of ELCA and of this synod.

- S14.03.** The pastor shall keep accurate parochial records of all baptisms, confirmations, marriages, burials, communicants, members received, members dismissed, or members excluded from the congregation, and shall submit a summary of such statistics annually to this synod.
- S14.04.** Whenever members of a congregation move to such a distance that regular attendance at its services becomes impractical, it shall be the duty of the pastor to commend them, upon their consent, to the pastoral care of a Lutheran congregation nearer to their place of residence.
- S14.05.** Each ordained minister on the roll of this synod shall submit a report of his or her ministry to the bishop of the synod at least 90 days prior to each regular meeting of the synod assembly.
- S14.11.** Each congregation of this synod shall consult the bishop of this synod before taking any steps leading to the extending of a call to a prospective pastor.
- S14.12.** No ordained minister shall accept a call without first conferring with the bishop of this synod.
- †**S14.13.**
- a. The call of a congregation, when accepted by a pastor, shall constitute a continuing mutual relationship and commitment which, except in the case of the death of the pastor, shall be terminated only following consultation with the synodical bishop and for the following reasons:
 - 1) mutual agreement to terminate the call or the completion of a call for a specific term of years;
 - 2) resignation of the pastor;
 - 3) inability to conduct the pastoral office effectively in that congregation in view of local conditions, without reflection on the competence or the moral and spiritual character of the pastor;
 - 4) the physical or mental incapacity of the pastor;
 - 5) disqualification of the pastor through discipline on grounds of doctrine, morality, or continued neglect of duty; or
 - 6) the dissolution of the congregation.
 - b. In the case of alleged physical or mental incapacity of the pastor or ineffective conduct of the pastoral office, it shall be the responsibility of the bishop of the synod, when such difficulties are personally known or have been brought to the synod's attention by an official recital of allegations by the Congregation Council, or by a petition signed by at least one-third of the voting members of the congregation, to investigate such conditions personally in company with a committee of two ordained ministers and one layperson.
 - c. In case of alleged physical or mental incapacity competent medical testimony shall be obtained. When such disability is evident, the bishop of the synod with the advice of the committee shall declare the pastorate vacant. Upon the restoration of a disabled pastor to

health, the bishop of the synod shall take steps to enable the pastor to resume the ministry, either in the congregation last served or in another field of labor.

- d. In the case of alleged local difficulties which imperil the effective functioning of the congregation, all concerned persons shall be heard, after which the bishop of the synod together with the committee described in S14.13.b. shall decide on the course of action to be recommended to the pastor and the congregation. If they agree to carry out such recommendations, no further action shall be taken by the synod. If either party fails to assent, the congregation may dismiss the pastor by a two-thirds majority vote of the voting members present at a regularly called meeting after consultation with the bishop.
- e. The foregoing procedure shall never be invoked when questions of doctrine, morality, or continued neglect of duty are involved, all such cases being treated as disciplinary matters.
- f. If in the course of the proceedings, it should become apparent that the pastoral office cannot be conducted effectively in the congregation being served by the ordained minister due to local conditions, the bishop of the synod may temporarily suspend the pastor from service in the congregation without prejudice and with pay provided through a joint churchwide/synod fund and with housing provided by the congregation.

S14.14. Ordained ministers shall respect the integrity of the ministry of congregations which they do not serve and shall not exercise ministerial functions therein unless invited to do so by the pastor, or if there is no duly called pastor, then by the interim pastor in consultation with the Congregation Council.

S14.15. The parochial records of each congregation shall be kept in a separate book which shall remain its property. The secretary of the congregation shall attest to the bishop of this synod that such records have been placed in his/her hands in good order by a departing pastor before:

- a. installation in another field of labor, or
- b. the issuance of a certificate of dismissal or transfer.

S14.16. The pastor shall make satisfactory settlement of all financial obligations to a former congregation before:

- a. installation in another field of labor, or
- b. the issuance of a certificate of dismissal or transfer.

S14.17. During service to a congregation, an interim pastor shall have the rights and duties of a regularly called pastor. The interim pastor may delegate the same in part to an interim supply pastor with the consent of the bishop of this synod. The interim pastor and any ordained ministers who may assist shall refrain from exerting influence in the selection of a pastor. Upon completion of service, the interim pastor shall certify to

the bishop of this synod that the parochial records, for the period for which the interim pastor was responsible, are in order.

- S14.18.** With the approval of the synodical bishop expressed in writing which sets forth a clear statement of the purpose to be served by such a departure from the normal rule of permanency of the call as expressed in S14.13., a congregation may call a pastor for a specific term of years. Details of such calls shall be in writing setting forth the purpose and conditions involved. Prior to the completion of a term, the bishop of this synod or a representative of the bishop shall meet with the pastor and representatives of the congregation for a review of the call. Such call may also be terminated before its expiration in accordance with the provisions of S14.13.
- S14.21.** All ordained ministers under a call shall attend meetings of the Synod Assembly, and the pastors of congregations shall also attend the meetings of the conference, cluster, or coalition to which the congregation belongs.
- S14.22.** Until further action by this church on ministry, the provisions in the churchwide documents and such provisions as may be developed by the Division for Ministry governing associates in ministry shall apply in this synod.

Chapter 15.

FINANCIAL MATTERS

- †**S15.01.** The fiscal year of the synod shall be February 1 to January 31.
- †**S15.11.** Since the congregations, synods, and churchwide organization are interdependent units that share responsibly in God's mission, all share in the responsibility to develop, implement, and strengthen the financial support program of the whole church. The gifts and offerings of the members of ELCA are given to support all parts of this church and thus partnership in this church should be evidenced in determining each part's share of the gifts and offerings. Therefore:
- a. The mission of this church beyond the congregation is to be supported by such a proportionate share of each congregation's annual budget as each congregation determines. This synod shall develop guidelines for determining "proportionate share," and shall consult with congregational leaders to assist each congregation in making its determination.
 - b. This synod shall receive the proportionate share of the mission support from its congregations, and shall transmit that percentage of each congregation's mission support as determined by the Churchwide Assembly to the treasurer of the Evangelical Lutheran Church in America.
- †**S15.12.** The annual budget of this synod shall reflect the entire range of its own activities and its commitment to partnership funding with other synods and the churchwide organization. Unless an exception is granted upon

the request of this synod by the Church Council, each budget shall include the percentage of congregational mission support assigned to it by the Churchwide Assembly.

- S15.13.** On the basis of estimated income, the Synod Council shall authorize expenditures within the budget for the fiscal year. Expenditure authorizations shall be subject to revision, in light of changing conditions, by the Synod Council.
- S15.14.** Except when such procedure would jeopardize current operations, a reserve amounting to no more than 16% of the sum of the amounts scheduled in the next year's budget for regular distribution to synodical causes shall be carried forward annually for disbursement in the following year in the interest of making possible a more even flow of income to such causes. The exact number of dollars to be held in reserve shall be determined by the Synod Council.
- S15.21.** No appeal to congregations of this or any other synod of the Evangelical Lutheran Church in America for the raising of funds shall be conducted by congregations or organizations related to or affiliated with this synod without the consent of the Synod Assembly or the Synod Council.
- S15.31.** This synod shall arrange to have an annual audit of its financial records conducted by a certified public accountant firm selected by the Synod Council. The audited annual financial report shall be submitted by this synod to the churchwide Office for Finance and to the congregations of this synod. The financial statements shall be in the format approved from time to time by the Office for Finance.

† Chapter 16.

INDEMNIFICATION

- S16.01.** To the full extent permitted from time to time by law, each person who was or is a party or is threatened to be made a party to any threatened, pending or completed civil, criminal, administrative, arbitration, or investigative proceeding, including a proceeding by or in the right of this church, by reason of the fact that such person is or was a Synod Council member, officer, employee, agent or member of any committee of this synod shall be indemnified against judgments, penalties, fines (including, without limitation, excise taxes assessed against the person with respect to an employee benefit plan), settlements, and reasonable expenses, including attorneys fees and disbursements, incurred by the person in connection with the proceeding. The indemnification provided by this section shall continue as to a person who has ceased to be a Synod Council member, officer, employee, agent or member of a committee of this synod and shall apply whether or not the claim against such person arises out of matters occurring before the adoption of this section.
- S16.02.** This synod may purchase and maintain insurance on behalf of a person who is or was a Synod Council member, officer, employee, agent, or

member of a committee of this synod against any liability asserted against and incurred by the person in or arising from that capacity, whether or not this synod would have been required to indemnify the person against the liability under the provision of the constitution of this synod.

† Chapter 17.

BYLAWS AND AMENDMENTS

- S17.01.** This synod may adopt bylaws not in conflict with this constitution. Such bylaws may be amended at any meeting of the Synod Assembly by a two-thirds vote of the delegates present and voting.
- S17.11.** Certain sections of this constitution incorporate and record therein provisions of the constitution and bylaws of this church. If such provisions are amended by this church, corresponding amendments shall be introduced at once into this constitution by the secretary of this synod upon receipt of formal certification thereof from the secretary of ELCA.
- S17.12.** Whenever the secretary of ELCA officially informs the synod that the Churchwide Assembly has amended the model constitution for synods, this constitution may be amended to reflect any such amendment by a simple majority vote at any subsequent meeting of the Synod Assembly without presentation at a prior Synod Assembly.
- S17.13.** Other amendments to this constitution may be adopted by this synod by a two-thirds vote at a regular meeting of the Synod Assembly after having been moved and presented in writing at the previous regular meeting of the Synod Assembly over the signatures of at least _____ members. Such amendments shall become effective upon ratification by the Churchwide Assembly or by the Church Council.

Exhibit E
Model Constitution
for
Congregations

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MODEL CONSTITUTION for CONGREGATIONS

PREAMBLE

We, baptized members of the Church of Christ, responding in faith to the call of the Holy Spirit through the Gospel, desiring to unite together to preach the Word, administer the sacraments, and carry out God's mission, do hereby adopt this constitution and solemnly pledge ourselves to be governed by its provisions. In the name of the Father and of the Son and of the Holy Spirit.

Chapter 1.

NAME AND INCORPORATION

- C1.01.** The name of this congregation shall be _____ .
- C1.02.** For the purpose of this constitution and the accompanying bylaws, the _____ congregation is hereinafter designated as "this congregation."
- C1.11.** This congregation shall be incorporated under the laws of the State of _____ .

Chapter 2.

CONFESSION OF FAITH

- C2.01.** This congregation confesses the Triune God, Father, Son, and Holy Spirit.
- C2.02.** This congregation confesses Jesus Christ as Lord and Savior and the Gospel as the power of God for the salvation of all who believe.
- Jesus Christ is the Word of God incarnate, through whom everything was made and through whose life, death, and resurrection God fashions a new creation.
 - The proclamation of God's message to us as both Law and Gospel is the Word of God, revealing judgment and mercy through word

and deed, beginning with the Word in creation, continuing in the history of Israel, and centering in all its fullness in the person and work of Jesus Christ.

- c. The canonical Scriptures of the Old and New Testaments are the written Word of God. Inspired by God's Spirit speaking through their authors, they record and announce God's revelation centering in Jesus Christ. Through them God's Spirit speaks to us to create and sustain Christian faith and fellowship for service in the world.

- C2.03.** This congregation accepts the canonical Scriptures of the Old and New Testaments as the inspired Word of God and the authoritative source and norm of its proclamation, faith, and life.
- C2.04.** This congregation accepts the Apostles', Nicene, and Athanasian Creeds as true declarations of the faith of this congregation.
- C2.05.** This congregation accepts the Unaltered Augsburg Confession as a true witness to the Gospel, acknowledging as one with it in faith and doctrine all churches that likewise accept the teachings of the Unaltered Augsburg Confession.
- C2.06.** This congregation accepts the other confessional writings in the Book of Concord, namely, the Apology of the Augsburg Confession, the Smalcald Articles and the Treatise, the Small Catechism, the Large Catechism, and the Formula of Concord, as further valid interpretations of the faith of the Church.
- C2.07.** This congregation confesses the Gospel, recorded in the Holy Scriptures and confessed in the ecumenical creeds and Lutheran confessional writings, as the power of God to create and sustain the Church for God's mission in the world.

Chapter 3.

NATURE OF THE CHURCH

- C3.01.** All power in the Church belongs to our Lord Jesus Christ, its head. All actions of this congregation are to be carried out under his rule and authority.
- C3.02.** The Church exists both as an inclusive fellowship and as local congregations gathered for worship and Christian service. Congregations find their fulfillment in the universal community of the Church, and the universal Church exists in and through congregations. This church, therefore, derives its character and powers both from the sanction and representation of its congregations and from its inherent nature as an expression of the broader fellowship of the faithful. In length, it acknowledges itself to be in the historic continuity of the communion of saints; in breadth, it expresses the fellowship of believers and congregations in our day.

Chapter 4.

STATEMENT OF PURPOSE

- C4.01.** The Church is a people created by God in Christ, empowered by the Holy Spirit, called and sent to bear witness to God's creative, redeeming, and sanctifying activity in the world.
- C4.02.** To participate in God's mission, this congregation as a part of the Church shall:
- a. Worship God in proclamation of the Word and administration of the sacraments and through lives of prayer, praise, thanksgiving, witness, and service.
 - b. Proclaim God's saving Gospel of justification by grace for Christ's sake through faith alone, according to the apostolic witness in the Holy Scripture, preserving and transmitting the Gospel faithfully to future generations.
 - c. Carry out Christ's Great Commission by reaching out to all people to bring them to faith in Christ and by doing all ministry with a global awareness consistent with the understanding of God as Creator, Redeemer, and Sanctifier of all.
 - d. Serve in response to God's love to meet human needs, caring for the sick and the aged, advocating dignity and justice for all people, working for peace and reconciliation among the nations, and standing with the poor and powerless, and committing itself to their needs.
 - e. Nurture its members in the Word of God so as to grow in faith and hope and love, to see daily life as the primary setting for the exercise of their Christian calling, and to use the gifts of the Spirit for their life together and for their calling in the world.
 - f. Manifest the unity given to the people of God by living together in the love of Christ and by joining with other Christians in prayer and action to express and preserve the unity which the Spirit gives.
- C4.03.** To fulfill these purposes, this congregation shall:
- a. Provide services of worship at which the Word of God is preached and the sacraments are administered.
 - b. Provide pastoral care and assist all members to participate in this ministry.
 - c. Challenge, equip, and support all members in carrying out their calling in their daily lives and in their congregation.
 - d. Teach the Word of God.
 - e. Witness to the reconciling Word of God in Christ, reaching out to all people.
 - f. Respond to human need, work for justice and peace, care for the sick and the suffering, and participate responsibly in society.

- g. Motivate its members to provide financial support for the congregation's ministry and the ministry of other parts of the Evangelical Lutheran Church in America.
- h. Foster and participate in interdependent relationships with other congregations, the synod, and the Evangelical Lutheran Church in America.
- i. Foster and participate in ecumenical relationships consistent with churchwide policy.

C4.04. This congregation shall develop an organizational structure to be described in the bylaws. The Congregation Council shall prepare descriptions of the responsibilities of each committee, task force, or other organizational groups and shall review their actions. [Such description shall be contained in continuing resolutions of the Congregation Council.]

C4.05. This congregation shall, from time to time, adopt a mission statement which will provide specific direction for its programs.

Chapter 5.

POWERS OF THE CONGREGATION

C5.01. The powers of this congregation are those necessary to fulfill its purpose.

C5.02. The powers of this congregation are vested in the Congregation Meeting called and conducted as provided in this constitution and bylaws.

C5.03. Only such authority as is delegated to the Congregation Council or other organizational units in the congregation's governing documents is recognized. All remaining authority is retained by the congregation. The congregation is authorized to:

- a. call a pastor;
- b. terminate the call of a pastor;
- c. appoint or terminate the appointment of associates in ministry in conformity with the applicable policy of the Evangelical Lutheran Church in America;
- d. approve the annual budget;
- e. acquire real and personal property by gift, devise, purchase, or other lawful means;
- f. hold title to and use its property for any and all activities consistent with its purpose;
- g. sell, mortgage, lease, transfer, or otherwise dispose of its property by any lawful means;
- h. elect its [officers], Congregation Council, boards, and committees, and require them to carry out their duties in accordance with the constitution [and] bylaws. [and continuing resolutions]; and
- i. terminate its relationship with the Evangelical Lutheran Church in America as provided in Chapter 6.

Chapter 6.

CHURCH AFFILIATION

- C6.01.** This congregation shall be an interdependent part of the Evangelical Lutheran Church in America or its successor, and of the _____ Synod of the Evangelical Lutheran Church in America. This congregation is subject to the discipline of the Evangelical Lutheran Church in America.
- C6.02.** This congregation accepts the Confession of Faith and agrees to the Purposes of the Evangelical Lutheran Church in America and shall act in accordance with them.
- C6.03.** This congregation acknowledges its relationship with the Evangelical Lutheran Church in America in which:
- a. This congregation agrees to be responsible for its life as a Christian community.
 - b. This congregation pledges its financial support and participation in the life and mission of the Evangelical Lutheran Church in America.
 - c. This congregation agrees to call pastoral leadership from the clergy roster of the Evangelical Lutheran Church in America in accordance with its call procedures except in special circumstances and with the approval of the bishop of the synod.
 - d. This congregation agrees to consider associates in ministry for appointment to other staff positions in the congregation according to the procedures of the Evangelical Lutheran Church in America.
 - e. This congregation agrees to file this constitution and any subsequent changes to this constitution with the synod for review to ascertain that all of its provisions are in agreement with the constitution and bylaws of the Evangelical Lutheran Church in America or with the constitution of the synod.
- C6.04.** Affiliation with the Evangelical Lutheran Church in America may be terminated as follows:
- a. This congregation takes action to dissolve.
 - b. This congregation ceases to exist.
 - c. This congregation is removed from membership in the Evangelical Lutheran Church in America according to the procedures for discipline of the Evangelical Lutheran Church in America.
 - d. This congregation follows the procedures outlined in C6.05.
- C6.05.** This congregation may terminate its relationship with the Evangelical Lutheran Church in America by the following procedure:
- a. A resolution indicating the desire of this congregation to terminate its relationship must be adopted at a legally called and conducted special meeting of this congregation by a two-thirds majority of the voting members present.

- b. The secretary of this congregation shall submit a copy of the resolution to the synodical bishop and shall mail a copy of the resolution to voting members of the congregation. This notice shall be submitted within 10 days after the resolution has been adopted.
- c. The bishop of the synod shall consult with this congregation during a period of at least 90 days.
- d. If this congregation, after consultation, still desires to terminate its relationship, such action may be taken at a legally called and conducted special meeting by a two-thirds majority of the voting members present, at which meeting the bishop of the synod or an authorized representative shall be present. Notice of the meeting shall be mailed to all voting members at least 10 days in advance of the meeting.
- e. A certified copy of the resolution to terminate its relationship shall be sent to the synodical bishop, at which time the relationship between this congregation and ELCA shall be terminated.
- f. Notice of termination shall be forwarded by the synodical bishop to the secretary of this church and published in the periodical of this church.
- g. If this congregation was a member of the Lutheran Church in America it shall be required, in addition to the provisions in C6.05., to receive synodical approval before terminating its membership in the Evangelical Lutheran Church in America.

C6.06. If this congregation is considering relocation, it shall confer with the bishop of the synod before any steps are taken leading to such action. The approval of the Synod Council shall be received before any such action is effected.

Chapter 7.

PROPERTY OWNERSHIP

- C7.01.** If this congregation ceases to exist, title to undisposed property shall pass to the _____ Synod of the Evangelical Lutheran Church in America.
- C7.02.** If this congregation is removed from membership in the Evangelical Lutheran Church in America according to its procedure for discipline, title to property shall continue to reside in this congregation.
- C7.03.** If a two-thirds majority of the voting members of this congregation present at a regularly called and conducted special meeting of this congregation vote to transfer to another Lutheran church body, title to property shall continue to reside in this congregation. Before this congregation takes action to transfer to another Lutheran church body, it shall consult with representatives of the _____ Synod.

- C7.04.** If a two-thirds majority of the voting members of this congregation present at a regularly called and conducted special meeting of this congregation vote to become independent or relate to a non-Lutheran church body, title to property of this congregation shall continue to reside in this congregation only with the consent of the Synod Council. The Synod Council, after consultation with the congregation by the established synodical process, may give approval to the request to become independent or to relate to a non-Lutheran church body, in which case title shall remain with the majority of the congregation. If the Synod Council fails to give such approval, title shall remain with those members who desire to continue as a congregation of the Evangelical Lutheran Church in America.

Chapter 8.

MEMBERSHIP

- C8.01.** Members of this congregation shall be those baptized persons on the roll of the congregation at the time that this constitution is adopted and those who are admitted thereafter and who have declared and maintain their membership in accordance with the provisions of this constitution and its bylaws.
- C8.02.** Members shall be classified as follows:
- a. **Baptized** members are those persons who have been received by the Sacrament of Holy Baptism in this congregation, or, having been previously baptized in the name of the Triune God, have been received by certificate of transfer from other Lutheran congregations or by affirmation of faith.
 - b. **Confirmed** members are baptized persons who have been confirmed in this congregation, those who have been received by adult baptism or by transfer as confirmed members from other Lutheran congregations, or baptized persons received by affirmation of faith.
 - c. **Voting** members are confirmed members. Such confirmed members shall have communed and made a contribution of record during the current or preceding year.
 - d. **Associate** members are persons holding membership in other Lutheran [Christian] congregations who wish to retain such membership but desire to participate in the life and mission of this congregation. They have all the privileges and duties of membership except voting rights and eligibility for elected offices or membership on the Congregation Council of this congregation.
- C8.03.** All applications for confirmed membership shall be submitted to and shall require the approval of the Congregation Council.
- C8.04.** It shall be the privilege and duty of members of this congregation to:
- a. make regular use of the means of grace, both Word and sacraments;
 - b. live a Christian life in accordance with the Word of God and the teachings of the Lutheran church; and

- c. support the work of this congregation and of the Evangelical Lutheran Church in America through contributions of their time, abilities, and financial support as biblical stewards.

C8.05. Membership in this congregation shall be terminated by any of the following:

- a. death;
- b. resignation;
- c. transfer or release;
- d. disciplinary action by the Congregation Council; or
- e. removal from the roll due to inactivity as defined in the bylaws.

Such persons who have been removed from the roll of members shall remain persons for whom the church has a continuing pastoral concern.

Chapter 9.

THE PASTOR

C9.01. Authority to call a pastor shall be in this congregation by at least a two-thirds majority ballot vote of members present and voting at a meeting regularly called for that purpose. Before a call is issued, the officers, or a committee elected by this congregation to recommend the call, shall seek the advice and help of the bishop of the synod.

C9.02. Only a member of the clergy roster of the Evangelical Lutheran Church in America or who has been recommended for it by the synodical bishop may be called as a pastor of this congregation.

C9.03. Consistent with the faith and practice of the Evangelical Lutheran Church in America, every ordained minister shall preach the Word, administer the sacraments, conduct public worship, provide pastoral care, and shall speak publicly to the world in solidarity with the poor and oppressed, calling for justice and proclaiming God's love for the world. Each ordained minister with a congregational call shall, within the congregation, offer instruction, confirm, marry, visit the sick and distressed, and bury the dead; supervise all schools and organizations of the congregation; shall install regularly elected members of the Congregation Council, and with the council administer discipline. Every pastor shall seek out and encourage qualified persons to prepare for the ministry of the Gospel and strive to extend the Kingdom of God in the community, in the nation, and abroad; shall impart knowledge of this church and its wider ministry through distribution of its periodicals and other publications; and shall endeavor to increase the support given by the congregation to the work of the Evangelical Lutheran Church in America and of the synod of the ELCA.

C9.04. The specific duties of the pastor, compensation, and other matters pertaining to the service of the pastor shall be included in a letter of call.

C9.05. a. The call of a congregation, when accepted by a pastor, shall constitute a continuing mutual relationship and commitment which,

except in the case of the death of the pastor, shall be terminated only following consultation with the synodical bishop and for the following reasons:

- 1) mutual agreement to terminate the call or the completion of a call for a specific term of years;
 - 2) resignation of the pastor;
 - 3) inability to conduct the pastoral office effectively in the congregation in view of local conditions, without reflection on the competence or the moral and spiritual character of the pastor;
 - 4) the physical or mental incapacity of the pastor;
 - 5) disqualification of the pastor through discipline on grounds of doctrine, morality, or continued neglect of duty; or
 - 6) the dissolution of the congregation.
- b. In the case of alleged physical or mental incapacity of the pastor or ineffective conduct of the pastoral office, it shall be the responsibility of the bishop of the synod, when such difficulties are personally known or have been brought to the synod's attention by an official recital of allegations by the Congregation Council, or by a petition signed by at least one-third of the voting members of the congregation, to investigate such conditions personally in company with a committee of two ordained ministers and one layperson.
- c. In case of alleged physical or mental incapacity competent medical testimony shall be obtained. When such disability is evident, the bishop of the synod with the advice of the committee shall declare the pastorate vacant. Upon the restoration of a disabled pastor to health, the bishop of the synod shall take steps to enable the pastor to resume the ministry, either in the congregation last served or in another field of labor.
- d. In the case of alleged local difficulties which imperil the effective functioning of the congregation, all concerned persons shall be heard, after which the bishop of the synod together with the committee described in C9.05.b. shall decide on the course of action to be recommended to the pastor and the congregation. If they agree to carry out such recommendations, no further action shall be taken by the synod. If either party fails to assent, the congregation may dismiss the pastor by a two-thirds majority vote of the voting members present at a regularly called meeting after consultation with the bishop.
- e. The foregoing procedure shall never be invoked when questions of doctrine, morality, or continued neglect of duty are involved, all such cases being treated as disciplinary matters.
- f. If in the course of the proceedings, it should become apparent that the pastoral office cannot be conducted effectively in the congregation being served by the ordained minister due to local conditions, the bishop of the synod may temporarily suspend the pastor from

service in the congregation without prejudice and with pay provided through a joint churchwide/synod fund and with housing provided by the congregation.

- C9.06.** At a time of pastoral vacancy, an interim pastor may be appointed by the bishop of the synod with the consent of this congregation or the Congregation Council.
- C9.07.** During the period of service, an interim pastor shall have the rights and duties of a regularly called pastor and may delegate the same in part to a supply pastor with the consent of the bishop of the synod and this congregation or Congregation Council. The interim pastor and any ordained pastor providing assistance shall refrain from exerting influence in the selection of a pastor.
- C9.08.** This congregation shall make satisfactory settlement of all financial obligations to a former pastor before calling a successor. A pastor shall make satisfactory settlement of all financial obligations to this congregation.
- C9.09.** When a pastor is called to serve in company with another pastor or pastors, the privileges and responsibilities of each pastor shall be specified in documents to accompany the call and to be drafted in consultation involving the pastors, the congregation council, and the bishop of the synod. As occasion requires, the documents may be revised through a similar consultation.
- C9.11.** With the approval of the bishop of the synod the congregation may depart from C9.05.a. and call a pastor for a specific term of years. Details of such calls shall be in writing setting forth the purpose and conditions involved. Prior to the completion of a term, the bishop or a designated representative of the bishop, shall meet with the pastor and representatives of the congregation for a review of the call. Such call may also be terminated before its expiration in accordance with the provisions of C9.05.a.
- C9.12.** The pastor shall keep accurate parochial records of all baptisms, confirmations, marriages, burials, communicants, members received, members dismissed, or members excluded from the congregation, and shall submit a summary of such statistics annually to the synod.
- C9.13.** The pastor(s) shall submit a report of his or her ministry to the bishop of the synod at least 90 days prior to each regular meeting of the Synod Assembly.

Chapter 10.

CONGREGATION MEETING

- C10.01.** The annual (semi-annual, quarterly) meeting of this congregation shall be held at a time specified in the bylaws.
- C10.02.** A special Congregation Meeting may be called by the pastor, the Congregation Council, or the president of this congregation, and shall be

called at the written request of [number or percent] voting members. The call for each special meeting shall specify the purpose for which it is to be held and no other business shall be transacted.

- C10.03.** Notice of all meetings of this congregation shall be given at the services of worship on the preceding two consecutive Sundays and by mail to all [voting] members at least 10 days in advance of the date of the meeting. The posting of such notice in the regular mail, with the regular postage affixed or paid, sent to the last known address of such members shall be sufficient.
- C10.04.** _____ voting members shall constitute a quorum.
- C10.05.** Voting by proxy or by absentee ballot shall not be permitted.
- C10.06.** All actions by the congregation shall be by majority vote except as otherwise provided in this constitution.
- C10.07.** Robert's Rules of Order, latest edition, shall govern parliamentary procedure of all meetings of this congregation.

Chapter 11.

OFFICERS

- C11.01.** The officers of this congregation shall be a president, vice-president, secretary, and treasurer.
- Duties of the officers shall be specified in the bylaws.
 - The officers shall be voting members of the congregation.
 - Officers of this congregation shall serve similar offices of the Congregation Council and shall be voting members of the Congregation Council.
- C11.02.** The congregation (Congregation Council) shall elect its officers and they shall be the officers of the congregation. The officers shall be elected by written ballot and shall serve for one year or until their successors are elected. Their terms shall begin at the close of the annual meeting at which they are elected.

or

The pastor shall be ex officio president of the congregation and the Congregation Council. The congregation (Congregation Council) shall elect by written ballot the other officers of the congregation who shall serve for one year or until their successors are elected. Their terms shall begin at the close of the annual meeting at which they are elected.

or

The pastor shall be ex officio president of the congregation and the Congregation Council. The congregation (Congregation Council) shall elect by written ballot the other officers of the congregation who shall serve for one year or until their successors are elected. Their terms shall begin on _____ (month and day) and end on _____ (month and day).

or

The officers shall be elected by the congregation (Congregation Council) by written ballot and shall serve for one year. The term shall begin on _____ (month and day) and end on _____ (month and day).

- C11.03.** No officer shall hold more than one office at a time. No elected officer shall be eligible to serve more than two consecutive terms in the same office.

Chapter 12.

CONGREGATION COUNCIL

- C12.01.** The voting membership of the Congregation Council shall consist of the pastor(s) and not more than _____ members of the congregation and the officers of the congregation. Any voting member of the congregation may be elected, subject only to the limitation on the length of continuous service permitted in that office. A member's place on the Congregation Council shall be declared vacant if the member a) ceases to be a voting member of this congregation or b) is absent from four successive regular meetings of the Congregation Council without cause.

- C12.02.** The members of the Congregation Council except the pastor(s) shall be elected by written ballot to serve for _____ years or until their successors are elected. Such members shall be eligible to serve no more than two full terms consecutively. Their terms shall begin at the close of the annual meeting at which they are elected.

or

The members of the Congregation Council (except the pastor(s)) shall be elected at a legally called meeting of the congregation during the month of _____. Their term of office shall be for _____ years with the term of office beginning on _____ (month and day) and ending on _____ (month and day). Newly elected Congregation Council members shall be installed at worship the Sunday prior to the date they assume office.

- C12.03.** Should a member's place on the Congregation Council be declared vacant, the Congregation Council shall elect, by majority vote, a successor until the next annual meeting.

- C12.04.** The Congregation Council shall have general oversight of the life and activities of this congregation, and in particular its worship life, to the end that everything be done in accordance with the Word of God and the faith and practice of the Evangelical Lutheran Church in America. The duties of the Congregation Council shall include the following:

- a. To lead this congregation in stating its mission, to do long-range planning, to set goals and priorities, and to evaluate its activities in light of its mission and goals.
- b. To seek to involve all members of this congregation in worship, learning, witness, service, and support.

- c. To oversee and provide for the administration of this congregation to enable it to fulfill its functions and perform its mission.
- d. To maintain supportive relationships with the pastor(s) and staff and help them annually to evaluate the fulfillment of their calling, appointment, or employment.
- e. To be examples individually and corporately of the style of life and ministry expected of all baptized persons.
- f. To promote a congregational climate of peace and goodwill and, as differences and conflicts arise, to endeavor to foster mutual understanding.
- g. To arrange for pastoral service during the sickness or absence of the pastor.
- h. To emphasize partnership with the synod and churchwide units of the Evangelical Lutheran Church in America as well as cooperation with other congregations, both Lutheran and non-Lutheran, subject to established policies of the synod and the Evangelical Lutheran Church in America.
- i. To recommend and encourage the use of program resources produced or approved by the Evangelical Lutheran Church in America.

C12.05. The Congregation Council shall be responsible for the financial and property matters of this congregation.

- a. The Congregation Council shall be the board of [trustees/directors] of this congregation, and as such shall be responsible for maintaining and protecting its property and the management of its business and fiscal affairs. It shall have the powers and be subject to the obligations that pertain to such boards under the laws of the State of _____, except as otherwise provided herein.
- b. The Congregation Council shall not have the authority to buy, sell, or encumber real property unless specifically authorized to do so by a meeting of the congregation.
- c. The Congregation Council may enter into contracts of up to \$_____ for items not included in the budget.
- d. The Congregation Council shall prepare an annual budget for adoption by this congregation, shall supervise the expenditure of funds in accordance therewith following its adoption, and may incur obligations more than \$ _____ in excess of the anticipated receipts only after approval by a Congregation Meeting. The budget shall include this congregation's full indicated share in support of the wider ministry being carried on in partnership with the synod and churchwide organization.
- e. The Congregation Council shall ascertain that the financial affairs of this congregation are being conducted efficiently, giving particular attention to the prompt payment of all obligations and to the

regular forwarding of benevolence monies to the synodical treasurer.

- f. The Congregation Council shall be responsible for this congregation's investments and its total insurance program.
- C12.06. The Congregation Council shall see that the provisions of this constitution [and] its bylaws [and the continuing resolutions] are carried out.
- C12.07. The Congregation Council shall provide for an annual review of the membership roster.
- C12.08. The Congregation Council shall be responsible for the appointment and supervision of the salaried lay workers of this congregation.
- C12.09. The Congregation Council shall submit a comprehensive report to this congregation at the annual meeting.
- C12.11. The Congregation Council shall normally meet once a month. Special meetings may be called by the pastor or the president, and shall be called at the request of at least one-half of its members. Notice of each special meeting shall be given to all who are entitled to be present.
- C12.12. A quorum for the transaction of business shall consist of a majority of the members of the Congregation Council, including the pastor or interim pastor, except when such person requests or consents to be absent and has given prior approval to an agenda of routine matters which shall be the only business of the meeting.

Chapter 13.

CONGREGATIONAL COMMITTEES

- C13.01. The officers of this congregation and the pastor shall constitute the *Executive Committee*.
- C13.02. A *Nominating Committee* of six voting members of this congregation, two of whom shall be outgoing members of the Congregation Council, shall be elected at the annual meeting for a term of one year. Members of the Nominating Committee are not eligible for consecutive reelection.
- C13.03. An *Audit Committee* of three voting members shall be elected by the Congregation Council. Audit Committee members shall not be members of the Congregation Council. Term of office will be three years, with one member elected each year. Members shall be eligible for reelection.
- C13.04. A *Staff Support Committee* (in the absence of a staff support committee, their duties shall be fulfilled by the executive committee) shall be appointed jointly by the president and the pastor. Term of office shall be two years, three members to be appointed each successive year. Committee members will hold no other office in the congregation during their term.
- C13.05. When a pastoral vacancy occurs, a *Call Committee* of six voting members shall be appointed by the Congregation Council. Term of office will terminate at installation of the newly-called pastor.

- C13.06.** Other congregational committees may be formed as the need arises, by decision of the Congregation Council.
- C13.07.** Duties of congregational committees shall be specified in the bylaws (continuing resolutions).

Chapter 14.

ORGANIZATIONS WITHIN THE CONGREGATION

- C14.01.** All organizations within this congregation shall exist to aid it in ministering to the members of this congregation and to all persons who can be reached with the Gospel of Christ. As outgrowths and expressions of this congregation's life, the organizations are subject to its oversight and direction. This congregation at its meeting shall determine their policies, guide their activities, and receive reports concerning their membership, work, and finances.
- C14.02.** Special interest groups, other than those of the official organizations of the Evangelical Lutheran Church in America, may be organized only after authorization has been given by the Congregation Council [and specified in a continuing resolution].

Chapter 15.

DISCIPLINE OF MEMBERS

- C15.01.** Denial of the Christian faith as described in this constitution, conduct grossly unbecoming a member of the Church of Christ, or persistent trouble-making in this congregation are sufficient cause for discipline of a member. Prior to disciplinary action, reconciliation will be attempted following Matthew 18:15-17, proceeding through these successive steps: a) private admonition by the pastor, b) admonition by the pastor in the presence of two or three witnesses, and c) citation to appear before the Congregation Council.
- C15.02.** A member charged with the offense shall appear before the Congregation Council having received a written notice, specifying the exact charges that have been made against the member, at least 10 days prior to the meeting.
- C15.03.** Should the allegations be sustained by a two-thirds majority vote of the Congregation Council, the council shall impose one of the following disciplinary actions:
- a. censure before the council or congregation;
 - b. suspension from membership for a definite period of time; or
 - c. exclusion from membership in this congregation. Disciplinary actions b. and c. shall be delivered to the member in writing.
- C15.04.** The member against whom disciplinary action has been taken by the Congregation Council shall have the right to appeal the decision to the Synod Council. Such right may not be abridged and the decision of the Synod Council shall be final.

- C15.05.** Disciplinary actions may be reconsidered and revoked by the Congregation Council upon receipt of a) evidence that injustice has been done or b) evidence of repentance and amendment.

Chapter 16.

BYLAWS

- C16.01.** This congregation may adopt bylaws. No bylaw may conflict with this constitution.
- C16.02.** Bylaws may be adopted or amended at any legally called meeting of this congregation with a quorum present by a majority vote of those voting members present and voting.
- C16.03.** Changes to the bylaws may be proposed by any voting member provided, however, that such additions or amendments be submitted in writing to the Congregation Council at least 60 days before a regular or special Congregation Meeting called for that purpose and that the Congregation Council notify the members of the proposal with its recommendations at least 30 days in advance of the Congregation Meeting.
- C16.04.** Approved changes to the bylaws shall be sent to the synod.

Chapter 17.

AMENDMENTS

- C17.01.** Amendments to this constitution may be proposed by at least _____ voting members or by the Congregation Council. Proposals must be filed in writing with the Congregation Council 60 days before formal consideration by this congregation at its regular or special meeting called for that purpose. The Congregation Council shall notify the members of the proposal with their recommendations at least 30 days in advance of the meeting.
- C17.02.** A proposed amendment to this constitution shall:
- a. be approved at a properly called meeting according to this constitution by a majority vote of those present and voting;
 - b. be ratified without change at the next annual meeting by a two-thirds majority vote of those present and voting; and
 - c. have the effective date included in the resolution and noted in the constitution.
- C17.03.** Any amendments to this constitution shall be sent by the secretary of this congregation to the synod. The amendment shall become effective within 120 days from the date of the receipt of the notice by the synod unless the synod informs this congregation that the amendment is in conflict with the constitution and bylaws of the Evangelical Lutheran Church in America, or the constitution of the _____ Synod.

Chapter 18.

CONTINUING RESOLUTIONS

- C18.01.** The Congregation Council may enact continuing resolutions which describe the function of the various committees or organizations of this congregation.
- C18.02.** Continuing resolutions shall be enacted or amended by a two-thirds vote of all voting members of the Congregation Council.

Exhibit F

Greetings to the Constituting Convention

Bolivian Evangelical Lutheran Church

Greetings in the name of our Lord Jesus Christ. The Lutheran Church Bolivien congratulates the historic step—the churches to form the new church in partnership.

We are praying and hoping the new church reaches its complete development in the task of its consolidation. We are successful by this important event the joining is power for the Glory of our Lord Jesus Christ.

May God bless you in your work in His Kingdom.

Rev. Francisco Choque C., President

Evangelical Lutheran Church in Lithuania

Liebe Bruder und Schwestern in Christus, sie sind jetzt eine von der grössten Kirchen in LWB. Es grüsst sie eine von der kleinen LWB kirchen—Ev. Luth. Diasporakirche in Lietuva /Litauen /. Wir haben erlebt, dass der Herr die Kleinen bewahrt und erhört ihre Gebete. Wir gehören alle zu einer Gemeinschaft (koinonia).

So wollen wir am 3.Mai 1987, Sonntag der "Misericordia Domini (Ps.33,5) auch in unsere Kirche—Tauragè für sie und ihre missionarische Sendung beten. An dem Tag besucht Papst Johannes Paul II Augsburg, so wollen wir auch ihn in unserem Gebet einschliessen. Wir grüssen sie mit den Worten des Augsbürgischen Bekenntnisses: "Item docent, qua una sancta ecclesia perpetuo mansura sit. Est autem ecclesia congregatio sanctorum, in qua evangelium recte docetur et recte administratur sacramenta. Et ad veram unitatem ecclesiae satis est . . ." (Confessio Augustana, Art.VII).

Der Herr, der für uns gestorben und auferstanden ist, segne sie alle und ihre erneuerte Kirche. Die Kirchen leben von Auferstehungen (Calvin)!

Ihr

Bishop Jonas Kalvanas

Evangelical Lutheran Church in Thüringia

Liebe Brüder und Schwestern in dem Herrn Jesus Christus!

Auf Ihrem Konvent vom 30. April - 3. Mai 1987 werden Sie sich zusammenfinden, um die Lutherische Kirche in Amerika in einer neuen großen Gemeinschaft zu beginnen. Dazu schicke ich Ihnen, auch im Namen des Landeskirchenrates der Evangelisch-Lutherischen Kirche in Thüringen, einen herzlichen

Gruß. In einer Zeit, in der die Kirchen noch immer eines der wesentlichen Elemente ihres Zeugnisses vor der Welt schuldig bleiben, nämlich das Zeugnis, Gemeinschaft der Heiligen zu sein, nehmen Sie dieses Geschenk Gottes für sich an. Wir begleiten den Vorgang mit großer Aufmerksamkeit, mit unseren Gebeten und mit dem Dank an den dreieinigen Gott. Möchte die neue Communio durch den Herrn der Kirche selbst gestärkt und durch seinen Heiligen Geist geleitet werden. Dr. Martin Luther hat uns gelehrt, daß die Kirche immer dann auf dem rechten Weg ist, wenn sie sich von dem Herrn sammeln läßt, um in ihm eins zu sein, wie der Vater und der Sohn eins sind. In ihrem Zusammengehen, das seine Mitte nach Luther in der gemeinsamen Verkündigung und Feier der Sakramente hat, sehen wir hoffnungsvolle Zeichen für die ganze Ökumene. Wir freuen uns, im gemeinsamen Glauben mit Ihnen verbunden zu sein und so an Ihrer Gemeinschaft Anteil zu haben.

Allen Brüdern und Schwestern der Lutherischen Kirche in Amerika ein herzliches "Gott befohlen!"

Werner Leich, Presiding Bishop

Evangelical Church of the Union—Region FRG and Berlin West

When the Council of the Evangelical Church of the Union—Region FRG and Berlin West met last week, our ecumenical officer, Rev. Reinhard Groscurth (former student of Hamma School of Divinity), reported on the constituting convention of the Evangelical Lutheran Church in America in Columbus, Ohio. The Council members listened with great joy to the plans to bring together three Lutheran Churches in the United States of America. They have asked me to convey our best wishes and congratulation.

In the Evangelical Church of the Union and its predecessor we have discovered since early last century that steps towards greater unity of the church, though they are difficult, time-consuming and costly, can experience God's particular blessing. The main quest is not greater efficiency or more effective organization. It is rather the enrichment by each others traditions and the ability to perform the Lord's call to mission in a more faithful way.

Though our main contact in the United States is the United Church of Christ, we do hope that the cooperation which exists with our mission boards particularly concerning the churches in South Africa and Tanzania will continue also with the new Church.

Wishing you a blessed and fruitful convention and a good start of the new Church.

Yours in Christ,
Peter Kraske, President

Lutheran Church in the Philippines

On behalf of the Lutheran Church in the Philippines, I would like to send greetings to your forthcoming Constituting Convention to be held in Columbus, Ohio, on April 30 to May 3, 1987. The historic event which will usher in the formation of the Evangelical Lutheran Church in America is certainly a significant step in the unity of Lutherans.

Your brothers and sisters in Christ in this country who have common roots with you in the Lutheran Confessions based on Scriptures alone are glad to know of this development. We will celebrate with you in our prayers, remembering you during that convention, trusting in the Lord's guidance as you continue to implement those policies and mechanics of your organization which you have worked out these past years.

The Lord's blessings to each one of you—the leadership and delegates to this historic event.

Sincerely yours in Christ,
Thomas P. Batong, President

Lutheran Church in Argentina

It was a reason for joy and for thanksgiving the news of the Constituting Convention of the Evangelical Lutheran Church in America.

It is indeed pleasant to see how this long process for unity which involved many people from the three Lutheran Churches, has come to a fruitful end.

The expectations of our Church towards the emerging body are especially centered on the fraternal relationships we could have and in a special way, on the hope that a real and concrete improvement in the missionary policy can be achieved. It is our understanding that this has been worse and weaker through time.

Please be sure we will be with you in prayer for the Constituting Convention, for its decisions and for God's rich blessings.

Yours in Christ.

Iglesia Evangelica Luterana Unida
Raul Esteban Denuncio, President

South Andhra Lutheran Church (India)

We are happy indeed to know about the merger of the American Lutheran Church, the Association of Evangelical Lutheran Churches and the Lutheran Church in America, which will be really an historic event for the three Lutheran Churches, and their partner Churches. We earnestly pray the Lord for the blessed opportunity given to the Lutheran Churches in USA to come together under the banner of our Lord Jesus Christ for giving vital importance for fellowship and mission work.

We send our hearty greetings to all the delegates of the member Churches and wish the Constituting Convention a grand success for the glory of God. We assure you that the South Andhra Lutheran Church will extend its full cooperation for the expansion of the Lord's Kingdom in this World.

With good wishes.

Yours sincerely,
Rev. T. Anantham, President
P. Sundaram, Secretary

Evangelical Lutheran Church of Saxony

Some days ago I received your letter with the information about the forthcoming Constituting Convention of the Evangelical Lutheran Church in America at the beginning of May 1987. Thank you for this information giving us the chance to join this important event and all of you in praying. May God, our heavenly Father, bless this new church through his Gospel and his sacraments for a strong witness of our Lord and his merciness among the people in our time. Please, pass my wishes and greetings on to all those brothers and sisters I have the privilege to know.

In the love of Christ and in friendship
I am sincerely yours,
Dr. Johannes Hempel, President

Lutheran Church in Hannover

On behalf of our Hannoverian Church I would like to thank you for your circular letter by which you have informed us about the Constituting Convention to be held in Columbus/Ohio from 30 April – 3 May, 1987. I know how intensively you are working to strengthen Lutheran fellowship worldwide and especially in your country. Please, be assured that we feel united with you in our prayers and our service. We shall join you in praying for the new Lutheran Church in USA looking forward very much for the future cooperation between our churches.

Sending our blessings to the Convention and hoping for good decisions,

Sincerely in Christ
Eduard Lohse, Bishop

Lutheran Church in Liberia

On behalf of the Executive Council, the entire Lutheran family of the LCL, my family and in my own name, I salute you and through you the proposed Evangelical Lutheran Church in America for the bold step it is about to take.

We pray that your constituting convention will be a success and that God will direct your deliberations and lead you to the right decisions for the good of His Church.

The Lutheran Church in Liberia will remember all of you in prayers before and during those days of hard decisions and plans.

Rest assured that as Partners in the building of God's Kingdom on earth, we are with you in thought and spirit.

May God richly bless you and all the other church bodies as you form the new church from 30 April – 3 May, 1987, in Columbus, Ohio.

Yours in His Fellowship,
Bishop Ronald J. Diggs

Evangelical Lutheran Church in Chile

The Evangelical Lutheran Church in Chile has received your letter of February with reference to the Constituting Convention of the Evangelical Lutheran Church in America with great joy.

It is the prayer of our church and my own that God richly bless this venture of unity in mission and witness among the Lutheran Churches in the United States.

As you know, our churches have a long history of partnership in proclaiming the Gospel, we look forward to maintaining that partnership with the ELCA.

Fraternally yours,
William E. Gorski, President

Gutnius Lutheran Church, Papua New Guinea

Greetings to you from your brothers and sisters from the Gutnius Lutheran Church—Papua New Guinea.

Thank you for the information in which you stated that you are planning to hold the Constituting Convention of the Evangelical Lutheran Church in America in Columbus Ohio from 30 April – 3 May, 1987. We believe that this event will be an historic one as this will eventually lead to the formation of the new church.

Your letter indicated that you are inviting representatives of church bodies in the United States and secretaries of LWF and other Councils. It would be more beneficial if you could also invite other church leaders from the various continents in the world as your church will have a big impact worldwide. We will be watching with keen interest on what you do in view of the formation of the new church.

For us we are also interested in Church Unity as you are although we desire total doctrinal agreement before a visible church unity. We are also keen to see our partner church, the Association of Evangelical Lutheran Churches in the United States headed by Bishop Will Herzfeld, take part in this process of visible unity between your church [LCA] and the American Lutheran Church.

We pray that God will grant you His Holy Spirit as you prepare for things ahead.

In Christ our Lord,
David P. Piso, Bishop

Christian Protestant Church in Indonesia

We are delighted to extend our greetings to the Constituting Convention of the Evangelical Lutheran Church in America to take place from the 30th April to 3rd May and assure you of our continued prayers.

We rejoice with you that God has blessed and guided your churches in coming together as a manifestation of our oneness in Christ and we feel sure that this union will work to the glory of God's name and furthering of the Gospel of Jesus Christ.

We pray that the Holy Spirit will continue to guide and to lead the united

church, that He will give wisdom, grace and leadership, as you work together for the extension of God's Kingdom on earth.

We deeply appreciate the relationship we have had with your churches in the past and we look forward to continued fellowship with you trusting that the hands of Christian unity may continue to come.

The 30th of April—3rd May will be a great day not only for the uniting churches but also for the Lutheran Church of America and indeed all the churches in America and beyond, as we rejoice in the unity that comes as a gift from Christ.

We will be with you in Christ and praying fervently for a God pleasing union.

Yours in Christ,
Rev. Dr. Andar Lumbantobing, Bishop
Rev. Dr. Sutan M. Hutagalung, General
Secretary

Huria Kristen Batak Protestant Church, Indonesia

It gives me great pleasure to write to you to thank you for your circular letter of February 1987 informing about the constituting convention of the Evangelical Lutheran Church in America which will be held in Columbus, Ohio from 30 April – 3 May 1987.

On behalf of the HKPB Angkola Church I take this opportunity to convey our congratulations and best wishes to all members of the constituting convention. It is our prayer that your constituting convention will be successful to form the new church, the new Lutheran Church, giving vital witness in the mission of our Lord Jesus Christ.

It is also our strong hope that your Lutheran Churches in America will be able to take the step toward a more visible expression of the unity of the Churches.

Yours sincerely,
Ginda P. Harahap, Ephorus

India Evangelical Lutheran Church

I am happy to note through your circular letter that three very important Lutheran Churches in the United States of America are going to be merged into one Lutheran Church in the name of Evangelical Lutheran Church in America.

As stated in your letter, it will indeed be an historic occasion for Lutherans in North America. Though it is my wish to participate in this very important event, due to many constraints, I may not be able to make it.

While congratulating you and all those who laboured hard for this unity, it is my wish and prayer that the Almighty showers His rich blessings on this great event and on this new Church which is going to be emerged soon. Hope this Church begins the work of the Lord with new vitality and Hope and be a witnessing Church not only in United States alone but throughout the world.

With very kind regards,

Yours in His Service,
D. John Hus, President

Lutheran Church in Malaysia and Singapore

Thank you very much for your letter of February 1987.

We would like to congratulate the Lutheran Church of America, The American Lutheran Church, the Association of Evangelical Lutheran Churches for coming together to form the new church. This is indeed a tremendous step of faith and unity, and a mark of Christian love.

The Lutheran Church in Malaysia and Singapore share the joy of this significant event and look forward to a closer tie with the Evangelical Lutheran Church in America, trusting that the close partnership we had in the past will be strengthened and enhanced in the coming years.

Please bring greetings to the ELCA; may God guide you all in your Constituting Convention.

In Christ we serve,
Daniel Chong, Bishop

Church of the Augsburg Confession of Alsace and Lorraine

Church of Augsburg Confession in Alsace Lorraine joining you in joy and thanksgiving. Asking God's blessings on deliberations. May New Church give witness to our common call in Jesus Christ.

Fraternal Greetings,
Rev. Dr. Andre Appel, President

Armenian Apostolic Church of America

Delighted in the Union of the three branches of the Lutheran tradition in America. We consider this a major step towards the realization of our Lord's will that we all become one in him. On behalf of His Holiness Karekin II of the Great House of Cilicia and on behalf of the Prelacy of The Armenian Apostolic Church of America please accept our expression of our love and assurance of our constant prayers.

Yours in Christ,
Archbishop Mesrob Ashjian
138 E 39th Street New York, NY

Episcopal Conference of Diocesan Executives

Congratulations on your courage and momentous decision to be as one in Christ. God speed on our common journey to fulfill our Lord's prayer that all may be one.

Episcopal Conference of Diocesan Executives
(in meeting San Antonio, TX)

Evangelical Lutheran Church of Hong Kong

In a spirit of great joy we give thanks to God upon the inauguration of the ELCA. This event is surely unparalleled in significance in the history of the Lutheran tradition. We celebrate this unity and pray for God's richest blessings

upon your new church. We also pray for an even closer partnership in the mission of Jesus Christ in the days ahead. May God's grace and peace strengthen and keep you all in this time of historic new beginnings. May God bless you a successful convention.

John C. M. Tse, President
Evangelical Lutheran Church Hong Kong

United Evangelical Lutheran Church in South-West Africa/Namibia

Herewith,

The Church Council of The United Evangelical Lutheran Church in South-West Africa/Namibia meeting in Windhoek from the 28-29th April, 1987, wishes to greet you with Colossians 3:17 to your newly established Evangelical Lutheran Church in America. "These are only a shadow of what is to come: but the substance belongs to Christ."

We highly appreciate the co-operation we have had in the past with your churches and wish and hope for future co-operation with your church at present and in the future. God's Blessings,

Yours in Christ,
Landespropst W. J. Blank
Evangelical Lutheran Church in
South-West Africa
Bishop Hendrik Frederik
Evangelical Lutheran Church in
South-West Africa/Rhemish Mission
Bishop Kleopas Dumeni
Evangelical Lutheran Church in
South-West Africa/Namibia

Evangelical Church of the Augsburg Confession in Austria

A greeting was received from Bishop Mag. D. Dieter Knall on behalf of the Evangelical Church of the Augsburg Confession in Austria.

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A list of final, non-procedural actions of the Constituting Convention.

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