

Evangelical Lutheran Church in America
2022 Churchwide Assembly

Reports and Records: Assembly Minutes

August 8–12, 2022
Columbus, Ohio

Published by the
Office of the Secretary
Evangelical Lutheran Church in America
8765 West Higgins Road
Chicago, Illinois 60631

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Secretary

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Introduction

The sixteenth Churchwide Assembly of the Evangelical Lutheran Church in America gathered under the theme “Embody the Word” at the Greater Columbus Convention Center in Columbus, Ohio. The theme was particularly significant for people who had been living in relative isolation from one another after more than two years of COVID-19 pandemic restrictions had prevented public gatherings. Congregations and synod assemblies had been forced to move online out of concern for the neighbor, finding new understandings of what it means to gather as God’s people, finding new ways to live out an embodied gospel when it was not always possible to be physically present with others.

We are called daily to find new and creative ways to live out the Good News, to embody the Living Word. The work of this church goes on in spite of everything happening around us, and so the assembly gathered as the body of Christ to hear reports from officers and units, elect a vice president and other leaders for the churchwide organization and separately incorporated ministries, adopt a budget, act on resolutions and memorials, and approve amendments to the governing documents of this church.

The following are the official minutes of the sixteenth meeting of the Churchwide Assembly. They are organized in a comprehensive manner. Approved actions are included in their entirety in the minutes at the point of presentation, along with some of the discussion of the issues. Relevant exhibits are appended to provide ready reference in a single document.

Final actions of the assembly are indicated by the letters “CA” followed by the year of the assembly; thus “CA22.” Then follows the notation of the day of the assembly on which the action occurred, and the number of the action taken sequentially during the assembly. Thus, CA22.04.12. signifies that the twelfth action of the assembly occurred on the fourth day of the 2022 Churchwide Assembly.

References to actions of various ELCA governing bodies also are cited using a singular designation code. For example, CC22.04.20. refers to an action taken by the Church Council (CC) at its April (4th month) meeting in 2022 (22) which represented the twentieth action (20) of that governing body in the calendar year. Similarly, the designations “EC” and “CB” refer respectively to the Executive Committee of the Church Council and the Conference of Bishops.

Citations of sections of the *Constitutions, Bylaws and Continuing Resolutions of the Evangelical Lutheran Church in America* are codified variously as “ELCA 3.04.” (a churchwide constitutional provision), “ELCA 7.31.01. (a churchwide bylaw), “S14.18.” (*Constitution for Synods*) and “C10.02.” (*Model Constitution for Congregations*). A dagger (†) preceding the letter “S” or an asterisk (*) before “C” indicates that the provision is required rather than only recommended. Continuing resolutions are designated by a letter and the year in which they were adopted; thus, a continuing resolution adopted in 2022 is, for example, “14.41.B22.”

Various amendments to the governing documents of this church were adopted by the 2019 Churchwide Assembly. As a convenience to readers and for historical documentation, the full text of the 2019 edition of the *Constitution, Bylaws and Continuing Resolutions of the Evangelical Lutheran Church in America* is provided at the end of these minutes. The current edition is available online on the ELCA website.

I wish to thank all of those who made the 2022 Churchwide Assembly a success. Those who served on the assembly committees are listed in Exhibit A: Members of the Churchwide Assembly. Special thanks to the Churchwide Assembly planning committee, named on p. 277. The staff of the Office of the Secretary did their usual outstanding job of coordinating logistics, organizing documentation, supporting the legislative work of the assembly, and overseeing the election processes. Many of the staff of the churchwide organization were involved in preparing for and supporting the work of the assembly. It is impossible to express adequate thanks for all the work that was done in assisting the Churchwide Assembly to “embody the Word.”

Video, photo, and audio highlights of the 2022 Churchwide Assembly are available online. The ELCA website also includes the “Legislative Updates” that provided voting members with daily summaries of assembly actions.

Consistent with the commitment of this church to be faithful stewards of God’s creation, these minutes are posted on the ELCA website. Print copies will be stored in the ELCA Archives.

The Spirit of God empowers us to live out our vocation to embody the Word as the living, breathing body of Christ. Thanks be to God.

Deacon Sue E. Rothmeyer, secretary
Eastertide 2023

Sixteenth Churchwide Assembly of the Evangelical Lutheran Church in America

Minutes

**August 9–12, 2022
Columbus, Ohio**



Evangelical
Lutheran Church
in America

Plenary Session One

Tuesday, Aug. 9, 2022

8:30 a.m.—11:30 a.m.

The 2022 Churchwide Assembly of the Evangelical Lutheran Church in America (ELCA) convened Tuesday, August 9, 2022, in Hall A of the Greater Columbus Convention Center, Columbus, Ohio. The Rev. Elizabeth A. Eaton, presiding bishop of the Evangelical Lutheran Church in America (ELCA), called the assembly to order at 8:34 a.m., Eastern Daylight Time (all times in this report are Eastern Daylight Time unless otherwise indicated).

Welcome and Order for the Opening of the Assembly

Reference: Worship and Song

Presiding Bishop Elizabeth A. Eaton opened the sixteenth Churchwide Assembly of the ELCA by welcoming all those present and thanking them for their attendance. She led the assembly in observance of a moment of silence to acknowledge that the assembly was meeting on the ancestral lands of the Shawnee, Miami, and Kaskaskia peoples.

Presiding Bishop Eaton led the assembly in singing “O Holy Spirit, Root of Life,” then led the Order for Opening of the Assembly. She noted that the assembly was meeting under the theme of “Embody the Word,” and considered the double meaning attached to each of these terms. “Embody” speaks both to the incarnation of Christ and to the life of this church as it continues to emerge from a pandemic. “Word” refers both to Jesus Christ and to scripture. In 1522, Martin Luther’s translation of the New Testament helped make the Word accessible to people and revolutionized the Christian movement. Five hundred years later, the call to make Jesus accessible to people still exists today and into the future.

Recognition of the 35th Anniversary of the Constituting Convention and Opening Remarks

While looking forward, this church also looks back 35 years to the Constituting Convention of the ELCA, also held in the Greater Columbus Convention Center. Thirty-five years later, this church has welcomed many exciting opportunities and yet recognizes the challenges this church faces as the ELCA works toward becoming a more gender-inclusive church, promoting just and equitable involvement of people with disabilities, and becoming authentically multicultural and multi-ethnic. The presiding bishop noted that later in the day the assembly would gather in a non-legislative session to offer a public apology to Iglesia Luterana Santa María Peregrina and to publicly reaffirm this church’s commitment to anti-racism.

The presiding bishop remarked that this was the first large gathering in which some assembly members had engaged since the beginning of the pandemic and reviewed health protocols to be followed during the assembly. She expressed gratitude to the 800 voting members assembled from this church’s 65 synods as well as advisory members, resource persons, ecumenical and inter-religious guests, and other visitors, thanking them for their commitment to the ELCA. The presiding bishop outlined opportunities for prayer and worship that would be integrated throughout the time of the assembly. During the weeks leading up to the assembly this entire church was invited to attend a series of online Bible study sessions focused on the theme of embodiment found in Luke 24, which would

culminate on Wednesday, Aug. 10, with a theological presentation from the Rev. Anthony Bateza. Plenary sessions would begin and end with prayer, and those present would gather for prayer periodically throughout the assembly, particularly before major votes. Space dedicated to personal prayer would be set aside in the convention center, and members of the ELCA Spiritual Renewal Team would be available for individual prayer at various times. The Evangelical Lutheran Parish Nurse Association would provide respite areas for rest, meditation, and silent prayer. In addition, daily worship gatherings would center the assembly's life and work throughout the week.

As part of this church's ongoing commitment to learning from Indigenous leadership, the assembly also had set aside space for displays centered on Indigenous history, culture, and stories, hosted by the American Indian and Alaska Native Lutheran Association. On Wednesday, Aug. 10, the assembly was invited to wear red to bring awareness of missing and murdered Indigenous women and girls. That same day, there would be a presentation on the "Declaration of the Evangelical Lutheran Church in America to American Indian and Alaska Native People" adopted by the Church Council in September 2021, as well as a greeting from Ms. Fawn R. Sharp, president of the National Congress of American Indians.

The assembly was celebrating the 35th anniversary of the ELCA. On April 30, 1987, the American Lutheran Church, the Lutheran Church in America, and the Association of Evangelical Lutheran Churches united to form the ELCA. A video about the beginning of the ELCA was shown. The presiding bishop paused to recognize past officers of the ELCA, thanking them for their faithful leadership and passion for the gospel.

The presiding bishop then welcomed to the podium the Rev. Suzanne D. Dillahunt, bishop of the Southern Ohio Synod, to bring greetings on behalf of the host synod.

Greeting from the Southern Ohio Synod

Bishop Dillahunt opened by expressing the excitement of the members of the Southern Ohio Synod to welcome the Churchwide Assembly to Columbus where the story of the ELCA began 35 years before, and reflected on how, since that event, members of the ELCA have continued to learn how to "Embody the Word" within communities, neighborhoods, congregations, synods, country, and world.

In Southern Ohio, embodying the Word begins with honoring the Indigenous peoples who have called this portion of the state home, including the Shawnee, Leni Lenape, Ottawa, Miami, Wyandotte, and the Seneca-Cayuga. The story of the synod is also the story of metropolitan areas and suburbs, farmland, smaller cities, and river towns, reaching into eastern Kentucky. The synod straddles the transition from Appalachia to the Midwest, including within its borders opportunity and injustice held in tension.

The synod is made up of 181 congregations, four campus ministries, two ELCA universities, and a seminary, and houses three Cultivate Ministries which are Holy Innovations experiments in mission. Sharing the Good News of Jesus also happens through four ethnic-specific ministries, and the synod partners with three social service agencies, the synod's Authentic Diversity, Inclusion, and Justice Team, and ecumenical siblings to put words into action, continuing the work of antiracism, accessing immigration resources, and providing resources for recovery from opioid addiction.

The bishop concluded by calling attention to gifts on voting members' tables provided as a sign of welcome from the Southern Ohio Synod and sharing a story from the synod. When the ELCA offered COVID-19 grants, the Southern Ohio Synod used them to offer technology grants to small and medium congregations that did not have equipment for

streaming worship. One congregation in the synod received a grant, which prompted members of the congregation to give to the initiative. This congregation shared its abundance with the synod so that others could benefit as well, living out the mission and vision of the synod. Finally, she once again thanked the assembly for joining with the synod as part of a bigger story embodying the Word of God’s love in Jesus.

Introduction of Local Chairs

Presiding Bishop Eaton returned to the stage and, after thanking Bishop Dillahunt and the Columbus community for the warm welcome, introduced the local arrangements committee. She thanked Mr. Timothy Skamfer and Mr. Joshua Brodbeck for their hard work organizing volunteers in the Columbus area and throughout Region Six to facilitate the work of the assembly. She also recognized members of the Evangelical Lutheran Parish Nurse Association who graciously were offering their time conducting rapid COVID testing and being present for prayer. They carried on a long tradition of Lutheran involvement in promoting a culture of health, healing, and wholeness.

Organization of the Assembly

Roll of Voting Members and Report of the Credentials Committee

Reference: 2022 Pre-Assembly Report, Section I, Roll of Assembly Members and Rules of Organization and Procedure

Presiding Bishop Eaton invited Deacon Sue E. Rothmeyer, secretary of the ELCA, to present the report of the Credentials Committee and the roll of voting members, advisory members, and other members of the 2022 Churchwide Assembly. Presiding Bishop Eaton also noted that the Church Council had allocated up to 902 voting members for the assembly, including all members of the Church Council.

Secretary Rothmeyer announced that an updated Roll of Assembly Members had been distributed and instructed members on where to locate the document. She noted that the roll would be updated any time a synod bishop certified an absence and presented an alternate for seating as a voting member. In accordance with the “Rules of Organization and Procedure,” certain people are designated as resource members of the assembly with voice but not vote in plenary sessions. The rules also authorize the presiding bishop or the Church Council to identify other persons who may serve as resource members of the assembly. The secretary concluded by announcing that, as of 8:07 a.m., 800 voting members were registered for the assembly.

The presiding bishop declared that a quorum was present and, there being no objection, ordered the Roll of Assembly Members to be included in the official minutes of the assembly.

Introduction of the Parliamentarian

Presiding Bishop Eaton introduced the parliamentarian for the assembly, Mr. Maurice S. Henderson, a Professional Registered Parliamentarian, and reviewed Mr. Henderson’s credentials.

Introduction to Electronic Voting

Reference: 2022 Pre-Assembly Report, Section I, Rules of Organization and Procedure

Presiding Bishop Eaton led the assembly through several practice votes to familiarize members with the voting devices. She reminded voting members of the assembly that proxy voting is prohibited by the governing documents of the ELCA. The presiding bishop

concluded the introductory remarks by leading the assembly in singing “Commonwealth Is God’s Commandment.”

Consideration of the “Rules of Organization and Procedure”

Reference: 2022 Pre-Assembly Report, Section I, Rules of Organization and Procedure, and Section V, Recommendation: Rules of Organization and Procedure

Presiding Bishop Eaton instructed voting members on where to find the “Rules of Organization and Procedure” in the Churchwide Assembly Guide electronic app. She highlighted certain rules, with particular attention to deadlines that allow for an orderly disposition of the business of the assembly.

The presiding bishop outlined rules governing questions of personal privilege. She noted that some requests of personal privilege require completion of a “Voting Member Request” form and instructed voting members on how to access and submit such forms. She next outlined rules that would govern addressing the assembly. During plenary sessions, any member who would like to speak to an issue would be invited to proceed to one of several microphones throughout the hall and wait to be recognized. To establish the order of speakers, microphones were marked with red or green signs. Those marked with green signs were for speaking in favor of a motion and those marked with a red sign were for speaking in opposition. Voting members wishing to offer a motion or amendment, ask a question, or speak for some other purpose were instructed to proceed to any microphone and hold up the white paper they had been provided. The presiding bishop clarified that the white paper could only be used to make motions that were in order and that the white paper did not automatically take priority over other speakers. The white paper could also be used to interrupt debate for legitimate reasons including raising a point of order, making a parliamentary inquiry, or calling for the orders of the day. Voting members intending to make a motion were instructed to make the motion before speaking in its support; if the motion were seconded, the maker of the motion would then be invited to speak in support of it.

As part of the “Caring for Creation” commitment of the ELCA, Presiding Bishop Eaton explained that provision had been made for motions, resolutions, amendments, nominations, notices, and other documents to be submitted electronically using the Churchwide Assembly Guide. She explained the process for submission of electronic forms and noted that voting members had the option of submitting paper forms if they preferred. She also noted the deadline of 10:15 a.m. on Wednesday, August 10, for submission of any non-germane resolution considered “new business” to the assembly. Amendments offered while a motion was on the floor must be submitted in writing immediately to ensure accuracy in wording.

Presiding Bishop Eaton next addressed memorials. These are resolutions from synod assemblies calling on the Churchwide Assembly to take a particular course of action. The Memorials Committee had recommended that many of the resolutions be voted on *en bloc* (as a group) in the interest of time. Memorials were arranged in categories by topic. In addition to the categories of memorials that the committee recommended be considered separately, voting members of the assembly were allowed to identify additional memorials that they would like to consider separately. Voting members were also allowed to offer an amendment to any recommendation of the Memorials Committee or to offer a substitute motion for any recommendation of the Memorials Committee. The presiding bishop noted the deadline of 11:45 a.m. on Tuesday, Aug. 9, 2022, for submission of amendments or substitutions to the recommendations of the Memorials Committee. Finally, the presiding

bishop reviewed the rules that govern consideration of responses to memorials on the floor of the assembly.

The chair outlined the rules relating to floor nominations for the various boards, committees, and the Church Council on which the assembly would vote. She also reviewed the rules related to changes to the governing documents of the ELCA. Amendments to the *Constitution, Bylaws, and Continuing Resolutions of the ELCA* recommended by the Church Council would be voted on *en bloc*, with the exception of those removed for separate consideration by members of the assembly. She detailed the process by which voting members could request separate consideration or amendment to proposed changes to the *Constitution, Bylaws, and Continuing Resolutions of the ELCA*. The rules governing the election of officers and the use of the ecclesiastical ballot were reviewed, particularly as they related to the election of the vice president. The presiding bishop noted that any eligible lay member of this church may be nominated for vice president on the first ballot. She concluded the overview by calling attention to a synopsis of *Robert's Rules of Order* and helpful charts regarding motions provided among assembly materials.

The chair then turned to the detailed procedures for adopting the “Rules of Organization and Procedure” that govern the assembly. The rules were presented to the assembly as a whole, but any voting member had the right to request a separate vote on any individual rule. After any rules that voting members wanted to discuss individually were identified, the remaining rules would be voted on as a whole. The assembly would then consider any rules that members identified for discussion or amendment along with any proposed new rules.

The presiding bishop reviewed the provisions of *Robert's Rules of Order* governing amendment and adoption of rules, and then called upon Secretary Rothmeyer to present the motion for adoption of the “Rules of Organization and Procedure.” Secretary Rothmeyer, on behalf of the Church Council, made the following motion, which did not require a second because it came from the Church Council:

Moved;

[Seconded]: To adopt the “Rules of Organization and Procedure” for the 2022 Churchwide Assembly (exclusive of quoted and highlighted provisions and bylaws that are already in force).

A voting member asked for clarification of the rule governing time allowed to speakers on the assembly floor.

There being no further discussion, the chair called on the Rev. Joanne E. Engquist, Church Council member and member of the Prayer Team, to lead the assembly in prayer before discussion of the motion.

Presiding Bishop Eaton invited voting members to identify rules they wished to discuss separately or for which they wished to offer an amendment. Members were also invited to identify any new rules they wished to propose. There being none, the chair called for the vote.

To adopt the “Rules of Organization and Procedure” for the 2022 Churchwide Assembly (exclusive of quoted and highlighted provisions and bylaws which are already in force).

Rules of Organization and Procedure

PART ONE: AUTHORITY AND DUTIES

Authority of the Churchwide Assembly

The legislative function of the churchwide organization shall be fulfilled by the Churchwide Assembly as described in Chapter 12 of this Constitution. (ELCA churchwide constitutional provision 11.31.).

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 (ELCA 12.11.).

Any matter for which adoption by a vote of two-thirds of those voting in a prior Churchwide Assembly was required by the constitution or bylaws of the Evangelical Lutheran Church in America shall require a two-thirds vote to be amended or repealed by a subsequent Churchwide Assembly (ELCA 12.12.).

Duties of the Churchwide Assembly

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 (ELCA 12.21.).

Assembly Presiding Officer

The presiding bishop shall ... preside at the Churchwide Assembly (ELCA 13.21.c.).

The vice president shall be a layperson who shall serve ..., in the event the presiding bishop is unable to do so, as chair of the Churchwide Assembly (ELCA 13.31.).

Assembly Secretary

The secretary shall be responsible for the minutes and records of the Churchwide Assembly (ELCA 13.41.02.a.).

Notice of Meeting

The secretary shall give notice of the time and place of each regular assembly by publication thereof at least 60 days in advance on this church's website and in this church's periodical (ELCA 12.31.02.).

Notice shall be provided to all voting members or voting members-elect not more than 30 days or less than 10 days in advance of any meeting. Notice may be provided electronically for voting members or voting members-elect who have provided email addresses, unless the voting member or voting member-elect has requested that written notice be mailed (ELCA 12.31.02.).

Agenda

The presiding bishop shall provide for the preparation of the agenda for the Churchwide Assembly (ELCA 13.21.c.).

Program and Worship

The arrangements for agenda, program, and worship shall be under the supervision of the presiding bishop (ELCA 12.31.04.).

Arrangements

Physical arrangements for churchwide assemblies shall be made by the secretary or by an assembly 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 presiding bishop (ELCA 12.31.05.).

PART TWO: MEMBERS OF THE ASSEMBLY

Assembly Voting Members

Each synod shall elect one voting member of the Churchwide Assembly for every 6,000 baptized members in the synod. In addition, each synod shall elect one voting member for every 50 congregations in the synod. The synod bishop, who is *ex officio* a member of the Churchwide Assembly, shall be included in the number of voting members so determined. Unless otherwise determined by the synod, the synod vice president shall serve as an *ex officio* member of the Churchwide Assembly and be included in the number of the synod's voting members. The voting members elected by each synod shall comply with the principles of organization, commitment to inclusiveness, and interdependence as specified in Chapter 5 of this Constitution. In addition, each synod shall elect one additional voting member who is a youth or young adult at the time of the election and one additional voting member who is a person of color or a person whose primary language is other than English The secretary shall notify each synod of the number of assembly members it is to elect (ELCA 12.41.11.).

The officers of the churchwide organization, the members of the Church Council, and the bishops of the synods shall serve as *ex officio* members of the Churchwide Assembly. Unless otherwise determined by a synod, the synod vice presidents shall also serve as *ex officio* members of the Churchwide Assembly. *Ex officio* members shall have voice and vote. (ELCA 12.41.16.).

The total number of voting members at the 2022 Churchwide Assembly is 902.

Eligibility to Serve as Voting Member

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 within the synod from which elected (ELCA 12.41.13.).

Certification of Voting Members

The secretary of each synod shall submit to the secretary of this church at least nine months before each regular Churchwide Assembly a certified list of the voting members elected by the Synod Assembly (ELCA 12.41.12.).

Seating of Alternate Voting Members

If a voting member elected by the Synod Assembly is unable to serve, the name of an eligible person chosen by the Synod Council shall be submitted by the secretary of the synod to the secretary of this church. If a vacancy occurs or exists within 30 days or less of the convening of the Churchwide Assembly or during the meeting of the Churchwide Assembly, the synod bishop may submit the name of an eligible person to the secretary of this church. The individual whose name is submitted to the secretary of this church shall be registered and seated by the Credentials Committee as a voting member from the synod (ELCA 12.41.12.).

Inclusive Representation

Except as otherwise provided in this constitution and bylaws, the appropriate office or unit of the churchwide organization, through the Church Council, shall establish processes that will ensure that at least 60 percent of the members of its assemblies... be laypersons; that at least 45 percent of the lay members of these assemblies, councils, committees, boards, or other organizational units shall be women and at least 45 percent shall be men, and that, where possible, the representation of ministers of Word and Sacrament shall include both women and men. Each synod shall establish processes that will enable it to reach a minimum goal that 10 percent 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 (ELCA 5.01.e, f.).

It is the goal of this church that at least 10 percent of the voting members of the Churchwide Assembly, Church Council, and churchwide boards and committees be youth and young adults. The Church Council shall establish a plan for implementing this goal. For purposes of the *Constitution, Bylaws, and Continuing Resolutions of the ELCA*, the term “youth” means a voting member of a congregation who has not reached the age of 18 at the time of election or appointment for service. The term “young adult” means a voting member of a congregation between the ages of 18 and 30 at the time of election or appointment for service (ELCA 5.01.F19.).

The term, “persons of color and/or persons whose primary language is other than English,” shall be understood to mean African American, African Descent, Black, Arab and Middle Eastern, Asian and Pacific Islander, Latino, American Indian, and Alaska Native people. This definition, however, shall not be understood as limiting this church’s commitment to inclusive participation in its life and work (ELCA 5.01.C21.).

For purposes of the representational principles set forth in 5.01.e. and f., the percentage of laypersons that is not allocated to women or men may be allocated to persons who identify as gender non-binary, gender fluid, women, men, or other genders (ELCA 5.01.H21.).

Additional Voting Members Provided

The Church Council may allocate up to 10 additional voting members among synods, but no single synod may be allocated more than two additional voting members (ELCA 12.41.11.).

Additional voting members have been allocated by the Church Council as follows:

<u>Synod</u>	<u>Additional Members</u>
Alaska (1A)	2
Arkansas-Oklahoma (4C)	2
Slovak Zion (7G)	2
West Virginia-Western Maryland (8H)	1
Caribbean (9F)	2

Assembly Properly Constituted

Each assembly... of the churchwide organization ... shall be conclusively presumed to have been properly constituted, and neither the method of selection nor the composition of any such assembly... 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 (ELCA 5.01.j.).

Advisory Members

Executive directors of units of the churchwide organization, the executive for administration, and other persons from the churchwide organization designated by the presiding bishop shall serve as advisory members of the Churchwide Assembly. The Church Council also may designate other persons as advisory members of the Churchwide Assembly. Advisory members shall have voice but not vote (ELCA 12.41.17.).

Other Non-Voting Members

Other categories of non-voting members may be established by the Churchwide Assembly (ELCA 12.41.18.).

Presidents of the colleges, universities, and seminaries of this church, unless elected as voting members of the assembly, shall have voice but not vote (ELCA 12.41.A89.).

A representative of the faculty of each seminary of the Evangelical Lutheran Church in America shall be appointed by the president of each seminary to serve as a seminary faculty resource person In addition, a teaching theologian ... may be appointed by the steering committee of the Association of Teaching Theologians in the Evangelical Lutheran Church in America to serve as a faculty resource person. Faculty resource persons shall have voice, if so granted in the assembly’s rules, but not vote in plenary sessions of the assembly (ELCA 12.41.B07.).

An individual whose term of office as a bishop of a synod commences within one month of the assembly, unless elected as a voting member of the assembly, shall have the privilege of seat and voice, but not vote, during the assembly.

An individual whose term of office as a bishop of a synod either commences or expires during the course of the assembly shall have the privilege of seat and voice, but not vote, during that portion of the assembly before commencement or after termination of such term.

Resource Members

Resource members shall be persons recommended by the presiding bishop of this church or by the Church Council who, because of their position or expertise, can contribute to the work of the Churchwide Assembly. Resource members shall have voice only with respect to matters within their expertise, but not vote.

Congregation Observers

Each congregation of the Evangelical Lutheran Church in America may register with the secretary of this church one congregation observer for the Churchwide Assembly prior to May 31 in the year of a Churchwide Assembly.... Such observers shall have neither voice nor vote in plenary sessions of the assembly (ELCA 12.41.C21.).

Official Visitors

Official visitors shall be persons invited by the presiding bishop of this church or the Church Council to address the Churchwide Assembly. They shall not have vote.

Access to Seating

A person will be admitted to restricted seating areas only upon display of proper credentials.

Assembly Costs

The churchwide organization shall be responsible for the costs of the Churchwide Assembly, including reasonable costs for travel, housing, and board for voting and advisory members (ELCA 12.31.06.).

PART THREE: QUORUM AND PROCEDURE

Quorum

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 voting members 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 (ELCA 12.31.07.).

Absence of Members

Members shall not absent themselves from any session of the assembly without valid excuse, under penalty of forfeiture of the meal allowance for the day of absence and proportionate reimbursement of travel expenses.

Parliamentary Procedure

The Churchwide Assembly shall use parliamentary procedures in accordance with *Robert's Rules of Order*, latest edition, unless otherwise ordered by the assembly (ELCA 12.31.09.).

Note: The 12th edition of *Robert's Rules of Order Newly Revised*, is, therefore, the governing parliamentary law of this church, except as otherwise provided.

No motion shall be out of order because of conflict with federal, state, or local constitutions or laws.

Proxy and Absentee Voting Precluded

Proxy and absentee voting shall not be permitted at a Churchwide Assembly (ELCA 12.31.08.).

Obtaining the Floor

In plenary sessions of the Churchwide Assembly, the voting members, including the *ex officio* members, have prior right to obtain the floor, unless the chair determines that it is in the best interests of the assembly to call upon an advisory member, a resource member, or another individual with voice.

Questions of Personal Privilege

Questions of personal privilege that are not urgent and do not relate to the assembly as a whole are out of order. (Questions of privilege that relate to the assembly as a whole include such concerns as problems with acoustics, voting devices, lighting, and emergencies.) Other requests for time in plenary for questions of personal privilege (e.g., personal announcements, comments on matters not on the agenda, reflections on the meaning of votes after they are taken) must be submitted electronically or on a paper form to the secretary's assistant. The chair may allow such matters to be addressed at a later time.

Speeches

Unless otherwise determined by a majority vote of the assembly, all speeches during discussion shall be limited to two minutes. A signal shall be given one minute before the speaker's time ends. A second signal shall be given one minute later, and the speaker shall then sit down.

After four people have spoken in a row on the same side of the motion before the assembly and no one is in line to speak on the other side, the previous question will be automatically called.

Alternating Speeches

Insofar as is possible during discussion, a speaker on one side of the question shall be followed by a speaker on the other side.

To facilitate alternating speeches, assembly members awaiting recognition at the floor microphones shall approach the appropriate microphone (marked green for those in favor of the pending matter on the floor; marked red for those opposed to the pending matter on the floor).

Purpose and Use of "White Paper"

A white paper, provided in the registration packet of voting members, is to be used to identify a member who wishes to offer an amendment to the pending matter or some other motion that would be in order. Except when authorized to interrupt a speaker by *Robert's Rules of Order*, voting members seeking to bring a motion shall line up at any microphone and await recognition by the chair.

Motion to Rescind or Amend Something Previously Adopted at This Assembly

A two-thirds vote of the voting members present and voting shall be required to rescind or to amend something previously adopted during this Churchwide Assembly. This rule does not apply to constitutional or bylaw amendments previously adopted by this assembly. (See PART FIFTEEN: Amendments to Governing Documents *below*.)

Suspending or Revising the Rules

After the adoption of the “Rules of Organization and Procedure” and any amendments thereto offered prior to the adoption of the Rules, any further amendment to, revision in, or suspension of the Rules shall always require for adoption a two-thirds vote of the members present and voting.

Moving the Previous Question

A member who has spoken on the pending question(s) may not move the previous question(s).

A motion to end debate by moving the previous question shall apply only to the immediately preceding motion. A motion to end debate on all matters on the floor or more than the immediately pending question is not in order.

Applause

In the give-and-take of debate on issues before the Churchwide Assembly, members of the assembly and visitors shall refrain from applause.

Departing from Agenda

With the consent of a majority of the voting members, the chair shall have the authority to call items of business before the assembly in whatever order the chair considers most expedient for the conduct of the assembly’s business.

A motion to alter the agenda shall require for adoption a two-thirds vote of the voting members present and voting.

Unfinished Business

Upon adjournment of the Churchwide Assembly, all remaining unfinished items of business shall be referred to the Church Council of the Evangelical Lutheran Church in America for disposition.

Audit of Credentials Report

At the request of the chair of the Credentials Committee or of the assembly, the chair may order an audit of the report of the Credentials Committee. When so ordered, the Credentials Committee will provide the bishop of each synod with a list of the registered voting members from such synod. Each bishop (or other voting member duly appointed by the bishop) shall then make appropriate corrections on such list and certify the accuracy of the list with such corrections as may be indicated. Each bishop (or other voting member duly appointed by the bishop) shall promptly return the certified list to the chair of the Credentials Committee.

PART FOUR: COMMITTEES OF THE ASSEMBLY

Mandated Committees

The Churchwide Assembly shall have a Reference and Counsel Committee, a Memorials Committee, and a Nominating Committee (ELCA 12.51.).

Reference and Counsel Committee

A Reference and Counsel Committee, appointed by the Church Council, shall review all proposed changes or additions to the constitution and bylaws and other items submitted that are not germane to items contained in the stated agenda of the assembly (ELCA 12.51.01.).

Memorials Committee

A Memorials Committee, appointed by the Church Council, shall review memorials from synod assemblies and make appropriate recommendations for assembly action (ELCA 12.51.02.).

Nominating Committee

A Nominating Committee, elected by the Churchwide Assembly, shall nominate at least one person for each position for which an election will be held by the Churchwide Assembly in accordance with Chapter 19 of this constitution (ELCA 12.51.03.).

The Church Council shall place in nomination the names of two persons for each position [on the Nominating Committee] (ELCA 19.11.01.).

Elections Committee

The Elections Committee shall oversee the conduct of elections in accordance with election procedures approved by the Churchwide Assembly. (*See PART THIRTEEN: Election Procedures below.*)

In the election for presiding bishop, vice president, or secretary, the Elections Committee shall report the results of any balloting by announcing the number of votes received by each nominee and the names of those nominees qualified to remain on the next ballot or the name of the nominee who is elected.

The Elections Committee shall report the results of balloting in other elections by announcing the name of the person elected or by announcing the names of nominees qualified to remain on the ballot. Vote totals shall be reported to the secretary of this church and recorded in the minutes of the assembly. Based on the report of the Elections Committee, the chair shall declare elected those who received the required number of votes.

A report showing the results of a ballot shall be distributed to the voting members concurrently with, or as soon as possible after, the announced report of the Elections Committee.

Credentials Committee

The Credentials Committee shall oversee the registration of voting members and shall report periodically to the Churchwide Assembly the number of voting members registered.

Churchwide Assembly Planning Committee

The Churchwide Assembly Planning Committee shall assist officers of this church in planning the agenda, program, worship, and arrangements at the Churchwide Assembly.

Other Committees

The Churchwide Assembly may authorize such other committees as it deems necessary (ELCA 12.51.).

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 presiding bishop (ELCA 12.31.05.).

Ad Hoc Committees

Such committees as may be necessary to facilitate the organization and consideration of business before the assembly may be established by the presiding bishop in consultation with the secretary.

Additional Appointments

Additional officials or committees (e.g., sergeants-at-arms, parliamentarians, tellers, pages, etc.) of the Churchwide Assembly shall be appointed by the presiding bishop.

PART FIVE: VOTING PROCEDURES

Voting by Electronic Device

Voting generally shall occur through use of a wireless electronic device at each voting member's seat.

A voting device will be placed in front of every voting member. The device should remain there throughout the assembly when not being used for voting. The device must not be removed from the table. A voting device must not be used by anyone except the voting member to whom it has been assigned.

Synod bishops (or their designees) will check at the end of every plenary session to ensure that all voting devices are in place.

Voting members must be seated at the table that contains their assigned voting device in order to cast a vote.

Voting by electronic device shall be in accordance with instructions from the chair or the Elections Committee. The chair will announce when voting is to commence.

Once the voting period has begun and voting members have registered their vote, confirmation will appear on the device's screen. If this message is not received, the synod bishop or a member of the Elections Committee should be notified immediately.

At any time prior to the announcement that the voting period has ended, voting members may change their minds and register a different vote. A second vote will cancel the first vote. Confirmation of the second vote will be sent.

Periodically during the assembly, a test vote will be taken to ensure that all devices are in working order.

If a voting device is inoperable or lost, or if a voting member for any reason cannot use the voting device, please see the secretary's assistant (seated next to the podium) or a member of the Elections Committee (stationed around the plenary hall).

Various Other Methods of Voting

As directed by the chair, voting also may take place by voice, by show of hands, by standing, or by written ballot.

Any member who because of physical limitation cannot raise a hand or stand to vote should contact the Elections Committee for assistance.

Each voting member's registration packet contains a paper ballot to be used if the chair so directs. If a paper ballot is called for by the chair, it should not be folded. The ballot will be collected at the voting member's table in accordance with instructions from the Elections Committee or from the chair.

Division of the House

When a division of the house is ordered, the vote shall be by electronic device, by standing vote, or by written ballot as directed by the chair. No division of the house is in order when a vote has been taken by electronic device, by a counted standing vote, or by written ballot.

PART SIX: RELATION OF ASSEMBLY TO CHURCH COUNCIL AND CHURCHWIDE UNITS

Relationship to Church Council

The Church Council shall exercise interim legislative authority and shall serve as the board of directors of the churchwide organization (ELCA 14.11.).

“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, including dealing with all matters which are necessary in pursuit of the purposes and functions of this church, so long as:

- a. the actions of the Church Council do not conflict with the actions of and policies established by the Churchwide Assembly; provided, however, that nothing in this constitution and bylaws precludes the Church Council from establishing policies concerning areas where the Churchwide Assembly has not acted; and
- b. the Church Council is not precluded by the Articles of Incorporation or this constitution and bylaws from taking action on the matter (ELCA 14.13.).

Responsibilities of Church Council

The Church Council shall act on the policies proposed by churchwide units, when requested by the presiding bishop or the churchwide unit. The Church Council shall ensure that the actions of the Churchwide Assembly are implemented by the applicable unit or office (ELCA 14.21.01.).

The Church Council shall review all recommendations from churchwide units for possible consideration by the Churchwide Assembly (ELCA 14.21.03.).

The Church Council, upon recommendation of the presiding bishop, shall submit budget proposals for approval by the Churchwide Assembly and authorize expenditures within the parameters of approved budgets (ELCA 14.21.05.).

The Church Council shall arrange the process for all elections as specified in this constitution and bylaws for churchwide units to assure conformity with established criteria (ELCA 14.21.22.).

The Church Council shall report its actions to the Churchwide Assembly (ELCA 14.21.07.).

Status of Church Council Recommendations

The recommendation of the Church Council with respect to any proposal by a churchwide unit or any other matter shall be treated as a motion made and seconded, unless the Church Council shall otherwise determine.

Relationship to Churchwide Units

Each unit shall report to the Churchwide Assembly and will report to the Church Council in the interim. The policies, procedures, and operation of each unit shall be reviewed by the Church Council in order to assure conformity with the constitution,

bylaws, and continuing resolutions and with Churchwide Assembly actions (ELCA 16.12.; see also 17.20.05., 17.20.A21.e., 17.30.03., 17.40.02. and 17.50.03.).

Relationship to the Board of Pensions (also known as Portico Benefit Services)

The Churchwide Assembly shall:

- a. approve the documents governing the Pension and Other Benefits Program that have been referred by the Church Council; and
- b. refer any amendments to the Pension and Other Benefits 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 sponsored members in the ELCA Retirement Plan (ELCA 17.20.01.).

The Church Council shall refer, as it deems appropriate, proposed amendments to the Pension and Other Benefits Program to the Churchwide Assembly for final action (ELCA 17.20.02.d.).

The Board of Pensions of the Evangelical Lutheran Church in America—also known as Portico Benefit Services—shall ... manage and operate the Pension and Other Benefits Program for this church and plans for other non-profit organizations having a formal affiliation with a church or a religious organization, and invest the assets according to fiduciary standards set forth in the plans and trusts (ELCA 17.20.A21.a.).

The Board of Pensions 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 (ELCA 17.20.A21.f.).

PART SEVEN: RESOLUTIONS, MOTIONS, AND NOTICES

Submission of Resolutions and Motions

Substantive resolutions or motions, or amendments to either, must be presented electronically or on a paper form to the secretary of this church or the secretary's assistant before the established deadline or, if applicable, in writing immediately after being moved. A form is provided for this purpose in the Churchwide Assembly Guide, and paper forms are available from the secretary's assistant. Other forms also are available in the Churchwide Assembly Guide and from the secretary's assistant. The method for electronically submitting resolutions and motions is described below. Questions about the process of submitting resolutions may be submitted to the parliamentarian or the secretary.

Nature of Resolutions and Motions

► **Germane Resolutions and Motions:** A germane resolution or motion is one closely related to or having bearing on the matter before the assembly. A resolution or motion that is germane to the matter before the assembly may be offered when in order by any voting member from the floor by going to a microphone and being recognized by the chair. Nothing in this provision is intended to modify established deadlines. (*See* PART EIGHTEEN: Deadlines *below*.)

► **Non-Germane Resolutions and Motions:** Any resolution or motion not germane to the matter before the Churchwide Assembly or on the assembly agenda must be submitted to the secretary of this church or the secretary's assistant electronically or on a paper form prior to the established deadline. (*See* PART EIGHTEEN: Deadlines *below*.) Each resolution or motion must be supported by one other voting member. At least 24 hours must elapse before such resolution

may be considered in plenary session. The secretary shall refer such resolution to the Reference and Counsel Committee, which may:

- (a) Recommend approval;
- (b) Recommend referral to a unit or office of this church;
- (c) Recommend a substitute motion to the assembly; or
- (d) Recommend that the assembly decline the proposed resolution.

► **Same or Similar Subjects:** The Reference and Counsel Committee may group together in a single recommendation resolutions or motions on the same or similar subjects. A resolution or motion on the same subject as a recommendation already on the agenda of the assembly, such as a memorial, will not be submitted to the assembly for separate action by the Reference and Counsel Committee. The chair of the committee will inform the voting member of the committee's decision.

► **Beyond Deadline for Submission:** Any resolution or motion not germane to the matter before the Churchwide Assembly or on the assembly agenda that a voting member submits because of circumstances that develop during the assembly and that cannot be submitted to the secretary of this church or the secretary's assistant prior to the established deadline (*see* PART EIGHTEEN: Deadlines *below*) must be submitted to the secretary or the secretary's assistant electronically or on a paper form and be supported by one other voting member. The secretary shall refer such resolutions or motions to the Reference and Counsel Committee, which may:

- (a) Decline to refer the resolution or motion to the assembly;
- (b) Recommend approval;
- (c) Recommend referral to a unit or office of this church;
- (d) Recommend a substitute motion to the assembly; or
- (e) Recommend that the assembly decline the proposed resolution or motion.

Consideration of a resolution or motion submitted beyond the deadline will require the assembly to suspend the rules prior to presentation of the matter to voting members by the Reference and Counsel Committee.

► **On Societal Issues:** In its recommendation, the Reference and Counsel Committee, following consultation with the Office of the Presiding Bishop, shall inform the Churchwide Assembly when a resolution or motion requires action on a societal issue for which this church does not have an established social policy. Should such resolution or motion be adopted by the Churchwide Assembly, the matter shall be referred to the Office of the Presiding Bishop, which shall bring to the next regular meeting of the Church Council a plan for appropriate implementation.

► **Budget Expectations:** Resolutions with budget expectations should follow the process referenced in Part Fourteen.

Substitute Motions

When a substitute motion is made, secondary amendments may be offered first to the original motion. After all secondary amendments to the original motion have been disposed of, secondary amendments to the substitute motion may be offered. When all amendments to the substitute motion have been disposed of, the vote shall be taken on whether the substitute motion is to be substituted as the original motion or be rejected.

Electronic Submission

Whenever authorized by these rules, resolutions, motions, amendments, nominations, or notices may be submitted electronically through the Churchwide Assembly Guide by completing the applicable form located in the “Forms” tab, identifying the supporting voting member(s), as required, and transmitting it to the secretary’s assistant by pressing the “Done” button at the end of the form. An email response will be sent acknowledging receipt. If an electronic submission is improper or if additional information is necessary, the voting member will receive follow-up notification by email.

PART EIGHT: MEMORIALS FROM SYNOD ASSEMBLIES

Definition of Memorials

Memorials are proposals for action involving broad policy issues submitted by synod assemblies to the churchwide organization. Memorials from synod assemblies are reviewed by the Memorials Committee, which makes appropriate recommendations for assembly action. The committee’s review of the memorial shall include information about the financial and personnel implications if adopted. The committee may consult with the Budget and Finance Committee of the Church Council in preparing its recommendations.

Status of Committee’s Recommendations

When the Memorials Committee has recommended the passage of a memorial considered by the committee, the committee’s recommendation and text of the memorial recommended for passage shall be the main motion before the assembly.

When the Memorials Committee has recommended the adoption of a substitute recommendation for the memorial on a subject, the committee’s recommendation shall be the main motion before the assembly.

When the Memorials Committee has recommended referral of a memorial, the committee’s recommendation shall be the main motion before the assembly.

When the Memorials Committee has recommended that the assembly decline a memorial without the committee making any other recommendation related to the same or closely related subject, the memorial, if then moved by a voting member from the synod originating the memorial and seconded, shall be the main motion, and the committee’s recommendation shall be received as information.

En Bloc Resolution in Response to Certain Memorials

The responses to the synod memorials, as recommended by the Memorials Committee in a report distributed to assembly members prior to, or at, the first business session of the assembly, may be approved by *en bloc*¹ resolutions when so proposed by the Memorials Committee.

Voting members who desire the assembly to discuss a synod memorial or the Memorials Committee’s response that is proposed for *en bloc* consideration may request that it be removed from the proposed *en bloc* resolution, provided the member’s request is supported by 10 other voting members. Such request shall be made in accordance with the following paragraph. The assembly then will consider and vote separately on the proposed response of the Memorials Committee. After removals, the *en bloc* resolution shall be voted upon without amendments or debate.

¹ Adoption of several motions by a single assembly resolution; sometimes known as a consent calendar or an omnibus bill or resolution.

► **Separate Consideration:** To call for such separate consideration, a voting member must submit notification electronically or on a paper form to the secretary of this church or the secretary's assistant prior to the established deadline (*see* PART EIGHTEEN: Deadlines *below*) on the memorials form. The form is available in the ELCA Churchwide Assembly Guide, and paper forms are available from the secretary's assistant.

Substitute Proposal

With respect to any recommendation made by the Memorials Committee in a report distributed to the assembly members prior to or at the first business session of the assembly, a voting member of the assembly may offer a substitute motion to the committee's recommendation only if such member has given notice electronically or on a paper form by the established deadline, provided the request is supported by 10 other voting members. For such notice, a voting member who desires to offer a substitute to the recommendation of the Memorials Committee must complete the memorials form and submit it to the secretary of this church or the secretary's assistant prior to the established deadline and provided the request is supported by 10 other voting members. (*See* PART EIGHTEEN: Deadlines *below*.) In addition, the text of the proposed substitute shall be submitted on a Motion Form electronically or on a paper form to the secretary or the secretary's assistant.

Consultation with at least one of the co-chairs of the Memorials Committee is required when a substitute will be moved and is recommended when any other amendment will be proposed to the response recommended by the Memorials Committee.

Recommendation on Same Matter

A voting member's resolution or motion dealing with the same or similar matter as a subject being reported by the Memorials Committee cannot be considered prior to the Memorials Committee's recommendation and motion with respect to that matter. This rule does not apply to a resolution or motion that proposes an amendment to a constitutional provision, bylaw, or continuing resolution.

PART NINE: RECOMMENDATIONS OF THE REFERENCE AND COUNSEL COMMITTEE

Status of Committee's Recommendations

When the Reference and Counsel Committee has recommended the approval of a resolution or motion considered by the committee, the committee's recommendation and text of the resolution or motion recommended for passage shall be the main motion before the assembly.

When the Reference and Counsel Committee has recommended the adoption of a substitute recommendation for the resolution(s) or motion(s) on a subject, the committee's recommendation shall be the main motion before the assembly.

When the Reference and Counsel Committee has recommended referral of a resolution(s) or motion(s), the committee's recommendation shall be the main motion before the assembly.

When the Reference and Counsel Committee has recommended that the assembly decline a proposed resolution or motion without the committee making any other recommendation related to the same or a closely related subject, the voting member's resolution or motion, if then moved by that voting member and seconded, shall be the main motion and the committee's recommendation shall be received as information.

PART TEN: VOTES ON AND AMENDMENTS TO SOCIAL STATEMENTS AND RELATED ACTIONS

Definition of Social Statements

Social statements are major documents addressing significant social issues. They meet the criteria of and are prepared in accordance with “Policies and Procedures of the Evangelical Lutheran Church in America for Addressing Social Concerns,” adopted by the Churchwide Assembly in 1997 and amended by the Church Council most recently in 2018.

Deadline for Submission

Any amendment to a social statement, or to recommendations or resolutions concerning a social statement, must be submitted electronically or on a paper form to the secretary of this church or the secretary’s assistant prior to the established deadline. (See PART EIGHTEEN: Deadlines *below*).

Voting members who submit amendments may be requested to meet with the staff of the unit that developed the statement.

If in the opinion of the chair of the assembly the amendments to a social statement, or to recommendations or resolutions concerning a social statement, are either too voluminous or too complex for the assembly to consider expeditiously, all amendments may be referred by the chair to either the Reference and Counsel Committee or to an *ad hoc* committee appointed by the chair for its recommendations for the consideration of the statement or recommendations or resolutions and the proposed amendments by the assembly.

If a voting member wishes to offer a substantive amendment that was not submitted prior to the deadline, the assembly, by a majority vote, may consent to the consideration of such an amendment.

Vote to Adopt Social Statements

A two-thirds vote of the voting members present and voting in the Churchwide Assembly shall be required for adoption of a social statement.

A social statement of the Evangelical Lutheran Church in America shall be developed pursuant to a policy approved by the Church Council, following consultation with the Conference of Bishops. The text of a proposed social statement shall be reviewed by the Conference of Bishops and approved and recommended to the assembly by the Church Council. A proposed social statement shall require for adoption a vote of two-thirds of those voting members present and voting in a Churchwide Assembly (ELCA 12.12.01.).

Vote to Amend or Repeal

Any matter for which adoption by a vote of two-thirds of those voting in a prior Churchwide Assembly was required by the constitution or bylaws of the Evangelical Lutheran Church in America shall require a two-thirds vote to be amended or repealed by a subsequent Churchwide Assembly (ELCA 12.12.).

Reconsideration of Social Statement

In accordance with the “Policies and Procedures of the Evangelical Lutheran Church in America for Addressing Social Concerns,” Churchwide Assemblies may reconsider previously adopted social statements. Such reconsideration may involve either a revision or removal of the statement. This may be done in two ways:

1. A Churchwide Assembly, by a two-thirds vote, may call for the reconsideration of a social statement at the next assembly. Subsequent to such a vote, the social statement shall be referred to the Office of the Presiding Bishop for re-study. The proposed change and the reasons for it shall be made available to this church with an official notice of such proposed action to be sent to the synods by the secretary of this church at least three months prior to the Churchwide Assembly at which it will be considered. A two-thirds vote of the assembly shall be required to revise or remove the social statement.
2. The Church Council, by a two-thirds vote of its voting members, may ask the Churchwide Assembly to reconsider a social statement. Such Church Council action must be taken no later than at the Church Council meeting in the autumn prior to the assembly. The proposed change and the reasons for it shall then be made available to this church with an official notice of such proposed action to be sent to the synods by the secretary of this church at least three months prior to the Churchwide Assembly. A two-thirds vote of the assembly shall be required to reconsider the statement and also to revise or remove it. Both actions may occur at the same assembly.

Vote to Adopt Certain Recommendations or Resolutions from a Social Statement Task Force Requiring Amendment of Constitutional Provisions or Bylaws

A two-thirds vote of the voting members of the Churchwide Assembly present and voting shall be required to adopt recommendations or resolutions originating from or relating to the subject of a social statement task force report or amendments or substitute motions related to such recommendations or resolutions that require amendment of a constitution or bylaw provision for implementation.

PART ELEVEN: VOTES ON PROPOSALS FOR CHURCH-TO-CHURCH AGREEMENTS

This church may establish official church-to-church relationships and agreements. Establishment of such official relationships and agreements shall require a two-thirds vote of the voting members present and voting in a Churchwide Assembly (ELCA 8.61.).

Each church body votes on a relationship of full communion using the same resolution. Amendments to a resolution establishing full communion, therefore, are not in order.

PART TWELVE: NOMINATIONS

Nominations Desk

Nominations from the floor at the Churchwide Assembly shall be made at the Nominations Desk, which shall be maintained under the supervision of the secretary of this church (ELCA 19.11.A21.a.).

A nomination from the floor shall be made by using the form provided by the secretary of this church. Nomination forms may be obtained from the Nominations Desk at times prescribed in the assembly's Rules of Organization and Procedure (ELCA 19.11.A21.b.).

Nominations may be submitted electronically prior to the established deadline (*see* PART EIGHTEEN: Deadlines *below*) or on a paper form to the Nominations Desk at the times described below.

Information and additional forms may be obtained from the Nominations Desk on Monday, Aug. 8 from 3:00 p.m. to 6:00 p.m. and Tuesday, Aug. 9 from 8:00 a.m. to 7:00 p.m. The deadline for floor nominations is 11:45 a.m. on Tuesday, Aug. 9.

Congregational Membership

Each nominee for an elected position in the churchwide organization and each nominee for a position on the board of a separately incorporated ministry elected by the Churchwide Assembly shall be a voting member of a congregation of this church, unless otherwise specified in the constitution, bylaws, and continuing resolutions of this church (ELCA 19.04.).

Term Limit

Elections shall be for one six-year term, without consecutive reelection, with approximately one-half of the members of the Church Council and of each board or committee elected each triennium, unless otherwise specified in this church's constitution, bylaws, and continuing resolutions (ELCA 19.03.).

Nominations Form

The required form to be used in making nominations from the floor shall include the nominee's name, address, phone number, lay or rostered status, white or person of color or primary language other than English status, congregational membership, synod membership, and affirmation of willingness to serve, if elected; the name, address, and synod membership of the voting member who is making the nomination; and such other information as the secretary of this church shall require (ELCA 19.11.A21.c.).

The nomination form for the common ballot is also available in the Churchwide Assembly Guide, and paper forms are available at the Nominations Desk at the times described above.

For purposes of nomination procedures, "synod membership" means:

- 1) In the case of a layperson who is not on the roster of this church, the synod that includes the congregation in which such person holds membership; and
- 2) In the case of a rostered minister, the synod on whose roster such person's name is maintained (ELCA 19.11.A21.d.).

Making Floor Nominations

Floor nominations for the Church Council, the Nominating Committee, or other committee or board to be elected by the Churchwide Assembly require, in addition to the nominator, the documented support of at least 20 other voting members (ELCA 19.11.B21.a.).

A nomination from the floor for any position (other than presiding bishop, vice president, and secretary) shall be made by filing the completed nomination form with the Nominations Desk at times prescribed in the assembly's Rules of Organization and Procedure (ELCA 19.11.B21.b.).

Floor nominations for the board of trustees of each of the separately incorporated ministries identified in Chapter 17 of the *Constitution, Bylaws, and Continuing Resolutions of the Evangelical Lutheran Church in America* require, in addition to the nominator, the written support of at least 20 other voting members.

Nominations from the floor for any position (other than presiding bishop, vice president, secretary) shall be made by filing the completed prescribed form electronically before the established deadline (*see* PART EIGHTEEN: Deadlines *below*) or on a paper form with the Nominations Desk. The Nominations Desk is open on Monday, Aug. 8 from 3:00 p.m. to 6:00 p.m. and Tuesday, Aug. 9 from 8:00 a.m. to 7:00 p.m. The deadline for floor nominations is 11:45 a.m. on Tuesday, Aug. 9.

Nominations will be considered made in the order in which filed at the Nominations Desk (ELCA 19.11.B21.c.).

For Boards and Committees: Restrictions on Nominations

Except as otherwise provided, the Nominating Committee shall nominate two persons for each council, board, or committee position, according to the process described in continuing resolutions, for which an election will be held by the Churchwide Assembly. In the case of re-election, if authorized, or for nominees from church bodies with which this church is in a relationship of full communion, only one person need be nominated. Nominations from the floor, where permitted in the nomination process, shall be presented as an alternative to a specific category named by the Nominating Committee and shall therefore meet the same criteria as the persons against whom the nominee is nominated. In the materials provided in advance to each member of the assembly, the Nominating Committee shall set forth the criteria applicable to each category that must be met by persons nominated from the floor (ELCA 19.11.02.).

The Church Council shall endeavor to ensure that every synod has at least one person serving on the Church Council or churchwide boards, committees, task forces, or other groups. Among those persons elected by the assembly, excluding the officers, no more than two persons from any one synod shall serve on the Church Council or any one board, committee, task force, or other group (ELCA 19.11.05.).

Nominations from the floor for positions on boards or committees shall comply with criteria and restrictions established by the Nominating Committee and set forth in materials provided to each voting member of the assembly (ELCA 19.11.C21.a.).

See Section VIII—Report of the Nominating Committee—of the *Pre-Assembly Report* for details on restrictions.

A former full-time or part-time employee shall not be eligible for a minimum of six years subsequent to such employment, for nomination or election to the board of the separately incorporated ministry or committee related to the churchwide unit in which the employee served (ELCA 19.06.A13.).

So long as the number of incumbent members from a given synod serving on a board or committee with terms not expiring plus the number of positions on the same board or committee to which individuals from the same synod already have been nominated (whether by the Nominating Committee or from the floor) total less than the maximum number of two individuals from the same synod who may serve on that board or committee, an individual from the same synod may be nominated for another position on that board or committee, provided other criteria and restrictions are met. Individuals from the same synod may be nominated for a position on a board or committee to which individuals from the same synod already have been nominated, provided other criteria and restrictions are met (ELCA 19.11.C21.b.).

For Church Council: Restrictions on Nominations

The members of the Church Council, except the chair of the Conference of Bishops and the treasurer of this church, shall be elected by the Churchwide Assembly. In preparation for the Churchwide Assembly, the Church Council shall determine how this church's commitment to inclusive representation will affect the next election to the Church Council. For 32 of the council members, the Nominating Committee shall invite each eligible synod to submit suggested nominees and shall then nominate persons who fulfill the categories assigned by the Church Council. With respect to the other nominees, the Church Council shall review its size and composition and take into consideration the experience and expertise of existing members and synod nominees as well as the needs of the council in seeking to fulfill its duties and responsibilities. Based upon this analysis, the Church Council shall instruct the Nominating Committee to provide nominations in specific categories for the remaining positions up to 13. Excluding the churchwide officers and the chair of the Conference of Bishops, there shall not be more than two members of the Church Council from a synod. The Church Council shall have at least two members from each region. The terms of office of persons elected to regular terms on the Church Council by the Churchwide Assembly shall begin at the conclusion of the Churchwide Assembly at which such persons were elected (ELCA 19.02.).

Except as otherwise provided, the Nominating Committee shall nominate two persons for each council, board, or committee position, according to the process described in continuing resolutions, for which an election will be held by the Churchwide Assembly. In the case of re-election, if authorized, or for nominees from church bodies with which this church is in a relationship of full communion, only one person need be nominated. Nominations from the floor, where permitted in the nomination process, shall be presented as an alternative to a specific category named by the Nominating Committee and shall therefore meet the same criteria as the persons against whom the nominee is nominated. In the materials provided in advance to each member of the assembly, the Nominating Committee shall set forth the criteria applicable to each category that must be met by persons nominated from the floor (ELCA 19.11.02.).

Nominations for positions on the Church Council shall comply with criteria and restrictions established by the Church Council and Nominating Committee and set forth in materials provided to each voting member of the assembly (ELCA 19.11.D21.).

On behalf of the Nominating Committee, the secretary of the Evangelical Lutheran Church in America—in the year preceding each regular meeting of the Churchwide Assembly—shall solicit from eligible synods on a rotating basis the names of two persons in specified categories, in keeping with the representation principles of this church, for possible election to the Church Council. Upon their selection as nominees by the assemblies of the respective synods, the names of the two persons shall be presented to the Nominating Committee for submission to the Churchwide Assembly. In the event that any nominee withdraws or is disqualified from possible service, the Nominating Committee shall request that the nominee's synod provide a replacement name. In the event that the vacancy occurs subsequent to the preparation of the report of the Nominating Committee to the Churchwide Assembly, a floor nomination shall be provided from the same synod as the original nominee. Except as provided herein, no floor nominations for positions on the Church Council shall be permitted at the Churchwide Assembly (ELCA 19.02.A21.).

See Section VIII—Report of the Nominating Committee—of the *Pre-Assembly Report* for details on restrictions.

For Nominating Committee: Restrictions on Nominations

The Church Council shall place in nomination the names of two persons for each position. The committee shall consist of at least one member but no more than three members from any region. Nominations from the floor shall also be permitted, but each floor nomination shall be presented as an alternative to a specific category named by the Church Council and shall therefore meet the same criteria as the persons against whom the nominee is nominated. In the materials provided in advance to each member of the assembly, the Church Council shall set forth the criteria applicable to each category that must be met by persons nominated from the floor (ELCA 19.11.01.).

Nominations from the floor for positions on the Nominating Committee shall comply with criteria and restrictions established by the Church Council and set forth in materials provided to each voting member of the assembly (ELCA 19.11.E21.a.).

So long as the number of incumbent members from a given region serving on the Nominating Committee with terms not expiring plus the number of Nominating Committee positions to which individuals from the same region have already been nominated (whether by the Church Council or from the floor) total less than the maximum number of three individuals from the same region who may serve on the Nominating Committee, an individual from the same region may be nominated for another Nominating Committee position, provided other criteria and restrictions are met. Provided other criteria and restrictions are met, individuals may be nominated for a Nominating Committee position for which someone from the same region has already been nominated (ELCA 19.11.E21.b.).

PART THIRTEEN: ELECTION PROCEDURES

Election Procedures Utilizing the Common Ballot

The common ballot is used in those elections when the ecclesiastical or nominating ballot is not used (ELCA 19.11.F21.a.).

In each case in which there are floor nominations, there shall be a preliminary ballot that 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, where permitted. The names of the two persons receiving the highest number of votes cast shall be placed on the final ballot (ELCA 19.11.04.).

Unless an electronic or computerized voting system is being utilized, the exact number of ballot forms equal to the number of voting members from each synod will be given to the bishop of each synod. When instructed by the chair, the bishops, or their designees, will be responsible for distributing the ballot forms to each of the voting members from their synods. The vice president of this church will be responsible for distributing the ballot forms to each member of the Church Council serving as an *ex officio* voting member of the assembly. The Elections Committee will be responsible for distributing the ballot forms to each officer of this church (ELCA 19.11.F21.b.).

Upon recommendation of the chair and with the consent of the assembly, the second common ballot may be conducted by electronic device. If the second common ballot is not conducted by electronic means, the distribution of ballot forms for the second common ballot will be in the same manner as the first common ballot (ELCA 19.11.F21.c.).

Any discrepancy between the number of ballots given to a synod bishop and the number of voting members (including the synod bishop) from such synod must be reported by the synod bishop to the Elections Committee (ELCA 19.11.F21.d.).

Each ticket for which an election is held will be considered a separate ballot (ELCA 19.11.F21.e.).

A voting member may vote for only one nominee on each ticket (ELCA 19.11.F21.f.).

Failure to vote for a nominee for every ticket does not invalidate a ballot for the tickets for which a nominee is marked (ELCA 19.11.F21.g.).

Ballots must be marked in accordance with the instructions presented in plenary session (ELCA 19.11.F21.h.).

If a paper common ballot is utilized, ballot forms should not be folded (ELCA 19.11.F21.i.).

Completed paper ballots must be deposited at the designated Ballot Stations at certain exits of the hall in which plenary sessions are held (ELCA 19.11.F21.j.).

If a paper ballot is damaged so that it cannot be scanned, a replacement ballot may be obtained at the Ballot Station upon surrender of the damaged ballot (ELCA 19.11.F21.k.).

Unless otherwise ordered by the assembly, polls for the first common ballot close at the time designated in the assembly's Rules of Organization and Procedure (ELCA 19.11.F21.l.).

(See PART EIGHTEEN: Deadlines below.)

On each ticket for which balloting is conducted by electronic device, the polls will remain open for a reasonable time, as determined by the chair, to permit members to record their votes (ELCA 19.11.F21.m.).

Unless the second ballot is conducted electronically, polls for the second common ballot close at the time designated in the assembly's Rules of Organization and Procedure or as otherwise ordered by the assembly (ELCA 19.11.F21.n.).

(See PART EIGHTEEN: Deadlines below.)

On the second ballot, whether by paper ballot or electronically, the first position on each ticket shall be given to the nominee who received the greatest number of votes on the first ballot. If two nominees are tied for the highest vote, the first position on the ticket shall be determined by draw by the chair of the Elections Committee (ELCA 19.11.F21.o.).

Majority Required for Election

In all elections by the Churchwide Assembly, other than for the presiding bishop, vice president, and secretary, a majority of the votes cast on the first ballot shall be necessary for election. If an election does not occur on the first ballot, the names of the two persons receiving the highest number of votes cast shall be placed on the second ballot. On the second ballot, a majority of the legal votes cast shall be necessary for election (ELCA 19.05.02.).

Breaking Ties

On the first common ballot, the blank ballots of the treasurer and vice president shall be held by the chair of the Elections Committee to be presented to the treasurer for vote only in those elections where a tie would otherwise exist, and to be presented to the vice president for vote only in those elections to break a tie remaining after the ballot of the treasurer has been counted (ELCA 19.11.G21.b.).

On the second common ballot, the marked ballot of the treasurer shall be held by the chair of the Elections Committee and shall be counted only where necessary to break a tie that would otherwise exist (ELCA 19.11.G21.c.).

PART FOURTEEN: BUDGET PROPOSALS

Budget Procedures

The presiding bishop shall ... provide for the preparation of the budget for the churchwide organization (ELCA 13.21.f.).

At the direction of the presiding bishop, the executive for administration shall ... develop the budget for the churchwide organization and report to the Church Council and the Churchwide Assembly through the Budget and Finance Committee of the Church Council with regard to the preparation of the budget (ELCA 15.12.A20.d.).

A Budget and Finance Committee shall be composed of members of the Church Council elected by the council. The treasurer of this church shall serve as an *ex officio* member of the committee. This committee shall have staff services provided by the Office of the Presiding Bishop and the Office of the Treasurer. The committee shall prepare and present a comprehensive budget to the Church Council for its consideration and presentation to the Churchwide Assembly. The committee shall relate to the work of the Office of the Treasurer (ELCA 14.41.A15.).

The Church Council, upon recommendation of the presiding bishop, shall submit budget proposals for approval by the Churchwide Assembly and authorize expenditures within the parameters of approved budgets (ELCA 14.21.05.).

The Churchwide Assembly shall ... adopt a budget for the churchwide organization (ELCA 12.21.e.).

Each synod shall remit to the churchwide organization a percentage or amount of all donor-unrestricted receipts contributed to it by the congregations of the synod. The actual percentage or amount shall be determined through individual consultations with each synod. Consultations may recognize and include receipts other than unrestricted receipts in establishing and reporting the synod's remittance to the churchwide organization (ELCA 10.71.).

Proposed amendments to the budget must be submitted to the secretary of this church or the secretary's assistant electronically or on a paper form prior to the established deadline. (*See* PART EIGHTEEN: Deadlines *below*.) Each amendment must be supported by one other voting member. The secretary shall refer such proposed amendments to the Budget and Finance Committee. During the consideration of the budget by the assembly, the Budget and Finance Committee shall report on the implication of each proposed amendment.

Any amendment to the budget that increases a current program proposal of, or adds a current program proposal to, a churchwide unit must include a corresponding decrease in some other current program proposal of the same or another churchwide unit(s) and/or increase in revenues. Any amendment to the budget that proposes an increase in revenues shall require an affirmative vote by at least two-thirds of those present and voting.

The assembly may refer to the Church Council for final action any amendment to the budget that has been presented in accordance with these Rules of Organization and Procedure. Such referral shall not preclude the assembly from acting on other budget amendments or from adopting the budget.

Appropriations

When a motion calling for an appropriation comes before the Churchwide Assembly from any source other than the Church Council or a memorial from a synod, it shall be referred at once to the Reference and Counsel Committee. The Reference and Counsel Committee shall refer the proposed appropriation to the Budget and Finance Committee of the Church Council. The Budget and Finance Committee may consult with the churchwide unit(s) affected by the proposed appropriation. The Budget and Finance Committee may conclude that it cannot evaluate adequately the proposed appropriation prior to assembly adjournment and may request that the Church Council be designated to receive the evaluation later and to determine whether or not the proposed appropriation shall be authorized. The findings of the Budget and Finance Committee shall be forwarded to the Reference and Counsel Committee, which shall then make its recommendation to the Churchwide Assembly. If the report of the Reference and Counsel Committee is negative, a two-thirds vote of the voting members present and voting shall be required for adoption.

A proposed appropriation that originates with a synod through a memorial will be handled in the same way as in this preceding rule, except that reference shall be to the Memorials Committee rather than to the Reference and Counsel Committee.

New Studies or Research Proposals

Each proposal by a voting member for a study or research project shall be made as a main motion and shall be referred to the Reference and Counsel Committee. The Reference and Counsel Committee shall refer the proposal to the Office of the Secretary, which, in consultation with the churchwide unit to which the proposal is directed, will seek to determine the purpose, relationship to existing studies and research projects or current programs, potential value, overall costs including staff requirements, and availability of budget and staff. The Office of the Secretary may conclude that it cannot evaluate adequately the proposal prior to assembly adjournment and request that the Church Council be designated to receive the evaluation at a later time and determine whether or not the study or research project should be initiated. The findings of the Office of the Secretary shall be submitted to the Reference and Counsel Committee, which may make its recommendation to the assembly. If the recommendation calls for a new appropriation, the matter also shall be referred at once to the Budget and Finance Committee for consideration and report to the Reference and Counsel Committee. If the report of the Reference and Counsel Committee is negative, a two-thirds vote of the voting members present and voting shall be required for adoption.

A proposal that originates with a synod through a memorial shall be handled the same way, except that reference shall be to the Memorials Committee, rather than to the Reference and Counsel Committee.

Process for Initiation or Reconsideration of Social Statements

The process for initiating the preparation of a social statement or commencing a revision or removal of a social statement adopted at a prior Churchwide Assembly shall be governed by the document, "Policies and Procedures for Addressing Social Concerns," which was adopted by the 1997 Churchwide Assembly (CA97.05.21) and revised by the Church Council in 2006 (CC06.11.51), 2011 (CC11.04.28), and 2018 (CC18.11.25o).

PART FIFTEEN: AMENDMENTS TO GOVERNING DOCUMENTS

Constitutional Amendments

This constitution may be amended only 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 of Reference and Counsel for its recommendation, following which it shall come before the assembly. If such an amendment is approved by a two-thirds vote of members present and voting, such an amendment shall become effective only if adopted by a two-thirds vote of the members present and voting at the next regular Churchwide Assembly (ELCA 22.11.).

A constitutional amendment may be proposed only by a main motion.

A proposed constitutional amendment must be submitted electronically or on a paper form to the secretary of this church or the secretary's assistant prior to the established deadline. (*See PART EIGHTEEN: Deadlines below.*)

Bylaw Amendments

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 of 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 (ELCA 22.21.).

A bylaw amendment may be proposed only by a main motion.

A proposed bylaw amendment must be submitted electronically or on a paper form to the secretary of this church or the secretary's assistant prior to the established deadline. (*See PART EIGHTEEN: Deadlines below.*) The secretary first shall report to the assembly any bylaw amendments so submitted and the amendments then shall be referred to the Reference and Counsel Committee.

Any floor amendment that is to be offered to a bylaw amendment proposed by the Church Council must be submitted in accordance with the requirement for bylaw amendments that are proposed by voting members.

Continuing Resolutions

Continuing resolutions not in conflict with the constitution or bylaws of the Evangelical Lutheran Church in America may be adopted or amended by a majority vote of the Churchwide Assembly or by a two-thirds vote of the Church Council. Such continuing resolutions become effective immediately upon adoption. Matters related to the administrative functions of the churchwide organization shall be set forth in the continuing resolutions (ELCA 22.31.).

Should the conference, committee, or board in question disagree with the action of the Church Council in amending a continuing resolution, it may appeal the decision to the Churchwide Assembly. (See ELCA 10.81.03., 17.20.07., 17.40.04. and 17.50.07.)

A continuing resolution amendment may be proposed only by a main motion.

A proposed continuing resolution amendment must be submitted electronically or on a paper form to the secretary of this church or the secretary's assistant prior to the established deadline. (See PART EIGHTEEN: Deadlines *below*.)

Amendments to the Constitution for Synods

The *Constitution for Synods* contains mandatory provisions that incorporate and record therein provisions of the constitution and bylaws of this church. Amendments shall be made in accordance with the required provisions in Chapter 18 of the *Constitution for Synods*. Non-mandatory provisions shall not be inconsistent with the constitution and bylaws of this church (ELCA 10.13.).

An amendment to the *Constitution for Synods* may be proposed only by a main motion.

A proposed amendment to the *Constitution for Synods* must be submitted electronically or on a paper form to the secretary of this church or the secretary's assistant prior to the established deadline. (See PART EIGHTEEN: Deadlines *below*.)

Amendments to the Model Constitution for Congregations

A *Model Constitution for Congregations* shall be provided by this church. Amendments to the *Model Constitution for Congregations* shall be made in the same manner as prescribed in Chapter 22 for amendments of the bylaws of this church (ELCA 9.53.02.).

An amendment to the *Model Constitution for Congregations* may be proposed only by a main motion.

A proposed amendment to the *Model Constitution for Congregations* must be submitted electronically or on a paper form to the secretary of this church or the secretary's assistant prior to the established deadline. (See PART EIGHTEEN: Deadlines *below*.)

En Bloc Resolution for Amendments to Governing Documents

Amendments to the constitutions, bylaws and continuing resolutions as recommended by the Church Council in a report distributed to assembly members prior to, or at, the first business session of the assembly, may be approved by *en bloc* resolutions when so proposed by the Church Council.

Voting members who desire the assembly to discuss a particular amendment that is included in the *en bloc* resolutions may request that the particular amendment be removed from the proposed *en bloc* resolutions, provided the member's request is supported by 10 other voting members. Such request shall be made in accordance with the following paragraph. The assembly then will consider and vote separately on the particular proposed amendment. After removals, the *en bloc* resolutions shall be voted upon without amendments or debate.

To call for such separate consideration, a voting member, with the support of 10 other voting members, must submit notification electronically or on a paper form to the secretary of this church or the secretary's assistant prior to the established deadline (see PART EIGHTEEN: Deadlines *below*) on the form titled Amendments to Governing Documents.

Notice shall be given by the secretary of this church to the assembly of which constitutional provisions or bylaw proposals have been removed from the *en bloc* resolutions by specific voting members.

Vote to Adopt Certain Recommendations from Reports

A two-thirds vote of the voting members of the Churchwide Assembly present and voting shall be required to adopt recommendations from any report that requires amendment of a constitutional provision or bylaw of this church for implementation.

Reconsideration or Rescission Prohibited

After the adoption by the assembly of a constitutional or bylaw amendment, a motion for reconsideration or a motion to rescind or amend such action is not in order.

PART SIXTEEN: ELECTIONS OF OFFICERS

Election Procedures

Set forth hereafter are the procedures for the elections of the presiding bishop, the vice president, and the secretary, whether or not there will be an election at this assembly for any of these positions. Elections are required because of completion of the specified term for a position or when a vacancy otherwise occurs.

Background Checks and Screening

Background checks and screening shall be required and completed for persons nominated as churchwide officers prior to their election, if possible, or as soon as practical after their election. The specific procedures and timing of background checks and screening shall be determined by the Church Council (ELCA 19.01.B09.).

The Protocol for Churchwide Officer Background Checks and Screening and the forms which the nominees need to complete, including a Biographical Information Form, a Disclosure Form, and a Background Check Disclosure and Release Information Form, are available.

Restrictions on Nominations for Officers

The officers shall be the presiding bishop, vice president, secretary, and treasurer. Each officer shall be a voting member of a congregation of this church (ELCA 13.11.).

The presiding bishop shall be a minister of Word and Sacrament of this church (ELCA 13.21.).

The presiding bishop shall be elected by the Churchwide Assembly to a six-year term and serve until a successor takes office (ELCA 13.22.).

The presiding bishop shall be a full-time, salaried position (ELCA 13.22.02.).

The vice president shall be a layperson (ELCA 13.31.).

The vice president shall be elected by the Churchwide Assembly to a six-year term and serve until a successor takes office (ELCA 13.32.).

The vice president may perform such other tasks for the benefit of this church as the Church Council directs, and may be compensated as the Church Council determines (ELCA 13.32.02.).

The secretary shall be elected by the Churchwide Assembly to a six-year term and serve until a successor takes office (ELCA 13.42.).

The secretary shall be a full-time, salaried position (ELCA 13.42.02.).

The secretary may be either a rostered minister or a lay person.

Ecclesiastical Ballot Defined

An “ecclesiastical ballot” for the election of officers (other than treasurer) of the churchwide organization of the Evangelical Lutheran Church in America is an election process:

- a. in which on the first ballot the name of any eligible individual may be submitted for nomination by a voting member of the assembly;
- b. through which the possibility of election to office exists on any ballot by achievement of the required number of votes cast by voting members of the assembly applicable to a particular ballot;
- c. that precludes spoken floor nominations but allows nomination of persons not in attendance at the meeting;
- d. in which those casting ballots have primary responsibility to nominate persons willing to serve if elected;
- e. in which the first ballot is the nominating ballot if no election occurs on the first ballot;
- f. in which the first ballot defines the total slate of nominees for possible election on a subsequent ballot, with no additional nominations;
- g. in which each synod bishop will seek to inform nominees from that synod that they have been nominated and that they may withdraw if they do not seek election;
- h. that allows, after the reporting of the first ballot, the persons nominated to withdraw their names prior to the casting of the second ballot;
- i. in which any name appearing on the second ballot may not be subsequently withdrawn;
- j. that does not preclude an assembly’s adoption of rules that permit, at a defined point in the election process and for a defined period of time, speeches to the assembly by nominees or their representatives and/or a question-and-answer forum in which the nominees or their representatives participate; and
- k. in which the number of names that appear on any ballot subsequent to the second ballot shall be determined in accordance with provisions of the governing documents. (ELCA 19.01.C19.).

Election Procedures Utilizing the Ecclesiastical Ballot

For each election by ecclesiastical or nominating ballot, the exact number of appropriate ballot sets equal to the number of voting members from each synod will be given to the bishop of each synod. Unless an electronic or computerized voting system is being utilized, the bishops, or their designees, will be responsible for distributing the ballot sets to each of the voting members from their synods. The Elections Committee will be responsible for distributing the ballot sets to each officer and member of the Church Council serving as an *ex officio* voting member of the assembly (ELCA 19.01.D21.a.).

The chair will announce what type of voting system is to be used for the election. If ordered by the chair to use paper ballots, one of the numbered ballots from the appropriate ballot set is to be used on each ballot. The chair will announce the number of the ballot from the appropriate ballot set that is to be used for each ballot. Failure to use the correct numbered ballot will result in an illegal ballot (ELCA 19.01.D21.b.).

On the first two ballots for each office being selected by ecclesiastical or nominating ballot, both the first and last names of a nominee should be used. Members should endeavor to use correct spelling and should provide, on the first ballot, any additional accurate information identifying the nominee, such as title, position, synod, congregation, or residence (ELCA 19.01.D21.c.).

On the third and subsequent ballots conducted by written ballot, only the last name of the nominee need be used, provided there is no other nominee with the same or similar name (ELCA 19.01.D21.d.).

A member may vote for only one nominee on each ballot (ELCA 19.01.D21.e.).

Ballots should not be marked prior to the time the chair advises the voting members to do so (ELCA 19.01.D21.f.).

Written ballots shall not be folded (ELCA 19.01.D21.g.).

Written ballots will be collected from the voting members in accordance with instructions from the Elections Committee or from the chair (ELCA 19.01.D21.h.).

When the results of the first ballot are presented, the chair will announce when and how persons nominated may withdraw their names prior to the casting of the second ballot (ELCA 19.01.D21.i.).

When voting by electronic device, the first position on each ballot shall be given to the nominee who received the greatest number of votes on the immediately preceding ballot, with the remaining positions assigned to the other nominees in descending order of the number of votes received on the immediately preceding ballot. If two or more nominees were tied with the same vote on the immediately preceding ballot, their respective positions shall be determined by draw by the chair of the Elections Committee (ELCA 19.01.D21.j.).

On each ticket for which balloting is conducted by electronic device, the polls will remain open for a reasonable time, as determined by the chair, to permit voting members to record their votes. (ELCA 19.01.D21.k.).

Election of the Presiding Bishop

The presiding bishop shall be elected by the Churchwide Assembly by ecclesiastical ballot. Three-fourths of the votes cast shall be necessary for election on the first ballot. If no one is elected, the first ballot shall be considered the nominating ballot. Three-fourths of the votes cast on the second ballot shall be necessary for election. The third ballot shall be limited to the seven persons (plus ties) who received the greatest number of votes on the second ballot, and two-thirds of the votes cast shall be necessary for election. The fourth ballot shall be limited to the three persons (plus ties) who receive the greatest number of votes on the third ballot, and 60 percent of the votes cast shall be necessary for election. On subsequent ballots, a majority of the votes cast shall be necessary for election. These ballots shall be limited to the two persons (plus ties) who receive the greatest number of votes on the previous ballot (ELCA 19.01.02.).

Those wishing to withdraw and not let their names go to the second ballot may do so in paper form to the Nominations/Elections desk in the registration area, electronically via email (nominations@elca.org), or by phone in the hearing of two members of the elections committee.

If there is no election on the second ballot, the seven persons (plus ties) who received the greatest number of votes on the second ballot shall complete the Biographical Information Form, Disclosure Form, and Background Check Disclosure and Release

Information Form approved by the Executive Committee of the Church Council. Nominees shall receive instructions on how to complete these forms.

Prior to the third ballot for presiding bishop, biographical data will be distributed for the seven nominees (plus ties).

All nominees will be present for the following forums or be permitted to address the assembly by remote communication.

Prior to the third ballot for presiding bishop, the seven nominees (plus ties) will be invited to address the assembly, with each speech limited to four minutes. If any such person is not present at the assembly and is unable to address the assembly by remote communication, the bishop of the synod of such person's roster shall, in consultation with such person, if possible, designate an alternate to speak on behalf of such person.

Prior to the fourth ballot for presiding bishop, the three nominees (plus ties) are invited to respond to questions submitted. Voting members may submit questions electronically or on a paper form to the secretary of this church or to the secretary's assistant. From the questions submitted, the Executive Committee of the Church Council, excluding the presiding bishop and nominees, shall select a sample of questions and determine the process to be followed. The question-and-answer period shall be moderated by an individual appointed by the Executive Committee of the Church Council. Each of the nominees shall be asked questions in rotating order, and each response shall be no longer than two minutes.

Election of the Vice President

In a year when the vice president or secretary shall be elected, those who will serve as voting members of the upcoming Churchwide Assembly shall be invited to identify the names of up to three persons who might be considered for election as vice president or secretary. Names shall be submitted to the Office of the Secretary at least four months prior to the assembly. The Office of the Secretary shall contact those persons identified and request biographical information. At least 60 days prior to the Churchwide Assembly, the biographical information received from those persons open to consideration shall be distributed to the voting members (ELCA 19.01.A21).

The vice president shall be elected by the Churchwide Assembly by ecclesiastical ballot. The election shall proceed without oral nominations. If the first ballot for vice president does not result in an election, it shall be considered a nominating ballot. On the first ballot, three-fourths of the votes cast shall be required for election. Thereafter only such votes as are cast for persons who received votes on the first or nominating ballot shall be valid. On the second ballot, three-fourths of the votes cast shall be required for election. On the third ballot, the voting shall be limited to the seven persons (plus ties) receiving the greatest number of votes on the second ballot and two-thirds of the votes cast shall be necessary for election. On the fourth ballot, voting shall be limited to the three persons (plus ties) receiving the greatest number of votes on the previous ballot and 60 percent of the votes cast shall elect. On subsequent ballots, voting shall be limited to the two persons (plus ties) receiving the greatest number of votes on the previous ballot and a majority of votes cast shall elect (ELCA 19.01.03.).

Names identified and posted on the assembly website or through the Churchwide Assembly Guide prior to the assembly shall be removed from the site and the application following the adoption of these rules. The biographical information shall be provided for the top seven nominees plus ties after the second ballot.

Those wishing to withdraw and not let their names go to the second ballot may do so in paper form to the Nominations/Elections desk in the registration area, electronically via email (nominations@elca.org), or by phone in the hearing of two members of the elections committee. The deadline for withdrawing is Tuesday, Aug. 9 at 7:00 p.m.

If there is no election on the second ballot, the seven persons (plus ties) who received the greatest number of votes on the second ballot shall complete the Biographical Information Form, Disclosure Form, and Background Check Disclosure and Release Information Form approved by the Executive Committee of the Church Council. Nominees shall receive instructions on how to complete these forms.

Prior to the third ballot for vice president, biographical data will be distributed for the seven nominees (plus ties).

All nominees will be present for the following forums or be permitted to address the assembly by remote communication.

Prior to the third ballot for vice president, the seven nominees (plus ties) will be invited to address the assembly, with each speech limited to four minutes. If any such person is not present at the assembly and is unable to address the assembly by remote communication, the bishop of the synod of such person's congregation membership shall, in consultation with such person, if possible, designate an alternate to speak on behalf of such person.

Prior to the fourth ballot for vice president, each of the three nominees (plus ties) will be asked in rotating order to respond to three questions determined by the Executive Committee of the Church Council, excluding the vice president and nominees. Each nominee's response to each question shall be limited to two minutes.

Election of the Secretary

In a year when the vice president or secretary shall be elected, those who will serve as voting members of the upcoming Churchwide Assembly shall be invited to identify the names of up to three persons who might be considered for election as vice president or secretary. Names shall be submitted to the Office of the Secretary at least four months prior to the assembly. The Office of the Secretary shall contact those persons identified and request biographical information. At least 60 days prior to the Churchwide Assembly, the biographical information received from those persons open to consideration shall be distributed to the voting members. (ELCA 19.01.A21.).

The secretary shall be elected by the Churchwide Assembly by ecclesiastical ballot. The election shall proceed without oral nominations. If the first ballot for secretary does not result in an election, it shall be considered a nominating ballot. On the first ballot, three-fourths of the votes cast shall be required for election. Thereafter only such votes as are cast for persons who received votes on the first or nominating ballot shall be valid. On the second ballot, three-fourths of the votes cast shall be required for election. On the third ballot, the voting shall be limited to the seven persons (plus ties) receiving the greatest number of votes on the second ballot and two-thirds of the votes cast shall be necessary for election. On the fourth ballot, voting shall be limited to the three persons (plus ties) receiving the greatest number of votes on the previous ballot and 60 percent of the votes cast shall elect. On subsequent ballots, voting shall be limited to the two persons (plus ties) receiving the greatest number of votes on the previous ballot and a majority of the votes cast shall elect (ELCA 19.01.04.).

Names identified and posted on the assembly website or through the Churchwide Assembly Guide prior to the assembly, shall be removed from the site and the application

following the adoption of these rules. The biographical information shall be provided for the top seven nominees plus ties after the second ballot.

Those wishing to withdraw and not let their names go to the second ballot may do so in paper form to the Nominations/Elections desk in the registration area, electronically via email (nominations@elca.org), or by phone in the hearing of two members of the elections committee. If there is no election on the second ballot, the seven persons (plus ties) who received the greatest number of votes on the second ballot shall complete the Biographical Information Form, Disclosure Form, and Background Check Disclosure and Release Information Form approved by the Executive Committee of the Church Council. Nominees shall receive instructions on how to complete these forms.

Prior to the third ballot for secretary, biographical data will be distributed for the seven nominees (plus ties).

All nominees will be present for the following forums or be permitted to address the assembly by remote communication.

Prior to the third ballot for secretary, the seven nominees (plus ties) will be invited to address the assembly, with each speech limited to four minutes. If any such person is not present at the assembly and is unable to address the assembly by remote communication, the bishop of the synod of such person's congregation membership shall, in consultation with such person, if possible, designate an alternate to speak on behalf of such person.

Prior to the fourth ballot for secretary, each of the three nominees (plus ties) will be asked in rotating order to respond to three questions determined by the Executive Committee of the Church Council, excluding the secretary and nominees. Each nominee's response to each question shall be limited to two minutes.

Majority Required for Election

On the final ballot for the election of presiding bishop, vice president, and secretary of this church, when only two names appear on the ballot, a majority of the legal votes cast is necessary for election.

Breaking Ties

On the ballot for the election of the presiding bishop, vice president, and secretary, when only two names appear, the marked ballot of the treasurer shall be held by the chair of the Elections Committee and shall be counted only where necessary to break a tie that would otherwise exist (ELCA 19.11.G21.a.).

PART SEVENTEEN: STATUS OF REPORTS

Assembly Reports

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. Distribution to congregations may be accomplished by posting the report on the website of this church (ELCA 12.31.03.).

Reports of the Presiding Bishop and Secretary of This Church

Following presentation, the presiding bishop's report and the secretary's report shall be referred to the Reference and Counsel Committee.

Status of Reports

All reports published in the *Pre-Assembly Report* shall be treated as having been received by the assembly without formal vote.

Distribution of Materials

Materials may be distributed on the floor of the assembly only with the written consent of the secretary of this church. In cases where the secretary does not consent, appeal may be made to the Reference and Counsel Committee. That committee's decision shall be final.

PART EIGHTEEN: DEADLINES

Tuesday, Aug. 9, 2022

11:45 a.m. Separate consideration (removal from *en bloc*) of responses to synod memorials

Substitute responses to synod memorials

Separate consideration (removal from *en bloc*) 2022 archival of certain social policy resolutions

Nominations from the floor

Separate consideration (removal from *en bloc*) of the constitutions, bylaws, and continuing resolutions

Proposed changes to the amendments to the constitutions, bylaws, and continuing resolutions

Proposed amendments from the floor to the constitutions, bylaws, and continuing resolutions

7:00 p.m. Withdrawal from ballot for vice president

Wednesday, Aug. 10, 2022

10:15 a.m. Non-germane resolutions

Proposed amendments to 2023–2025 budget proposal

1:45 p.m. First Common Ballot

PART NINETEEN: ELECTRONIC DEVICES

Use of computers and other electronic devices, such as cellphones (in texting mode only), smart phones, tablets, and other wireless electronic communication devices is allowed in the plenary hall during assembly sessions, provided that such devices are in a silent mode and do not disturb voting members. Speaking on any device is prohibited in the plenary hall during assembly sessions. Members and others are expected to be courteous and respectful and are encouraged to leave the hall if they intend to engage in communication activities that may disturb others or are not related to the work of the assembly. Use of computers and other electronic devices is precluded during worship.

Members and others using ELCA-issued electronic equipment shall ensure that such equipment is used for assembly purposes only and in a manner that is consistent with good

stewardship and the mission and ministry of this church. Use of such equipment and related technology is contingent upon agreement to the terms and conditions of the use agreement.

PART TWENTY: OTHER MATTERS

College Corporation Meetings

The voting members of the Churchwide Assembly also constitute the voting members of certain college corporations that hold meetings as part of the agenda of the assembly. The assembly will recess to conduct the corporation meeting(s) and reconvene at the conclusion of the corporation meeting(s) or at the beginning of the next scheduled session of the assembly. Quorum requirements for college corporation meetings are specified in the governing documents of each college. The quorum requirement for the Churchwide Assembly does not apply to college corporation meetings.

The presiding bishop declared that the motion had passed.

Committees of the Assembly

Reference: 2022 Pre-Assembly Report, Section I: Rules of Organization and Procedure

The “Rules of Organization and Procedure” having been adopted, Presiding Bishop Eaton outlined the committees authorized to assist the assembly:

- The Nominating Committee was elected by previous assemblies.
- The Reference and Counsel Committee and the Memorials Committee were appointed by the Church Council as outlined in the bylaws.
- The rules adopted for the assembly also provided for additional committees. These committees were listed in the Roll of Assembly Members.

The presiding bishop declared these committees authorized and constituted.

Consideration of the Order of Business

Reference: Schedule and Events, Order of Business

Presiding Bishop Eaton directed voting members to the Order of Business provided in the Churchwide Assembly Guide, noting that revised pages would be uploaded to the app as appropriate. She highlighted some elements of the agenda before the assembly and clarified that the rules recently adopted gave her, as chair, some discretion to make adjustments to the agenda to facilitate the work of the assembly.

Presiding Bishop Eaton recognized Secretary Rothmeyer, who made the following motion on behalf of the Church Council:

Moved;

[Seconded]: To adopt the Order of Business for the 2022 Churchwide Assembly.

The Rev. Melissa R. Woeppel [Central States Synod] moved to amend the Order of Business.

Moved;

Seconded:

To amend the Order of Business as follows:
Plenary 1: Remove Endowment Fund video

Plenary 2: Remove Mission Investment Fund video and add time to memorials

Plenary 3: Remove Board of Pensions video

Plenary 4: Remove Publishing House of the ELCA (1517 Media) Video

Extend Plenary 4 by eliminating 1:30-2:00 break and add time to memorials

Extend Plenary 5 by beginning at 9:45 and add time to memorials

Plenary 5: Remove WELCA video and add time to memorials

Extend Plenary 6 by eliminating 1:30-2:00 break and add time to memorials

Plenary 6: Remove LDR video and add time to memorials

Extend Plenary 6 from 5:00 to 6:00 and add time to Reference and Counsel

Extend Plenary 7 by beginning at 9:45 and add time to Reference and Counsel or, if complete, to memorials

Voting members spoke for and against the motion.

The Rev. Matthew L. Riegel, bishop of the West Virginia-Western Maryland Synod, offered an amendment to the motion to amend.

Moved;

Seconded:

To amend the amendment to the Order of Business by reinstating original times as follows:

Plenary 1: Remove Endowment Fund video

Plenary 2: Remove Mission Investment Fund video and add time to memorials

Plenary 3: Remove Board of Pensions video

Plenary 4: Remove Publishing House of the ELCA (1517 Media) Video

~~Extend Plenary 4 by eliminating 1:30-2:00 break and add time to memorials~~

~~Extend Plenary 5 by beginning at 9:45 and add time to memorials~~

Plenary 5: Remove WELCA video and add time to memorials

~~Extend Plenary 6 by eliminating 1:30-2:00 break and add time to memorials~~

Plenary 6: Remove LDR video and add time to memorials

~~Extend Plenary 6 from 5:00 to 6:00 and add time to Reference and Counsel~~

~~Extend Plenary 7 by beginning at 9:45 and add time to Reference and Counsel or, if complete, to memorials~~

Voting members spoke for and against the motion to amend the initial motion. A voting member called the question.

Moved;

Seconded;

Carried:

To end debate.

Two-Thirds Vote Required

Yes-735; No-31

The presiding bishop declared debate closed and called for the vote.

Moved;
Seconded;
Carried:

Yes-399; No-386

To amend the amendment to the Order of Business by reinstating original times as follows:

Plenary 1: Remove Endowment Fund video

Plenary 2: Remove Mission Investment Fund video and add time to memorials

Plenary 3: Remove Board of Pensions video

Plenary 4: Remove Publishing House of the ELCA (1517 Media)

Video

~~Extend Plenary 4 by eliminating 1:30 2:00 break and add time to memorials~~

~~Extend Plenary 5 by beginning at 9:45 and add time to memorials~~

Plenary 5: Remove WELCA video and add time to memorials

~~Extend Plenary 6 by eliminating 1:30 2:00 break and add time to memorials~~

Plenary 6: Remove LDR video and add time to memorials

~~Extend Plenary 6 from 5:00 to 6:00 and add time to Reference and Counsel~~

~~Extend Plenary 7 by beginning at 9:45 and add time to Reference and Counsel or, if complete, to memorials~~

A voting member called the question.

Moved;
Seconded;
Carried:

Two-Thirds Vote Required

Yes-691; No-60

To end debate.

The presiding bishop declared debate closed and called for the vote.

ASSEMBLY

ACTION

YES-583; NO-206

CA22.01.02

To amend the Order of Business as follows:

Plenary 1: Remove Endowment Fund video

Plenary 2: Remove Mission Investment Fund video and add time to memorials

Plenary 3: Remove Board of Pensions video

Plenary 4: Remove Publishing House of the ELCA (1517 Media) Video

Plenary 5: Remove WELCA video and add time to memorials

Plenary 6: Remove LDR video and add time to memorials

The presiding bishop declared that the motion had passed.

ASSEMBLY

ACTION

YES-656; NO-110

CA22.01.03

To approve the Order of Business as amended as the agenda of the 2022 Churchwide Assembly of the Evangelical Lutheran Church in America, in keeping with the provisions of the “Rules of Organization and Procedure” for calling items of business before the assembly.

The presiding bishop declared that the motion had passed.

Recess

The assembly recessed at 10:40 a.m. and reconvened at 10:51 a.m.

Greeting from Federal Chaplains

Presiding Bishop Eaton called the assembly back to order at 10:51 a.m. and introduced United States Air Force Chaplain Captain Martine Joseph, who greeted the assembly on behalf of the more than 180 federal chaplains and 500 rostered ministers who serve as chaplains in other settings. Capt. Joseph thanked ELCA leadership for unwavering support of embodiment of the Word through the ministry of chaplaincy.

In Memoriam: Vice President William B. “Bill” Horne

Presiding Bishop Eaton introduced a video memorializing Mr. William B. “Bill” Horne II, vice president of the ELCA, who died Aug. 14, 2021. In introducing the video memorial, the presiding bishop summarized Mr. Horne’s valuable and varied service to the ELCA. Following the video, Presiding Bishop Eaton read from a resolution adopted by the Church Council in remembrance of and thanksgiving for Vice President Horne.

The ELCA Church Council gives thanks to God for the life and faithful service of William “Bill” Burt Horne II. The council expresses its appreciation for his wise, fair, and strong leadership as vice president of the Evangelical Lutheran Church in America, and his collaborative spirit, steadfast commitment, and genuine compassion for the congregations and communities throughout the Evangelical Lutheran Church in America.

She then led the assembly in singing “If We Live, We Live to the Lord.”

First Ballot for Vice President

Reference: 2022 Pre-Assembly Report, Section I, Rules of Organization and Procedure, and Section V: Election of the Vice President

The chair introduced the first ballot for vice president, reminding voting members to be sure they were registered so they would be able to vote. She provided an explanation of the process by which names are placed in nomination for vice president, reminding voting members that any layperson who is a voting member of an ELCA congregation may be nominated for vice president by submitting the person’s name on the first ballot. Rostered ministers are not eligible for election. The presiding bishop summarized the responsibilities of the vice president, particularly that of serving as chair of the Church Council. The vice president’s term is six years.

The presiding bishop summarized the balloting process and emphasized that only voting members seated on the floor of the assembly would be able to vote. Once the initial ballot was complete, nominations for vice president would be closed. People who were nominated but wished to withdraw their names from consideration would have the opportunity to do so before the second ballot.

After explaining various additional elements of the balloting process, Presiding Bishop Eaton called on Ms. Aja C. Favors, associate general counsel, to deliver the report of the Credentials Committee. Ms. Favors reported that, as of 10:45 a.m., there were 804 voting members registered. Sixty percent were laypersons and forty percent were rostered ministers. Twenty percent were persons of color or persons whose primary language is other than English; fifteen percent were youth or young adults.

Following a hymn and prayer, the balloting for vice president proceeded. After the end of the voting, the presiding bishop reminded the assembly of various deadlines and stated that the results of the balloting for vice president would be announced at the next plenary session, but that nominees would be notified as soon as possible so they would have time to discern. Nominees could withdraw any time before 7:00 p.m. on Aug. 9.

Report of the Nominating Committee

Reference: 2022 Pre-Assembly Report, Section VIII, Nominating Committee Report

Presiding Bishop Eaton invited Mr. Louis J. Moehlman, chair of the Nominating Committee, to present that committee's report. Mr. Moehlman summarized the process used by the committee to ensure that the slate of nominees before the Churchwide Assembly was composed of faithful, conscientious leaders inspired for service in this church. He emphasized the need to comply with the representational principles in Chapter 5 of the *Constitution, Bylaws, and Continuing Resolutions of the ELCA* as well as with requirements spelled out in Chapter 19 and expressed gratitude to all ELCA members who agreed to stand for nomination.

Mr. Moehlman noted that names of nominees for Church Council positions were submitted by synods and selected by Synod Assemblies, with those synods eligible to nominate for Church Council positions being designated on a rotating basis. Nominations for youth at-large positions on the Church Council were submitted by synods and the Nominating Committee. He also instructed assembly members where biographical information for nominees could be found.

The Nominating Committee also provided slates of nominees for the Committee on Appeals and the Committee on Discipline. The Church Council had acted on nominees to serve on the Nominating Committee.

Nominations for the boards of the separately incorporated ministries were presented in accordance with Chapters 17 and 19 of the *Constitution, Bylaws, and Continuing Resolutions of the ELCA*. Floor nominations for these positions must match the specific categories and criteria specified in the Report of the Nominating Committee.

Mr. Moehlman referred voting members to the appropriate parts of the "Rules of Organization and Procedure" for information and rules related to nominations and highlighted key provisions. He outlined the process by which floor nominations could be submitted and noted the information that must be provided for each floor nominee. He announced that the deadline for floor nominations was 11:45 a.m. Tuesday, August 9, and that the deadline for persons nominated from the floor to submit biographical information was 1:00 p.m. the same day.

Mr. Moehlman thanked members of the Nominating Committee for their work and Secretary Rothmeyer and the Office of the Secretary staff for facilitating the work of the committee. He concluded by noting that identifying and nominating leaders for this church is an ongoing process and invited voting members to look for potential leaders when they return home and invite people to submit nominations for future consideration.

Announcements

Presiding Bishop Eaton called on Secretary Rothmeyer to provide announcements related to the business of the assembly.

Hymn and Prayer

Reference: Worship and Song

The first plenary session closed with singing “Oh, Sing to the Lord,” followed by prayer.

Adjournment

The first plenary session of the sixteenth Churchwide Assembly of the ELCA adjourned at 11:53 a.m.

Plenary Session Two

Tuesday, Aug. 9, 2022

1:30—3:30 p.m.

The 2022 Churchwide Assembly of the ELCA reconvened in Hall A of the Greater Columbus Convention Center, Columbus, Ohio, at 1:32 p.m. The Rev. Elizabeth A. Eaton, presiding bishop of the Evangelical Lutheran Church in America (ELCA), called the assembly to order.

En Bloc Action on Social Policy Resolutions

Reference: 2022 Pre-Assembly Report, Section V, Archiving of Certain Social Policy Resolutions

Presiding Bishop Eaton provided an overview of ELCA policy related to archiving of social policy resolutions. She noted that nine social policies had been proposed for archiving and that none were removed from *en bloc*. She invited Secretary Rothmeyer to read the action on behalf of the Church Council.

Moved;

[Seconded]:

To archive the social policy resolutions identified in the “2022 Archiving of Certain Social Policy Resolutions” document, in accordance with the “Policies and Procedures of the Evangelical Lutheran Church in America for Addressing Social Concerns” (2018).

Presiding Bishop Eaton noted that, because the motion came from the Church Council, it did not require a second and called for the vote on the motion.

ASSEMBLY

ACTION

YES-705; NO-9

CA22.01.04

To archive the social policy resolutions identified in the “2022 Archiving of Certain Social Policy Resolutions” document, in accordance with the “Policies and Procedures of the Evangelical Lutheran Church in America for Addressing Social Concerns” (2018).

The presiding bishop declared that the motion had passed.

Elections: Initial Report of the First Ballot for Vice President

Reference: 2022 Pre-Assembly Report, Section I, Rules of Organization and procedure; Section V, Election of the Vice President; Section X, Report of the Elections Committee

The presiding bishop called on Mr. Thomas A. Cunniff, general counsel for the ELCA and chair of the Elections Committee, for the presentation of the results of the first ballot for vice president. She explained that the full results of the first ballot could be found in the Churchwide Assembly Guide under “Section X – Report of the Elections Committee.” Mr. Cunniff reported that there were 686 ballots cast, of which four were illegal ballots. Of the 682 legal ballots, none of the nominees received the 512 votes (75% of ballots cast) necessary for election. He announced that the person who received the most votes was Ms. Tracey Beasley with 135 votes.

The presiding bishop declared that there was no election on the first ballot. She reminded voting members of the timing for the second ballot for vice president and that those nominated could remove their names from consideration only before the next ballot. She briefly reviewed the process for withdrawal from consideration and reminded the assembly that the deadline for withdrawal was 7:00 p.m., Tuesday, Aug. 9.

Report of the Memorials Committee

Reference: 2022 Pre-Assembly Report, Section VII, Report of the Memorials Committee; Supplemental Report of the Memorials Committee

Presiding Bishop Eaton introduced Ms. Cheryl T. Chatman and Mr. Joseph T. Nolte, co-chairs of the Memorials Committee. Ms. Chatman, on behalf of the Memorials Committee, thanked the synods that sent memorials to the Churchwide Assembly. The 78 memorials submitted by synods, asking this church to take action on a variety of issues, are one of the means by which the interdependent expressions of this church communicate with one another and beyond this church.

Mr. Nolte explained that the Memorials Committee was appointed by the Church Council and was composed of diverse members from across this church in accord with the representational principles of the ELCA. The committee is given the responsibility to review memorials from synod assemblies and to make recommendations for Churchwide Assembly action. The purpose of the Memorials Committee is to assist the assembly as it responds to a large body of work and to facilitate the assembly's engagement in these important conversations.

Ms. Chatman clarified that part of this process involved grouping together memorials that address the same topic or related concerns. In some cases, a number of synods acted on model memorials that used identical wording. Within some categories, however, memorials represented a broad range of opinions and recommended actions. Mr. Nolte expressed gratitude on behalf of the Memorials Committee to the churchwide units and resource persons who assisted the committee by providing background information and references to previous actions taken by the Churchwide Assembly.

Upon review of memorials received within each category and consideration of the background information related to each, the committee had a number of options. The committee could vote to: affirm or decline to recommend the action proposed by the synod(s); recommend referral to the Church Council, a churchwide unit, or another entity for further study; or reaffirm existing policy adopted by the Church Council or a previous Churchwide Assembly.

Ms. Chatman explained that the Memorials Committee considered the potential financial impact of its recommendations and the capacity of staff, the Church Council, and the Conference of Bishops to take on increased responsibilities.

Voting members had until 11:45 a.m. Tuesday, Aug. 9, to request that responses of the Memorials Committee proposed for *en bloc* approval be removed from *en bloc*, substituted, or amended. The responses to memorials removed from *en bloc* for separate consideration and substitute responses to memorials that the committee recommended for adoption were provided to assembly members in the "Supplemental Report of the Memorials Committee" found in the Churchwide Assembly Guide app.

Ms. Chatman announced that, in addition to the three memorial responses withheld from *en bloc* by the Memorials Committee, several other memorial responses were removed from *en bloc* by voting members of the assembly. The following memorials were removed from *en bloc*:

- Category A4: Greenhouse Gas Reduction

- Category A5: Fortifying Urban Ministries
- Category A6: Advance Salary Equity
- Category A7: Black Migrant Strategy
- Category A8: Land Back
- Category B4: Restructure the Governance of the ELCA
- Category B5: Diversity, Equity, Inclusion, Accessibility (DEIA) ELCA Governance Audit
- Category B8: Separation Agreements
- Category B9: Mission Development Process
- Category B11: Specialized Ministries and On-Leave-from-Call Status
- Category C3: “Human Sexuality: Gift and Trust” Revision

Ms. Chatman offered a motion on behalf of the Memorials Committee.

Moved;

[Seconded]: To approve *en bloc*, with the exception of those memorials considered separately, the responses to 2019, 2021, and 2022 synod memorials printed in the Report of the Memorials Committee.

Presiding Bishop Eaton announced that she had just received notification that Category A14: Roe v. Wade had also been removed from *en bloc*.

The presiding bishop noted that, because the motion came from a committee of the assembly, it did not require a second. Because the motions were presented *en bloc*, they were not open to debate. The presiding bishop called for the vote.

ASSEMBLY

ACTION

YES-726; NO-44

CA22.01.05

To approve *en bloc*, with the exception of those memorials considered separately, the following responses to 2019, 2021, and 2022 synod memorials printed in the Report of the Memorials Committee.

Category A1: Diversity

Category A2: Nuclear Weapons

Category A3: Voting Rights and D.C. Statehood

Category A9: Russian Divestment

Category A10: Right to Boycott

Category A11: Gun Violence

Category A12: LGBTQIA+ Welcome

Category A13: Substance Abuse

Category B1: Conflict Free Metals

Category B2: Remembrance of Armenian, Assyrian, and Greek Genocide

Category B3: Parental and Family Medical Leave

Category B6: Process for Pre-Assembly Identification of Nominees for Presiding Bishop

Category B7: Churchwide Organization Directory
Category B10: Holy Communion Practices
Category B12: Disability Status
Category B13: Committee on Appeals
Category C1: Renew Social Statement on Creation Care
Category C2: Child Abuse and Protection
Category C4: Social Statement on Homelessness

Category A1: Diversity

Reference: 2022 Pre-Assembly Report, Section VII, Report of the Memorials Committee, p. 8

1. Metropolitan New York Synod (7C) [2021]

WHEREAS, the power to uplift the marginalized was demonstrated in Acts 8 with the conversation with and subsequent baptism of the Ethiopian eunuch, a believer of color excluded from full participation under the traditional law; and

WHEREAS, 1 John 3:18 teaches, “Little children, let us love, not in word or speech, but in truth and action;”

WHEREAS, Lutherans are called to testify to the presence of God’s gifted people throughout history, many of whom have been/are overlooked and dismissed, yet remain and persevere as witnesses to gospel love;

WHEREAS, oftentimes the unique perspective of Women, particularly Black and Brown Women, Women of Color, members of the LGBTQIA+ community, and people seeking sanctuary and refugee status, bring a fuller depth and breadth of perspective as a whole church in Jesus;

WHEREAS, the creation of safe, respectful spaces allows open communication for followers of Christ to have a voice for their trauma when empathy is lacking and violence is perpetuated against marginalized people;

WHEREAS, honoring Christ’s call to embrace the marginalized in increasingly authentic, respectful, and responsive manners calls Lutherans to resist undercutting one another and validate all persons, as lifted in Christ’s prayer from John 17 “protect them in your name...so that they may be one, as we are one;”

WHEREAS, a community of faith becomes stronger and further aligned with the teachings of the gospel when all acknowledge diversity and intersectionality within the body of Christ;

WHEREAS, this diversity and inclusion is vital for believers to model the ultimate value of all people that the Lord so graciously gives; therefore, be it

RESOLVED, that the Metropolitan New York Synod memorialize the 2022 Churchwide Assembly of the Evangelical Lutheran Church in America to commit to create discussion programs, including but not limited to coordinated church-wide discussion groups, to address the intersection of issues of racial justice and faith; and be it further

RESOLVED, that the life and ministries of the Evangelical Lutheran Church in America be empowered to use resources to work together to incorporate these issues into a cohesive message of inclusion and acceptance.

ASSEMBLY

ACTION

[EN BLOC]

CA22.01.05a To receive with gratitude the memorial on “To Empower and Educate Believers on Diversity and Inclusion” from the Metropolitan New York Synod;

To commend the ELCA educational resources on justice for use across this church; and

To encourage all three expressions of this church to coordinate discussions that address the intersecting issues of racial justice and faith.

Category A2: Nuclear Weapons

Reference: 2022 Pre-Assembly Report, Section VII, Report of the Memorials Committee, pp. 9–11

1. Minneapolis Area Synod (3G) [2021]

WHEREAS, *Church in Society: A Lutheran Perspective*, an ELCA social statement (1991), calls for the church to engage in moral deliberations regarding governmental policy, and “discern when to support and when to confront society’s cultural patterns, values, and powers”; and

WHEREAS, the ELCA social statement *For Peace in God’s World* (1995) calls for the church to engage actively in making peace not war, naming and resisting “idols that lead to false security, injustice, and war, and [calling] for repentance;” and

WHEREAS, nuclear weapons programs potentially divert public funds and expertise from health care, education, repair of the infrastructure, disaster relief, and other vital services; and

WHEREAS, the entire life cycle of nuclear weapons (from mining to disposal) causes harm for generations, even if the weapons are never exploded; and

WHEREAS, the risk of a nuclear war and global annihilation has been greatly increased due to recent circumstances; therefore, be it

RESOLVED, that the Minneapolis Area Synod acting in assembly memorializes the 2022 Churchwide Assembly to engage the Lutheran Office for World Community and ELCA Advocacy to take a leadership role in current opportunities to bring together the nine nuclear nations to work toward the implementation of the Treaty on the Prohibition of Nuclear Weapons; and be it further

RESOLVED, that the Office of the Presiding Bishop communicate the intent of the Lutheran Office for World Community and ELCA Advocacy to take such a leadership role to the appropriate federal officials; and be it finally

RESOLVED, that the Minneapolis Area Synod acting in assembly memorializes the 2022 Churchwide Assembly to urge Portico Benefits, the ELCA Foundation, and other ELCA-related entities to divest from the companies that are involved in producing nuclear weapons if the companies do not stop making the weaponry.

2. Minneapolis Area Synod (3G) [2022]

WHEREAS, *Church in Society: a Lutheran Perspective*, an ELCA social statement (1991), calls for the church to engage in moral deliberations regarding governmental policy, and “discern when to support and when to confront society’s cultural patterns, values, and powers”; and

WHEREAS, the ELCA social statement *For Peace in God’s World* (1995) calls for the church to engage actively in making peace not war, naming and resisting “idols that lead to false security, injustice, and war, and [calling] for repentance;” and

WHEREAS, nuclear weapons programs divert public funds and expertise from health care, education, repair of the infrastructure, disaster relief, and other vital services; and

WHEREAS, the entire life cycle of nuclear weapons (from mining to disposal) causes harm for generations, even if the weapons are never exploded; and

WHEREAS, the risk of a nuclear war/omnicide has been greatly increased by recent circumstances; therefore, be it

RESOLVED, that the Minneapolis Area Synod in assembly memorializes the 2022 Churchwide Assembly to engage the Lutheran Office for World Community and ELCA Witnessing in Society (Advocacy) offices to take a leadership role in current opportunities (such as the Back from the Brink campaign) to bring together the nine nuclear nations to

work toward the implementation of the Treaty on the Prohibition of Nuclear Weapons; and be it further,

RESOLVED, that the Minneapolis Area Synod in assembly memorializes the 2022 Churchwide Assembly to engage the Lutheran Office for World Community and ELCA Witnessing in Society (Advocacy) offices in urging federal officials to lead a global effort to avert catastrophe and prevent nuclear war by changing United States policy to: renounce the option of using nuclear weapons first again; end the sole, unchecked authority of any president to launch a nuclear attack; take U.S. nuclear weapons off hair-trigger alert; cancel the plan to replace the entire U.S. arsenal with enhanced weapons measures; pursue a verifiable agreement among nuclear-armed states to eliminate their nuclear arsenals; and sign and ratify the Treaty on the Prohibition of Nuclear Weapons, now international law; and be it further,

RESOLVED, that this synod assembly memorializes the 2022 Churchwide Assembly to ask the Office of the Presiding Bishop to communicate the intent of the 2022 Churchwide Assembly to the appropriate federal officials.

ASSEMBLY

ACTION

[EN BLOC]

CA22.01.05b To receive with gratitude the memorials from the Minneapolis Area Synod concerning the ban of nuclear weapons;

To re-affirm this church's unequivocal rejection of nuclear war;

To strongly support the ELCA's continued advocacy for:

- a. agreements among the leading nuclear powers to reduce their strategic and tactical nuclear stockpiles and to decrease the possibility of nuclear confrontation;**
- b. the successful negotiation of a renewed Nuclear Nonproliferation Treaty, and the strengthening of mechanisms to monitor and enforce nuclear treaties; and**
- c. efforts that move toward the elimination of nuclear weapons; and**

To affirm the continued use of the ELCA Military Weapons social criteria investment screen by Portico Benefit Services, the ELCA Foundation, and other ELCA-related entities.

Category A3: Voting Rights and D.C. Statehood

Reference: 2022 Pre-Assembly Report, Section VII, Report of the Memorials Committee, pp. 11–13

1. Metropolitan Washington, D.C., Synod (8G) [2021]

WHEREAS, social teaching of the Evangelical Lutheran Church in America (ELCA) holds that all residents of the United States have a responsibility to make government function well—not to abandon our democracy but to engage it in a spirit of robust civic duty. For Lutherans, this responsibility is lived out as a calling from God, expressed in the discipleship described in our baptismal promises. It is based on our understanding of how God governs human society; and

WHEREAS, ELCA teaching about the nature of government and public service names “consent of the governed” as a primary guide for assessing the performance of government. U.S. Lutherans have learned that their neighbors are best served by a government in which supreme earthly power

is held publicly by the people (a democracy), and they are governed by representatives chosen in fair elections in which each person is assured of their vote (a republic); and

WHEREAS, this church acknowledges a “shameful history in which so many, such as African Americans, Asian Americans, Latinx Peoples, Native Peoples, and women, have been denied the right to vote, and so were governed without consent. Even today many people cannot vote on matters that affect them directly.” Each case is complex and varied, but examples include Puerto Rico, the U.S. Virgin Islands, and the District of Columbia; and

WHEREAS, the ELCA is committed to “work to further democratic processes throughout the territory of this church and the world, and to redress the persisting social and economic inequalities that prevent many from participating effectively in those processes;” and

WHEREAS, the ELCA is committed to supporting “legislation, ordinances, and resolutions that guarantee to all persons equally. . .civil rights, including full protection of the law and redress under the law of discriminatory practices; and to all citizens, the right to vote;” and

WHEREAS, in 1846 Congress retroceded parts of the District of Columbia to Virginia to maintain the local slave trade; and in the Compromise of 1850 abolished slave trading in the District of Columbia, while the trade continued in both Maryland and Virginia; and by 1860 the number of free Blacks outnumbered enslaved Blacks three to one; and in 1862, Congress and the president enacted the D.C. Emancipation Act which abolished slavery in the District, compensated loyal Unionists, and encouraged freed Blacks to immigrate to Africa or other places outside the United States; and

WHEREAS, Congress and the president took away local government control from D.C. residents when African American men won the right to vote after the Civil War and limited “Home Rule” was granted in 1973 after decades of African American human rights struggle; and

WHEREAS, the residents of the District of Columbia pay federal taxes and serve in the military and on federal juries, yet are unable to control their own local government budget, their own local laws, and have no voting representation in Congress; and

WHEREAS, in 2016 the residents of the District of Columbia voted overwhelmingly to support a referendum calling for D.C. Statehood (244,134 yes votes; 40,779 no votes); therefore, be it

RESOLVED, that the Metropolitan Washington, D.C. Synod Assembly memorialize the 2022 ELCA Churchwide Assembly in Columbus, Ohio, to fully support the United States Congress and the president of the United States in granting statehood for the District of Columbia, including proportional voting representation in both legislative houses; and be it further

RESOLVED, that the ELCA Presiding Bishop and the synod bishops of this church publicly support statehood for the District of Columbia and advocate for the full democratic rights of the citizens of the District of Columbia; and be it further

RESOLVED, that the ELCA pledge to listen to and support calls from ELCA members and their neighbors in Puerto Rico, the U.S. Virgin Islands, and Alaska Native and American Indian nations for self-determination; and be it further

RESOLVED, that appropriate churchwide staff identify and publicize resources for members, congregations, and synods of this church to advocate for D.C. statehood and full democratic rights for all in the United States of America.

ASSEMBLY

ACTION

[EN BLOC]

CA22.01.05c To receive with gratitude the memorial on “Voting Rights and D.C. Statehood” from the Metropolitan Washington, D.C., Synod;

To request that the presiding bishop communicate this church’s support for statehood for the District of Columbia to the United States Congress;

To direct the ELCA Witness in Society team in the Service and Justice home area to promote opportunities for education and advocacy regarding statehood for Washington, D.C.;

To direct the ELCA Witness in Society team to listen to and support calls for self-determination for American Indian and Alaska Native Tribal Nations, Puerto Rico, the U.S. Virgin Islands, and other U.S. territories and to act on requests related to these matters from the Caribbean Synod and the ELCA director for Indigenous Ministries and Tribal Relations; and

To encourage all ELCA synods, congregations, and members to inform and educate themselves about ELCA social teaching and witness in society on voting access and voting rights.

Category A9: Russian Divestment

Reference: 2022 Pre-Assembly Report, Section VII, Report of the Memorials Committee, p. 36

1. Lower Susquehanna Synod (8D) [2022]

WHEREAS, “We should fear and love God, so that we do no bodily harm to our neighbor, but help and befriend them in every need,” as stated in the Small Catechism regarding the Fifth Commandment; and

WHEREAS, the 1999 Evangelical Lutheran Church in America (ELCA) social statement *Economic Life: Sufficient, Sustainable Livelihood for All* acknowledges that, “While a market economy assumes people will act to maximize their own interests, we acknowledge that what is in our interest must be placed in the context of what is good for the neighbor;” and

WHEREAS, this statement calls for “shifts throughout the world from military expenditures to purposes that serve the needs of low-income people;” and

WHEREAS, the ELCA has historically divested during periods of great social and care of creation needs, including the movement to end apartheid in South Africa and consideration of fossil fuel investments; and

WHEREAS, the ELCA has utilized its investment power through Portico Benefit Services, who are the managers of retirement funds and the ELCA Foundation’s Fund A, to influence company policies by enforcing its voice and vote in the stock market and world markets; and

WHEREAS, the world is at risk of engaging in global warfare instigated by the invasion by Russia into sovereign Ukraine, and worldwide markets are divesting of Russian assets; therefore, be it

RESOLVED, that the Lower Susquehanna Synod memorializes the 2022 Churchwide Assembly of the ELCA to request that, no later than December 31, 2022, all ELCA financial institutions including Portico Benefit Services, the ELCA Foundation, ELCA Credit Union, and the Mission Investment Fund divest of all real estate, hedge funds, infrastructure, and equity based in Russia.

ASSEMBLY

ACTION

[EN BLOC]

CA22.01.05d To receive with gratitude the memorial on “Divestment of Russian Assets Held by the ELCA” from the Lower Susquehanna Synod; and

**To re-affirm this church’s continued use of social screens
to support human rights and the rejection of companies
benefitting from occupation.**

Category A10: Right to Boycott

Reference: 2022 Pre-Assembly Report, Section VII, Report of the Memorials Committee, pp. 36–37

1. Metropolitan Chicago Synod (5A) [2022]

WHEREAS, the ELCA, in its policy document “Boycott Policies and Procedures” defined boycott as “A collective effort to abstain from the purchase or use of products or services provided by a targeted firm, government or other agency;” and

WHEREAS, the ELCA, in “Boycott Policies and Procedures” further affirms that the “purpose of a boycott is to persuade the targeted entity to cease certain practices judged to be unjust and/or to perform certain practices deemed to be just;” and

WHEREAS, boycotts, as a nonviolent political action to oppose injustice have an honorable history from Americans’ pre-Revolutionary boycott of tea to the boycott of South Africa during apartheid; and

WHEREAS, historically, Lutherans have been involved in social movements that used boycotts as a means of witness and reform in a wide range of areas, including the consumption of liquor and tobacco, business establishments open on Sunday, objectionable entertainment, goods produced with child or slave labor, gambling, and racial discrimination; and

WHEREAS, Martin Luther himself called for a boycott of the Fuggers, a merchant banking company; and

WHEREAS, Boycott, Divest, Sanctions [BDS] does not call for the end of Israel but rather seeks for Israel to comply with international law and respect human rights; and

WHEREAS, over 100 measures have been introduced in state and local legislatures and in the U.S. Congress to punish BDS supporters, including those who merely refuse to pledge never to boycott Israel; and

WHEREAS, whatever one’s stance on specific boycotts, in view of the ongoing assault on the right to boycott, this resolution is rooted in defense of the First Amendment right to speak and to act nonviolently for the sake of the common good in accordance with one’s convictions; therefore, be it

RESOLVED, that the Metropolitan Chicago Synod Assembly memorializes the ELCA Churchwide Assembly to oppose legislation penalizing or criminalizing support for nonviolent boycotts, divestment and/or sanctions on behalf of Palestinian human rights by requesting the Presiding Bishop call on the President of the United States and Congress to oppose the same and call upon synods, congregations, and members to oppose or overturn legislation penalizing or criminalizing support for nonviolent boycotts, divestment, and/or sanctions at their state and local jurisdictional levels.

2. New England Synod (7B) [2022]

RESOLVED, that the New England Synod Assembly memorializes the 2022 Churchwide Assembly of the Evangelical Lutheran Church in America to direct Presiding Bishop Elizabeth A. Eaton and to urge ELCA members to call on the president of the United States and the U.S. Congress to oppose legislation penalizing or criminalizing support for nonviolent boycotts, divestment, and/or sanctions on behalf of Palestinian human rights.

ASSEMBLY

ACTION

[EN BLOC]

CA22.01.05e To receive with gratitude the memorials from the Metropolitan Chicago Synod and the New England Synod in relation to Palestinian human rights; and

To urge Presiding Bishop Elizabeth A. Eaton and ELCA members to call on the president of the United States and the U.S. Congress to oppose legislation penalizing or criminalizing support for nonviolent boycotts, divestment, and/or sanctions on behalf of Palestinian human rights.

Category A11: Gun Violence

Reference: 2022 Pre-Assembly Report, Section VII, Report of the Memorials Committee, pp. 38–40

1. Oregon Synod (1E) [2022]

RESOLVED, that the Oregon Synod Memorializes the 2022 ELCA Churchwide Assembly to join in the call to ban the sale of assault style weapons and large capacity magazines, and call for a national background check database while equipping our congregations to act locally on this issue for the public safety of our youth and the well-being of all who reside in this land.

2. Northwestern Ohio Synod (6D) [2022]

WHEREAS, since the beginning of 2022 there have been 18 and now 19 violent mass shootings; and

WHEREAS, these actions of violence have not discriminated in their creation of trauma, impacting schools, workplaces, health facilities, faith communities, and all manner of places; and

WHEREAS, just yesterday, the State of New York voted to tighten New York’s gun ownership restrictions including raising the age from 18 to 21 for the purchase of semi-automatic rifles; and

WHEREAS, these acts of violence have not discriminated in geography and pose a threat to children of God throughout our country; therefore, be it

RESOLVED that the Northwestern Ohio Synod memorializes the ELCA Churchwide Assembly to oppose the sale of semi-automatic rifles through the creation of a policy statement to be forwarded to ELCA Witnessing in Society.

3. Northwestern Pennsylvania Synod (8A) [2022]

WHEREAS, deliberate acts to harm or kill innocent people are not God’s intention for human community, as commanded in Exodus 20:13, “You shall not kill;” and

WHEREAS, Jesus teaches in Matthew 5:38–39 to respond to violence in restorative ways: “If anyone strikes you on the right cheek, turn the other one also...;” and

WHEREAS, gun violence in the United States has included recent mass shootings at Tree of Life synagogue in Pittsburgh, Pennsylvania, Marjory Stoneman Douglas High School in Parkland Florida, Sandy Hook Elementary School in Newtown, Connecticut, First Baptist Church in Sutherland Springs, Texas, a music festival in Las Vegas, Nevada, Pulse Nightclub in Orlando, Florida; Tops grocery store in Buffalo, New York; Robb Elementary School in Uvalde, Texas, and many other places where the innocent were murdered with assault rifles; and

WHEREAS, the 45,222 total gun deaths in 2020 were by far the most on record, representing a 14% increase from the year before, a 25% increase from five years earlier and a 43% increase from a decade prior; and

WHEREAS, regarding the second amendment, which states that “A well-regulated Militia, being necessary to the security of a free state, the right of people to keep and bear arms, shall not be

infringed;” the Supreme Court has declared that “The Court’s opinion should not be taken to cast doubt on longstanding prohibitions on the possession of firearms by felons and the mentally ill, or laws forbidding the carrying of firearms in sensitive places such as schools and government buildings, or laws imposing conditions and qualifications on the commercial sale of arms;” therefore be it

RESOLVED, that the Northwestern Pennsylvania Synod of the ELCA memorializes the 2022 ELCA Churchwide Assembly to equip the ELCA’s national and state advocacy offices to continue advocacy to federal officials to adequately fund gun violence research by the Centers for Disease Control, and to advocate with lawmakers on a local and national level to create and pass gun laws that save lives, such as: banning semi-automatic weapons that fire high-velocity rounds, banning accessories that simulate automatic weapons, establishing a database of gun sales and universal background checks, closing gun show and secondhand sales loopholes, raising the firearm purchase age to 21, creating a waiting period for gun purchases, dedicating more funds to mental health research and professionals, increasing funding for school security, encouraging responsible gun ownership, and holding gun owners responsible when their weapons are used illegally due to their negligence.

ASSEMBLY

ACTION

[EN BLOC]

CA22.01.05f

To receive with gratitude the memorials from the Oregon Synod, Northwestern Ohio Synod, and Northwestern Pennsylvania Synod concerning gun violence;

To reaffirm this church’s social teaching to address the broad issues of violence in society as called for in “Message on Community Violence” (1994);

To reaffirm this church’s sense of urgency for advocacy for the renewal or replacement of the Federal Assault Weapons Ban (expired in 2004), including a definition of assault weapons comparable to that in the renewal attempt of the Assault Weapons Ban bill of 2013 and expanded background checks and other measures to increase gun safety;

To reaffirm that ELCA social policy does not reject gun ownership or the recreational activities associated with guns as morally wrong; and

To refer to the Witness in Society team in the Service and Justice home area for implementation and a report of the continuing advocacy efforts related to gun violence and universal background checks to the Church Council at its Spring 2023 meeting.

Category A12: LGBTQIA+ Welcome

Reference: 2022 Pre-Assembly Report, Section VII, Report of the Memorials Committee, p. 40

1. Metropolitan Washington, D.C., Synod (8G) [2022]

WHEREAS, the Evangelical Lutheran Church in America (ELCA) adopted the social statement *Human Sexuality: A Gift and Trust* in 2009, providing guidance on how to live with our LGBTQIA+ neighbors; and

WHEREAS, the ELCA adopted in 1995 a social policy resolution that “gay and lesbian people, as individuals created by God, are welcome to participate fully in the life of the congregations” of the ELCA; and

WHEREAS, the cultural message that LGBTQ+ people hear from U.S. Christianity is that they are hated by God; and

WHEREAS, the Metropolitan Washington, D.C., Synod has welcomed LGBTQIA+ individuals into the synod’s life since its affirmation as Reconciling in Christ in 1989, and

WHEREAS, not every member of the ELCA is able to attend a congregation that is affirming to LGBTQIA+ people and the LGBTQ+ community; therefore, be it

RESOLVED, that the Metropolitan Washington, D.C., Synod memorializes the 2022 ELCA Churchwide Assembly to make an unequivocal public declaration that LGBTQIA+ individuals are beloved children of God and are welcome as they are into the life of the ELCA.

ASSEMBLY

ACTION

[EN BLOC]

CA22.01.05g

To receive with gratitude the memorial on “LGBTQIA+ Welcome” from the Metropolitan Washington, D.C., Synod;

To reaffirm the public teaching of this church that LGBTQIA+ individuals are beloved children of God as set forth in ELCA social statements *Human Sexuality: Gift and Trust* (2009) and *Faith, Sexism, and Justice: A Call to Action* (2019); and

To reaffirm the public teaching of this church as set forth in ELCA social statements *Human Sexuality: Gift and Trust* and *Faith, Sexism, and Justice: A Call to Action* that call for welcome in the means of grace and pastoral care.

Category A13: Substance Abuse

Reference: 2022 Pre-Assembly Report, Section VII, Report of the Memorials Committee, pp. 41–42

1. Western North Dakota Synod (3A) [2022]

WHEREAS, Jesus sends us forth to “heal the sick” (Matthew 10:8); and

WHEREAS, “Substance abuse is America’s number one health problem, a problem that touches the life of every American child, family, congregation, and community” (Pre-Covid statement, “Faith Matters: Race/Ethnicity, Religion and Substance Abuse,” Annie E. Casey Foundation 2004); and

WHEREAS, as Paul Gionfriddo of Mental Health America said, “As the pandemic relentlessly persists, we are seeing the highest levels of anxiety and depression reported since the pandemic hit the U.S. in March. This is a troubling trend being fueled by loneliness and isolation. We are also seeing alarming numbers of children reporting thoughts of suicide and self-harm. We already knew that not enough was being done to support people living with mental illness, but the State of Mental Health in America report confirms the trend that mental health in the U.S. continues to get worse;” and

WHEREAS, Christ calls us to work with forces for good, to serve humanity, cooperate with church and other groups participating in activities that promote justice, relieve misery, and reconcile the estranged; and

WHEREAS, predicted 2021 alcohol related deaths in the U.S. number 95,000; tobacco related deaths number 480,000; illegal drug-related deaths number 70,000 (Centers for Disease Control, March 2021); and

WHEREAS, there has been a nearly 300% increase in accidental overdose deaths in the state of North Dakota in the last decade (Office of Vital Statistics); and

WHEREAS, the cost of substance abuse in the U.S. includes \$249 billion for alcohol abuse; \$300 billion for tobacco abuse; \$271 billion for illegal drug abuse (Verywell Mind, 2020); and

WHEREAS, rates of anxiety and depression among U.S. adults were about 4 times higher between April 2020 and August 2021 than they were in 2019. (American Psychological Association) and 55.5% of N.D. middle school students and 61.2% of N.D. high school students reported that their mental health was not good (N.D. Department of Health); and

WHEREAS, North Dakota's suicide rate increased more than any other state, rising 58% from 1999 to 2020 (CDC 2018); therefore, be it

RESOLVED, that the Western North Dakota Synod Assembly memorializes the 2022 Churchwide Assembly of the Evangelical Lutheran Church in America to consider this resolution and explore the formation of a churchwide task force on substance abuse and mental health that will provide information, support, educational materials, and networking for ministries dedicated to combating this crisis.

2. Northeastern Iowa Synod (5F) [2022]

WHEREAS, Jesus sends people forth to “heal the sick” (Matthew 10:8) and calls all to work with forces for good, to serve humanity, cooperate with the church and other groups participating in activities that promote justice, relieve misery, and reconcile the estranged; and

WHEREAS, “Substance abuse is America’s number one health problem, a problem that touches the lives of every American child, family, congregation, and community” (Pre-Covid statement from Annie E. Casey Foundation 2004); and in 2017 there were 131 opioid overdose deaths each day. The effects of the opioid crisis are cumulative and costly for society—an estimated \$504 billion a year in 2015—placing burdens on families, workplaces, the health care system, states, and communities; and

WHEREAS, in 2021 alcohol-related deaths in the U.S. numbered 95,000, tobacco-related deaths numbered 480,000, and illegal drug-related deaths numbered 70,000 (Centers for Disease Control, March 2021); therefore, be it

RESOLVED, that the Northeastern Iowa Synod in assembly memorializes the 2022 Churchwide Assembly to consider this memorial and explore the formation of a churchwide task force on substance abuse and addiction that will provide information, support, educational materials, and networking for ministries dedicated to combating this crisis.

ASSEMBLY

ACTION

[EN BLOC]

CA22.01.05h To receive with gratitude the memorials from the Northeastern Iowa Synod and the Western North Dakota Synod concerning substance abuse and the addiction crisis; and

To encourage congregations and synods to become involved in initiatives to combat substance abuse and addiction and to engage in the vast array of available information, support, educational materials, and networks for ministries already dedicated to combating this crisis.

Category B1: Conflict-Free Metals

Reference: 2022 Pre-Assembly Report, Section VII, Report of the Memorials Committee, pp. 43-44

1. Minneapolis Area Synod (3G) [2021]

WHEREAS, armed militia conflict in the Democratic Republic of Congo (DRC) has claimed nearly 6 million civilian lives since 1994; and

WHEREAS, the DRC is one of the leading producers of tantalum which is found in 60% of computers and other electronics worldwide, and up to 30% of the global supply of tantalum is mined in the DRC; and

WHEREAS, 50% of the DRC mines are controlled by militias who fund their conflict by selling illicitly obtained minerals to world suppliers, exploiting the land and devastating local populations; and

WHEREAS, the conflict mineral funds contribute directly to the approximately 45,000 deaths per month due to violence inflicted by armed militias in order to maintain control of the mines and resources; and

WHEREAS, the Dodd-Frank Wall Street Reform Act of 2010 mandates that, if companies use minerals from the DRC, they must file a report with the U.S. Securities and Exchange Commission (SEC) describing what they have done to ensure the source of the minerals; and

WHEREAS, Enough Project, a campaign to end genocide, has reviewed the major electronics companies' SEC reports and rated them based on their proactive steps to trace and audit their supply chains, leadership in industry-wide efforts, and actions to help the DRC develop a clean minerals trade; and

WHEREAS, since the Minneapolis Area Synod and the ELCA purchase computers, printers, copiers, and phones made with tantalum, they can reduce the funding of DRC militias by encouraging companies to implement responsible supply-chain policies and practices; and

WHEREAS, to help resolve the conflict in the DRC, resolution and action by the Minneapolis Area Synod and the ELCA will add to the voices of concerned people for conflict-free products and further the social responsibility of electronics vendors; therefore, be it

RESOLVED, that the Minneapolis Area Synod in assembly in 2021 memorializes the 2022 ELCA Churchwide Assembly to mandate that the Churchwide Office purchase any new electronics from companies only at 70 points or higher on the most current Enough Project Conflict Minerals Company Rankings and by making this action known throughout the ELCA and to the public at large.

ASSEMBLY

ACTION

[EN BLOC]

CA22.01.05i

To receive with gratitude the memorial on “Conflict Free Metals” from the Minneapolis Area Synod;

To encourage the churchwide organization to purchase electronics with conflict free minerals, using an up-to-date measure such as The Enough Project Conflict Minerals Company Rankings;

To direct the corporate social responsibility program within the Service and Justice home area to continue monitoring human rights in the mining of minerals as part of its work in extractive industries tracking; and

To report its advocacy efforts on conflict minerals to the Church Council as may be requested.

Category B2: Remembrance of Armenian, Assyrian, and Greek Genocide

Reference: 2022 Pre-Assembly Report, Section VII, Report of the Memorials Committee, pp. 45–46

1. Metropolitan Washington, D.C., Synod (8G) [2021]

WHEREAS, the Ottoman Empire systematically killed Armenians, Assyrians, and Greeks throughout the first part of the 20th century; and

WHEREAS, the United Nations defines genocide as, “acts committed with intent to destroy, in whole or in part, a national, ethnical, racial or religious group, such as:

- killing members of the group;
- causing serious bodily or mental harm to members of the group;
- deliberately inflicting on the group conditions of life calculated to bring about its physical destruction in whole or in part;
- imposing measures intended to prevent births within the group; and
- forcibly transferring children of the group to another group;” and

WHEREAS, on October 29, 2019, the U.S. House of Representatives passed legislation recognizing the genocide committed by the Ottoman Empire against Armenians, Assyrians, and Greeks; and

WHEREAS, April 24th is recognized as Armenian Genocide Remembrance Day; therefore, be it

RESOLVED, that the Metropolitan Washington, D.C., Synod in Assembly memorialize the 2022 Evangelical Lutheran Church in America (ELCA) Churchwide Assembly to publicly recognize the systematic killings of Armenians, Assyrians, and Greeks perpetrated by the Ottoman Empire as a genocide and mark April 24 as an annual day of commemoration in mourning for those lost during the genocide committed against Armenians, Assyrians, and Greeks, including the addition of this day to the liturgical calendar; and be it further

RESOLVED, that the ELCA advocate for an end to all genocide throughout the world.

ASSEMBLY

ACTION

[EN BLOC]

CA22.01.05j To receive with gratitude the memorial on “Remembrance of Armenian, Assyrian, and Greek Genocide” from the Metropolitan Washington, D.C., Synod;

To encourage congregations to find appropriate times in worship, such as a Sunday near April 24, to hold in remembrance those lives lost during the genocide committed against Armenians, Assyrians, and Greeks, and those whose lives have been severely damaged as a result of acts of genocide; and

To reaffirm the ELCA’s continued advocacy for an end to all genocide throughout the world.

Category B3: Parental and Family Medical Leave

Reference: 2022 Pre-Assembly Report, Section VII, Report of the Memorials Committee, pp. 46–47

1. Southwestern Washington Synod (1C) [2019]

WHEREAS, the standard compensation guideline recommendations for rostered ministers is currently “maternity leave of six weeks with full salary, housing, and benefits” and “paternity leave... for at least two weeks with full salary, housing, and benefits;” and

WHEREAS, there is no current recommendation for rostered ministers for family medical leave in order to care for family members due to medical issues; and

WHEREAS, the ELCA social statement on *Abortion* (1991) states, “Because parenthood is a vocation that women and men share, this church supports public and private initiatives to provide adequate maternity and paternity leaves, greater flexibility in the workplace, and efforts to correct the disparity between the incomes of men and women,” (p. 8); and

WHEREAS, the ELCA draft social statement on “Women and Justice” (2017) states that we: “Seek, support, and advocate for resources for families and communities that empower parents, whether single or coupled, to nurture, protect, and provide for their household in ways that do not reinforce gender-based stereotypes. In particular, advocate for men to participate in all family roles associated with the home, caregiving, parenting, and nurturing,” (p. 47); and

WHEREAS, Martin Luther calls parenthood “a special position of honor, higher than that of any other walk of life under it;” and

WHEREAS, our faith calls us to be good and generous stewards of our congregational resources, which includes the health, family wellness, and compensation of our rostered ministers;

WHEREAS, the International Labour Organization recommends 14 weeks of maternity leave, including 6 weeks of compulsory postnatal leave and concludes “maternity, paternity, and care responsibilities should become a normal fact of business life;”

WHEREAS, the Institute for Women’s Policy Research “Paid Parental Leave in the United States,” (2014) part of Scholars’ Papers sponsored by the U.S. Department of Labor Women’s Bureau in commemoration of the 50th anniversary of *American Women: Report of the President’s Commission on the Status of Women*, 1963 states: “Family leave, both paid and unpaid, has been shown to have significant benefits for the health of individual family members and for the well-being of the family overall.” Therefore, be it

RESOLVED, that the Southwestern Washington Synod Assembly memorialize the 2022 Churchwide Assembly of the Evangelical Lutheran Church in America to recommend to synod assemblies that synod councils insert the following paragraph into the Compensation Guidelines for Rostered Ministers: “Parental and Family Leave: Parental Leave: Paid leave of up to twelve weeks is recommended upon the birth or adoption of a child to recover and/or care for a new baby. Family Medical Leave: Paid leave of up to twelve weeks is recommended to care for a family member with a serious health condition.”; and be it further

RESOLVED, that the congregations of our church follow these guidelines whenever possible, not only for rostered ministers, but also for lay professionals and support staff in our congregations; and be it further

RESOLVED, that the churchwide organization and synod offices provide resources such as: lists of and rates for potential supply pastors, rates for emergency coverage, contracts for short-term interim coverage, and other helpful practices in order to make providing such leave affordable and manageable for congregations.

ASSEMBLY

ACTION

[EN BLOC]

CA22.01.05k To receive with gratitude the memorial on “Parental and Family Medical Leave” from the Southwestern Washington Synod;

To encourage the synods of this church to include the following in their compensation guidelines for rostered ministers: “Parental and Family Leave: *Parental Leave:* Paid leave of up to twelve weeks is recommended upon the birth or adoption of a child to recover and/or care for a new child. *Family Medical Leave:* Paid leave of up to twelve weeks is

recommended to care for a family member with a serious health condition.”;

To encourage the congregations of this church to study the issues, explore their capacity and the needs of staff, and adopt these guidelines not only for rostered ministers but also, where possible, for other staff, not only as compensation guidelines but also as a justice issue; and

To recommend that synods make available to congregations resources such as lists of supply pastors and model short-term supply contracts and compensation rates that may encourage congregations to offer the parental and family medical leave described in this action.

Category B6: Structured Process for the Pre-Assembly Identification of Nominees for the Election of a Presiding Bishop

Reference: 2022 Pre-Assembly Report, Section VII, Report of the Memorials Committee, pp. 54–55

1. Saint Paul Area Synod (3H) [2022]

WHEREAS, the Evangelical Lutheran Church in America (ELCA) elects a presiding bishop to serve a six-year term; and

WHEREAS, the responsibilities of the presiding bishop are extensive, as outlined in the *Constitution, Bylaws, and Continuing Resolutions of the Evangelical Lutheran Church in America* in 13.21.; and

WHEREAS, these responsibilities are of singular importance in guiding the work of the ELCA as a vital and growing communion of faith with impact on the lives of many in this country and around the globe; and

WHEREAS, the *Constitution, Bylaws, and Continuing Resolutions of the ELCA* require the first ballot in the election of the presiding bishop to be an ecclesiastical ballot, but allow for a pre-assembly identification process for the election of officers including the vice president and secretary (19.01.A21.); and

WHEREAS, the next election of a presiding bishop is scheduled for the 2025 Churchwide Assembly; and

WHEREAS, many synods, including the Saint Paul Area Synod, have developed pre-assembly identification processes for nominees to the Office of Synod Bishop that allows persons to agree to stand for election, to complete a background check and other screening prior to the synod assembly, and to share an overview of gifts, experiences, and vision with voting members prior to the synod assembly at which the election will occur; and

WHEREAS, the Saint Paul Area Synod has found that a pre-assembly identification process provides meaningful additional time for candidates and voting members to prayerfully discern the needs of the synod and how each candidates’ gifts, experiences, and vision would advance the ministry of the synod, all of which helps voting members cast a better informed first ballot; therefore, be it

RESOLVED, that the Saint Paul Area Synod in assembly memorializes the 2022 Churchwide Assembly of the ELCA to direct the ELCA Church Council (Church Council) to establish a structured process for the pre-assembly identification of nominees for the Office of Presiding Bishop in a way that allows identified candidates to complete a background check and appropriate screening and become publicly known prior to the Churchwide Assembly; and be it further

RESOLVED, that the Church Council be directed to create an advisory committee of both lay and rostered minister members to design such a pre-assembly identification

process that includes several members of the Church Council, several bishops, and representatives of full communion partners that elect their presiding bishop or presiding officer through a different process of pre-identification, reporting the structure of that pre-assembly identification process to all synods by November 2023.

2. Allegheny Synod (8C) [2022]

WHEREAS, the Evangelical Lutheran Church in America (ELCA) elects a presiding bishop to serve a six-year term; and

WHEREAS, the responsibilities of the presiding bishop are extensive, as outlined in the *Constitution, Bylaws, and Continuing Resolutions of the Evangelical Lutheran Church in America* in 13.21.; and

WHEREAS, these responsibilities are of singular importance in guiding the work of the ELCA as a vital and growing communion of faith with impact on the lives of many in this country and around the globe; and

WHEREAS, the *Constitution, Bylaws, and Continuing Resolutions* require the first ballot in the election of the presiding bishop to be an ecclesiastical ballot, but allow for a pre-assembly identification process for the election of officers including the vice president and secretary (19.01.A21.); and

WHEREAS, the next election of a presiding bishop is scheduled for the 2025 Churchwide Assembly; and

WHEREAS, many synods have developed pre-assembly identification processes for nominees to the Office of Synod Bishop that allows persons to agree to stand for election, to complete a background check, and other screening prior to the synod assembly and to share an overview of gifts, experiences, and vision with voting members prior to the synod assembly at which the election will occur; and

WHEREAS, many synods have found that a pre-assembly identification process provides meaningful additional time for candidates and voting members to prayerfully discern the needs of the synod and how each candidates' gifts, experiences, and vision would advance the ministry of the synod, all of which helps voting members cast a better informed first ballot; therefore be it

RESOLVED, that the Allegheny Synod in assembly memorializes the 2022 Churchwide Assembly of the ELCA to direct the ELCA Church Council (Church Council) to establish a structured process for the pre-assembly identification of nominees for the Office of Presiding Bishop in a way that allows identified candidates to complete a background check and appropriate screening and become publicly known prior to the Churchwide Assembly; and be it further

RESOLVED, that the Church Council be directed to create an advisory committee of both lay and rostered minister members to design such a pre-assembly identification process that includes several members of the Church Council, several bishops, and representatives of full communion partners that elect their presiding bishop or presiding officer through a different process of pre-identification, reporting the structure of that pre-assembly identification process to all synods by November 2023.

ASSEMBLY

ACTION

[EN BLOC]

CA22.01.051

To receive with gratitude the memorials from the St. Paul Area Synod and the Allegheny Synod concerning a structured process for the pre-assembly identification of nominees for the election of a presiding bishop;

To refer the question to the Church Council to consider a process for the pre-assembly identification of nominees for the office of presiding bishop in a way that allows identified nominees to become publicly known prior to the Churchwide Assembly and to complete the necessary background checks;

To direct the Church Council to charge its Legal and Constitutional Review Committee with exploring such a process that would include conversation with The Episcopal Church USA about its process, and with the Church Council liaison bishops concerning processes used in the synods in their regions; and

To report recommendations to the Conference of Bishops and Church Council at their Fall 2023 meetings.

Category B7: Churchwide Organization Directory

Reference: 2022 Pre-Assembly Report, Section VII, Report of the Memorials Committee, pp. 55–56

1. Delaware-Maryland Synod (8F) [2022]

WHEREAS, open and effective communication and appropriate transparency are key to creating a culture of collaboration and trust in an organization; and

WHEREAS, open and effective communication and appropriate transparency are supported by accessible information; therefore, be it

RESOLVED, that the Delaware-Maryland Synod in assembly memorializes the 2022 Churchwide Assembly of the Evangelical Church in America to direct the ELCA churchwide organization to create and maintain a directory of program and support staff on the ELCA website which will include their photographs, email addresses, phone numbers, and areas of responsibility, organized by category for ease of use; and be it further

RESOLVED, that this directory shall be publicly available, kept up to date, and not require login so that this information might be easily accessible to leaders in the ELCA.

ASSEMBLY

ACTION

[EN BLOC]

CA22.01.05m To receive with gratitude the memorial on “ELCA Churchwide Organization Directory” from the Delaware-Maryland Synod;

To direct the Customer Service Information Technology team in the Office of the Treasurer to work with representatives from synods and congregations to determine improvements that can help users find public information about churchwide organization personnel and discern what information is public to everyone versus requiring a login public to this church;

To direct the Customer Service Information Technology team to collaborate more closely with the Directors for Evangelical Mission (DEM) within each synod to aid in facilitating information given their level of access to this data

through the ELCA Constituent Information System database and other churchwide organization tools;

To direct the Customer Service Information Technology team to create opportunities for continuous improvement to the ELCA Directory for user experience while not compromising security; and

To provide a report to the Church Council at its Fall 2023 meeting.

Category B10: Holy Communion Practices

Reference: 2022 Pre-Assembly Report, Section VII, Report of the Memorials Committee, pp. 61–62

1. Pacifica Synod (2C) [2022]

WHEREAS, Lutherans believe that Jesus Christ is truly present in the meal called Holy Communion, and that “This holy mystery calls for reverence, care and pastoral wisdom in the practices surrounding its distribution.” (Principle 45—“The Use of the Means of Grace”).

WHEREAS, Martin Luther said, “And we have, in the first place, the clear text in the very words of Christ: ‘Do this in remembrance of me.’ These are bidding and commanding words by which all who would be Christians are enjoined to partake of this Sacrament. Therefore, whoever would be a disciple of Christ, with whom He here speaks, must also consider and observe this, not from compulsion, as being forced by men, but in obedience to the Lord Jesus Christ, and to please Him” (*Large Catechism*).

WHEREAS, the common practice of gathering physically in person was prohibited for a time due to the COVID-19 pandemic, and given the ability to gather virtually, and given that many congregants desire to receive the sacrament regularly and not “fast” for a season (which is not a normative Lutheran practice); therefore, be it

RESOLVED, that the Pacifica Synod Assembly memorializes the 2022 Churchwide Assembly of the Evangelical Lutheran Church in America to consider with great faith, flexibility, and theological reflection how to speak, write, and teach about Holy Communion concerning participants who are worshipping online remotely, and other alternative communion practices, and refer such consideration to the appropriate unit or office of the churchwide organization.

ASSEMBLY

ACTION

[EN BLOC]

CA22.01.05n To receive with gratitude the memorial on “Holy Communion Practices in Unusual Circumstances and in Pandemic Times” from the Pacifica Synod;

To request that the Worship team of the Christian Community and Leadership home area, in collaboration with the Conference of Bishops, the Office of the Presiding Bishop, and teaching theologians, facilitate continued conversation and study regarding Holy Communion practices; and

To request that a report be provided to the Church Council no later than its Fall 2024 meeting.

Category B12: Disability Status

Reference: 2022 Pre-Assembly Report, Section VII, Report of the Memorials Committee, pp. 69–70

1. Northwest Washington Synod (1B) [2022]

RESOLVED, that the Northwest Washington Synod Assembly memorializes the 2022 Churchwide Assembly to ask Portico Services and the Conference of Bishops to review the requirements of the Portico disability program for persons suffering mental illness; and be it further

RESOLVED, that specific attention be given to the ways in which timing related to the rostered minister’s resignation affects potential eligibility for coverage; and be it further

RESOLVED, that a report of this review be given to the Church Council by its 2023 fall meeting.

ASSEMBLY

ACTION

[EN BLOC]

CA22.01.05o To receive with gratitude the memorial on “Disability Status to Persons Experiencing Mental Illness” from the Northwest Washington Synod;

To receive the background information as an explanation of Portico Benefit Services’ disability process;

To ask Portico to present a primer to the Fall 2022 Conference of Bishops on the disability process, especially as it relates to disability stemming from mental illness; and

To ask Portico to include a review of mental-health-related disability claims in its next regular review of disability benefits and to report any findings and recommendations to the Conference of Bishops and the Church Council at its Fall 2023 meetings.

Category B13: Committee on Appeals

Reference: 2022 Pre-Assembly Report, Section VII, Report of the Memorials Committee, p. 70

1. Southwestern Pennsylvania Synod (8B) [2022]

WHEREAS, the *Constitution, Bylaws, and Continuing Resolutions of the Evangelical Lutheran Church in America* (ELCA) assigns primary responsibility for the discipline process to synods (20.11.); and

WHEREAS, it accordingly provides synod bishops with substantial discretion in the investigation of misconduct (20.22.04. through 20.22.06.); and

WHEREAS, a synod bishop’s investigation of misconduct under 20.22.04 is distinct and very different from the process of discipline when charges have been made; and

WHEREAS, Provision 20.21. of this church’s constitution specifically calls for the Committee on Appeals to “establish definitions and guidelines, subject to approval by the Church Council, to enable clear and uniform application of the grounds for discipline of officers, rostered ministers, congregations, and members of congregations;” therefore, be it

RESOLVED, that the Southwestern Pennsylvania Synod memorializes the 2022 ELCA Churchwide Assembly to direct the Church Council to direct the Committee on Appeals to establish a fair, transparent, and uniform process for the investigation of misconduct of officers, rostered ministers (including bishops), congregations, and members of congregations, across the synods of the ELCA with effort to ensure that any

such processes take care as to not unfairly affect people of color, members of the LGBTQIA+ community, or members of other marginalized groups.

ASSEMBLY

ACTION

[EN BLOC]

CA22.01.05p To receive with gratitude the memorial on “Committee on Appeals” from the Southwestern Pennsylvania Synod; and
To affirm the decision of the ELCA Church Council to create a task force charged with reviewing the current process for discipline and its impact on persons of color and other historically marginalized groups, considering recommendations for staffing, community healing, and restoration.

Category C1: Renew Social Statement on Creation Care

Reference: 2022 Pre-Assembly Report, Section VII, Report of the Memorials Committee, pp. 71–72

1. Rocky Mountain Synod (2E) [2021]

WHEREAS, twenty-eight years have passed since the release of the ELCA’s 1993 social statement *Caring for Creation: Vision, Hope, and Justice*; and

WHEREAS, the human despoiling and destruction of the earth and its creatures continue to outstrip all efforts at restraint; and

WHEREAS, ELCA social statements are to be reviewed every ten years; therefore be it

RESOLVED, that the 2021 Rocky Mountain Synod memorializes the 2022 ELCA Churchwide Assembly to undertake a renewed social statement on creation and for special attention to be given to:

- updating the urgent facts related to the compromising of the media of earthly life and decimation of species;
- naming the persistent sin of anthropocentrism in the church, fostering a more creaturely self-awareness, and extolling a posture that reflects greater humility and theological awe;
- affirming a role for humans as residents or tenants of an earthly home that God pronounced good and promises to make new;
- extolling Luther’s potent language of divine immersion in creation and familiarizing ELCA members with Luther’s imagery of a God who moves all things while resting and of a risen Christ who inhabits the tiniest tree leaf; and
- appealing for large, bold actions that suit the scale of our global situation while honoring the smaller, more modest actions that mark a lighter path for humankind.

ASSEMBLY

ACTION

[EN BLOC]

CA22.01.05q To receive with gratitude the memorial from the Rocky Mountain Synod concerning a renewal of *Caring for Creation: Vision, Hope, and Justice* (1993), but to decline to take action in light of the current development of a social message on climate care.

Category C2: Child Abuse and Protection

Reference: 2022 Pre-Assembly Report, Section VII, Report of the Memorials Committee, pp. 72–75

1. Saint Paul Area Synod (3H) [2022]

WHEREAS, adverse childhood experiences (ACEs) often have profound and lifelong impacts on children; and

WHEREAS, every congregation should collectively study, review the data and evidence regarding child abuse, and educate themselves on the harm that abuse can do to a child physically, emotionally, mentally, and spiritually; and

WHEREAS, Jesus called children messengers from God and contended that people’s treatment of children reflects their view of their Creator (Mark 9:36–37), people must repent their sins against children and demonstrate the fruit of this repentance through enforceable child protection policies, sermons, and Bible studies on child maltreatment, and ministries to address the needs of children suffering under the cross of abuse or neglect; and

WHEREAS, the biblical interpretation by some communities of faith have been used to excuse or minimize the abuse of children, to discourage victims of child abuse from seeking evidence-based mental health care, and to violate mandated reporting laws; and

WHEREAS, biblical interpretation has sometimes been distorted to justify hitting children of all ages, and that this violence has been repeatedly shown in research to increase the risk of poor medical and mental health outcomes; and

WHEREAS, every congregation, church agency, and school should have child protection policies that are widely communicated and clearly state that abuse, neglect, and maltreatment of minor children will not be tolerated and that child protection is of the highest priority; and

WHEREAS, child protection policies help safeguard children, educate congregations, deter potential offenders, and witness our faith to the world; and

WHEREAS, providing abuse survivors with a voice and opportunity to share their experiences will require the church to develop collaborations with professionals trained in recognizing and responding to all forms of child maltreatment and who are willing to consult with faith leaders in coordinating medical, mental health, and spiritual care; and

WHEREAS, taking steps to develop a comprehensive training program for the leadership and members of the congregation lays the foundation for a safe environment in which abuse is identified, understood, and addressed promptly and effectively, including the process of mandated reporting; therefore, be it

RESOLVED, the Saint Paul Area Synod memorializes the 2022 ELCA Churchwide Assembly to develop and adopt a social statement on child abuse and child protection.

2. Central States Synod (4B) [2021]

WHEREAS, one in eight children in the United States experiences a confirmed case of abuse or neglect before they turn 18, although the actual prevalence of known and unknown abuse is significantly higher;

WHEREAS, adverse childhood experiences (ACEs) often have profound and lifelong impacts on children;

WHEREAS, 90% of people receiving public mental health services for major mental illnesses have experienced physical, emotional, or sexual abuse in their lives, often as children;

WHEREAS, every congregation should collectively study, review the data and evidence regarding child abuse, and educate themselves on the harm that abuse can do to a child physically, emotionally, mentally, and spiritually;

WHEREAS, Jesus called children messengers from God and contended that people’s treatment of children reflects their view of their Creator (Mark 9:36–37), people must repent their sins against children and demonstrate the fruit of this repentance through enforceable child protection policies, sermons and Bible studies on child maltreatment, and ministries to address the needs of children suffering under the cross of abuse or neglect;

WHEREAS, the Bible and Lutheran theology have sometimes been used to excuse or minimize the abuse of children, to discourage victims of child abuse from seeking evidence-based mental health care, and to violate mandated reporting laws;

WHEREAS, the Bible has often been distorted to justify hitting children of all ages, including infants, and that this violence has been repeatedly shown in research to increase the risk of poor medical and mental health outcomes;

WHEREAS, every congregation, church agency, and school should have child protection policies that are widely communicated and clearly state that abuse and neglect will not be tolerated and that child protection is of the highest priority;

WHEREAS, child protection policies help safeguard children, educate congregations, deter potential offenders, and witness our faith to the world;

WHEREAS, providing abuse survivors with a voice and opportunity to share their experiences will require the church to develop collaborations with professionals trained in recognizing and responding to all forms of child maltreatment and with those who are willing to consult with faith leaders in coordinating medical, mental health, and spiritual care;

WHEREAS, taking steps to develop a comprehensive training program for the leadership and members of the congregation lays the foundation for a safe environment in which abuse is identified, understood, and addressed promptly and effectively; therefore, be it

RESOLVED:

1. The Central States Synod of the Evangelical Lutheran Church of America encourages its members to read and study the “Rationale for a Social Statement on Child Abuse and Child Protection” available for reference at: <http://currentsjournal.org/index.php/currents/article/view/306/335>
2. The Central States Synod of the Evangelical Lutheran Church of America join a churchwide, synod-wide, and congregation-wide process for developing effective and enforceable child protection and child maltreatment policies at every level;
3. The Central States Synod of the Evangelical Lutheran Church of America encourages ELCA seminaries to provide education on recognizing and responding to child abuse, including appropriate spiritual care, and to provide continuing education on child maltreatment for pastors, deacons and other faith leaders in the field;
4. The Central States Synod of the ELCA encourages its congregations to offer opportunities for dialogue and education on effective discipline of children including Bible studies on the Christian obligation to discipline children without the use of corporal punishment;
5. The Central States Synod memorializes the 2022 Churchwide Assembly to develop and adopt a social statement on child abuse and child protection.

3. Northeastern Iowa Synod (5F) [2021]

WHEREAS, adverse childhood experiences (ACEs) often have profound and lifelong impacts on children;

WHEREAS, every congregation should collectively study, review the data and evidence regarding child abuse, and educate themselves on the harm that abuse can do to a child physically, emotionally, mentally, and spiritually;

WHEREAS, Jesus called children messengers from God and contended that people’s treatment of children reflects their view of their Creator (Mark 9:36–37), and yet the Bible and theology have sometimes been used to excuse or minimize the abuse of children—even to justify hitting children of all ages, including infants, and that this violence has been repeatedly shown in research to increase the risk of poor medical and mental health outcomes—as well as to discourage victims of child abuse from seeking evidence-based mental health care, to violate mandated reporting laws;

WHEREAS, every congregation, church agency, and school should have child protection policies that are widely communicated and clearly state that abuse and neglect will not be tolerated and that child protection is of the highest priority;

WHEREAS, child protection policies help safeguard children, educate congregations, deter potential offenders, and witness faith to the world;

WHEREAS, providing abuse survivors with a voice and opportunity to share their experiences will require the church to develop collaborations with professionals trained in recognizing and responding to all forms of child maltreatment and who are willing to consult with faith leaders in coordinating medical, mental health, and spiritual care;

WHEREAS, taking steps to develop a comprehensive training program for the leadership and members of the congregation lays the foundation for a safe environment in which abuse is identified, understood, and addressed promptly and effectively; therefore be it

RESOLVED, that the Northeastern Iowa Synod memorializes the 2022 Churchwide Assembly of the Evangelical Lutheran Church in America to develop and adopt a social statement on child abuse and child protection.

ASSEMBLY

ACTION

[EN BLOC]

CA22.01.05r To receive with gratitude the memorials from the Saint Paul Area Synod, Central States Synod, and Northeastern Iowa Synod concerning development of a social statement on child abuse and protection; and

To request that the Church Council consider authorizing development of a social message on child abuse and protection.

Category C4: Social Statement on Homelessness

Reference: 2022 Pre-Assembly Report, Section VII, Report of the Memorials Committee, pp. 77–78

1. Sierra Pacific Synod (2A) [2022]

WHEREAS, the ELCA develops social statements for the teaching and formation of its members, for guidance in the institutional life of our church, and for its service and advocacy in settings of government, ecumenical, and interfaith relationships; and

WHEREAS, our Lord Jesus Christ and the Holy Scriptures that witness to the Word and work of God in the world call us again and again to serve and support those whose basic needs are not met; and

WHEREAS, the ELCA intends that social statements “seek to discern God’s will for today” by guiding us in developing a faithful understanding of and just response to current social issues; and

WHEREAS, in the most recent census the United States counted over half a million homeless individuals in January 2020, and statistics show that homelessness has been on the rise for the past five years and that the United States needs approximately 7 million affordable housing units to resolve the current housing crisis; and

WHEREAS, the most recent statement on homelessness from the ELCA was a social message adopted by the ELCA Church Council over thirty years ago; therefore be it

RESOLVED that the Sierra Pacific Synod in assembly memorializes the 2022 ELCA Churchwide Assembly to commit to developing a social statement on homelessness.

ASSEMBLY

ACTION

[EN BLOC]

CA22.01.05s To receive with gratitude the memorial on “Social Statement on Homelessness” from the Sierra Pacific Synod; and

To request that the Church Council consider authorizing the revision of the “Message on Homelessness” (1990) to reflect contemporary analysis of housing insecurity and its effects on individuals and communities.

The presiding bishop declared that the motion had passed.

The chair announced that the assembly would next move to consideration of memorials removed from *en bloc*, beginning with B4: Restructure the Governance of the ELCA.

Category B4: Restructure the Governance of the ELCA

Reference: 2022 Pre-Assembly Report, Section VII, Report of the Memorials Committee, pp. 48–53

1. Northern Texas-Northern Louisiana Synod (4D) [2022]

WHEREAS, the Evangelical Lutheran Church in America (ELCA) was formed in 1988 from three Lutheran church bodies, i.e., the Lutheran Church in America (LCA), the American Lutheran Church (ALC), and the Association Evangelical Lutheran Churches (AELC), with 5.2 million members and 11,133 congregations; and

WHEREAS, the Commission for a New Lutheran Church, envisioning stability and anticipating growth, developed a structure and polity with three interdependent entities, i.e., the churchwide organization, 65 synods, and 11,133 congregations, organized for the realities of the time; and

WHEREAS, the leadership of the Commission for a New Lutheran Church expressed an eagerness to form “a new Lutheran church truly committed to the Gospel and organized for effective mission in today’s world; and

WHEREAS, over the last 34 years, the ELCA has decreased in size to 3.3 million members and 8,972 congregations; and

WHEREAS, the governing documents, *Constitutions, Bylaws, and Continuing Resolutions of the ELCA*, do not allow these interdependent entities to reorganize quickly to meet the changing realities for effective mission in today’s world; and

WHEREAS, the churchwide organization as well as many synods and many congregations, having decreased significantly in size and resources, struggle to meet the expected work as assigned by the governing documents; and

WHEREAS, the Church Council of the ELCA, through its adoption of Future Directions 2025, has called for a “well-governed, connected, and sustainable church;” and

WHEREAS, it is critical that the stated mission of the ELCA be not only consistent with Lutheran expectations for the institutional church but also realistic with respect to human and fiscal resources; and

WHEREAS, it is critical that the structure of the ELCA meet the needs of effective mission in today’s changing world; therefore, be it

RESOLVED, that the Northern Texas-Northern Louisiana Synod in assembly memorializes the 2022 Churchwide Assembly of the Evangelical Lutheran Church in America to direct the Church Council to establish a Commission for a Renewed Lutheran Church that, working in consultation with the Conference of Bishops and the Church Council, shall reconsider the statements of purpose for each of the expressions of this

church, the principles of organization, and all matters pertaining thereunto, presenting its findings to the 2025 Churchwide Assembly in preparation for a reconstituting convention to be called under the rules for a special meeting of the churchwide assembly.

2. Metropolitan Chicago Synod (5A) [2022]

WHEREAS, the Evangelical Lutheran Church in America (ELCA) was formed in 1988 from three Lutheran church bodies, i.e., the Lutheran Church in America (LCA), the American Lutheran Church (ALC), and the Association Evangelical Lutheran Churches (AELC), with 5.3 million members and 11,133 congregations; and

WHEREAS, the Commission for a New Lutheran Church, envisioning stability and anticipating growth, developed a structure and polity with three interdependent entities, i.e., the churchwide organization, 65 synods, and 11,133 congregations, organized for the realities of the time; and

WHEREAS, the leadership of the Commission for a New Lutheran Church (CNLC) expressed an eagerness to form “a new Lutheran church truly committed to the Gospel and organized for effective mission in today’s world;” and

WHEREAS, over the last 34 years, the ELCA has decreased in size to 3.1 million members and 8,894 congregations; and

WHEREAS, the governing documents, *Constitutions, Bylaws, and Continuing Resolutions of the ELCA* do not allow these interdependent entities to reorganize quickly to meet the changing realities for effective mission in today’s world; and

WHEREAS, the churchwide organization as well as many synods and many congregations, having decreased significantly in size and resources, struggle to meet the expected work as assigned by the governing documents; and

WHEREAS, the Church Council of the ELCA, through its adoption of Future Directions 2025, has called for a “well-governed, connected, and sustainable church;”

WHEREAS, it is critical that the stated mission of the ELCA be not only consistent with Lutheran expectations for the institutional church but also realistic with respect to human and fiscal resources; and

WHEREAS, the social statements of the ELCA call ELCA members to be a better version of themselves including a commitment to actively dismantle racism in our systems; and

WHEREAS, the church has been complicit in trauma and harm through its current structures; and

WHEREAS, it is critical that the structure of the ELCA meet the needs of effective mission in today’s changing world; and

WHEREAS, a reconstituting convention for the ELCA, in the form of a special meeting of the Churchwide Assembly, would provide an opportunity for deliberation and action on these pressing matters of mission, ministry, and structure; therefore, be it

RESOLVED, that the Metropolitan Chicago Synod of the ELCA memorializes the 2022 Churchwide Assembly of the ELCA to direct the Church Council to establish a Commission for a Renewed Lutheran Church consisting of leaders from across the three expressions, including persons representing historically marginalized groups that, working in consultation with the Conference of Bishops and the Church Council, shall reconsider the statements of purpose for each of the expressions of this church, the principles of organization, and all matters pertaining thereunto, in light of the stated goals, ideals and purposes of this church to dismantle racism and engage the pressing matters of mission, structure, and ministry for these days, presenting its findings to the 2025 Churchwide Assembly.

3. Northeastern Ohio Synod (6E) [2022]

WHEREAS, the Evangelical Lutheran Church in America (ELCA) was formed in 1988 from three Lutheran church bodies, i.e., the Lutheran Church in America (LCA), the American Lutheran Church (ALC), and the Association Evangelical Lutheran Churches (AELC), with 5.2 million members and 11,133 congregations; and

WHEREAS, the Commission for a New Lutheran Church, envisioning stability and anticipating growth, developed a structure and polity with three interdependent entities, i.e., the churchwide organization, 65 synods, and 11,133 congregations, organized for the realities of the time; and

WHEREAS, the leadership of the Commission for a New Lutheran Church expressed an eagerness to form “a new Lutheran church truly committed to the Gospel and organized for effective mission in today’s world;” and

WHEREAS, over the last 34 years, the ELCA has decreased in size to 3.3 million members and 8,972 congregations; and

WHEREAS, the governing documents, *Constitutions, Bylaws, and Continuing Resolutions of the ELCA* do not allow these interdependent entities to reorganize quickly to meet the changing realities for effective mission in today’s world; and

WHEREAS, the churchwide organization as well as many synods and many congregations, having decreased significantly in size and resources, struggle to meet the expected work as assigned by the governing documents; and

WHEREAS, the Church Council of the ELCA, through its adoption of Future Directions 2025, has called for a “well-governed, connected, and sustainable church;” and

WHEREAS, it is critical that the stated mission of the ELCA be not only consistent with Lutheran expectations for the institutional church but also realistic with respect to human and fiscal resources; and

WHEREAS, it is critical that the structure of the ELCA meet the needs of effective mission in today’s changing world; therefore, be it

RESOLVED, that Northeastern Ohio Synod in assembly memorializes the 2022 Churchwide Assembly of the Evangelical Church in America to direct the Church Council to establish a Commission for a Renewed Lutheran Church that, working in consultation with the Conference of Bishops and the Church Council, shall reconsider the statements of purpose for each of the expressions of this church, the principles of organization, and all matters pertaining thereunto, presenting its findings to the 2025 Churchwide Assembly in preparation for a reconstituting convention to be called under the rules for a special meeting of the churchwide assembly.

4. Northwestern Pennsylvania Synod (8A) [2022]

WHEREAS, the Evangelical Lutheran Church in America (ELCA) was formed in 1988 from three Lutheran church bodies, i.e., the Lutheran Church in America (LCA), the American Lutheran Church (ALC), and the Association Evangelical Lutheran Churches (AELC), with 5.3 million members and 11,133 congregations; and

WHEREAS, the Commission for a New Lutheran Church, envisioning stability and anticipating growth, developed a structure and polity with three interdependent entities, i.e., the churchwide organization, 65 synods, and 11,133 congregations, organized for the realities of the time; and

WHEREAS, the leadership of the Commission for a New Lutheran Church (CNLC) expressed an eagerness to form “a new Lutheran church truly committed to the Gospel and organized for effective mission in today’s world;” and

WHEREAS, over the last 34 years, the ELCA has decreased in size to 3.1 million members and 8,894 congregations; and

WHEREAS, the governing documents, *Constitutions, Bylaws, and Continuing Resolutions of the ELCA* do not allow these interdependent entities to reorganize quickly to meet the changing realities for effective mission in today’s world; and

WHEREAS, the churchwide organization as well as many synods and many congregations, having decreased significantly in size and resources, struggle to meet the expected work as assigned by the governing documents; and

WHEREAS, the Church Council of the ELCA, through its adoption of Future Directions 2025, has called for a “well-governed, connected, and sustainable church;” and

WHEREAS, it is critical that the stated mission of the ELCA be not only consistent with Lutheran expectations for the institutional church but also realistic with respect to human and fiscal resources; and

WHEREAS, the social statements of the ELCA call this church's members to be a better version of ourselves including a commitment to actively dismantle racism in our systems; and

WHEREAS, the church has been complicit in trauma and harm through our current structures; and

WHEREAS, it is critical that the structure of the ELCA meet the needs of effective mission in today's changing world; and

WHEREAS, a reconstituting convention for the ELCA, in the form of a special meeting of the churchwide assembly, would provide an opportunity for deliberation and action on these pressing matters of mission, ministry, and structure; therefore be it

RESOLVED, that the Northwestern Pennsylvania Synod of the ELCA memorializes the 2022 Churchwide Assembly of the ELCA to direct the Church Council to establish a Commission for a Renewed Lutheran Church that, working in consultation with the Conference of Bishops and the Church Council, shall reconsider the statements of Purpose for each of the expressions of this church, the principles of organization, and all matters pertaining thereunto, presenting its findings to the 2025 Churchwide Assembly.

5. Southwestern Pennsylvania Synod (8B) [2022]

WHEREAS, the Evangelical Lutheran Church in America (ELCA) was formed in 1988 from three Lutheran church bodies, i.e., the Lutheran Church in America (LCA), the American Lutheran Church (ALC), and the Association of Evangelical Lutheran Churches (AELC), with 5.2 million members and 11,133 congregations; and

WHEREAS, the Commission for a New Lutheran Church, envisioning stability and anticipating growth, developed a structure and polity with three interdependent entities, i.e., the churchwide organization, 65 synods, and 11,133 congregations, organized for the realities of the time; and

WHEREAS, the leadership of the Commission for a New Lutheran Church expressed an eagerness to form "a new Lutheran church truly committed to the Gospel and organized for effective mission in today's world;" and

WHEREAS, over the last 34 years, the ELCA has decreased in size to 3.3 million members and 8,972 congregations; and

WHEREAS, the governing documents, *Constitutions, Bylaws, and Continuing Resolutions of the ELCA* do not allow these interdependent entities to reorganize quickly to meet the changing realities for effective mission in today's world; and

WHEREAS, the churchwide organization as well as many synods and many congregations, having decreased significantly in size and resources, struggle to meet the expected work as assigned by the governing documents; and

WHEREAS, the Church Council of the ELCA, through its adoption of Future Directions 2025, has called for a "well-governed, connected, and sustainable church;" and

WHEREAS, it is critical that the stated mission of the ELCA be not only consistent with Lutheran expectations for the institutional church but also realistic with respect to human and fiscal resources; and

WHEREAS, it is critical that the structure of the ELCA meet the needs of effective mission in today's changing world; therefore, be it

RESOLVED that the Southwestern Pennsylvania Synod in assembly memorializes the 2022 Churchwide Assembly of the Evangelical Church in America to direct the Church Council to establish a Commission for a Renewed Lutheran Church that, working in consultation with the Conference of Bishops and the Church Council, shall reconsider the statements of purpose for each of the expressions of this church, the principles of organization, and all matters pertaining thereunto, presenting its findings to the 2025

Churchwide Assembly in preparation for a reconstituting convention to be called under the rules for a special meeting of the Churchwide Assembly.

6. Allegheny Synod (8C) [2022]

WHEREAS, the Evangelical Lutheran Church in America (ELCA) was formed in 1988 from three Lutheran church bodies, i.e., the Lutheran Church in America (LCA), the American Lutheran Church (ALC), and the American Evangelical Lutheran Church (AELC), with 5.2 million members and 11,133 congregations; and

WHEREAS, the Commission for a New Lutheran Church, envisioning stability and anticipating growth, developed a structure and polity with three interdependent entities, i.e., the churchwide organization, 65 synods, and 11,133 congregations, organized for the realities of the time; and

WHEREAS, the leadership of the Commission for a New Lutheran Church expressed an eagerness to form “a new Lutheran church truly committed to the Gospel and organized for effective mission in today’s world;” and

WHEREAS, over the last 34 years, the ELCA has decreased in size to 3.3 million members and 8,972 congregations; and

WHEREAS, the governing documents, *Constitutions, Bylaws, and Continuing Resolutions of the ELCA* do not allow these interdependent entities to reorganize quickly to meet the changing realities for effective mission in today’s world; and

WHEREAS, the churchwide organization as well as many synods and many congregations, having decreased significantly in size and resources, struggle to meet the expected work as assigned by the governing documents; and

WHEREAS, the Church Council of the ELCA, through its adoption of Future Directions 2025, has called for a “well-governed, connected, and sustainable church; and

WHEREAS, it is critical that the stated mission of the ELCA be not only consistent with Lutheran expectations for the institutional church but also realistic with respect to human and fiscal resources; and

WHEREAS, it is critical that the structure of the ELCA meet the needs of effective mission in today’s changing world; therefore, be it

RESOLVED, that the Allegheny Synod in assembly memorializes the 2022 Churchwide Assembly of the Evangelical Church in America to direct the Church Council to establish a Commission for a Renewed Lutheran Church that, working in consultation with the Conference of Bishops and the Church Council, shall reconsider the statements of purpose for each of the expressions of this church, the principles of organization, and all matters pertaining thereunto, presenting its findings to the 2025 Churchwide Assembly in preparation for a reconstituting convention to be called under the rules for a special meeting of the Churchwide Assembly.

7. Lower Susquehanna Synod (8D) [2022]

WHEREAS, the Evangelical Lutheran Church in America (ELCA) was formed in 1988 from three Lutheran church bodies, i.e., the Lutheran Church in America (LCA), the American Lutheran Church (ALC), and the Association Evangelical Lutheran Churches (AELC), with 5.2 million members and 11,133 congregations; and

WHEREAS, the Commission for a New Lutheran Church, envisioning stability and anticipating growth, developed a structure and polity with three interdependent entities, i.e., the churchwide organization, 65 synods, and 11,133 congregations, organized for the realities of the time; and

WHEREAS, the leadership of the Commission for a New Lutheran Church expressed an eagerness to form “a new Lutheran church truly committed to the Gospel and organized for effective mission in today’s world;” and

WHEREAS, over the last 34 years, the ELCA has decreased in size to 3.3 million members and 8,972 congregations; and

WHEREAS, the governing documents, *Constitutions, Bylaws, and Continuing Resolutions of the ELCA* do not allow these interdependent entities to reorganize quickly to meet the changing realities for effective mission in today's world; and

WHEREAS, the churchwide organization as well as many synods and many congregations, having decreased significantly in size and resources, struggle to meet the expected work as assigned by the governing documents; and

WHEREAS, the Church Council of the ELCA, through its adoption of Future Directions 2025, has called for a "well-governed, connected, and sustainable church;

WHEREAS, it is critical that the stated mission of the ELCA be not only consistent with Lutheran expectations for the institutional church but also realistic with respect to human and fiscal resources; and

WHEREAS, it is critical that the structure of the ELCA meet the needs of effective mission in today's changing world; therefore, be it

RESOLVED, that the Lower Susquehanna Synod in assembly memorializes the 2022 Churchwide Assembly of the Evangelical Church in America to direct the Church Council to establish a Commission for a Renewed Lutheran Church that, working in consultation with the Conference of Bishops and the Church Council, shall reconsider the statements of purpose for each of the expressions of this church, the principles of organization, and all matters pertaining thereunto, presenting its findings to the 2025 Churchwide Assembly in preparation for a reconstituting convention to be called under the rules for a special meeting of the Churchwide Assembly.

8. Delaware-Maryland Synod (8F) [2022]

WHEREAS, the Evangelical Lutheran Church in America (ELCA) was formed in 1988 from three Lutheran church bodies, i.e., the Lutheran Church in America (LCA), the American Lutheran Church (ALC), and the Association Evangelical Lutheran Churches (AELC), with 5.3 million members and 11,133 congregations; and

WHEREAS, the Commission for a New Lutheran Church, envisioning stability and anticipating growth, developed a structure and polity with three interdependent entities, i.e., the churchwide organization, 65 synods, and 11,133 congregations, organized for the realities of the time; and

WHEREAS, the leadership of the Commission for a New Lutheran Church (CNLC) expressed an eagerness to form "a new Lutheran church truly committed to the Gospel and organized for effective mission in today's world;" and

WHEREAS, over the last 34 years, the ELCA has decreased in size to 3.1 million members and 8,894 congregations; and

WHEREAS, the governing documents, *Constitutions, Bylaws, and Continuing Resolutions of the ELCA* do not allow these interdependent entities to reorganize quickly to meet the changing realities for effective mission in today's world; and

WHEREAS, the churchwide organization as well as many synods and many congregations, having decreased significantly in size and resources, struggle to meet the expected work as assigned by the governing documents; and

WHEREAS, the Church Council of the ELCA, through its adoption of Strategic Directions 2025, has called for a "well-governed, connected, and sustainable church;"

WHEREAS, it is critical that the stated mission of the ELCA be not only consistent with Lutheran expectations for the institutional church but also realistic with respect to human and fiscal resources; and

WHEREAS, the social statements of the ELCA call this church to be a better version of itself including a commitment to actively dismantle racism in its systems; and

WHEREAS, the church has been complicit in trauma and harm through the current structures; and

WHEREAS, it is critical that the structure of the ELCA meet the needs of effective mission in today's changing world; and

WHEREAS, a reconstituting convention for the ELCA, in the form of a special meeting of the Churchwide Assembly, would provide an opportunity for deliberation and action on these pressing matters of mission, ministry, and structure; therefore, be it

RESOLVED, that the Delaware-Maryland Synod of the ELCA memorialize the 2022 Churchwide Assembly of the ELCA to direct the Church Council to establish a Commission for a Renewed Lutheran Church that, working in consultation with the Conference of Bishops and the Church Council, shall reconsider the statements of purpose for each of the expressions of this church, the principles of organization, and all matters pertaining thereunto, presenting its findings to the 2025 Churchwide Assembly.

9. Metropolitan Washington, D.C., (8G) [2022]

WHEREAS, the Evangelical Lutheran Church in America (ELCA) was formed in 1988 from three Lutheran church bodies, i.e., the Lutheran Church in America, the American Lutheran Church, and the Association Evangelical Lutheran Churches, with 5.3 million members and 11,133 congregations; and

WHEREAS, the Commission for a New Lutheran Church, envisioning stability and anticipating growth, developed a structure and polity with three interdependent entities, i.e., the churchwide organization, 65 synods, and 11,133 congregations, organized for the realities of the time; and

WHEREAS, the leadership of the Commission for a New Lutheran Church (CNLC) expressed an eagerness to form “a new Lutheran church truly committed to the Gospel and organized for effective mission in today’s world;” and

WHEREAS, over the last 34 years, the ELCA has decreased in size to 3.1 million members and 8,894 congregations; and

WHEREAS, the governing documents, *Constitutions, Bylaws, and Continuing Resolutions of the ELCA* do not allow these interdependent entities to reorganize quickly to meet the changing realities for effective mission in today’s world; and

WHEREAS, the churchwide organization as well as many synods and many congregations, having decreased significantly in size and resources, struggle to meet the expected work as assigned by the governing documents; and

WHEREAS, the ELCA Church Council, through its adoption of Future Directions 2025, has called for a “well-governed, connected, and sustainable church;” and

WHEREAS, it is critical that the stated mission of the ELCA be not only consistent with Lutheran expectations for the institutional church but also realistic with respect to human and fiscal resources; and

WHEREAS, the social statements of the ELCA call its members to be a better version of themselves including a commitment to actively dismantle racism in our systems; and

WHEREAS, the Metropolitan Washington D.C., Synod is leading by example by undergoing a racial equity audit, which includes a) reviewing this synod’s internal systems for bias and inequitable outcomes, b) proposing changes that are more likely to yield equitable results, and c) identifying barriers to achieving equity, including instances in which our polity makes change more difficult, and

WHEREAS, the church has been complicit in trauma and harm through our current structures; and

WHEREAS, it is critical that the structure of the ELCA meet the needs of effective mission in today’s changing world; therefore, be it

RESOLVED, that the Metropolitan Washington D.C., Synod in assembly memorializes the 2022 ELCA Churchwide Assembly to direct the ELCA Church Council to establish a Commission for a Renewed Lutheran Church that, working in consultation with the Conference of Bishops and the Church Council, shall review and if appropriate, revise through the lens of diversity, equity and inclusion the statements of purpose for each of the expressions of this church, the principles of organization, and all matters pertaining

thereunto, presenting its findings to the 2025 Churchwide Assembly. This effort will likely entail significant funding and devotion of personnel attention.

10. West Virginia-Western Maryland Synod (8H) [2022]

WHEREAS, the Evangelical Lutheran Church in America (ELCA) was formed in 1988 from three Lutheran church bodies, i.e., the Lutheran Church in America (LCA), the American Lutheran Church (ALC), and the Association Evangelical Lutheran Churches (AELC), with 5.2 million members and 11,133 congregations; and

WHEREAS, the Commission for a New Lutheran Church, envisioning stability and anticipating growth, developed a structure and polity with three interdependent entities, i.e., the churchwide organization, 65 synods, and 11,133 congregations, organized for the realities of the time; and

WHEREAS, the leadership of the Commission for a New Lutheran Church expressed an eagerness to form “a new Lutheran church truly committed to the Gospel and organized for effective mission in today’s world;” and

WHEREAS, over the last 34 years, the ELCA has decreased in size to 3.1 million members and 8,894 congregations; and

WHEREAS, the governing documents, *Constitutions, Bylaws, and Continuing Resolutions of the ELCA* do not allow these interdependent entities to reorganize quickly to meet the changing realities for effective mission in today’s world; and

WHEREAS, the churchwide organization as well as many synods and many congregations, having decreased significantly in size and resources, struggle to meet the expected work as assigned by the governing documents; and

WHEREAS, the Church Council of the ELCA, through its adoption of Future Directions 2025, has called for a “well-governed, connected, and sustainable church; and

WHEREAS, it is critical that the stated mission of the ELCA be not only consistent with Lutheran expectations for the institutional church but also realistic with respect to human and fiscal resources; and

WHEREAS, it is critical that the structure of the ELCA meet the needs of effective mission in today’s changing world; therefore, be it

RESOLVED, that the West Virginia-Western Maryland Synod in assembly memorializes the 2022 Churchwide Assembly of the Evangelical Church in America to direct the Church Council to establish a Commission for a Renewed Lutheran Church that, working in consultation with the Conference of Bishops and the Church Council, shall reconsider the statements of purpose for each of the expressions of this church, the principles of organization, and all matters pertaining thereunto, presenting its findings to the 2025 Churchwide Assembly in preparation for a reconstituting convention to be called under the rules for a special meeting of the churchwide assembly.

A voting member had submitted a substitute motion to replace the response proposed by the committee to this memorial. Ms. Chatman moved the substitute motion on behalf of the committee:

Moved;

[Seconded]:

To receive with gratitude the memorials from the Northern Texas-Northern Louisiana Synod, Metropolitan Chicago Synod, Northeastern Ohio Synod, Northwestern Pennsylvania Synod, Southwestern Pennsylvania Synod, Allegheny Synod, Lower Susquehanna Synod, Delaware-Maryland Synod, Metropolitan Washington, D.C., Synod, and West Virginia-Western Maryland Synod concerning the restructure of the ELCA’s governance; and

To direct the Church Council to establish a Commission for a Renewed Lutheran Church comprised of leaders of diverse representation from all three expressions that, working in consultation with the Conference of Bishops and the Church Council, shall reconsider the statements of purpose for each of the expressions of this church, the principles of its organizational structure, and all matters pertaining thereunto, being particularly attentive to our shared commitment to dismantle racism, and will present its findings and recommendations to the 2025 Churchwide Assembly in preparation for a reconstituting convention to be called under the rules for a special meeting of the Churchwide Assembly.

Presiding Bishop Eaton noted that the motion did not need a second because it came from a committee, then invited discussion. Several voting members spoke in support of the substitute motion and one voting member spoke in opposition to the substitute motion and in support of the original motion.

A voting member raised a point of order seeking clarification of whether the motion committed this church to calling a reconstituting convention, or if it allowed for the 2025 Churchwide Assembly to determine whether such a reconstituting convention would be necessary. Following consultation with the parliamentarian, Mr. Nolte explained that the substitute motion before the assembly would commit this church both to establish a commission and to hold a reconstituting convention.

Ms. Maren Hulden [Minneapolis Area Synod] moved to amend [the substitute motion] by inserting the word “possible” before “reconstituting convention” to clarify that the 2025 Churchwide Assembly would have discretion to determine whether a reconstituting convention would be called.

Moved;

Seconded:

To amend by insertion:

To receive with gratitude the memorials from the Northern Texas-Northern Louisiana Synod, Metropolitan Chicago Synod, Northeastern Ohio Synod, Northwestern Pennsylvania Synod, Southwestern Pennsylvania Synod, Allegheny Synod, Lower Susquehanna Synod, Delaware-Maryland Synod, Metropolitan Washington, D.C., Synod, and West Virginia-Western Maryland Synod concerning the restructure of the ELCA’s governance; and

To direct the Church Council to establish a Commission for a Renewed Lutheran Church comprised of leaders of diverse representation from all three expressions that, working in consultation with the Conference of Bishops and the Church Council, shall reconsider the statements of purpose for each of the expressions of this church, the principles of its organizational structure, and all matters pertaining thereunto, being particularly attentive to our shared commitment to dismantle racism, and will present its findings and recommendations to the 2025 Churchwide Assembly in preparation for a possible reconstituting convention to be called under the rules for a special meeting of the Churchwide Assembly.

Two voting members spoke in support of the amendment.

**Moved;
Seconded;
Carried**

Yes-748; No-36

To amend by insertion:

To receive with gratitude the memorials from the Northern Texas-Northern Louisiana Synod, Metropolitan Chicago Synod, Northeastern Ohio Synod, Northwestern Pennsylvania Synod, Southwestern Pennsylvania Synod, Allegheny Synod, Lower Susquehanna Synod, Delaware-Maryland Synod, Metropolitan Washington, D.C., Synod, and West Virginia-Western Maryland Synod concerning the restructure of the ELCA's governance; and

To direct the Church Council to establish a Commission for a Renewed Lutheran Church comprised of leaders of diverse representation from all three expressions that, working in consultation with the Conference of Bishops and the Church Council, shall reconsider the statements of purpose for each of the expressions of this church, the principles of its organizational structure, and all matters pertaining thereunto, being particularly attentive to our shared commitment to dismantle racism, and will present its findings and recommendations to the 2025 Churchwide Assembly in preparation for a possible reconstituting convention to be called under the rules for a special meeting of the Churchwide Assembly.

The presiding bishop declared that the motion had passed, and several assembly members spoke in support of the amended substitute motion. After four consecutive voting members had spoken in support of the amended substitute motion and none had spoken against, Presiding Bishop Eaton invited any voting member desiring to speak in opposition to the motion to address the assembly. There being none, she declared discussion closed in accordance with the rules of the assembly.

**Assembly
Action**

YES-738; NO-72

CA22.01.06

To receive with gratitude the memorials from the Northern Texas-Northern Louisiana Synod, Metropolitan Chicago Synod, Northeastern Ohio Synod, Northwestern Pennsylvania Synod, Southwestern Pennsylvania Synod, Allegheny Synod, Lower Susquehanna Synod, Delaware-Maryland Synod, Metropolitan Washington, D.C., Synod, and West Virginia-Western Maryland Synod concerning the restructure of the ELCA's governance; and

To direct the Church Council to establish a Commission for a Renewed Lutheran Church comprised of leaders of diverse representation from all three expressions that, working in consultation with the Conference of Bishops and

the Church Council, shall reconsider the statements of purpose for each of the expressions of this church, the principles of its organizational structure, and all matters pertaining thereunto, being particularly attentive to our shared commitment to dismantle racism, and will present its findings and recommendations to the 2025 Churchwide Assembly in preparation for a possible reconstituting convention to be called under the rules for a special meeting of the Churchwide Assembly.

The presiding bishop declared that the motion had passed.

Category C3: Human Sexuality: Gift and Trust Revision

Reference: 2022 Pre-Assembly Report, Section VII, Report of the Memorials Committee, pp. 75–77

1. Greater Milwaukee Synod (5J) 2022

WHEREAS, ELCA social statements set policy for the ELCA and guide its advocacy and work as a publicly engaged church as members participate in God’s work in the world; and

WHEREAS, the social statement *Human Sexuality: Gift and Trust*, adopted by two-thirds majority vote at Churchwide Assembly in 2009, now serves as the primary and comprehensive teaching and policy document of the ELCA on sexuality; and

WHEREAS, the social statement states: “One reason Lutherans have engaged so deeply in education and research is that we believe God works through such means to guide us in reading Scripture and in understanding how we will live in a world of continuing complexity and change” (p. 10); and

WHEREAS, it further states: “Within the last decades, this church has begun to understand and experience in new ways the need of same-gender-oriented individuals to seek relationships of lifelong companionship and commitment as well as public accountability and legal support for those commitments” (p. 18); and

WHEREAS, it further states: “[T]his church must work toward greater understanding of sexual orientation and gender identity. It must seek that which is positive and life-giving while protecting from all that is harmful and destructive... This church commits itself to continued attention to and discernment about changing family configurations and the ways they serve to shelter and protect relationships of mutual trust” (pp. 23–24); and

WHEREAS, it further states: “In ways that are still not fully understood, we develop strong gender identities at a very early age. While there is still much to be learned about the biological complexity of human beings, we have come to understand that this complexity suggests a variety of sexual orientations and gender identities” (p. 28); and

WHEREAS, in the years since 2009 society has much greater awareness of the spectrum of sexual orientation and gender identity and expression; therefore, be it

RESOLVED that the Greater Milwaukee Synod memorializes the Evangelical Lutheran Church in America at its 2022 Churchwide Assembly to authorize a review of the social statement *Human Sexuality: Gift and Trust*, revising it to reflect current church understanding, church policy, civil law, and public acceptance of marriage of same-gender and gender non-conforming couples.

2. Southeastern Synod (9D) [2022]

RESOLVED that the Southeastern Synod memorializes the Evangelical Lutheran Church in America at its 2022 Churchwide Assembly to take the steps needed to embark on review and where appropriate, revision of the social statement *Human Sexuality: Gift*

and Trust to reflect current church understanding, church policy, and marriage of same-gender and gender non-conforming couples.

3. Florida-Bahamas Synod (9E) [2022]

WHEREAS, ELCA social statements set policy for the ELCA and guide its advocacy and work as a publicly engaged church as members participate in God’s work in the world; and

WHEREAS, the social statement *Human Sexuality: Gift and Trust*, adopted by two-thirds majority vote at the Churchwide Assembly in 2009, now serves as the primary and comprehensive teaching and policy document of the ELCA on sexuality; and

WHEREAS, the social statement states: “One reason Lutherans have engaged so deeply in education and research is that we believe God works through such means to guide us in reading Scripture and in understanding how we will live in a world of continuing complexity and change” (p. 10); and

WHEREAS, it further states, “In ways that are still not fully understood, we develop strong gender identities at a very early age. While there is still much to be learned about the biological complexity of human beings, we have come to understand that this complexity suggests a variety of sexual orientations and gender identities” (p. 28); and

WHEREAS, in the years since 2009, society has a much greater awareness of the spectrum of sexual orientation and of gender identity and expression; now therefore be it

RESOLVED, that the Florida-Bahamas Synod memorializes the Evangelical Lutheran Church in America at its 2022 Churchwide Assembly to take the steps needed to initiate review and where appropriate, revise the social statement *Human Sexuality: Gift and Trust* (2009) to reflect current church understanding, church policy, civil law, and public acceptance regarding marriage of same-gender and gender non-conforming couples.

No substitute motion or proposed amendment had been submitted for the response recommended by the committee. On behalf of the committee, Mr. Nolte moved to adopt the original response proposed by the committee.

Moved;

[Seconded]:

To receive with gratitude the memorials on “Review and Revision of LGBTQIA+ References in the ELCA Social Statement *Human Sexuality: Gift and Trust*” from the Greater Milwaukee Synod, Southeastern Synod, and Florida-Bahamas Synod;

To authorize a social statement reconsideration to revise *Human Sexuality: Gift and Trust* (2009) so that its wording reflects current church understanding, church policy, civil law, and public acceptance of marriage of same-gender and gender non-conforming couples in accordance with “Policies and Procedures of the ELCA for Addressing Social Concerns” (2018). While references would be reviewed throughout the whole statement, the following sections are designated for reconsideration as described here:

- “Marriage: shelter and context for trust” p.15. This would not reconsider the idea of marriage as shelter and context for trust but would consider the import that marriage legally is now a covenant between two individuals;
- “Lifelong, monogamous, same-gender relationships” p.18 ff. Revision here would not change this church’s current understanding that recognizes four identified positions of bound conscience within its life, p.19, but would review wording

about “publicly accountable, lifelong monogamous same-sex relationships” in light of public acceptance of marriage of same-gender and gender-non-conforming couples;

- “Loving families: ground and source for social trust” p.21 ff. Review here would consider references to diversity of family configurations; and

To authorize the Office of the Presiding Bishop and Church Council to approve the parameters and expense budget of this process and identify the revenue source(s) to provide for this revision to be considered as early as the 2025 Churchwide Assembly.

Presiding Bishop Eaton invited discussion of the motion. There being none, she called for the vote.

Assembly

Action

CA22.01.07

YES-741; NO-59

To receive with gratitude the memorials on “Review and Revision of LGBTQIA+ References in the ELCA Social Statement *Human Sexuality: Gift and Trust*” from the Greater Milwaukee Synod, Southeastern Synod, and Florida-Bahamas Synod;

To authorize a social statement reconsideration to revise *Human Sexuality: Gift and Trust* (2009) so that its wording reflects current church understanding, church policy, civil law, and public acceptance of marriage of same-gender and gender non-conforming couples in accordance with “Policies and Procedures of the ELCA for Addressing Social Concerns” (2018). While references would be reviewed throughout the whole statement, the following sections are designated for reconsideration as described here:

- “Marriage: shelter and context for trust” p.15. This would not reconsider the idea of marriage as shelter and context for trust but would consider the import that marriage legally is now a covenant between two individuals;
- “Lifelong, monogamous, same-gender relationships” p.18 ff. Revision here would not change this church’s current understanding that recognizes four identified positions of bound conscience within its life, p.19, but would review wording about “publicly accountable, lifelong monogamous same-sex relationships” in light of public acceptance of marriage of same-gender and gender-non-conforming couples;

- **“Loving families: ground and source for social trust” p.21 ff. Review here would consider references to diversity of family configurations; and**

To authorize the Office of the Presiding Bishop and Church Council to approve the parameters and expense budget of this process and identify the revenue source(s) to provide for this revision to be considered as early as the 2025 Churchwide Assembly.

The presiding bishop declared that the motion had passed.

Category A5: Fortifying Urban Ministries

Reference: 2022 Pre-Assembly Report, Section VII, Report of the Memorials Committee, pp. 28–29

1. Southeastern Pennsylvania Synod (7F) [2022]

RESOLVED, that the Southeastern Pennsylvania Synod in assembly memorializes the ELCA to create an “Urban Ministry Task Force” to study the inequalities experienced by urban congregations, build a strategy to address those inequalities, and report on its work to be presented at the next Churchwide Assembly (2025); and be it further,

RESOLVED, that such a task force shall consider as part of its strategy (1) evaluating whether urban rostered ministers are adequately compensated, (2) examining the condition of urban church facilities, and (3) training future leaders for success in urban ministry contexts by reviving urban internships. The task force may consider additional topics as revealed during their study phase; and be it further

RESOLVED, that the Southeastern Pennsylvania Synod in assembly memorializes “the churchwide organization [to] strategically disburse Fund for Leaders scholarships to enhance the capacity of people of color who are TEEM candidates, non-English speakers, part-time students, or seminary students. [And] provide communities of color with opportunities for student leadership and reinstate the Horizon Internship Program so that students of color can train in their own communities.”

No substitute motion had been submitted for the response recommended by the committee. On behalf of the committee, Mr. Nolte moved to adopt the original response proposed by the Memorials Committee.

Moved;

[Seconded]:

To receive with gratitude the memorial on “Fortifying Ministries in Underserved Urban Areas” from the Southeastern Pennsylvania Synod;

To affirm the strategic direction of the ELCA Fund for Leaders ministry to enhance the capacity of people of color through its disbursement of scholarships to Theological Education for Emerging Ministries candidates;

To refer this memorial to the Congregational Vitality Training and Development Team in the Christian Community and Leadership home area to create a churchwide Urban Ministry group, in partnership with the appropriate leaders in the Southeastern Pennsylvania Synod, to accompany ELCA synods in their urban strategies that lead to the enhancement of congregational vitality and ministry sustainability in the

urban context. The group will 1) collaborate with other studies already underway, 2) resource synods by gathering best practices in urban ministry and emerging ideas in the care and creative use of church facilities, 3) identify supportive networks within this church and among ecumenical partners, and 4) encourage piloting innovative ways to address the realities and complexities of urban ministry, including enhancing urban internship opportunities. The group may consider additional topics as needed;

To request that the churchwide Urban Ministry group consult with and provide regular reports to the Church Council to ensure that the purposes and objectives of this memorial are being fulfilled; and

To provide a final report to the 2025 Churchwide Assembly on the results of its study, new urban initiatives, and ways for this church to fortify the witness and service among people and communities in underserved urban areas.

Presiding Bishop Eaton invited discussion of the motion. There being none, she called for the vote.

Assembly

Action

CA22.01.08

YES-762; NO-31

To receive with gratitude the memorial on “Fortifying Ministries in Underserved Urban Areas” from the Southeastern Pennsylvania Synod;

To affirm the strategic direction of the ELCA Fund for Leaders ministry to enhance the capacity of people of color through its disbursement of scholarships to Theological Education for Emerging Ministries candidates;

To refer this memorial to the Congregational Vitality Training and Development Team in the Christian Community and Leadership home area to create a churchwide Urban Ministry group, in partnership with the appropriate leaders in the Southeastern Pennsylvania Synod, to accompany ELCA synods in their urban strategies that lead to the enhancement of congregational vitality and ministry sustainability in the urban context. The group will 1) collaborate with other studies already underway, 2) resource synods by gathering best practices in urban ministry and emerging ideas in the care and creative use of church facilities, 3) identify supportive networks within this church and among ecumenical partners, and 4) encourage piloting innovative ways to address the realities and complexities of urban ministry, including enhancing urban internship opportunities. The group may consider additional topics as needed;

To request that the churchwide Urban Ministry group consult with and provide regular reports to the Church Council to ensure that the purposes and objectives of this memorial are being fulfilled; and

To provide a final report to the 2025 Churchwide Assembly on the results of its study, new urban initiatives, and ways for this church to fortify the witness and service among people and communities in underserved urban areas.

The presiding bishop declared that the motion had passed.

Category A7: Black Migrant Strategy

Reference: 2022 Pre-Assembly Report, Section VII, Report of the Memorials Committee, pp. 31–33

1. Delaware-Maryland Synod (8F) [2022]

WHEREAS, the United Nations has recognized the International Decade for People of African Descent, 2015–2024; the United Nations reports details and summarizes how persons of African descent have become some of the most marginalized persons throughout the world today; the legacy of colonialism, the slave trade and human trafficking continue to create instability for people of African descent on the continent of Africa and globally; approximately 200 million people of African descent live outside of the African continent in the Americas and reside on six of the seven continents; and

WHEREAS, many refugees and internally displaced persons from the African continent are hosted by other African countries and communities within their own countries; often these hosting countries and communities do not receive the level of resources, i.e. funding they need to support those fleeing; increased and sustained resources are critically needed for those hosting; and

WHEREAS, discrimination against people of African descent is pervasive and assumes many forms; the Evangelical Lutheran Church in America (ELCA) social statement *The Church and Criminal Justice: Hearing the Cries* (2013) shares that the ELCA “has long recognized that racism pervasively infects and affects all aspects of U.S. society. Racism is central to the deep and abiding problems of the current criminal justice system even though often unacknowledged;” Black people may be targeted via racial profiling, police violence, and lack of legal recourse; people of African descent not only experience racial discrimination but other forms of intersecting identities such as age, gender, colorism, sexual orientation, language, religious beliefs, political views, social origin, and other factors; migration intersects with every facet of life both creating opportunities and crises; and

WHEREAS, humans have been migrating, voluntarily and/or involuntarily, since the recorded beginning of humankind whether to explore beyond borders, flee wars, famine, exploitation, or find opportunity—people of African descent are no exception; migration is a result of complex and interrelated set of factors such as insecurity, conflict, violence, environmental disaster, and more; whether nomadic peoples or well-educated persons, whether seeking economic opportunity or fleeing violence and political repression—individuals and families face can experience xenophobia, discrimination, and violations of their basic human rights; and

WHEREAS, people of the African diaspora in the U.S., Europe, and the Caribbean have made great contributions across societies; the infusion of diverse cultures and ethnicities enriches us all; all people deserve the same right to full protection, equal humanitarian aid, full inclusion access to justice, and due process under U.S. and international immigration laws; societies should invest in the full integration of all people—without the discrimination of racism, ethnicity, age, gender, sexual orientation, etc.; therefore, be it

RESOLVED, that the Delaware-Maryland Synod of the ELCA memorializes the 2022 Churchwide Assembly of the ELCA to more fully respond by creating, funding, and

staffing a comprehensive strategy for equitable practices, policies, and laws related to Black migrants, refugees, and political asylum seekers; and be it further

RESOLVED, that the ELCA advocate through education, communication, and include Black migrants in advocacy efforts at the local, state, and federal levels; and be it further

RESOLVED, that the ELCA provide the necessary legal and financial resources to assist and support Black migrants, refugees, and asylum seekers; and be it further

RESOLVED, that the ELCA expand the current AMMPARO strategy and other programs across the ELCA ecology in support of and assistance to Black migrants in transit (especially in Latin America and the Caribbean) through partnerships; and be it further

RESOLVED, that the ELCA engage the program director of African Descent Ministries, program director of African National Ministries, AMMPARO, Service and Justice home area, Witnessing in Society, and Lutheran Office for World Community to work collaboratively with Lutheran Immigration Refugee Service, Lutheran Services in America, and other agencies to support a comprehensive strategy for Black migrants; to encourage ELCA congregations, synods, and the churchwide organization to work with the African Descent Lutheran Association in partnership with the other ethnic associations to dismantle racism, address anti-Black bigotry, and work to welcome migrants of African descent; and be it further

RESOLVED, that the ELCA amplify, support, advocate, and create worship and prayer resources, that recognize international and national holidays, events, and activities that support solidarity with migrants—especially people of African descent; and be it further

RESOLVED, that the ELCA support national and international efforts of the Lutheran World Federation, World Council of Churches, National Council of Churches, and ecumenical and inter-religious partners in advancing the rights and protection of Black migrants; and be it further

RESOLVED, that the ELCA seek protection and better treatment of Black migrants in transit between and within countries through advocacy, partner churches, and partner organizations.

No substitute motion had been submitted for the response recommended by the committee. On behalf of the committee, Ms. Chatman moved to adopt the original response proposed by the committee.

Moved;

[Seconded]:

To receive with gratitude the memorial on “ELCA Strategy Regarding Black Migrants” from the Delaware-Maryland Synod;

To direct the Service and Justice home area, in consultation with the program directors for African Descent Ministries, African Nationals, and Latino Ministries; African Descent Strategy Team; African Descent Lutheran Association; Association of Latino Ministries of the ELCA; and Accompanying Migrant Minors with Protection, Advocacy, Representation, and Opportunities (AMMPARO), to prepare a proposal for the strengthening of advocacy, protection, and accompaniment of Black migrants, that includes cost estimates, for Church Council consideration by its Spring 2024 meeting;

To strengthen the current protection and accompaniment of Black migrants through AMMPARO in partnership with ecumenical and interfaith partners both domestically and internationally;

To recommit this church to advocating for Temporary Protected Status and just and humane immigration policy through the Witness in Society team within the Service and Justice home area; and

To encourage congregations to affirm the aims of the African Descent Strategy Implementation Plan for 2020–2025 and the United Nations International Decade for People of African Descent.

A voting member spoke in support of the motion. The chair then called for the vote.

ASSEMBLY

ACTION

YES-783; NO-16

CA22.01.09

To receive with gratitude the memorial on “ELCA Strategy Regarding Black Migrants” from the Delaware-Maryland Synod;

To direct the Service and Justice home area, in consultation with the program directors for African Descent Ministries, African Nationals, and Latino Ministries; African Descent Strategy Team; African Descent Lutheran Association; Association of Latino Ministries of the ELCA; and Accompanying Migrant Minors with Protection, Advocacy, Representation, and Opportunities (AMMPARO), to prepare a proposal for the strengthening of advocacy, protection, and accompaniment of Black migrants, that includes cost estimates, for Church Council consideration by its Spring 2024 meeting;

To strengthen the current protection and accompaniment of Black migrants through AMMPARO in partnership with ecumenical and interfaith partners both domestically and internationally;

To recommit this church to advocating for Temporary Protected Status and just and humane immigration policy through the Witness in Society team within the Service and Justice home area; and

To encourage congregations to affirm the aims of the African Descent Strategy Implementation Plan for 2020–2025 and the United Nations International Decade for People of African Descent.

The presiding bishop declared that the motion had passed.

Category B9: Mission Development Process

Reference: 2022 Pre-Assembly Report, Section VII, Report of the Memorials Committee, pp. 59–61

1. Delaware-Maryland Synod (8F) [2022]

WHEREAS, the Evangelical Lutheran Church in America (ELCA) is committed to diversity and has communicated a focus on “new, young, and diverse people” as communicated through the “Future Church” design; and

WHEREAS, the majority of ELCA Mission Developments founded in the last five years have been focused on “new, young, and diverse people,” serving young adults, people of color, LGBTQ+ people, and immigrants; and

WHEREAS, Mission Developments, because they are not organized as congregations of the ELCA and have few of the legal rights and independent agency organized congregations enjoy; and

WHEREAS, Mission Developments rely on their synods to issue the calls of Mission Developers and have the ability to terminate those calls; and

WHEREAS, Mission Developments are often dependent on the synod and the churchwide organization of the ELCA for initial and sustaining funding; therefore, be it

RESOLVED that the Delaware-Maryland Synod of the ELCA memorializes the 2022 Churchwide Assembly of the ELCA to direct the Church Council to adopt the following policies for all synods receiving funding from the ELCA churchwide organization:

“The synod body that conducts decision making regarding funding for Mission Developments shall invite the Mission Developer and 1–2 active participants of the Mission Development to attend a meeting of that synod body no more than three months prior to budget decisions being made (or make other mutually-agreeable arrangements for substantive conversation) for the purpose of presenting the work of the Mission Development over the last year and engaging in a collaborative conversation regarding needs for prayer, support, and financial resources;” and be it further

RESOLVED, that the Delaware-Maryland Synod of the ELCA memorializes the 2022 Churchwide Assembly of the ELCA to direct the Church Council to adopt the following policies for all synods receiving funding from the ELCA churchwide organization:

In the event that 1) a Mission Developer is removed from their call; or 2) The funding for a Mission Development is cut by more than one-third, the Mission Development’s active participants (defined as those who have attended worship in the last quarter and have made a donation of record in the last year) may call for an independent review of the decision, by a committee comprised of seven members:

- a) two leaders from the mission development (defined as those who have attended worship in the last quarter, have made a donation of record in the last year, and have served as a leader in some capacity in the Mission Development). These leaders will be selected by the Mission Developments’ active participants.
- b) two members of the Synod’s Consultation Committee;
- c) these four members will select three rostered ministers or lay leaders from other congregations who, as much as possible, reflect the demographic of the mission development to promote the cultural competency of the committee; and be it further

RESOLVED, that three or more members of the independent review committee shall present their findings during the meeting of the Synod Council following the completion of the independent committee’s review; and be it further

RESOLVED, that Mission Development congregants must be informed of their right to call for an independent review at the time 1) the Mission Developer’s call is dissolved, or 2) funding is cut by one-third or greater.

No substitute motion had been submitted for the response recommended by the committee. On behalf of the committee, Mr. Nolte moved to adopt the original response proposed by the committee.

Moved;

[Seconded]:

To receive with gratitude the memorial on “Equity and Clarity in the Mission Development Process” from the Delaware-Maryland Synod;

To refer this memorial to the Congregational Vitality Training and Development team in the Christian Community and Leadership home area to establish a working group in partnership with the appropriate leaders in the Delaware-Maryland Synod to study and refine current ELCA guidelines and systems for appointments, calls, funds, and support mechanisms for mission developers and new ministries; and

To request that the working group consult with and provide regular reports to the Church Council beginning by Fall 2023 to ensure that the purposes and objectives of this memorial are being fulfilled.

Presiding Bishop Eaton invited discussion of the motion. There being none, she called for the vote.

ASSEMBLY

ACTION

YES-758; NO-38

CA22.01.10

To receive with gratitude the memorial on “Equity and Clarity in the Mission Development Process” from the Delaware-Maryland Synod;

To refer this memorial to the Congregational Vitality Training and Development team in the Christian Community and Leadership home area to establish a working group in partnership with the appropriate leaders in the Delaware-Maryland Synod to study and refine current ELCA guidelines and systems for appointments, calls, funds, and support mechanisms for mission developers and new ministries; and

To request that the working group consult with and provide regular reports to the Church Council beginning by Fall 2023 to ensure that the purposes and objectives of this memorial are being fulfilled.

Presiding Bishop Eaton declared that the motion had passed and thanked Ms. Chatman and Mr. Nolte for their service on the Memorials Committee.

Elections: Full Report of the First Ballot for Vice President

Reference: 2022 Pre-Assembly Report, Section I, Rules of Organization and procedure; Section V, Election of the Vice President; Section X, Report of the Elections Committee

Presiding Bishop Eaton called Mr. Thomas A. Cunniff, general counsel for the ELCA and chair of the Elections Committee, back to the podium to present the full results of the first ballot for vice president. Nominees were presented in descending order of votes received. When the number of votes received was equal, names were presented in alphabetical order.

Tracey Beasley	135	Judy Castelee	1
Imran Siddiqui	103	Bella Christianson-Melby	1
Roberto Lara Aranda	86	Tyra Dennis	1
Carla Borchardt	60	Charles Downs	1
John Auger	48	Josh Drobena	1
Paul Archer	38	Kay Edgerton	1
David Lenz	34	Randy Foster	1
Clarance Smith	34	Carla Hagmaier	1
Christopher Vergara	25	Diana Haywood	1
Roger Ruggles	17	Ryan Johnson	1
Kevin Anderson	14	Sharon Josephson	1
Thomas Madden	14	Gail Kiyomura	1
Arundel Clarke	9	Holly Lantagne	1
Felicia Boone	6	Steve McDougal	1
Carlos Peña	4	Ted Miller	1
James St. Vincent	4	Clarence Moore	1
Dara Troutman	3	Kathy Pierce	1
Gwen Arneson	2	Mary Satterfield	1
Marjorie Ellis	2	Todd Slingerland	1
Maren Hulden	2	Roberto Standard	1
Jason Langworthy	2	Nathaniel Stenke	1
Rachel Line	2	Rick Steves	1
John Litke	2	Cheryl Stuart	1
Mikka McCracken	2	Kevin Swanson	1
Joseph Nolte	2	David Swartling	1
Barbara Nugent	2	Kristen Weiner	1
Anthony Briggs	1	Rozella White	1
Joyce Caldwell	1	Tracy White	1

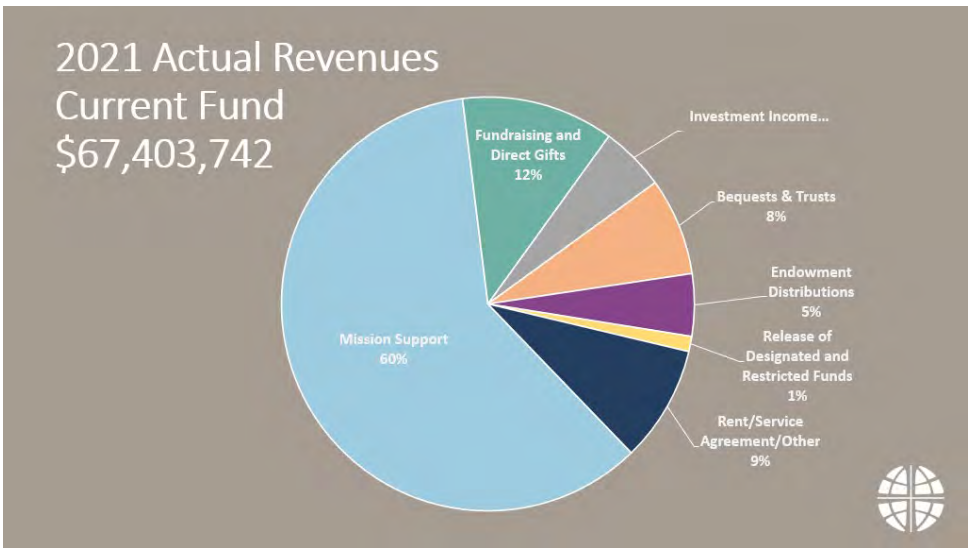
Mr. Cunniff reminded the assembly that 682 legal ballots had been cast, four illegal ballots had been cast, and 512 votes had been required for election. He also announced that paper copies of the list of nominees were being made available to voting members.

Presiding Bishop Eaton thanked Mr. Cunniff and invited assembly members to sing “Here on Jesus Christ I Will Stand.” Following the song, the presiding bishop thanked Deacon John Weit for leading the singing and invited Ms. Lori S. Fedyk, treasurer of the ELCA to provide the Report of the Treasurer.

Report of the Treasurer and Introduction of the 2023–2025 Budget Proposal

Reference: 2022 Pre-Assembly Report, Section II, Report of the Treasurer; Section V, 2023–2025 Budget Proposal

Treasurer Fedyk began by inviting members of the assembly to share with their congregations expressions of sincere gratitude for members’ steadfastness and generosity over the past three years that had allowed staff of the churchwide organization to continue their work. She then shared the sources of unrestricted revenue for the churchwide organization. Referring to the graph shown below, Ms. Fedyk noted that Mission Support represented the largest component of the revenue stream. She explained how Mission Support funds are derived from congregation offerings. Based on 2021 offerings, approximately 5.5% of every dollar shared with congregations or worshiping communities was passed along to the synods, which in turn passed along to the churchwide organization about 2.5 cents of every dollar received from congregations. This 2.5% of congregational offerings totaled over \$40.6 million in 2021. The next largest area of support, also noted in the graph below, was direct giving, revenue that is stewarded by the Development team in response to appeals, major gift work, congregational generosity, and designated gifts from synods.

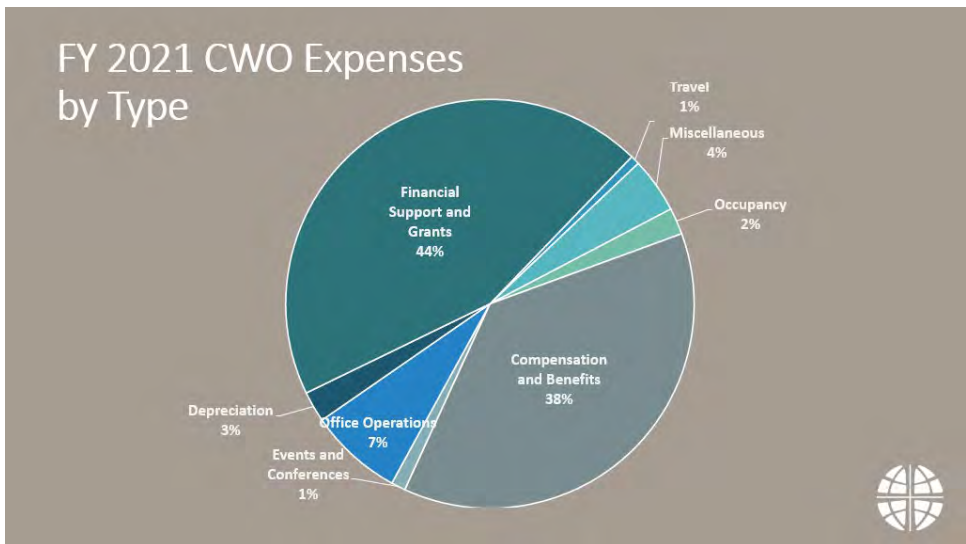


Ms. Fedyk presented an overview of unrestricted revenues and expenses from 2019–2021, summarized in the graph below. For the triennium, total revenues were 103% of budget expectations, while expenditures were 93% of budget expectations. The result was that revenues for the period exceeded expenses by \$11.1 million. The lower expenditures were due to open positions, reduced travel, and operational efficiencies, not reductions in programmatic work. The favorable variances were reinvested into future spending by contributing the money to designated funds that support innovation, future budgets, the ELCA Youth Gathering, and more.

Current Fund Operating Results (in \$000s)

	2019	% of Budget	2020	% of Budget	2021	% of Budget
REVENUES	\$69,567	105%	\$61,880	96%	\$67,404	107%
EXPENSES	66,386	97%	\$59,927	89%	\$61,361	90%
Net Rev over Exp	\$3,181		\$1,953		\$6,043	

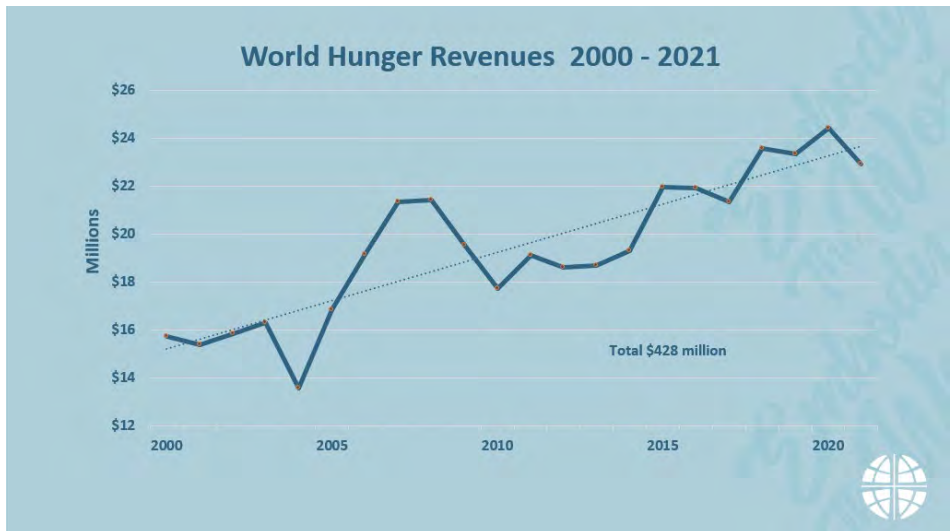
The treasurer also shared a summary of churchwide organization expenses for the 2021 fiscal year, summarized in the graph below. She noted that more than 80% of expenses were used to support the people who do the work of the churchwide organization and to provide financial support and grants to synods, congregations, new starts, seminaries, international companions, and more.



Ms. Fedyk introduced Mr. Daniel Kirschbaum, program director for young adult ministries, who shared information about Abide, a digital small-group ministry. Mr. Kirschbaum noted that Abide had become a connection point for more than 1,000 young adults in more than 200 small groups formed at campus ministries and outdoor ministry sites, joined by many others who had been introduced to the group online. These

connections were especially important early in the pandemic, and they continue into the present. Ms. Fedyk introduced Ms. Rahel Williams, mission funding director. During her six years serving on the Global Mission Funding team, Ms. Williams has had firsthand experience of how the generosity of ELCA members and congregations has impacted the lives of countless people at home and abroad through the work of the 240 ELCA missionaries serving in 40 countries. She shared the story of two of the longest-serving missionaries in the ELCA, Dr. Mark and Linda Jacobson and described the many ways the Jacobsons served communities in Tanzania and South Sudan, particularly in the field of health care. Ms. Williams invited assembly members to look for ways that they can serve as missionaries in their own communities.

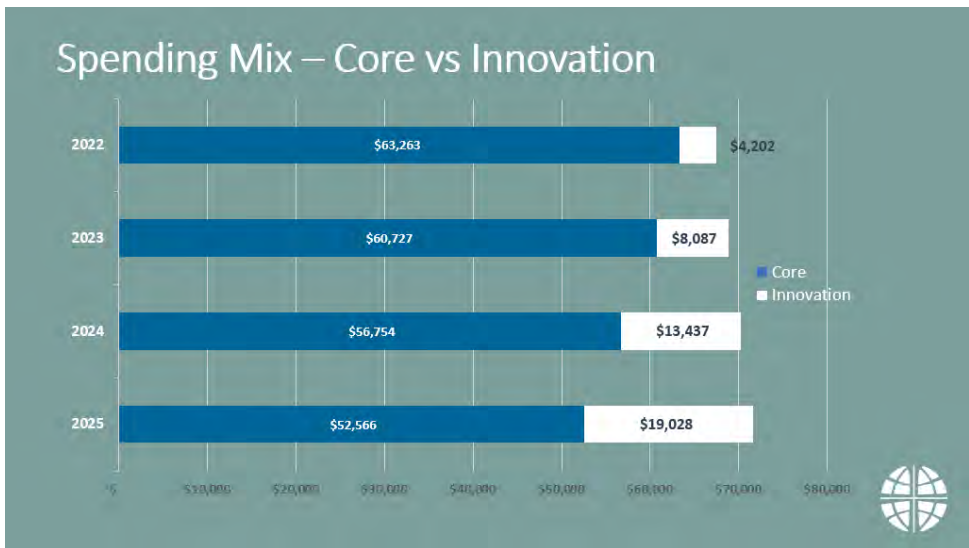
Ms. Fedyk turned to discussion of ELCA World Hunger. Total revenue for ELCA World Hunger exceeded \$70 million from 2019–2021 (see graph below). Of this, gifts from individuals, congregations, and synods accounted for \$59.2 million. In 2020, ELCA World Hunger received a \$2 million bequest, the largest single bequest in the 47-year history of the fund. In 2021, World Hunger received a record \$20.762 million in direct gifts, and \$24.2 million revenue in 2020. This generosity allowed ELCA World Hunger to support a wide array of initiatives in 66 countries, including food security, health and housing, education, and human rights. From 2019 through 2021, approximately \$34.5 million was raised and \$35.1 million was distributed to support responses to disasters in 47 countries and 17 states and territories, including more than \$10 million raised to support relief of those impacted by the crisis in Eastern Europe.



Ms. Fedyk introduced the Rev. Louise N. Johnson, executive for administration, who presented the 2023–2025 budget proposal. Pastor Johnson explained that the ELCA has set a goal to share the story of Jesus and the ELCA by engaging with 1 million new, young, and diverse people as we grow the church together. This initiative stems from the calling to make disciples of all nations, to “activate each of us so that more people know the way of Jesus and discover community, justice, and love,” the new statement of purpose of the ELCA. Accomplishing what God is calling this church to do will require working together and learning new ways of being church.

The goal of reaching 1 million new, young, and diverse people will require thinking differently about the budget and a commitment to innovation. For this reason, the proposed budget commits 30% of the time, energy, and resources of this church to reaching new people. 20% of the budget will be dedicated to repurposing and reimagining existing ministries, and 10% will be dedicated to new ministries. 70% of the proposed budget will continue to support the traditional core work of this church as we know it today. The shift in funding begins in 2023 in the budget proposal.

Treasurer Fedyk returned to the podium to provide details of the 2023–2025 budget proposal. She outlined a break-even budget in which revenues equaled expenses each year. The proposed budget would raise innovation spending to 30% of budget by the end of the triennium. The breakdown of innovation funding compared to core funding over the next three years is provided in the chart below.



Total projected revenue over the next three years is summarized in the chart below. Mission Support was projected to decrease based on historical trends. Fundraising gifts were projected to increase by 4% to 11% each year based on post-campaign performance and future plans. Rent was projected to decrease due to one tenant of the Lutheran Center having provided a notice to vacate beginning in 2023. The intent is to close the budget gaps of 7% and 9% in 2024 and 2025 through additional sources of revenue and reduced expenses. Ms. Fedyk noted that some donors have already expressed interest in supporting innovation.

Proposed Triennial Revenue

	2022	Proposed		
		2023	2024	2025
REVENUES	\$67,466	\$68,814	\$70,191	\$71,594
Key Changes				
Mission Support		↓ 2.1%	↓ 2.1%	↓ 2.2%
Fundraising Gifts		↑ \$1.1 M	↑ \$635K	↑ \$453K
Rent		↓ \$544K	↓ \$224K	↑ \$14K
To be identified			\$4.8M	\$6.6M



Ms. Fedyk next presented the proposed budget for World Hunger. Continuing generous support allows the ELCA to provide hunger aid to 67 countries and 43 states and territories. 2021 was a record year for direct giving to World Hunger, allowing more programmatic work in 2022, which accounts for the higher numbers in the 2022 budget. Budgeted revenues for 2023 were projected to be over \$22 million as shown in the chart below.

World Hunger Budget

In 000s	2022 Budget	2023 Proposed Budget
Revenues ^(a)	\$25,987	\$22,869
Spending Authorization	\$25,987	\$22,869

a) The 2022 spending authorization was increased to cover some 2021 grants which were delayed due to Covid, and to expand the ministry in 2022 as a result of significant bequest income received in 2020-2021.



Ms. Fedyk concluded her report by inviting Pastor Johnson to share a closing story that provided an example of what engaging new, young, and diverse people looks like. Pastor Johnson concluded by reminding the assembly that we are called to be the church wherever we are for a world that is longing to hear, to know, and to be healed.

Greeting from the Evangelical Lutheran Church in Jordan and the Holy Land (ELCJHL)

Presiding Bishop Eaton invited clarifying questions from the assembly, and, there being none, thanked Ms. Fedyk, Ms. Williams, Mr. Kirschbaum, and Pastor Johnson for their presentation. The presiding bishop then announced that the Rev. Ibrahim Azar, bishop of the Evangelical Lutheran Church in Jordan and the Holy Land (ELCJHL), had intended to address the assembly in person. Unfortunately, his flight had been cancelled, so he recorded a video greeting that was shared with the assembly.

Bishop Azar brought greetings from the ELCJHL and expressed regret for his inability to attend the assembly in person. He noted that the ELCJHL is a member church of the Lutheran World Federation (LWF), and is the local expression of the global Lutheran communion in Palestine, Israel, and Jordan. In fact, the ELCJHL is the only LWF member church in the entirety of the Middle East and North Africa. Members of the church are Palestinian Christians who have lived in the Holy Land since the time of Jesus.

Bishop Azar described the many challenges facing Palestinian Christians today, and spoke of the ELCJHL's special identity and calling to be disciples of Jesus in the land where Jesus was born, lived, and was resurrected.

The ELCJHL has only six congregations, but nevertheless does big things. The church has four schools that teach students in kindergarten through high school, and the ELCJHL helps to support Dar Al-Kalima Lutheran University in Jerusalem. The ELCJHL also has an Environmental Education Center and a diaconal ministry serving the entire area. The church is engaged in dialogues with Muslim and Jewish neighbors and works with the LWF to support Augusta Victoria Hospital in East Jerusalem, a vocational training center, and an affordable housing project in Jerusalem. The ELCJHL has a gender justice ministry and, in January 2023, will ordain the first female Palestinian Lutheran pastor, Sally Azar, the bishop's daughter. God is calling the ELCJHL to turn to the world, to work with peace, for peace, for justice for all Palestinians and Israelis, and to love their neighbors as themselves. In this work, the global Lutheran family is a great source of support and prayer, and the ELCA is one of the strongest and most faithful partners of the ELCJHL. The ELCA stands and walks with the ELCJHL, advocating for true peace and justice for all Palestinian people. Bishop Azar thanked the members of the ELCA and thanked God for the ELCA. He invited assembly members to "come and see" not only the ancient church buildings, but also the living church in the Holy Land, to see the hope and joy that God brings to people in difficult situations, and the love and hospitality of the Palestinian people. He concluded by asking God's blessing on the ELCA and asked for prayers. Although the two churches are far apart geographically, the ELCJHL needs the ELCA and needs its prayers.

Announcements

Before inviting Secretary Rothmeyer to share announcements, Presiding Bishop Eaton reminded the assembly that immediately following the plenary session members were asked to remain in the hall to receive guests from Iglesia Luterana Santa María Peregrina, Stockton, Calif., to receive a public apology from this church and an expression of commitment to be an anti-racist church. Secretary Rothmeyer provided various announcements regarding upcoming events and pending deadlines.

Prayer

The plenary session closed with a prayer.

Adjournment

The second plenary session of the sixteenth Churchwide Assembly of the ELCA adjourned at 3:32 p.m.

Plenary Session Three

Wednesday, Aug. 10, 2022

8:30—10:00 a.m.

The 2022 Churchwide Assembly of the ELCA reconvened in Hall A of the Greater Columbus Convention Center, Columbus, Ohio, on Wednesday, Aug. 10, 2022, at 8:32 a.m. The Rev. Elizabeth A. Eaton, presiding bishop of the ELCA, called the assembly to order and summarized the business of the session.

Announcement: Amendments to the Constitutions, Bylaws, and Continuing Resolutions of the ELCA

Reference: 2022 Pre-Assembly Report, Section V, Recommendations of the Church Council; Section IX, Report of the Reference and Counsel Committee

Before moving to the first item of business, Presiding Bishop Eaton, in accordance with provision 22.21. of the *Constitutions, Bylaws, and Continuing Resolutions of the ELCA*, announced that certain amendments to the governing documents would be considered by the assembly for action on Thursday, Aug. 11. The presiding bishop invited Deacon Sue E. Rothmeyer, secretary of the ELCA, to report to the assembly any proposed amendments removed from *en bloc* for separate consideration and any proposed amendments submitted by voting members by the established deadline. Secretary Rothmeyer announced that voting members had requested separate consideration of the following proposed amendments: 5.01.e.; 5.01.f.; 7.31.03.g.; 8.22.01.; 15.21.03.; and S6.04. She then announced that new amendments to the following provisions and bylaws had been submitted: †S7.21.01.; †S11.04.; and †S15.31.

Elections: Second Ballot for Vice President

Reference: 2022 Pre-Assembly Report, Section I, Rules of Organization and procedure; Section V, Election of the Vice President; Section X, Report of the Elections Committee

Presiding Bishop Eaton announced the second ballot for vice president, reminded assembly members of the rules for voting, and invited Mr. Thomas A. Cunniff, general counsel for the ELCA and chair of the Elections Committee, to the stage. Mr. Cunniff reported that there were 56 nominees named on the first ballot for vice president. Of these, 25 had withdrawn their names from consideration by the deadline, leaving 31 nominees on the second ballot. Presiding Bishop Eaton noted that any nominee receiving 75% of the votes on the second ballot would be elected. The presiding bishop asked Ms. Aja M. Favors, associate general counsel for the ELCA, for a report from the Credentials Committee. Ms. Favors reported that, as of 8:32 a.m., there were 822 voting members. Following a hymn and prayer, the presiding bishop invited voting members to cast their ballots.

Report of the Interim Vice President and of the Church Council

Reference: 2022 Pre-Assembly Report, Section II, Report of the Vice President; Section V, Recommendations of the Church Council; Section XI, Report of the Church Council

After voting closed, Presiding Bishop Eaton invited Mr. Carlos E. Peña, interim vice president of the ELCA, to present his report. Mr. Peña opened his address with prayer and noted that it was bittersweet to be serving in the role of vice president because of the death of Mr. William B. Horne II. Mr. Peña reminded the assembly of the core responsibilities of the Church Council between churchwide assemblies: exercising interim legislative

authority and serving as the board of directors of the churchwide organization. Mr. Peña directed attention to the Recommendations of the Church Council document, which included recommendation of adoption of amendments to the *Constitutions, Bylaws, and Continuing Resolutions of the ELCA* along with a rationale for each proposed amendment. Mr. Peña highlighted a proposed amendment to allow for advisory members of the Church Council. Mr. Peña noted that his written report also included updates on various matters that had come before the council this triennium, including the approval of a special appeal in response to COVID-19 in an effort to support congregations, synods, and affiliated ministries negatively impacted by the pandemic. The council had also affirmed a redesign of the churchwide organization. Mr. Peña closed by thanking members of the Church Council, the officers and churchwide staff, and all members of the ELCA for their witness to the gospel and love for this church.

Report of the Presiding Bishop and of the Churchwide Organization

Reference: 2022 Pre-Assembly Report, Section II, Report of the Presiding Bishop; Section III, Reports of the Churchwide Organization

Presiding Bishop Eaton turned the chair of the assembly over to Vice President Peña, who then invited her to deliver the report of the presiding bishop and of the churchwide organization. Presiding Bishop Eaton acknowledged the many challenges faced during the previous two and a half years of the pandemic and thanked pastors, deacons, bishops, and lay leaders for their hard work meeting the needs of congregations during a difficult time.

In response to the many challenges faced by congregations and synods as the pandemic began, the churchwide organization began a COVID-19 appeal, quickly assembling a team to determine criteria to be used in assessing applications for grants from the resulting fund as well as another team to assess applications for support submitted by congregations through their bishops. The initial goal was to receive \$500,000 to fund grants. As of early August, the appeal had raised more than \$1.5 million. These grants went to a variety of ministries: hunger ministries, online worship, web access for children attending school online, and support for outdoor ministries.

During the triennium, planning for Future Church, the redesign of the churchwide organization, was ongoing. As part of the redesign, the churchwide organization created an Innovation Home Area and started a program called The Collaborative that was building a foundation for innovative work across this church. The bishop introduced Ms. Kimberly Jackson, director of leadership development and one of the co-conveners of The Collaborative, along with the Rev. Louise N. Johnson, executive for administration, and Ms. Alex Baird, senior manager for communications and marketing. Ms. Jackson noted that this church's enormous task of engaging one million new, younger, and more diverse people must be accomplished one project at a time. As a part of the Future Church design, The Collaborative provides ELCA participants with experiential learning, enhanced engagement, and leadership opportunities addressing critical challenges facing all three expressions of this church. An example of The Collaborative's work was the Originating Ownership project, led by Deacon Shannon E. Johnson, which set out to create an app-based tool that supported relationship building among new and existing members of a congregation. Another project was the Digital Ministry Grant Program, led by Mr. Nick Kiger, director for Mission Support, which helped congregations and worshipping communities start, expand, or enhance their digital ministries to engage new audiences. Ms. Jackson encouraged the assembly to propose projects, engage surveys and other outreach, and to nominate colleagues (or themselves) to help lead The Collaborative in 2023.

The presiding bishop introduced Ms. Rebecca Payne, program manager for the Congregations Lead Initiative, a new program generously funded by a Lilly grant. Ms. Payne introduced the Congregations Lead Initiative, a two-year program which gathers a cohort of 44 congregations from across the ELCA to use their collective genius to discover ministry innovations. The ultimate goal was to ensure that the programs offered by churches matched the needs and desires of the neighbors they sought to engage. Ms. Payne provided examples of ways congregations had used the techniques of the Congregations Lead Initiative to engage their communities and invited the assembly to explore the resources used by the Congregations Lead cohort available for free at [ELCA.org/CongregationsLead](https://www.elca.org/CongregationsLead).

The presiding bishop noted that innovation also involves transformation. In 2016, the Churchwide Assembly had committed to becoming a more authentically diverse church, and at the 2019 Churchwide Assembly, voting members had adopted a strategy for authentic diversity embodied in the document “How Strategic and Authentic Is Our Diversity: A Call for Confession, Reflection, and Healing Action.” She introduced the Rev. Nicolette Marie Peñaranda, program director for African Descent Ministries, to share some of the things being done to give life to the recommendations adopted by the assembly in 2019. Pastor Peñaranda thanked leaders who had prepared the way for the success of African Descent Ministries. One strategy adopted by the ministries was to support new-start African descent congregations, communities having particular needs that often were not met by this church’s existing structures. African Descent Ministries was also planning to begin providing congregations with additional financial resources over the course of five years to provide leaders with more support as they undertake the challenging work of mission development. This church believed that its seminaries had prepared mission developers for their work, but the question was: What could this church do to accompany them in that work? Another exciting initiative of African Descent Ministries was the launch of a series entitled “Talks at the Desk.” This four-part series, available at [ELCA.org/TalksattheDesk](https://www.elca.org/TalksattheDesk), provides a format in which Lutherans of African descent share their often untold stories.

Presiding Bishop Eaton ended her report by saying that the ELCA needs to change in order to access the cultural vernacular, which is no longer the same as what had been done in the ELCA for the past 35 years. Leadership needs to speak with diverse voices; it cannot simply be the voices of people of European descent determining what this church becomes. People of widely varied backgrounds have been a part of the ELCA since the beginning, gifts sent by God to help lead this church to reach more people so they may know the way of Jesus and discover community, justice, and love. When COVID hit, the world thought that the Church had closed, but in fact the Church had never closed. This is God’s Church, and it is God’s will that the Church, in whatever varied forms it takes, will continue to be a place in which grace is experienced and God’s love is made known to all.

Vice President Peña noted that, under the rules of the assembly, the bishop’s report was received and referred to the Reference and Counsel Committee without further action by the assembly, and returned the chair to Presiding Bishop Eaton.

Elections: Report of the Second Ballot for Vice President

Reference: 2022 Pre-Assembly Report, Section I, Rules of Organization and procedure; Section V, Election of the Vice President; Section X, Report of the Elections Committee

Presiding Bishop Eaton called on Mr. Cunniff to report on the second ballot for vice president. Mr. Cunniff announced that the results of the second ballot for vice president were available in the Churchwide Assembly Guide in section X, Report of the Elections

Committee. There were 801 votes received on the second ballot for vice president, of which zero were illegal votes. 601 votes were needed to elect. No nominee received 601 votes. The top seven nominees who would move on to the third ballot were: Tracey Beasley, Imran Siddiqui, Roberto Lara Aranda, Carla Borchardt, John Auger, Paul Archer, and Clarence Smith. The full results of the second ballot for vice president were:

Tracey Beasley	211	Christopher Vergara	16	Ryan Johnson	1
Imran Siddiqui	163	Arundel Clarke	12	Gail Kiyomura	1
Roberto Lara Aranda	106	Roger Ruggles	12	Steve McDougal	1
Carla Borchardt	60	Thomas Madden	10	Clarence Moore	1
John Auger	56	Maren Hulden	8	Roberto Standard	1
Paul Archer	32	Rick Steves	8	Nathaniel Stenke	1
Clarence Smith	31	Rozella White	8	Todd Slingerland	0
David Lenz	29	Kevin Anderson	5	Kevin Swanson	0
Mikka McCracken	18	James St. Vincent	3	Tracy White	0

The chair announced that there was no election on the second ballot and asked the top seven nominees to gather at the end of the plenary session to receive instructions for the next steps in the election process. She reminded the assembly that, prior to the third ballot for vice president, voting members would receive biographical information for each of the seven nominees included on that ballot. The assembly also would have an opportunity to hear a four-minute speech from each nominee during the fourth plenary session.

First Common Ballot

Reference: 2022 Pre-Assembly Report, Section VIII, Report of the Nominating Committee and Addendum to the Report of the Nominating Committee

Presiding Bishop Eaton introduced the first common ballot and reminded voting members that the common ballot would elect new ELCA Church Council members as well as members of various boards and committees. The presiding bishop directed the assembly to the lists of nominees and their biographical information in the Churchwide Assembly Guide. She invited Mr. Cunniff to share additional information about the election process.

During a brief delay due to technical difficulties with the voting system, the assembly viewed a video focused on Humble Walk Lutheran Church, a congregation in St. Paul, Minn., experimenting with new ways of being church. Before the pandemic, roughly 35 people gathered each week for worship. When the ministry of Humble Walk moved online, they found there were 1500 people engaging the worship service throughout the week. The assembly also viewed a video on ways the ELCA Fund for Leaders helps promote diversity among the rostered leadership of the ELCA.

Presentation of “A Declaration of the ELCA to American Indian and Alaska Native People”

Presiding Bishop Eaton led the assembly in honoring the late Rev. Marlene Whiterabbit Helgemo of the Ho-Chunk tribe who in 1987 became the first Native American woman ordained in the American Lutheran Church. Pastor Helgemo served as co-chair of the Repudiation of the Doctrine of Discovery Task Force. She died July 22, 2022, just two weeks before the assembly.

The presiding bishop invited the assembly to turn to consideration of “A Declaration of the ELCA to American Indian and Alaska Native People” that was adopted by the Church Council in 2021. The declaration was presented as part of the implementation and

response to the 2016 Churchwide Assembly’s directive “To repudiate explicitly and clearly the European-derived doctrine of discovery as an example of the ‘improper mixing of the power of the church and the power of the sword’ and to acknowledge and repent from the evils of colonialism in the Americas, which continue to harm tribal governments and individual tribal members.”

The presiding bishop welcomed members of the Repudiation of the Doctrine of Discovery Task Force to the stage. The 2016 Churchwide Assembly overwhelmingly passed a resolution repudiating the doctrine of discovery, a doctrine based on a fifteenth-century papal bull that served as a foundation for colonialism and racism around the globe. More specifically, it served as the basis for the oppression and dehumanization of the Indigenous peoples of the Americas. The Rev. Jessica R. Crist, a member of the task force, discussed the mission and makeup of the task force. The task force included Indigenous and non-Indigenous members, rostered and lay members, educators, and activists. Members of the task force committed not only to implement the promises made at the 2016 Churchwide Assembly but also to find new ways to seek justice and heighten awareness of Indigenous voices and issues in this church and in American society. One of the first responsibilities of the task force was to develop “A Declaration of the Evangelical Lutheran Church in America to American Indian and Alaska Native People,” confessing ways this church had misunderstood Indigenous peoples and contributed to their subjugation. The declaration begins with a confession in three parts. The first part addresses American Indians and Alaska Natives within the ELCA, the second part addresses American Indians and Alaska Natives beyond the ELCA, and the third part addresses non-Indigenous members of the ELCA. Following this introductory confession, the declaration provides a series of pledges to each of the groups named in the confession.

Pastor Crist invited Ms. Loni Taylor, member of the Chippewa Cree Nation and member of the Church Council, and the Rev. Manuel J. Retamoza, member of the Cherokee Nation and vice president of the American Indian and Alaska Native Association, to share examples of ways this church had been living out the declaration. Ms. Taylor shared how her congregation, Our Saviour’s Lutheran on the Rocky Boys Reservation in Montana, was the host site for a Cree language immersion program helping to ensure the survival of this Native language. Edina Community Lutheran Church in Minnesota, after studying the doctrine of discovery and the work of the task force, established a group of ten people working to further educate the congregation, prepare to advocate on Native issues, and consider reparations from the congregation. The Northeastern Minnesota Synod was working with Lutheran Social Services on issues of missing and murdered Indigenous people. Indigenous leaders from this church partnered with Pacific Lutheran Theological Seminary to develop a seminary curriculum specifically for Indigenous ministries.

Pastor Retamoza offered additional examples of responses to the declaration in ELCA congregations. The Rev. Amy E. Reumann, senior director, Witnessing in Society, worked with ecumenical colleagues to advocate in Congress for bills including the Truth and Healing Commission on Indian Boarding School Policies in the United States Act, expanding protections for Native women in the Violence Against Women Act, and addressing housing and homelessness on reservations. Before her death, taskforce member Marlene Whiterabbit Helgemo led the work of reconnecting this church with the National Congress of American Indians.

The Rev. Richard A. Magnus concluded by noting that these were only some of the things on which the task force had been working. He challenged members of this church

to read the declaration and consider how their congregations could engage in this truth and justice work as well.

Following Pastor Magnus' remarks, Presiding Bishop Eaton introduced Mr. Vance Blackfox, member of the Cherokee Nation and director of Indigenous Ministries and Tribal Relations, a new position intended to help this church learn how to live in right relationship with its tribal siblings and better understand its work with the 574 federally recognized tribal nations within the borders of the United States. Mr. Blackfox expressed gratitude for the opportunity to lead the Indigenous Ministries and Tribal Relations team and also to work with the Repudiation of the Doctrine of Discovery Task Force. He noted that his office, the task force, and other ministries such as the American Indian and Alaska Native Lutheran Association, represent a new way of working with Indigenous people and nations. His goal was not only to build relationships with sovereign nations across Turtle Island (the Algonquian and Iroquoian name for the North American continent) but also to help this church understand what it means to live in right relationship with those sovereign nations. In part, building these relationships means focusing liturgies and attention on what is involved in telling the truth and healing. Mr. Blackfox cited several ways in which ELCA members are working to promote justice and truth-telling in relation to Indigenous peoples. As an example, more than 2,000 ELCA members wrote to congress to support truth-telling in relation to the history of Indian boarding schools in this country.

This church is engaging questions of equity, including a gift from World Hunger which helps fund the work some synods have been doing in support of murdered and missing Indigenous women. Fifteen ELCA synods are partnering to recruit researchers interested in exploring how Lutheran church bodies were involved in the atrocities committed at Indian boarding schools.

In the 1960s and 1970s, Lutherans were known as advocates for, and journeyers with, Indigenous peoples, and Mr. Blackfox stated that he would be posting a documentary telling this story soon. The bar had been set for today's church, providing an important example of how to properly engage in this work with Indigenous neighbors to ensure justice. A key part of this relationship building was strengthening this church's relationship with the National Congress of American Indians (NCAI). This church was once in a closer relationship with the NCAI; a Lutheran theologian was elected executive director of NCAI and grew the organization from 19 members to nearly 200. Mr. Blackfox encouraged this church to continue to "do the right thing," in part by building relations with the NCAI, with the National Boarding School Healing Coalition, with the National Indian Education Association, and many other organizations. This church could be a leader among Christian communities seeking justice for and with Indigenous peoples.

Presiding Bishop Eaton reminded assembly members of upcoming deadlines. She noted that in its action related to the declaration, the Church Council had called on this church to find ways to share the statement broadly. The presiding bishop invited the assembly to visit the American Indian/Alaska Native Community Learning Space in the convention center to learn more about the history of this land, its first inhabitants, and their interactions with European settlers. Presiding Bishop Eaton welcomed to the stage Ms. Fawn R. Sharp, member of the Quinault Indian Nation and president of the NCAI. Ms. Sharp was also vice president of the Quinault Indian Nation in Taholah, Wash., and served as the 23rd president of the NCAI, the oldest, largest, and most representative American Indian and Alaska Native tribal government organization in the United States.

President Sharp shared how honored she felt to spend this time with the assembly. In looking at the long history of partnership between Indigenous communities and this church,

she commented that one could see the fights and the successes along the journey that this church has shared with Indigenous communities. Indigenous people in this country and around the world face many challenges. To reach that perfect day of walking daily on a path of righteousness, a person must surrender to the almighty Creator. When a person could use the gifts that each person had been given and respond to the calling each person had received, they can do extraordinary things. That was the history of the relationship between Indigenous communities and this church. President Sharp reiterated how honored she felt to stand before the assembly on behalf of 574 tribal nations from all across this land as a part of that long tradition of struggling for justice.

Indigenous communities face multigenerational oppression but also have multigenerational strength and resiliency. President Sharp noted that the ancestors long foretold a day of reckoning when the ways of this world would not be consistent with Indigenous values, and that at this point there would come a moment of truth, healing, and reconciliation. She stated that those predictions were for this generation; the people of this generation were the people the ancestors had foreseen when they reserved so much of what was valued by treaties, sacred documents with the United States. President Sharp said that she saw this moment of truth, reconciliation, and healing as a sacred moment. Although there was much conflict, division, and hatred in the world, people had the ability to look to the past for a clear vision of a brighter, more prosperous, more unified future—a just future. Reaching this goal would require people of good will to find each other and to join forces. For this reason, President Sharp said, she was honored to address the assembly to look to a future in which this church and Indigenous communities could join to overcome challenges that seemed insurmountable.

President Sharp shared some information to provide insight into the depth of the struggle and the pain of Indigenous communities. Since 1945, within this lifetime, 158 Indigenous communities around the world have suffered crimes of genocide. More than 12 million Indigenous people were murdered during that same time and 40 million displaced from their ancestral homelands. There were no open investigations into these murders and displacements, nor were they widely discussed in the media, but they were realities with which Indigenous people lived every day. These challenges were impossible for isolated individuals or groups to solve, but when groups come together, they can rise above the conflicts that plague this planet and answer the Creator's call for justice and service.

On behalf of 100 million Indigenous people around the world, President Sharp thanked the assembly and said that she looked forward to many more years of partnership, accomplishing things that seemed impossible by relying on God's grace and mercy.

Presiding Bishop Eaton thanked President Sharp for honoring the assembly with her address and expressed gratitude for those who have come before us in the predecessor bodies of the ELCA who worked to make Lutherans leaders in working with Indigenous peoples. President Sharp was presented with a star quilt as a commemorative gift.

First Common Ballot (continued)

Reference: 2022 Pre-Assembly Report, Section VIII, Report of the Nominating Committee and Addendum to the Report of the Nominating Committee

Presiding Bishop Eaton invited Mr. Cunniff to provide instructions regarding the First Common Ballot. Mr. Cunniff announced that balloting would remain open until 1:45 p.m. on Aug. 10, 2022.

Announcements

Presiding Bishop Eaton emphasized the importance of submitting the Common Ballot by 1:45 p.m. and invited Deacon Sue E. Rothmeyer, secretary of the ELCA, to share announcements regarding upcoming events and pending deadlines.

Prayer

The plenary session closed with prayer.

Adjournment

The third plenary session of the sixteenth Churchwide Assembly of the ELCA adjourned at 10:27 a.m.

Plenary Session Four

Wednesday, Aug. 10, 2022

2:00—5:00 p.m.

The 2022 Churchwide Assembly of the ELCA reconvened in Hall A of the Greater Columbus Convention Center, Columbus, Ohio, at 2:00 p.m. The Rev. Elizabeth A. Eaton, presiding bishop of the Evangelical Lutheran Church in America (ELCA), called the assembly to order.

Theological Presentation: The Rev. Anthony Bateza

Presiding Bishop Eaton introduced the Rev. Anthony M. Bateza, associate professor of religion and chair of the Race, Gender, and Sexuality Studies department at St. Olaf College, Northfield, Minn. She noted that his presentation was the culmination of a series of Bible studies focused on Luke 24 held online prior to the Churchwide Assembly and led by the Rev. Jay Alanís, Ms. Sally Azar, Ms. Man-Hei Yip, and Ms. Denise Rector.

Pastor Bateza's presentation was based on the theme of the assembly, "Embody the Word." He focused on what it means for Christians to be people who embody trust by looking at the challenges Martin Luther sought to address 500 years ago. These challenges included, first, a misguided fear of a judgmental God who waited for human beings to take the first step in the process of salvation. Second, there was a pervasive lack of trust in church officials because far too many church leaders were motivated primarily by greed. This led to the third challenge of finding ways for church leaders to win people's trust.

Part of Luther's response to these challenges centered on his translation of the New Testament into the German vernacular, making it more accessible to average German Christians. This was central to Luther's reforming activity because it was in the New Testament that he found a God who was eager to show grace rather than to condemn. This same fear of God arising from misunderstanding, Pastor Bateza noted, is reflected in Luke 24:36-38. In this passage, the disciples initially responded with fear when Jesus appeared in their midst because they thought he was something other than what he truly was, just as misunderstandings about God gave rise to fear among the Christians of Luther's day. It was a similar lack of trust in God that was at the root of the untrustworthiness of many church leaders in Luther's day. The first step in becoming worthy of trust, Luther recognized, is to trust God oneself, but such trust is not something that can be commanded, but rather must be earned. In Luke 24, Jesus not only told the disciples to be unafraid but also provided proof of his resurrection, showing his strength by revealing his vulnerability in the form of his wounds. Similarly, ELCA members could gain the trust of others not by trumpeting claims of strength but by acknowledging shortcomings and vulnerabilities while joining others in doing God's work.

People generally come to trust others because of competence and commitment, and these can be shown by engaging with others to pursue shared goals. Luther strove to convince others of his own competence and commitment, in part by engaging others in his work of translating the New Testament. Similarly, after encouraging the disciples in Luke 24, Jesus gave them authority and responsibility to proclaim the gospel. Too often, members of this church have failed to show trust in others, Pastor Bateza commented, even when trusting would be appropriate, undermining cooperation as well as their own perceived trustworthiness. Members of this church could find the wisdom to display proper

trust in others by trusting in the embodied Word of God, which is best done when there is acknowledgement that it is done imperfectly. Despite failures, God remains committed to the Church. Thus, this assembly and all of the expressions of this church limp along, from one imperfect action to another, struggling to embody God, and trusting that God's Spirit will continue to find ways to work through this church.

Addresses by Nominees for Vice President

Reference: 2022 Pre-Assembly Report, Section V, Election of the Vice President; Section X, Biographical Information for Nominees for Vice President

Presiding Bishop Eaton summarized the remaining work of the session, beginning with speeches by the seven nominees for the office of vice president. Each nominee was given four minutes to address the assembly, with the order of presentation determined by random drawing.

Mr. John E. Auger [Southeastern Pennsylvania Synod] began by acknowledging that God is doing a new thing in this church. Much has changed in the world in the last 35 years, and this church needs to respond appropriately, he said. The core message of God's love in Christ remains unchanged, but the ways that message is expressed need to develop. The role of the vice president in such a church is to provide faithful, strong, bold, collaborative, and compassionate leadership to the national church through these challenging times. Perhaps this is this church's Pentecost moment, he suggested, an invitation to set out on a new path laid before us by a loving God. Remaining unchanged is not an option. Either this church charts a path in the future following the lead of God's Spirit, or it would allow the culture to determine the path taken. There is no easy way forward, but there is a better way.

Mr. Clarence M. Smith, Minnetonka, Minn., noted that the ELCA finds itself in turmoil and that often members of this church are themselves the cause of difficulties, even with the best of intentions. In every instance, he commented, the woes that this church faces arise from governance failures, failures to have the systems, strategies, or authority structures in place to deal with turmoil. This was, no doubt, the reason so many clamor for reform of the governing structures of this church. There was, however, hope, and he stated that this church has taken steps to address governance failures. Mr. Smith highlighted aspects of his professional background focused on risk assessment within the banking industry, assessing governance structures, people, and systems and helping organizations realize their best purposes. He applied these skills during his six years on the Church Council from 2013 to 2019, and he put these skills to use as the chair of the Audit Committee for Lutheran Immigration and Refugee Services. He noted that his ethnic identity was a foundation for his commitment to anti-racism.

Noting that experiences make people who they are, Ms. Carla J. Borchardt [South Dakota Synod] began by sharing experiences that have shaped her life, faith, belief, and actions. She recounted her experiences growing up at church as a Lutheran pastor's child whose parents modeled following the Great Commandment and the injunction to do justice from Micah 6:8, injunctions that served as guideposts for her life. She brought a rural perspective, living in South Dakota, a setting in which one knows one's neighbors and people come together in times of need to help one another. Her understanding of the role of the congregation was shaped by her experiences in music ministry as well as various church and synod leadership positions. Mission trips had broadened her perspectives and enriched her understanding of accompaniment. She also had experience working closely with people of widely varying ethnic backgrounds, economic circumstances, and religious perspectives.

Mr. Paul G. Archer [Southeast Michigan Synod] highlighted key elements of his biography, including service on the Church Council, noting how much he had learned from serving with Vice Presidents Peña and Horne. His current role as vice president of the Southeast Michigan Synod had deepened his understanding of how to effectively serve as chair of a council, setting a tone in which all voices are heard and all are treated with civility and respect. His confidence in standing for the office of vice president derived from the many people with whom he had served who saw in him the passion and skills necessary to take on the role of vice president of this church.

Ms. Tracey A. Beasley [Church Council member, Southeastern Pennsylvania Synod] invited assembly members to go on a journey with her to her childhood, when she heard children playing in her new neighborhood and followed the noise to a Lutheran congregation in which she had been welcomed and learned that, although life can be difficult and scary, Jesus loved her and life would get better. Soon she was asked to serve as a youth member on the congregation council, and the rest was history. Upon joining the Lutheran church, she began to hear God calling her more deeply into leadership. Her church family helped her to discover gifts as an accountant, an administrator, and a leader. Her spiritual gifts are centered on being a connector, a bridge-builder, and a peacemaker in anxious systems. Her life in the ELCA showed the power of welcome. She expressed her belief that God had called her to be a leader for such a time as this in the ELCA, and she highlighted her experience in all three expressions of this church, including three terms as vice president of her synod and service on the Church Council.

Mr. Roberto C. Lara Aranda [Metropolitan New York Synod] noted that he was a former ballet dancer from Mexico City and a recent graduate of Columbia University with a master's degree in strategic communications. He first encountered the ELCA as an immigrant to the United States with an uncertain relationship to the Church. Lutheranism embraced him and taught him that he, as a queer Latino person, could have a healthy and loving relationship with God, and that God wanted to have such a relationship with him. This church's public embrace of the queer and immigrant communities brought him into this church. At the time of the assembly he was serving as the president of the Latino Ministries Association of the ELCA and as an assistant to the bishop in the Metropolitan New York Synod. This had been a difficult year for the Latino community in the ELCA, as this assembly had heard, but members of the Latino community in the ELCA remained committed to the mission of this church. Leaders of this church needed to listen to hard truths, he stated, remembering that this church is called to embody God's love for all people.

Mr. Imran Siddiqui [Southeastern Synod] began by noting that, in contrast to many of the voting members of the assembly, he was not raised Lutheran. He was raised in the Muslim tradition and in college had rejected his faith to embrace atheism. Ten years later, he found himself in a Pentecostal church, was blindsided by the realization that Christ had been calling him, and finally decided to listen. He was invited by friends to worship at a Lutheran congregation where he fell in love with liturgy and the centrality of God's love. He had been a member of this church for ten years, and had just been reelected as vice president of the Southeastern Synod. He noted that American society is deeply divided, with people showing a tendency to demonize those who disagreed with them. When he joined the Southeastern Synod Council, he was surprised to learn that the council operated by consensus. He wondered how this could work, he said, but soon learned that it worked because council members truly listened to each other and were willing to speak freely. Listening provided room for God's Spirit to work. He expressed his belief that this church

could model this behavior for the world, together communicating God’s love for all people and concern for creation.

Report of the Secretary

Reference: 2022 Pre-Assembly Report, Section II, Report of the Secretary

Presiding Bishop Eaton thanked the nominees for sharing their visions for this church and invited the assembly to show its appreciation with applause. The presiding bishop then invited Deacon Sue E. Rothmeyer, secretary of the ELCA, to present her report. Secretary Rothmeyer noted that, for Office of the Secretary staff, with backgrounds in publishing, law, rhetoric, theology, communication, Family Systems Theory, history, and research, words matter, but in the call to serve this church, the Word matters even more. The same is true of the governing documents of this church, which contain many words, all informed by the Word, as affirmed in chapter 2 of this church’s constitution, “Confession of Faith.”

As such, the constitutions of this church are living documents, and every three years, the Churchwide Assembly has the opportunity to breathe new life into them by considering amendments and taking other actions such as the establishment of a Commission for a Renewed Lutheran Church. Since the last Churchwide Assembly, the Office of the Secretary had collected suggested changes to the constitution and worked with the Legal and Constitutional Review Committee of the Church Council to review those suggestions in preparation for bringing them before this assembly. The secretary provided a brief “Constitution 101” so voting members would be familiar with the steps necessary to amend the constitutions of this church.

The secretary highlighted some of the other work of the office from her report. She expressed gratitude to the many congregations that had submitted annual congregation reports during the extraordinary past few years, noting the challenges of estimating online worship attendance and encouraging congregations to “simply do their best” to provide information appropriate to their situations. She offered the following high-level observations regarding congregation statistics for the years 2019–2021: The number of organized congregations declined about 1% each year; the number of baptized members declined between 3% and 4% each year; the number of baptized members received decreased substantially from 2019 to 2020, followed by an increase between 2020 and 2021; the number of baptized members removed decreased each year; the number of baptized members confirmed fell from 2019 to 2020 and rose between 2020 and 2021, with an overall increase such that more members were confirmed in 2021 than had been confirmed in 2019; the number of active participants declined each of these years, with the decline being steepest from 2019 to 2020. Overall, these numbers showed the impact of the pandemic, with emerging signs for hope and stability. Through a collaboration between the Office of the Secretary and the Information Technology team of the churchwide organization, a new, more easily comprehensible version of the congregational trend report is now available online. The site also offers enhanced information about accessibility options for those seeking a congregation that could meet their needs or the needs of family and friends.

The secretary called attention to the responsibility of the assembly to elect a vice president and outlined the election process. She then paid tribute to Mr. William B. Horne II, the late vice president of this church. She observed that he was highly respected not only in the ELCA but also in the military, his community, his synod, his local congregation, and by family and friends. The secretary expressed this church’s deep gratitude to Interim Vice President Peña, who graciously stepped into the role, having served as vice president from

2003 to 2016. The secretary also recognized her predecessors in the role of secretary of this church: the Rev. Lowell G. Almen; Mr. David D. Swartling; and the Rev. Wm Chris Boerger. Secretary Rothmeyer concluded by inviting the assembly to join her in expressing thanks to the Office of the Secretary staff for their service to the assembly and this church.

Presiding Bishop Eaton thanked Secretary Rothmeyer for her report, noting that under the rules adopted by this assembly the secretary's report was received and referred to the Reference and Counsel Committee without further action.

College Corporation Meetings

Reference: 2022 Pre-Assembly Report, Section "Other", 2022 College Corporation Meetings

The presiding bishop expressed this church's deep appreciation for the faculty, staff, and students of the 26 institutions of higher education associated with the ELCA, pointing out that students sent to these schools return to serve as leaders in this church and the world. She also expressed thanks to the many bishops, pastors, deacons, and lay leaders who serve on the governing boards of ELCA-affiliated colleges and universities.

The presiding bishop welcomed to the stage Ms. Susan Traverso, president of Thiel College and president of the Network of ELCA Colleges and Universities (NECU), a collaborative undertaking between the Christian Community and Leadership unit of the churchwide organization and the colleges and universities of this church.

President Traverso expressed thanks to Presiding Bishop Eaton and brought greetings to the assembly on behalf of her colleagues in NECU and the thousands of faculty members, administrators, and staff serving ELCA-affiliated institutions of higher education that educate more than 50,000 students annually. NECU enables member institutions to more thoughtfully and intentionally tend to their shared identity and to champion Lutheran higher education. Since the last Churchwide Assembly, the leadership of NECU had approved a mission statement and a strategic plan for 2022 to 2025 with three goals: to deepen the understanding of the rich diversity of Lutheran identity at NECU institutions; to enhance Lutheran distinctiveness through increased collaboration; and to strengthen NECU's relationship with the ELCA, its congregations, and its synods.

Presiding Bishop Eaton thanked President Traverso and all the presidents of NECU institutions gathered at the assembly and meeting as the board of directors of the network for their commitment to Lutheran higher education and their work to strengthen this shared mission.

Presiding Bishop Eaton explained that one way this church maintains its relationship to its colleges and universities was outlined in ELCA bylaw 8.22.02., which specifies that an ELCA college or university can relate to this church through a corporation, with a majority of the corporation's voting members being voting members of the Churchwide Assembly. Two colleges, Luther College and Wartburg College, have this governance relationship with the ELCA.

Presiding Bishop Eaton declared the Churchwide Assembly in recess at 3:35 p.m., and the assembly immediately reconvened as the college corporation meetings for Wartburg College, Waverly, Iowa, and Luther College, Decorah, Iowa. Minutes for these meetings were kept by the institutions.

The 2022 Churchwide Assembly reconvened at 3:44 p.m. Before returning to the agenda for the assembly and following the singing of a hymn by the assembly, the presiding bishop invited to the stage the Rev. Javier Goitia, senior director for leadership, who introduced the leaders of the seven ELCA seminaries: the Rev. R. Guy Erwin, president of United Lutheran Seminary, Gettysburg, Pa. and Philadelphia, Pa.; the Rev. Kathryn A.

Kleinhans, dean of Trinity Lutheran Seminary at Capital University, Columbus, Ohio; the Rev. Kristin Johnston Largen, president of Wartburg Theological Seminary, Dubuque, Iowa; the Rev. James R. Nieman, president of Lutheran School of Theology at Chicago, Chicago, Ill.; the Rev. Raymond W. Pickett, rector of Pacific Lutheran Theological Seminary of California Lutheran University, Berkeley, Calif.; the Rev. Mary Hinkle Shore, rector and dean of Lutheran Theological Southern Seminary of Lenoir-Rhyne University, Columbia, S.C.; and the Rev. Robin J. Steinke, president of Luther Seminary, St. Paul, Minn.

Elections: Third Ballot for Vice President

Reference: 2022 Pre-Assembly Report, Section I, Rules of Organization and Procedure; Section V, Election of the Vice President; Section X, Report of the Elections Committee

In preparation for the third ballot for vice president, Presiding Bishop Eaton invited Ms. Aja M. Favors, associate general counsel for the ELCA, to provide the report of the Credentials Committee. Ms. Favors reported that, as of 3:12 p.m., there were 831 voting members. The presiding bishop opened the voting following a hymn and prayer. The assembly received a video presentation from ELCA World Hunger while the votes were tabulated.

Elections: Report of the Third Ballot for Vice President

Reference: 2022 Pre-Assembly Report, Section I, Rules of Organization and Procedure; Section V, Election of the Vice President; Section X, Report of the Elections Committee

Presiding Bishop Eaton called on Mr. Thomas A. Cunniff, general counsel for the ELCA, to present the report of the third ballot for vice president. Mr. Cunniff announced that there were 822 valid votes; 548 votes were needed to elect. No nominee received 548 votes. The top three nominees who would move on to the fourth ballot were: Mr. Imran Siddiqui, Mr. Roberto C. Lara Aranda, and Ms. Tracey A. Beasley. The full results of the third ballot for vice president were:

Imran Siddiqui	297	Carla Borchardt	51
Roberto Lara Aranda	199	John Auger	32
Tracey Beasley	164	Clarence Smith	26
Paul Archer	53		

The chair announced that there was no election on the third ballot and reminded the assembly that, prior to the fourth ballot for vice president, the remaining nominees would be invited to respond to three questions before the assembly.

Report of the Memorials Committee (continued)

Reference: 2022 Pre-Assembly Report, Section VII, Report of the Memorials Committee; Supplemental Report of the Memorials Committee

Presiding Bishop Eaton invited Ms. Cheryl T. Chatman and Mr. Joseph T. Nolte, co-chairs of the Memorials Committee, to the podium for the report of the Memorials Committee.

Category A8: Land Back

Reference: 2022 Pre-Assembly Report, Section VII, Report of the Memorials Committee, pp. 33–36; Supplemental Report of the Memorials Committee, pp. 2–3

1. Northwest Washington Synod (1B) [2022]

RESOLVED, that the Northwest Washington Synod Assembly memorializes the 2022 Churchwide Assembly of the Evangelical Lutheran Church in America to encourage all individual

ELCA members, as well as congregations, synods, ministries, colleges, seminaries, camps, associated organizations, and partners, to “support creative programs resulting in reparations for stolen lands” in partnership with Indigenous peoples, including returning land (and any structures built on it) to Native tribes, and when direct return is not feasible or desirable by the tribes, to return the proceeds from the sale of the land to the ELCA Native American Ministry Fund or other local Native-led ministries or organizations.

2. Oregon Synod (1E) [2022]

WHEREAS, in 2016 the Churchwide Assembly repudiated the Doctrine of Discovery, “acknowledging and repenting from this church’s complicity in the evils of colonialism in the Americas, which continue to harm tribal governments and individual tribal members;” and

WHEREAS, such evils of colonialism include land theft and forced removal of Indigenous peoples from their ancestral homelands, silencing their stories and ancestral practices rooted in their sacred land; and

WHEREAS, in September 2021, the Church Council of the ELCA approved the “Declaration to American Indian and Alaska Native People,” which includes a commitment to “encourage and support wherever possible the buyback and return of tribal land and further commit to support creative programs resulting in reparations for stolen lands;” and

WHEREAS, every building owned by an ELCA congregation and organization, except those on reservations, is built on stolen tribal land which continues to rob each generation of sustenance, wealth, life ways, and the experience of familial relationships with the land itself, thus perpetuating historical inequity; and

WHEREAS, Indigenous peoples are calling for restoration, restitution, and reparation; and

WHEREAS, there is a growing reparations and “Land Back” movement in which families, churches, denominations, camps, universities, and other land-holding organizations are returning land or providing compensation for the use of land to Indigenous tribes and nations; and

WHEREAS, returning land to its original peoples is one significant and meaningful way for our church to demonstrate repentance, helping to move together toward collective healing and the restoration of Native sovereignty, opening the possibility for new life to come out of death; and

WHEREAS, there are a variety of ways that ELCA congregations, ministries, and associated organizations can participate in reparations and land return, including transferring land and closed ministry sites to tribal nations, or inviting tribal nations into conversations about land use when congregations are consolidated, etc.; therefore, be it

RESOLVED, that the Oregon Synod Assembly memorializes the 2022 Churchwide Assembly of the Evangelical Church in America to encourage all ELCA members, congregations, synods, ministries, colleges, seminaries, camps, associated organizations, and partners to become educated about the Indigenous peoples who thrived, prior to European contact, on the land they currently inhabit; and to learn about, and learn from, the Indigenous peoples who currently live within at least 100 miles of that land; and be it further

RESOLVED, that the Oregon Synod Assembly memorializes the 2022 Churchwide Assembly of the Evangelical Church in America to encourage all ELCA members, congregations, synods, ministries, colleges, seminaries, camps, associated organizations, and partners, to “support creative programs resulting in reparations for stolen lands” in partnership with Indigenous peoples, including returning land (and any structures built on it) to Native tribes, and when direct return is not feasible or desirable by the tribes, to return the proceeds from the sale of land to the Native American Ministry Fund or other local Native-led ministries or organizations.

3. Southwestern Pennsylvania Synod (8B) [2022]

WHEREAS, scripture teaches the Jubilee (Leviticus 25: 39–55), and Christ Jesus announced the year of the Lord’s favor (Luke 4: 18–19); and

WHEREAS, the confessions affirm that “I believe that God has created me together with all that exists. God has given me and still preserves my body and soul: eyes, ears, and all limbs and senses; reason and all mental faculties. In addition, God daily and abundantly provides shoes and clothing, food and drink, house and farm, spouse and children, fields, livestock, and all property—along with all the necessities and nourishment for this body and life” (*Small Catechism*); and

WHEREAS, this church repudiates the doctrine of discovery; and

WHEREAS, this church strives to be anti-racist, and

WHEREAS, we acknowledge land use whenever and wherever we gather as a synod; and

RESOLVED, that in the Southwestern Pennsylvania Synod, ELCA congregations and agencies, when their facilities no longer support their reason for existence, consider giving the building(s) and land to the descendants of those peoples, races, or nations that first lived on that land; and be it further

RESOLVED, that congregations and agencies, even in their prime, as well as in their sunset years, build relationships with congregations, faith communities, and agencies that trace their ancestry to indigenous populations and people who came to this land against their free will as slaves; and be it further

RESOLVED, that the Southwestern Pennsylvania Synod memorializes the ELCA at the 2022 Churchwide Assembly to consider doing likewise.

On behalf of the committee, Ms. Chatman moved the following:

Moved;

[Seconded]:

To receive with gratitude the memorials from Northwest Washington Synod, Oregon Synod, and Southwestern Pennsylvania Synod concerning the Land Back movement;

To encourage all ELCA members, congregations, synods, ministries, colleges, campus ministries, seminaries, camps, associated organizations, and partners to explore including land acknowledgements as part of their public gatherings;

To encourage all ELCA members, congregations, synods, ministries, colleges, campus ministries, seminaries, camps, associated organizations, and partners to become educated about the Indigenous peoples who thrived, prior to European contact, on the land they currently inhabit;

To learn about, learn from, and be in deepening relationship with Indigenous people and tribal nations;

To encourage all ELCA members, congregations, synods, ministries, colleges, campus ministries, seminaries, camps, associated organizations, and partners, to support creative programs of restorative justice in partnership with Indigenous people, including, but not limited to, whenever considering a transfer or sale of real property, including returning land (and any structures built on it) after satisfying any financial obligations, to the appropriate Native nations, and when direct return is not feasible or not desired by the Indigenous people, to return the proceeds from the sale of the land to the ELCA Native American Ministry Fund or other local Indigenous led ministries or organizations;

To call upon the appropriate home areas and offices of the churchwide organization to work collaboratively with the relevant local synods and their local Indigenous partners to determine what amount of

funding would represent full funding of the more than 30 ELCA Indigenous congregations and service ministries and to immediately provide the remaining funding needed after synod and other local sources of funding have been applied, and to use this same approach to funding new sacramental and/or service ministries by, with or among Indigenous people; and

To call upon the appropriate home areas and offices of the churchwide organization to first engage with the relevant local synods and their local Indigenous partners whenever planning or considering work related to Indigenous people or ministries.

Several voting members spoke in support of the motion, and one voting member spoke in opposition. A voting member asked for clarification regarding the financial impact of the memorial on the budgets of the churchwide organization. Ms. Lori S. Fedyk, treasurer of the ELCA, addressed the question, noting that, because the motion was new, the total costs associated with it were unknown.

Mr. Edward Kim [La Crosse Area Synod] offered an amendment.

Moved;

Seconded:

To amend the response as follows:

To receive with gratitude the memorials from Northwest Washington Synod, Oregon Synod, and Southwestern Pennsylvania Synod concerning the Land Back movement;

To encourage all ELCA members, congregations, synods, ministries, colleges, campus ministries, seminaries, camps, associated organizations, and partners to explore including land acknowledgements which center Native voices as part of their public gatherings;

To encourage all ELCA members, congregations, synods, ministries, colleges, campus ministries, seminaries, camps, associated organizations, and partners to become educated about the Indigenous peoples who thrived, prior to European contact, on the land they currently inhabit;

To learn about, learn from, and be in deepening relationship with Indigenous people and tribal nations;

To encourage all ELCA members, congregations, synods, ministries, colleges, campus ministries, seminaries, camps, associated organizations, and partners, to support creative programs of restorative justice in partnership with Indigenous people, including, but not limited to, whenever considering a transfer or sale of real property, including returning land (and any structures built on it) after satisfying any financial obligations, to the appropriate Native nations, and when direct return is not feasible or not desired by the Indigenous people, to return the proceeds from the sale of the land to the ELCA Native American Ministry Fund or other local Indigenous led ministries or organizations;

To call upon the appropriate home areas and offices of the churchwide organization to work collaboratively with the relevant local synods and their local Indigenous partners to determine what amount of funding would represent full funding of the more than 30 ELCA

Indigenous congregations and service ministries and to immediately provide the remaining funding needed after synod and other local sources of funding have been applied, and to use this same approach to funding new sacramental and/or service ministries by, with or among Indigenous people; and

To call upon the appropriate home areas and offices of the churchwide organization to first engage with the relevant local synods and their local Indigenous partners whenever planning or considering work related to Indigenous people or ministries.

Mr. Shawn M. Schneider [Northwestern Ohio Synod] moved to postpone action on the motion until the next Memorials Committee report so that questions related to funding could be addressed more substantively by the treasurer.

Moved;

Seconded: To postpone voting on the Land Back Memorial until the next Memorials Committee Report to allow time for the treasurer to answer questions regarding the financial implications of the motion.

Two voting members spoke in support of the motion to postpone, and another voting member spoke in opposition to the motion to postpone. A voting member called the question.

Moved;

Seconded;

Carried:

To end debate.

Two-Thirds Vote Required

Yes-679; No-130

The presiding bishop declared debate closed and called for the vote.

Moved;

Seconded;

Carried:

To postpone voting on the Land Back Memorial until the next Memorials Committee Report to allow time for the treasurer to answer questions regarding the financial implications of the motion.

Yes-529; No-278

Presiding Bishop Eaton declared that the motion had passed and that the vote on the Land Back memorial would be postponed until the next report of the Memorials Committee.

Category A6: Advance Salary Equity

Reference: 2022 Pre-Assembly Report, Section VII, Report of the Memorials Committee, pp. 29–31; Supplemental Report of the Memorials Committee, pp. 1–2

1. Delaware-Maryland Synod (8F) [2022]

WHEREAS, the Evangelical Lutheran Church in America (ELCA) holds “justice,” and “diversity and inclusion” as values; and commit to “recognize and...challenge dynamics of power and privilege that create barriers to participation and equity in this church and society—for women, people of color, minority ethnic groups, people with disabilities, people who are marginalized or living in poverty, and the LGBTQ community;” and

WHEREAS, people who experience discrimination, including, but not limited to women, people of color, LGBTQ+ people, and people with disabilities, experience gaps in pay in comparison with those who do not experience discrimination; and

WHEREAS, the U.S. Bureau of Labor Statistics reported in 2020 that cisgender women made, on average, 82 cents for every dollar a cisgender man makes, and African Americans made 76 cents and Hispanic people made 73 cents for every dollar a white worker makes; and

WHEREAS, the Human Rights Campaign reported in 2021 that median earnings for LGBTQ+ full time workers were 90 cents for every dollar non-LGBTQ+ workers made and that transgender men made 70 cents, transgender women made 60 cents, and nonbinary people made 70 cents for every dollar a white cisgender man worker makes; and

WHEREAS, the United States Census Bureau reported in 2019 that disabled people made 87 cents for every dollar a non-disabled person makes; and

WHEREAS, *Religion News Service* reported in 2016 that cisgender women clergy made 76 cents for every dollar a cisgender man makes, and that the clergy pay gap is “worse” than for similar occupations; and

WHEREAS, *Church Executive* reported in 2020 that full-time cisgender women clergy in the ELCA make \$8,000 less than full-time clergy men; and

WHEREAS, a 2017 study by the *Sociology of Religion* showed that cisgender woman clergy who are married or have children at home earn 73 cents for every dollar a cisgender man earns; and

WHEREAS, knowledge of a rostered leader’s previous compensation contributes to decision making regarding suitable placements for a rostered minister’s appropriate future compensation on the part of synod leaders; and

WHEREAS, at least 14 states have banned asking about salary history in interviews; and

WHEREAS, the COVID-19 pandemic has exacerbated many of these pay gaps, especially with the burden of childcare falling disproportionately on mothers; therefore, be it

RESOLVED that the Delaware-Maryland Synod of the ELCA memorializes the 2022 Churchwide Assembly of the Evangelical Church in America to direct the Church Council to:

- a) remove the “Current gross compensation” question from the Rostered Minister Profile;
- b) amend the “Current Health Benefits” question to read “Needed Health Benefits;”
- c) remove the “Current Retirement Contribution” question;
- d) arrange for a study on the above pay gaps in the ELCA to be conducted and the results communicated to congregational leaders.

Mr. Nolte moved the following on behalf of the committee:

Moved;

[Seconded]:

To receive with gratitude the memorial on “Salary Equity in the ELCA” from the Delaware-Maryland Synod;

To refer the memorial to the Church Council to consider commissioning a study of pay gaps for rostered ministers in the ELCA, particularly as they relate to women, people of color, minority ethnic groups, people with disabilities, and the LGBTQIA+ community, and to consider using such a study not only for the purposes described in this memorial but also for the study of inequitable compensation of clergy of color previously called for by the Church Council (CC19.06.23.), for the Quality of Call Initiative for Women in Ministry, for the study of educational debt, and for such other purposes as might serve the needs of this church;

To encourage Portico Benefit Services to work with the churchwide organization in making appropriate changes to its bylaws and data privacy policies in order to facilitate a deeper understanding of compensation patterns for rostered ministers;

To replace the “Current gross compensation” question from the Rostered Minister Profile with “Minimum Compensation for Next Call;”

To amend the “Current Health Benefits” question to read “Needed Health Benefits;” and

To remove the “Current Retirement Contribution” question from the Rostered Minister Profile.

A voting member spoke in support of the motion. Ms. Diana G. Haywood [North Carolina Synod] offered an amendment to the motion.

Moved;

Seconded;

Carried:

Yes-734; No-58

To amend the response by substitution as follows:

To receive with gratitude the memorial on “Salary Equity in the ELCA” from the Delaware-Maryland Synod; To refer the memorial to the Church Council to consider commissioning a study of pay gaps for rostered ministers in the ELCA, particularly as they relate to women, people of color, minority ethnic groups, people with disabilities, and the LGBTQIA+ community, and to consider using such a study not only for the purposes described in this memorial but also for the study of inequitable compensation of clergy of color previously called for by the Church Council (CC19.06.23.), for the Quality of Call Initiative for Women in Ministry, for the study of educational debt, and for such other purposes as might serve the needs of this church;

To encourage Portico Benefit Services ~~to work with~~ and the churchwide organization ~~in making to make~~ appropriate changes to ~~its~~ their bylaws and data privacy policies in order to facilitate a deeper understanding of compensation patterns for rostered ministers;

To replace the “Current gross compensation” question from the Rostered Minister Profile with “Minimum Compensation for Next Call;”

To amend the “Current Health Benefits” question to read “Needed Health Benefits;” and

To remove the “Current Retirement Contribution” question from the Rostered Minister Profile.

The chair declared that the motion to amend had passed. One voting member spoke in support of the amended motion. A voting member then called the question.

Moved;

Seconded;

Carried:

Two-Thirds Vote Required

Yes-713; No-91

To end debate.

The chair declared debate closed and called for the vote.

ASSEMBLY

ACTION

YES-774; NO-46

CA22.02.11

To receive with gratitude the memorial on “Salary Equity in the ELCA” from the Delaware-Maryland Synod;

To refer the memorial to the Church Council to consider commissioning a study of pay gaps for rostered ministers in the ELCA, particularly as they relate to women, people of color, minority ethnic groups, people with disabilities, and the LGBTQIA+ community, and to consider using such a study not only for the purposes described in this memorial but also for the study of inequitable compensation of clergy of color previously called for by the Church Council (CC19.06.23.), for the Quality of Call Initiative for Women in Ministry, for the study of educational debt, and for such other purposes as might serve the needs of this church;

To encourage Portico Benefit Services and the churchwide organization to make appropriate changes to their bylaws and data privacy policies in order to facilitate a deeper understanding of compensation patterns for rostered ministers;

To replace the “Current gross compensation” question from the Rostered Minister Profile with “Minimum Compensation for Next Call;”

To amend the “Current Health Benefits” question to read “Needed Health Benefits;” and

To remove the “Current Retirement Contribution” question from the Rostered Minister Profile.

The chair declared that the motion had passed.

Greeting from The Lutheran World Federation

Presiding Bishop Eaton introduced guests to the assembly representing The Lutheran World Federation (LWF), a global communion of churches of which the ELCA is a member. LWF consists of 149 churches in the Lutheran tradition, representing more than 77 million Christians in 99 countries. As the North American regional vice president of the LWF from 2017 through the present, Presiding Bishop Eaton has seen firsthand this church’s witness through its global communion in many areas of ministry. Through the LWF, this church has helped member churches in eastern Europe to welcome refugees from the war in Ukraine. Recently, the LWF has elected the first woman and first central eastern European as its general secretary, the Rev. Anne Burghardt.

The presiding bishop introduced General Secretary Burghardt, who sent video greetings from the LWF and celebrated the gathering of the ELCA in Churchwide Assembly following the challenges presented by the COVID-19 pandemic. Noting that

assembly members gathered under the theme of “Embody the Word,” the general secretary expressed hope that throughout the assembly voting members would be able to reflect on what this means in a fragmented world. The ELCA provides a context in which the reality of fulfillment in Jesus Christ can be lived through hope, justice, and peace. In September 2023, the LWF was scheduled to gather in Krakow, Poland, under the theme of “One Body, One Spirit, One Hope,” emphasizing unity in Christ. General Secretary Burghardt closed by thanking the ELCA for its contributions to the LWF and wishing for God’s blessing in carrying out the work of the assembly.

Presiding Bishop Eaton thanked General Secretary Burghardt and noted that, alongside the general secretary, the president of the LWF oversees the life and work of the communion. The LWF has been blessed to have as its president Archbishop Panti Filibus Musa of the Lutheran Church of Christ in Nigeria. President Musa was to have addressed the assembly in person, but was unable to secure a visa. The presiding bishop expressed gratitude for his willingness to send video greetings.

President Musa greeted the assembly on behalf of the LWF, noting that he had fond memories of time spent worshipping with ELCA congregations and studying at Luther Seminary in Saint Paul, Minn., experiences that shaped him as a theologian and church leader. He thanked assembly members for this church’s strong commitment to and support of the mission of the LWF, remarking on the appropriateness of the assembly theme of “Embody the Word” during this, the 500th anniversary year of Luther’s translation of the New Testament, which was driven by Luther’s understanding that it was essential for the church to engage Scripture. The theme also referred to the incarnation and served as a reminder that Christians are called to offer witness to Jesus in their particular cultural contexts, speaking for justice, peace, and reconciliation—all things that President Musa had seen from the ELCA over the years. Referencing the LWF Assembly in 2023, he noted that for more than 65 years the LWF has continued its work of supporting those in need, strengthening churches in mission, and promoting unity within the church. He concluded by encouraging assembly members to always look first at what unites rather than what divides and expressing his hope that the gathering would strengthen this church’s witness to the mercy of God in proclamation and in service to the world.

Presiding Bishop Eaton thanked President Musa and turned to discussion of regional affiliations in the LWF. In recent years, the North American region has been building an intentional partnership with the Latin American and Caribbean region. This work is supported by the Rev. Sonia Skupch, regional secretary of the LWF, whom Presiding Bishop Eaton invited to address the assembly.

Pastor Skupch, in her role as regional secretary for Latin America, the Caribbean, and North America, brought greetings from Lutheran churches in her region. These are churches with which the ELCA is well connected through bonds of mutual accompaniment, mission, service, and commitment to building a more just world. Pastor Skupch noted that living in unity and diversity as a global Lutheran communion is both a gift and a task, and, on behalf of the LWF, she expressed thanks for the gifts this church has brought to the communion. She concluded by expressing her prayerful hope that the Holy Spirit would be with this church at all times so that the discussions and decisions of the assembly would reflect the love of Christ for this world that cries out for justice, peace, and reconciliation. Presiding Bishop Eaton thanked Pastor Skupch and noted that, as the Lutheran movement has continued to grow even more quickly in other parts of the world, this church has much to learn from and with the extended Lutheran family as the churches work together for a just, peaceful, and reconciled world.

Announcements

Presiding Bishop Eaton invited Secretary Rothmeyer to share announcements regarding upcoming events.

Prayer

The plenary session closed with a hymn and a prayer.

Adjournment

The fourth plenary session of the sixteenth Churchwide Assembly of the ELCA adjourned at 5:12 p.m.

Plenary Session Five

Thursday, Aug. 11, 2022

10:00 a.m.—12:00 p.m.

The 2022 Churchwide Assembly of the ELCA reconvened in Hall A of the Greater Columbus Convention Center, Columbus, Ohio, at 10:03 a.m. Mr. Carlos E. Peña, interim vice president of the Evangelical Lutheran Church in America (ELCA), called the assembly to order.

Elections: Report of the First Common Ballot

Reference: 2022 Pre-Assembly Report, Section I, Rules of Organization and Procedure; Section X, Report of the Elections Committee

Vice President Peña invited Mr. Thomas A. Cunniff, general counsel for the ELCA and member of the Elections Committee, to report the results of the first common ballot. Mr. Cunniff reported that a candidate had received the majority of votes for each of the 95 tickets on the ballot and, with the consent of the assembly, referred members to the Report of the Elections Committee in the Churchwide Assembly Guide to see the results. There being no objection, Vice President Peña declared elected all persons who received the majority of votes on the first ballot for the Church Council and boards.

Assembly Action

CA22.03.12 To declare elected all those who received a majority of votes cast on the first ballot.

Church Council:

Ms. Jennifer E. Trom, 1E

Mr. Rindra Josoa, 2E

The Rev. Ann Elizabeth (Lisa) Ahlness, 3A

Ms. Kristy K. Henriksen, 3F

Deacon Kari Alice Olsen, 3H

Mr. Iván A. Perez, 5A

Mr. Mitchell S. McCartney, 5E

The Rev. Heather Brown, 5H

Mr. Joel A. Miller, 5L

Mr. Hans W. Giller, 6D

Ms. Jamie L. Bruesehoff, 7A

The Rev. Gwendolyn S. King, 7F

Ms. Olivia L. Martin-Call, 8A

Ms. Sheena R. Foster, 8G

The Rev. Leroy Cannon, 9C

Ms. Linda C. Rivera, 9E

Ms. Andraine A. Sinaga, 2E

Mr. Ethan G. Miller-Perez, 9C

Committee on Appeals:

The Rev. Robert A. Abrams, 6F
Deacon Darcy J. Mittelstaedt, 4E
Mr. Moses R. Kavishe, 8D

Committee on Discipline:

The Rev. Breonna E. Tavenner Roberts, 8F
The Rev. Richard D. Sheridan, 4A
The Rev. Angela T. Khabeab, 3G
The Rev. Herb Wounded Head, 3C
The Rev. Stephen R. Herr, 8D
Deacon Bonnie J. Beadles-Bohling, 1E
Deacon Diane C. Schwiger-Alexander, 6F
Mr. Mark D. Steiner, 8G
Mr. Jeffrey Akerson, 4A
Mr. Louis Y. Moehlman, 3B
Ms. Mira P. DeGroat, 3D
Ms. Moriah Reichert, 6C
Mr. Wyatt S. Meyer, 5J

Nominating Committee:

Ms. Rachel Line, 2C
Mr. Matthew Lang, 2C
Mr. Christopher A. Vergara, 7C
Mr. Ethan A. Roberts, 6F
Deacon Amanda Randall, 3C
The Rev. Kwame Pitts, 7D
The Rev. Jonathan Hemphill, 9D

Board of Pensions:

The Rev. Hans E. Becklin, 8D
The Rev. Kathie S. Bender Schwich, 5A
The Rev. Thomas P. Schlotterback, 1F
The Rev. Elizabeth-Ann (Becky) I. Swanson, 5C
Ms. Angela M. Dejene, 3G
Ms. Krista M. Harris, 4B
Ms. Lori A. Lewis, 3I
Ms. Jennifer L. McGinnis, 6C
Ms. Marjorie (Marj) B. Ellis, 6F
Mr. Ted W. Goins, 9B
Mr. John Hoffman, 3G
Mr. Brett A. Kraemer, 4E
Mr. Todd J. Maloy, 4B
Mr. Frank A. Roth, 7F

Mr. Vincent P. Brown, 2C
Mr. Felix D. Mercado de Jesus, 9F
Ms. Catharine C. Burkett,
Full Communion: The Episcopal Church, USA

Publishing House:

The Rev. Daphne Burt, 7B
The Rev. Mark G. Vitalis Hoffman, 8D
Ms. Linda J. Brown, 3D
Ms. Lisa J. Peck, 4B
Ms. Ileana (Lilly) Kimmelshue, 2A
Ms. Cheryl H. Williams, 8F
Mr. Fred D. Halvin, 3I
Mr. Michael A. Miller, 5H
Mr. Luther K. Snow, 5F
Mr. Michael Chan, 3D
Mr. Brooke Selassie, 9A
The Rev. Joy J. Moore,
Full Communion: The United Methodist Church

Mission Investment Fund:

Deacon Michael L. Troutman, 3G
The Rev. Wm Chris Boerger, 1B
Ms. Krista H. Kapp, 5A
Ms. Julie E. Swanson, 9A
Ms. Nicole Hudson, 7C
Mr. Michael F. Fallon Jr., 7A
Mr. Warren Hanson, 3G
Mr. Joseph T. Nolte, 5D
Mr. Paul Opgrand, 1C
The Rev. Ruth M. Woodliff-Stanley,
Full Communion: The Episcopal Church, USA

Endowment Fund:

The Rev. Franklin T. Espegren, 2A
The Rev. Kathleen O. Reed, 7B
The Rev. William Flippin Jr., 9D
Ms. Karen A. Bohn, 3G
Ms. Naomi M. Horsager, 3H
Ms. Kori E. Reed, 4A
Ms. Heather L. Marx, 3I
Ms. Ingrid S. Stafford, 5A
Mr. Eric Brudos, 2A
Mr. Keith J. Christensen, 5F

Mr. Eric J. Draut, 5A
Mr. Bruce D. George, 7B
Mr. Eric R. Golberg, 5H
Mr. Mark F. Stauffer, 2C
Mr. Roberto C. Lara Aranda, 7C

Consideration of the 2023–2025 Budget

Reference: 2022 Pre-Assembly Report, Section V, 2023–2025 Proposed Budget

Vice President Peña invited Ms. Lori S. Fedyk, treasurer of the ELCA, Mr. James J.F. Jennings, chair of the Church Council Budget and Finance Committee, and the Rev. Louise Johnson, executive for administration, to the stage for discussion of the 2023–2025 budget proposal.

Deacon Sue E. Rothmeyer, secretary of the ELCA, made a motion to accept the proposed 2023–2025 budget, and Vice President Peña invited discussion of the proposed budget. There being none, the vice president called for the vote following prayer.

Assembly

Action

YES-751; NO-19

CA22.03.13

2023 Budget Proposal

- To approve a 2023 current fund spending authorization of \$68,814,000;**
- To approve a 2023 ELCA World Hunger spending authorization of \$22,869,000; and**
- To authorize the Church Council to revise the spending authorizations after periodic review of revised income estimates.**

2024 Budget Proposal

- To approve a 2024 current fund income proposal of \$70,191,000;**
- To approve a 2024 ELCA World Hunger income proposal of \$22,930,000; and**
- To authorize the Church Council to establish a spending authorization after periodic review of revised income estimates.**

2025 Budget Proposal

- To approve a 2025 current fund income proposal of \$71,594,000;**
- To approve a 2025 ELCA World Hunger income proposal of \$22,960,000; and**
- To authorize the Church Council to establish a spending authorization after periodic review of revised income estimates.**

The vice president declared that the motion had passed.

Report of the Conference of Bishops

Vice President Peña invited to the stage the Rev. Tracie L. Bartholomew, bishop of the New Jersey Synod and chair of the Conference of Bishops, to deliver the report of the Conference of Bishops. Bishop Bartholomew began with a brief summary of the life of Saint Clare of Assisi, who, after hearing a sermon by Saint Francis of Assisi, devoted herself to the service of Christ through a life of joyful poverty. Bishop Bartholomew viewed this as an example of the single-minded devotion to Christ that the Conference of Bishops is called to embody, although, Bishop Bartholomew acknowledged, this ideal is not fully realized. The bishops remain “sinners within a church of sinners,” but despite these shortcomings, the Conference of Bishops is committed to doing the work that needs to be done for the ELCA to become the church that God needs in this world.

Bishop Bartholomew briefly outlined the meeting schedule of the conference, noting that the schedule has changed significantly since 2019. The two annual in-person meetings are now used largely for relationship building, with the business of the conference being conducted primarily during four annual online meetings. Because of the conference’s commitment to making this church an anti-racist church, time has been spent at every meeting doing personal work in support of anti-racism and evaluating and planning this work in the synods. Despite differing views on a variety of aspects of how to best live out the call to serve God in the world, the bishops share a commitment to loving Jesus and to striving to love the people Jesus loves. Differing understandings of the office of the bishop also permeate this church, Bishop Bartholomew said, with some believing bishops should (or do) have more authority than they actually do, while others maintain that the bishops of this church have too much authority. Living within these tensions makes it even more important for bishops to maintain relationships—with each other, with the congregations and rostered ministers they serve, with churchwide organization staff, and within their larger communities. These relationships allow bishops to embody the Word of God with authenticity so that the world might come to know Jesus Christ.

Report of the Memorials Committee (*continued*)

Reference: 2022 Pre-Assembly Report, Section VII, Report of the Memorials Committee; Supplemental Report of the Memorials Committee

Vice President Peña invited Ms. Cheryl T. Chatman and Mr. Joseph T. Nolte, co-chairs of the Memorials Committee, to the stage to continue the report of the Memorials Committee.

Category A8: Land Back

Reference: 2022 Pre-Assembly Report, Section VII, Report of the Memorials Committee, pp. 33–36

On behalf the Memorials Committee, Mr. Nolte reminded voting members that the business before the assembly was “Category A8: Land Back,” and that when discussion ended in the previous session, the assembly was considering a proposed amendment offered by Mr. Edward Kim [La Crosse Area Synod] focused on centering Native American voices.

Moved;

Seconded:

To amend the response as follows:

To receive with gratitude the memorials from Northwest Washington Synod, Oregon Synod, and Southwestern Pennsylvania Synod concerning the Land Back movement;

To encourage all ELCA members, congregations, synods, ministries, colleges, campus ministries, seminaries, camps, associated organizations, and partners to explore including land acknowledgements which center Native voices as part of their public gatherings;

To encourage all ELCA members, congregations, synods, ministries, colleges, campus ministries, seminaries, camps, associated organizations, and partners to become educated about the Indigenous peoples who thrived, prior to European contact, on the land they currently inhabit;

To learn about, learn from, and be in deepening relationship with Indigenous people and tribal nations;

To encourage all ELCA members, congregations, synods, ministries, colleges, campus ministries, seminaries, camps, associated organizations, and partners, to support creative programs of restorative justice in partnership with Indigenous people, including, but not limited to, whenever considering a transfer or sale of real property, including returning land (and any structures built on it) after satisfying any financial obligations, to the appropriate Native nations, and when direct return is not feasible or not desired by the Indigenous people, to return the proceeds from the sale of the land to the ELCA Native American Ministry Fund or other local Indigenous led ministries or organizations;

To call upon the appropriate home areas and offices of the churchwide organization to work collaboratively with the relevant local synods and their local Indigenous partners to determine what amount of funding would represent full funding of the more than 30 ELCA Indigenous congregations and service ministries and to immediately provide the remaining funding needed after synod and other local sources of funding have been applied, and to use this same approach to funding new sacramental and/or service ministries by, with or among Indigenous people; and

To call upon the appropriate home areas and offices of the churchwide organization to first engage with the relevant local synods and their local Indigenous partners whenever planning or considering work related to Indigenous people or ministries.

A voting member called the question.

Moved;
Seconded;
Carried:

Two-Thirds Vote Required
Yes-714; No-55

To end debate.

The vice president declared debate closed and called for the vote.

Moved;
Seconded;
Carried:

Yes-677; No-76

To amend the response by insertion as follows:

To receive with gratitude the memorials from Northwest Washington Synod, Oregon Synod, and Southwestern Pennsylvania Synod concerning the Land Back movement;

To encourage all ELCA members, congregations, synods, ministries, colleges, campus ministries, seminaries, camps, associated organizations, and partners to explore including land acknowledgements which center Native voices as part of their public gatherings;

To encourage all ELCA members, congregations, synods, ministries, colleges, campus ministries, seminaries, camps, associated organizations, and partners to become educated about the Indigenous peoples who thrived, prior to European contact, on the land they currently inhabit;

To learn about, learn from, and be in deepening relationship with Indigenous people and tribal nations;

To encourage all ELCA members, congregations, synods, ministries, colleges, campus ministries, seminaries, camps, associated organizations, and partners, to support creative programs of restorative justice in partnership with Indigenous people, including, but not limited to, whenever considering a transfer or sale of real property, including returning land (and any structures built on it) after satisfying any financial obligations, to the appropriate Native nations, and when direct return is not feasible or not desired by the Indigenous people, to return the proceeds from the sale of the land to the ELCA Native American Ministry Fund or other local Indigenous led ministries or organizations;

To call upon the appropriate home areas and offices of the churchwide organization to work collaboratively with the relevant local synods and their local Indigenous partners to determine what amount of funding would represent full funding of the more than 30 ELCA Indigenous congregations and service ministries and to immediately provide the remaining funding needed after synod and other local sources of funding have been applied, and to use this same approach to funding new sacramental and/or service ministries by, with or among Indigenous people; and

To call upon the appropriate home areas and offices of the churchwide organization to first engage with the relevant local synods and their local Indigenous partners whenever planning or considering work related to Indigenous people or ministries.

The vice president declared that the motion had passed, and the Rev. Carey L. Hovland [Southern Ohio Synod] offered an additional amendment.

Moved;

Seconded:

To amend the response by substitution as follows:

To receive with gratitude the memorials from Northwest Washington Synod, Oregon Synod, and Southwestern Pennsylvania Synod concerning the Land Back movement;

To encourage all ELCA members, congregations, synods, ministries, colleges, campus ministries, seminaries, camps, associated organizations, and partners to explore including land acknowledgements which center native voices as part of their public gatherings;

To encourage all ELCA members, congregations, synods, ministries, colleges, campus ministries, seminaries, camps, associated organizations, and partners to become educated about the Indigenous peoples who thrived, prior to European contact, on the land they currently inhabit;

To learn about, learn from, and be in deepening relationship with Indigenous people and tribal nations;

To encourage all ELCA members, congregations, synods, ministries, colleges, campus ministries, seminaries, camps, associated organizations, and partners, to support creative programs of restorative justice in partnership with Indigenous people, including, but not limited to, whenever considering a transfer or sale of real property, including returning land (and any structures built on it) after satisfying any financial obligations, to the appropriate Native nations, and when direct return is not feasible or not desired by the Indigenous people, to return the proceeds from the sale of the land to the ELCA Native American Ministry Fund or other local Indigenous led ministries or organizations;

To call upon the appropriate home areas and offices of the churchwide organization to work collaboratively with the relevant local synods and their local Indigenous partners to explore sources and needs in funding for the more than 30 ELCA Indigenous congregations and service ministries; and to direct the Resource Development and the Budget and Finance Committees of the Church Council to identify potential sources of sustainable funding for these congregations and service ministries; and for these synods, home areas, offices, and committees to present findings of possible funding of these ministries to the Church Council no later than its Spring 2025 meeting, with a commitment to implement proposed and sustainable actions for funding of these ministries during the 2026-2028 triennium budget cycle; with the relevant local synods and their local Indigenous partners to determine what amount of funding would represent full funding of the more than 30 ELCA Indigenous congregations and service ministries and to immediately provide the remaining funding needed after synod and other local sources of funding have been applied, and to use this same approach to funding new sacramental and/or service ministries by, with or among Indigenous people; and

To call upon the appropriate home areas and offices of the churchwide organization to first engage with the relevant local synods and their local Indigenous partners whenever planning or considering work related to Indigenous people or ministries.

Three voting members spoke in support of the amendment, one voting member spoke in opposition of the amendment, and a voting member called the question.

Moved;
Seconded;
Carried:

*Two-Thirds Vote Required
Yes-685; No-110*

To end debate.

The vice president declared debate closed and called for the vote.

Moved;
Seconded;
Carried:

Yes-706; No-84

To amend the response by substitution as follows:

To receive with gratitude the memorials from Northwest Washington Synod, Oregon Synod, and Southwestern Pennsylvania Synod concerning the Land Back movement;

To encourage all ELCA members, congregations, synods, ministries, colleges, campus ministries, seminaries, camps, associated organizations, and partners to explore including land acknowledgements which center Native voices as part of their public gatherings;

To encourage all ELCA members, congregations, synods, ministries, colleges, campus ministries, seminaries, camps, associated organizations, and partners to become educated about the Indigenous peoples who thrived, prior to European contact, on the land they currently inhabit;

To learn about, learn from, and be in deepening relationship with Indigenous people and tribal nations;

To encourage all ELCA members, congregations, synods, ministries, colleges, campus ministries, seminaries, camps, associated organizations, and partners, to support creative programs of restorative justice in partnership with Indigenous people, including, but not limited to, whenever considering a transfer or sale of real property, including returning land (and any structures built on it) after satisfying any financial obligations, to the appropriate Native nations, and when direct return is not feasible or not desired by the Indigenous people, to return the proceeds from the sale of the land to the ELCA Native American Ministry Fund or other local Indigenous led ministries or organizations;

To call upon the appropriate home areas and offices of the churchwide organization to work collaboratively with the relevant local synods and their local Indigenous partners to explore sources and needs in funding for the more than 30 ELCA Indigenous congregations and service ministries; and to direct the Resource Development and the Budget and Finance Committees of the Church Council to identify potential sources of sustainable funding for these congregations and service ministries; and for these synods, home areas, offices, and committees to present findings of possible funding of these ministries to the Church Council no later than its Spring 2025 meeting, with a commitment to implement proposed and sustainable actions for funding of these ministries during the 2026-2028 triennium budget cycle; with the

~~relevant local synods and their local Indigenous partners to determine what amount of funding would represent full funding of the more than 30 ELCA Indigenous congregations and service ministries and to immediately provide the remaining funding needed after synod and other local sources of funding have been applied, and to use this same approach to funding new sacramental and/or service ministries by, with or among Indigenous people; and~~

To call upon the appropriate home areas and offices of the churchwide organization to first engage with the relevant local synods and their local Indigenous partners whenever planning or considering work related to Indigenous people or ministries.

The vice president declared that the motion had passed and invited discussion of the motion as amended. A voting member called the question.

Moved;
Seconded;
Carried:

Two-Thirds Vote Required
Yes-631; No-164

To end debate.

The vice president declared debate closed and called for the vote.

ASSEMBLY

ACTION

CA22.03.14

YES-737; NO-65

To receive with gratitude the memorials from Northwest Washington Synod, Oregon Synod, and Southwestern Pennsylvania Synod concerning the Land Back movement;

To encourage all ELCA members, congregations, synods, ministries, colleges, campus ministries, seminaries, camps, associated organizations, and partners to explore including land acknowledgements which center Native voices as part of their public gatherings;

To encourage all ELCA members, congregations, synods, ministries, colleges, campus ministries, seminaries, camps, associated organizations, and partners to become educated about the Indigenous peoples who thrived, prior to European contact, on the land they currently inhabit;

To learn about, learn from, and be in deepening relationship with Indigenous people and tribal nations;

To encourage all ELCA members, congregations, synods, ministries, colleges, campus ministries, seminaries, camps, associated organizations, and partners, to support creative programs of restorative justice in partnership with Indigenous people, including, but not limited to, whenever considering a transfer or sale of real property, including returning land (and any structures built on it) after satisfying

any financial obligations, to the appropriate Native nations, and when direct return is not feasible or not desired by the Indigenous people, to return the proceeds from the sale of the land to the ELCA Native American Ministry Fund or other local Indigenous led ministries or organizations;

To call upon the appropriate home areas and offices of the churchwide organization to work collaboratively with the relevant local synods and their local Indigenous partners to explore sources and needs in funding for the more than 30 ELCA Indigenous congregations and service ministries; and to direct the Resource Development and the Budget and Finance Committees of the Church Council to identify potential sources of sustainable funding for these congregations and service ministries; and for these synods, home areas, offices, and committees to present findings of possible funding of these ministries to the Church Council no later than its Spring 2025 meeting, with a commitment to implement proposed and sustainable actions for funding of these ministries during the 2026–2028 triennium budget cycle; and

To call upon the appropriate home areas and offices of the churchwide organization to first engage with the relevant local synods and their local Indigenous partners whenever planning or considering work related to Indigenous people or ministries.

The vice president declared that the motion had passed.

Category B8: Separation Agreements

Reference: 2022 Pre-Assembly Report, Section VII, Report of the Memorials Committee, pp. 56–59

1. Southwest California Synod (2B) [2022]

WHEREAS, the prophet Jeremiah writes, “This is what the Lord says: Administer justice and righteousness. Rescue the victim from the hand of the oppressor” (Jeremiah 22:3); and

WHEREAS, the psalmist writes “It is zeal for your house that has consumed me; the insults of those who insult you have fallen on me” (Psalm 69: 9); and

WHEREAS, the Gospel of John records, “But Jesus on his part would not entrust himself to them, because he knew all people and needed no one to testify about anyone; for he himself knew what was in everyone” (John 2:23-25); and

WHEREAS, Martin Luther’s first of the 95 Thesis is “When our Lord and Master Jesus Christ said “Repent,” he intended that the entire life of believers should be repentance;” and

WHEREAS, Luther writes, “Now properly speaking, true repentance is nothing else than to have contrition and sorrow, or terror about sin, and yet at the same time to believe in the gospel and absolution that sin is forgiven and grace is obtained through Christ. Such faith, in turn, comforts the heart and puts it at peace” (*The Book of Concord*, p. 44); and

WHEREAS, the social statement *Church in Society: A Lutheran Perspective* (1991) recognizes that “This church must participate in social structures critically, for sin also is at work in the world. Social structures and processes combine life-giving and life-destroying dynamics in complex mixtures and in varying degrees. This church, therefore, must unite realism and vision, wisdom and

courage, in its social responsibility. It needs constantly to discern when to support and when to confront society's cultural patterns, values, and powers;" (p. 3); and

WHEREAS, some confidential agreements are necessary when employment ends to protect sensitive information; and

WHEREAS, the original purpose of Non-Disclosure Agreements (NDAs) was to protect intellectual property and personal data not protected elsewhere.

WHEREAS, NDAs almost always involve an imbalance of power dynamic (abuser/victim, employer/employee, etc.); and

WHEREAS, linking separation agreements and financial severance packages (often so that financial compensation is based on non-disclosure compliance) can hinder truth telling and institutional accountability; and

WHEREAS, the ELCA Churchwide Personnel Policies (effective since January 2020) do not specifically outline employee rights during a non-disclosure agreement negotiation; and

WHEREAS, the ELCA churchwide organization does not currently provide independent legal counsel for employees facing involuntary termination; and

WHEREAS, employment agreements in the churchwide organization prohibit disparaging remarks; and

WHEREAS, the ELCA's constitution states, "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 minister of Word and Sacrament of this church shall divulge any confidential disclosure received in the course of the care of souls or otherwise in a professional capacity, nor testify concerning conduct observed by the minister of Word and Sacrament while working in a pastoral capacity, except with the express permission of the person who has given confidential information to the minister of Word and Sacrament or who was observed by the minister of Word and Sacrament, or if the person intends great harm to self or others" (CBCR 7.45.); and

WHEREAS, NDAs have been used by organizations associated with instances of spiritual, sexual, or other kinds of abuse; and

WHEREAS, the ELCA's *Definitions and Guidelines for Discipline* do not provide guidance about NDAs; therefore, be it

RESOLVED, that the Southwest California Synod, in Assembly, memorializes the 2022 ELCA Churchwide Assembly to separate the satisfaction of severance packages from considerations outlined in separation agreements (non-disparagement agreements, non-disclosure agreements, and others); and be it further

RESOLVED, that the Southwest California Synod, in assembly, memorializes the 2022 ELCA Churchwide Assembly to adopt provisions in guiding documents that provide independent legal counsel to individuals from congregation, synod, and churchwide staff being asked to sign Non-Disclosure Agreements.

2. Northwestern Ohio Synod (6D) [2022]

WHEREAS, being called to embody God's beloved community, all expressions (congregations, synods, and churchwide organization) of the ELCA should utilize human resource practices that reflect ELCA core beliefs and current mission; and

WHEREAS, some current practices that include a financial settlement contingent on an NDA prevent even fair critique of the employer; and

WHEREAS, any concern that information received through pastoral care could be shared is protected in the document *Definitions and Guidelines for Discipline*, "Ministers of Word and Sacrament must comply with 7.45.7 of this church's constitution and not disclose information protected by that provision unless expressly permitted by that provision. All rostered ministers must respect and protect other confidential information and not disclose it absent good cause. Good cause includes, but is not limited to, permission of those who shared the confidence, disclosure required by law, or disclosure necessary to prevent great harm" (p.7); therefore, be it

RESOLVED that the Northwestern Ohio Synod of the ELCA memorializes the 2022 Churchwide Assembly to include in all constitutions (*Constitutions, Bylaws, and*

Continuing Resolutions of the ELCA, Constitution for Synods, and Model Constitution for Congregations) that the satisfaction of severance arrangements is to be separate from considerations outlined in an NDA (non-disparagement agreements, non-disclosure agreements) or any agreements that would prevent someone to speak freely about their previous employment situation; and be it further

RESOLVED that mutual consideration must be reflected in separation agreements through fair mediation.

3. Delaware-Maryland Synod (8F) [2022]

WHEREAS, to better align the Evangelical Lutheran Church in America (ELCA) with the values of God's beloved community, the ELCA should turn away from secrecy in favor of a just and mutually respectful transparency; and

WHEREAS, the prophet Jeremiah writes, "The Lord proclaims: Do what is just and right; rescue the oppressed from the power of the oppressor;" and

WHEREAS, the Lord Jesus urges people to lives of honesty, transparency, and accountability: "Let your word be 'Yes, Yes' or 'No, No,' anything more than this comes from the evil one;" and

WHEREAS, Martin Luther's first of the 95 Theses is "When our Lord and Master Jesus Christ said "Repent," he intended that the entire life of believers should be repentance;" and

WHEREAS, the ELCA social statement *Church in Society: A Lutheran Perspective* (1991) recognizes that "This church must participate in social structures critically, for sin also is at work in the world. Social structures and processes combine life-giving and life-destroying dynamics in complex mixtures and in varying degrees. This church, therefore, must unite realism and vision, wisdom and courage, in its social responsibility. It needs constantly to discern when to support and when to confront society's cultural patterns, values, and powers;" and

WHEREAS, some confidential agreements are necessary when employment ends to protect sensitive information and vulnerable people; and

WHEREAS, non-disclosure agreements (NDAs) and similar restrictive agreements almost always involve an imbalance of power dynamic; and

WHEREAS, linking separation agreements and financial severance packages (often so that financial compensation is contingent on non-disclosure compliance) can hinder truth telling and institutional accountability; and

WHEREAS, the ELCA Churchwide Personnel Policies (effective since January 2020) do not specifically outline employee rights related to non-disclosure agreements, separation agreements, and similar documents or situations; and

WHEREAS, the ELCA *Definitions and Guidelines for Discipline* do not provide guidance about NDAs; and

WHEREAS, NDAs and similar agreements have been used by the organizations associated with many prominent faith leaders accused of spiritual, sexual, or other kinds of abuse, often as a way of protecting the reputation of those key leaders and the narrowly-defined self-interest of the organization; and

WHEREAS, many former staff members throughout the expressions and agencies of the ELCA have been pressured to sign separation agreements which include the requirement to remain silent; employment agreements in the churchwide organization prohibit disparaging remarks; and

WHEREAS, to better align the ELCA with the values of God's beloved community, the ELCA must stop tying separation and employment agreements to requirements that prevent even fair critique of the ELCA and impede transparency; all ELCA human resource practices should reflect ELCA core beliefs and current mission; therefore, be it

RESOLVED that the Delaware-Maryland Synod of the ELCA memorializes the 2022 Churchwide Assembly of the Evangelical Church in America to direct the churchwide organization of the ELCA to separate the payment or other satisfaction of severance packages from requirements in separation agreements which restrict in any way the ability

of staff members to speak freely about their experiences as part of the ELCA; and be it further

RESOLVED, that the Delaware-Maryland Synod of the ELCA memorializes the 2022 Churchwide Assembly to urge synods, congregations, agencies, institutions, and other parts of the ELCA to similarly separate the payment or other satisfaction of severance packages from requirements in separation agreements which restrict in any way the ability of staff members to speak freely about their experiences as part of the Church and its institutions and expressions; and be it further

RESOLVED, that the Delaware-Maryland Synod of the ELCA memorializes the 2022 Churchwide Assembly to adjust the personnel policies of the churchwide organization of the ELCA so that mutual consideration be reflected in separation agreements through fair mediation.

On behalf of the committee, Ms. Chatman introduced the following motion.

Moved;

[Seconded]:

To receive with gratitude the memorials from the Delaware-Maryland Synod, Southwest California Synod, and Northwestern Ohio Synod concerning separation agreements;

To affirm the commitment of the churchwide organization of the ELCA to limit the use of non-disclosure provisions to the small minority of cases in which they are truly necessary to protect confidential and sensitive materials related to donors, personnel, legal, information technology, and similar categories;

To urge synods, congregations, agencies, institutions, and other parts of the ELCA to limit the use of non-disclosure agreements to the small minority of cases in which they are truly necessary and not to use such agreements as a matter of course or in the termination of calls of rostered ministers; and

To direct the Church Council to update the “Churchwide Organization Personnel Policies” to appropriately limit the use to non-disclosure agreements consistent with these memorials.

Ms. Emily K. Wagner [Delaware-Maryland Synod] offered an amendment to the motion.

Moved;

Seconded:

To amend the proposed response by insertion as follows:

To receive with gratitude the memorials from the Delaware-Maryland Synod, Southwest California Synod, and Northwestern Ohio Synod concerning separation agreements;

To affirm the commitment of the churchwide organization of the ELCA to limit the use of non-disclosure provisions to the small minority of cases in which they are truly necessary to protect confidential and sensitive materials related to donors, personnel, legal, information technology, and similar categories;

To direct the churchwide office of the ELCA to not make payment of severance contingent upon an agreement which restricts in any way

the ability of staff members to speak about their experiences as part of the ELCA;

To direct the churchwide office of the ELCA, in the small minority of cases in which non-disclosure provisions are truly necessary to protect confidential and sensitive materials, to limit the tying of severance pay to non-disclosure provisions to no more than 5% of the total severance pay, in order to satisfy the legal requirements for consideration and integration;

To urge synods, congregations, agencies, institutions, and other parts of the ELCA to limit the use of non-disclosure agreements to the small minority of cases in which they are truly necessary and to not make payment of severance contingent upon an agreement which restricts in any way the ability of staff members to speak about their experiences as part of the church and its institutions and expressions and not to use such agreements as a matter of course or in the termination of calls of rostered ministers; and

To direct the Church Council to update the “Churchwide Organization Personnel Policies” to appropriately limit the use to non-disclosure agreements consistent with these memorials.

A voting member asked for clarification of the current use of non-disclosure agreements in separation agreements in this church. Vice President Peña invited Mr. Cunniff to address the question. Mr. Cunniff began by affirming his support for the original motion and highlighted concerns about the proposed amendment. For example, the proposed amendment would severely limit the ability of this church to protect confidential information such as Social Security numbers or to prevent former staff members who had access to sensitive information from disclosing such information. He concluded by expressing his concern that, as general counsel, he would find it very difficult to advise this church how to comply with the memorial as amended.

A voting member spoke in support of the amendment. Two voting members asked for clarification of the nature of non-disclosure agreements and the specific implications of the proposed motion and amendment, and the vice president invited Mr. Cunniff to address both questions. In response to the first question, Mr. Cunniff affirmed that non-disclosure agreements could be drafted narrowly and specifically, and noted that it was the goal of this church to do so when non-disclosure agreements are used. The second question concerned whether and how the proposal and the amendment would have impacted the situation in the Sierra Pacific Synod had they been in effect, and Mr. Cunniff said that it would have had no impact. The policy was binding only on the churchwide organization, not individual synods, and the situation in the Sierra Pacific Synod was not one in which a non-disclosure agreement would have been used. He emphasized that the churchwide organization only used non-disclosure agreements to protect privacy and data.

Two voting members spoke in opposition to the amendment, two voting members spoke in support of the amendment, and a voting member called the question.

Moved;
Seconded;
Carried:

To end debate.

Two-Thirds Vote Required
Yes-672; No-130

The vice president declared debate closed and called for the vote.

Moved;
Seconded;
Defeated:

Yes-213; No-592

To amend the proposed response by insertion as follows:

To receive with gratitude the memorials from the Delaware-Maryland Synod, Southwest California Synod, and Northwestern Ohio Synod concerning separation agreements;

To affirm the commitment of the churchwide organization of the ELCA to limit the use of non-disclosure provisions to the small minority of cases in which they are truly necessary to protect confidential and sensitive materials related to donors, personnel, legal, information technology, and similar categories;

To direct the churchwide office of the ELCA to not make payment of severance contingent upon an agreement which restricts in any way the ability of staff members to speak about their experiences as part of the ELCA;

To direct the churchwide office of the ELCA, in the small minority of cases in which non-disclosure provisions are truly necessary to protect confidential and sensitive materials, to limit the tying of severance pay to non-disclosure provisions to no more than 5% of the total severance pay, in order to satisfy the legal requirements for consideration an integration;

To urge synods, congregations, agencies, institutions, and other parts of the ELCA to limit the use of non-disclosure agreements to the small minority of cases in which they are truly necessary and to not make payment of severance contingent upon an agreement which restricts in any way the ability of staff members to speak about their experiences as part of the church and its institutions and expressions ~~and not to use such agreements as a matter of course or in the termination of calls of rostered ministers;~~ and

To direct the Church Council to update the “Churchwide Organization Personnel Policies” to appropriately limit the use to non-disclosure agreements consistent with these memorials.

Vice President Peña declared that the amendment had failed and invited further discussion of the motion. A voting member called the question.

Moved;
Seconded;
Carried:

Two-Thirds Vote Required

Yes-724; No-78

To end debate.

The vice president declared debate closed and called for the vote.

ASSEMBLY

ACTION

YES-721; NO-79

CA22.03.15

To receive with gratitude the memorials from the Delaware-Maryland Synod, Southwest California Synod, and Northwestern Ohio Synod concerning separation agreements;

To affirm the commitment of the churchwide organization of the ELCA to limit the use of non-disclosure provisions to the small minority of cases in which they are truly necessary to protect confidential and sensitive materials related to donors, personnel, legal, information technology, and similar categories;

To urge synods, congregations, agencies, institutions, and other parts of the ELCA to limit the use of non-disclosure agreements to the small minority of cases in which they are truly necessary and not to use such agreements as a matter of course or in the termination of calls of rostered ministers; and

To direct the Church Council to update the “Churchwide Organization Personnel Policies” to appropriately limit the use to non-disclosure agreements consistent with these memorials.

Category A14: Roe v. Wade

Reference: 2022 Pre-Assembly Report, Section VII, Report of the Memorials Committee, pp. 42–43; Supplemental Report of the Memorials Committee, p. 3

1. Northeastern Pennsylvania Synod (7E) [2022]

RESOLVED, that the Northeastern Pennsylvania Synod Assembly memorializes the 2022 Churchwide Assembly of the Evangelical Lutheran Church in America to investigate and ascertain the impact that any overturning of Roe v. Wade and/or any legislation of any state or commonwealth of the United States will have upon pastoral counseling, the pastor-client relationship, and the rostered ministers and social ministry agencies and organizations of the Evangelical Lutheran Church in America; and be it further

RESOLVED, that the Northeastern Pennsylvania Synod Assembly memorializes the 2022 Churchwide Assembly of the Evangelical Lutheran Church in America to offer support and legal referral to any rostered minister or affiliated counseling staff who may be affected by Roe v. Wade changes, state or commonwealth legislation, license revoking, fines, and/or imprisonment.

On behalf of the committee, Mr. Nolte introduced the following motion.

Moved;

[Seconded]:

To receive with gratitude the memorial on “A Change in Roe v. Wade and Its Effect Upon Pastoral Counseling” from the Northeastern Pennsylvania Synod and to affirm the intent of the memorial;

To encourage support and prayer for all people affected by the overturning of Roe v. Wade, especially the most vulnerable;

To encourage bishops to amplify support for rostered ministers and lay staff of our congregations and affiliated social ministry organizations;

To encourage synod and congregational conversation around this church's teachings on abortion, gender justice, and related topics; and

To encourage synods of the ELCA to review the impact that the overturning of Roe v. Wade and any legislation and/or judicial rulings of their state(s), commonwealth(s), or territory (or territories) of the United States may have upon pastoral counseling, the pastor-client relationship, and the rostered ministers and social ministry agencies and organizations of the ELCA.

Four voting members spoke in support of the motion. A voting member called the question.

Moved;
Seconded;
Carried:

Two-Thirds Vote Required
Yes-763; No-37

To end debate.

The vice president declared debate closed and called for the vote, following prayer.

ASSEMBLY

ACTION

CA22.03.16

YES-776; NO-27

To receive with gratitude the memorial on “A Change in Roe v. Wade and Its Effect Upon Pastoral Counseling” from the Northeastern Pennsylvania Synod and to affirm the intent of the memorial;

To encourage support and prayer for all people affected by the overturning of Roe v. Wade, especially the most vulnerable;

To encourage bishops to amplify support for rostered ministers and lay staff of our congregations and affiliated social ministry organizations;

To encourage synod and congregational conversation around this church's teachings on abortion, gender justice, and related topics; and

To encourage synods of the ELCA to review the impact that the overturning of Roe v. Wade and any legislation and/or judicial rulings of their state(s), commonwealth(s), or territory (or territories) of the United States may have upon pastoral counseling, the pastor-client relationship, and the rostered ministers and social ministry agencies and organizations of the ELCA.

A voting member made a motion to amend the agenda to extend Plenary Session 6 by 30 minutes by reconvening at 1:30 p.m. instead of 2:00 p.m. Two voting members spoke in opposition to the motion, and a voting member called the question.

Moved; *Two-Thirds Vote Required*
Seconded; *Yes-762; No-27*
Carried: **To end debate.**

The vice president declared debate closed and called for the vote.

Moved; *Two-Thirds Vote Required*
Seconded; *Yes-350; No-436*
Defeated: To suspend the rules to extend Plenary Session 6 by 30 minutes by amending the agenda to reconvene at 1:30 p.m. and to use the additional time to discuss memorials.

The vice president declared that the motion had failed. The voting member who had made the motion questioned whether the assembly correctly understood the motion and called for a revote, but Vice President Peña, following consultation with Mr. Maurice S. Henderson, parliamentarian, ruled that the question was stated clearly and that voting members of the assembly had understood the motion. The decision of the chair stood.

A voting member made a motion to amend the agenda to allow the Memorials Committee to complete its report following the fourth ballot for vice president. The motion being non-debatable, Vice President Peña called for the vote.

Moved; *Two-Thirds Vote Required*
Seconded; *Yes-460; No-326*
Defeated: To suspend the rules and amend the agenda to allow the Memorials Committee to complete its report following the fourth ballot for vice president.

The vice president declared that the motion had failed.

Category B11: Specialized Ministries and On-Leave-from-Call Status

Reference: 2022 Pre-Assembly Report, Section VII, Report of the Memorials Committee, pp. 62-68

1. Southwest California Synod (2B) [2022]

WHEREAS, the nature of church leadership, worship, and church community is changing rapidly; requiring creativity, innovation, and flexibility; and

WHEREAS, congregations are exploring alternatives to one or more full-time rostered minister on staff (i.e. part-time ministry, multi-point parishes, contracts); and

WHEREAS, the number of congregations that can afford a full-time rostered minister is shrinking; and

WHEREAS, the Southwest California Synod is experiencing a shortage of supply preachers and interim/transition/bridge ministers; and

WHEREAS, the process for handling interim/transition clergy calls, specialized ministry calls, calls for deacons, and “on-leave-from-call” status is inconsistent among synods in the ELCA; and

WHEREAS, deacons in general and Black, Indigenous, and People of Color (BIPOC), and lesbian, gay, bisexual, transgender, queer, intersex, asexual, and two spirit (LGBTQIA+2S), disabled, and/or female rostered ministers disproportionately experience extended time in “on-leave-from-call” status; and

WHEREAS, removal from the roster due to exceeding “on-leave-from-call” status time limits, missing deadlines, or unclear communication is not uncommon; and

WHEREAS, those removed from the roster have no way to effectively challenge their removal; therefore, be it

RESOLVED, that the Southwest California Synod, in assembly, memorializes the 2022 Churchwide Assembly to direct the Church Council and the Conference of Bishops to suspend removal from the roster due to anything other than formal disciplinary reasons; and be it further

RESOLVED, that the Southwest California Synod, in assembly, memorializes 2022 Churchwide Assembly to direct the Church Council and Conference of Bishops to create a task force to establish national guidelines for handling interim/transition/bridge calls, specialized ministry calls, other non-parish based or innovative calls (with increased attention to calls for deacons), “on-leave-from-call” status, removal from call protocols, removal from roster protocols, and communication protocols. The task force shall include members who are currently (or have recently been) involved in specialized ministries (interim/transition ministry, campus ministry, outdoor ministry, college or seminary professors, chaplains of all sorts, etc.), as well as those currently “on leave from call” for a variety of reasons (family, personal, disability, between-calls, study, etc.), and to include a minimum of two deacons; and be it further

RESOLVED, that the Southwest California Synod, in Assembly, memorializes the 2022 Churchwide Assembly to refer to the Church Council consideration of constitutional amendments that establish a process for rostered leaders to challenge their removal from call and/or roster outside of the synod involved.

2. South Dakota Synod (3C) [2022]

WHEREAS, people in the United States increasingly consider themselves not religious, spiritual not religious, atheist, agnostic, or another variation of unchurched or dechurched and reaching them with the Gospel of Jesus Christ requires adjusting expectations and actions; and

WHEREAS, the nature of worship and church community is changing, requiring creativity, innovation, and flexibility; and

WHEREAS, congregations are exploring alternatives to one or more full-time clergy on staff (i.e. part-time ministry, multi-point parishes, contracts); and

WHEREAS, multi-vocational ministry and unpaid ministry are increasingly encouraged for consideration by synod leadership and seminaries; and

WHEREAS, individuals, congregations, synods, and the ELCA as a whole invest a great deal of time, money, and energy into training rostered ministers; and

WHEREAS, the ELCA churchwide organization and several ELCA synods have been expressing concerns about a clergy shortage for over 20 years; and

WHEREAS, many areas experience a shortage of interim/transition/bridge ministers and supply preachers; and

WHEREAS, synods and synod bishops handle interim/transition clergy calls, specialized ministry calls, calls for deacons, and on-leave-from-call status inconsistently; and

WHEREAS, some rostered ministers experience toxic and/or abusive calls; and

WHEREAS, deacons in general and BIPOC, LGBTQIA+2S, disabled, and/or female rostered ministers disproportionately experience extended time in on-leave-from-call status; and

WHEREAS, those removed from the roster have no way to effectively challenge their removal; and

WHEREAS, removal from the roster due to exceeding on-leave-from-call status, missing deadlines, or unclear communication is not uncommon, even when rostered leaders actively maintain a Rostered Minister Profile in the ELCA mobility system and/or are serving as an interim, transition, bridge, or other minister; therefore, be it

RESOLVED, that the South Dakota Synod memorializes the 2022 Churchwide Assembly of the Evangelical Lutheran Church in America to direct the appropriate churchwide unit to review the “Manual of Policies and Procedures for Management of the Rosters of the Evangelical Lutheran Church in America;” and be it further

RESOLVED, that the review process include, but not be limited to: the time limits given for on-leave-from-call, steps for requesting a roster status, and a process by which an action or lack of recommendation from a bishop may be appealed, including the possibility of an appeal in a synod other than the synod from which they were removed from the roster; and be it further

RESOLVED, that the review considers questions of specialized ministry such as interim and transition ministry, campus ministry, outdoor ministry, college and seminary professors, chaplains, innovative ministry, and others where practices are not uniform across the ELCA; and be it further

RESOLVED, that the review process include a diverse group representing both the roster of Word and Sacrament and the roster of Word and Service, those in specialized ministry, and on leave from call for family, study, disability, and between calls; and be it further

RESOLVED, that the 2022 Churchwide Assembly urge bishops and synod councils to use sparingly any action by which a minister is removed from the roster for non-disciplinary reasons, unless the minister requests removal, until this review is complete; and be it further

RESOLVED, that the appropriate unit of the churchwide organization prepare a report and recommendations for consideration by the Fall 2024 meeting of the Church Council.

3. Metropolitan Chicago Synod (5A) [2022]

WHEREAS, the Evangelical Lutheran Church in America in its rites makes affirmative declarations concerning its rostered ministers; and

WHEREAS, these declarations and the affirmations of the rostered ministers which precede them are made without reference to time nor subject to periodic renewal; and

WHEREAS, continuance of rostered persons in the offices of the ministry is presumed barring death, incapacity, resignation, or disqualification through discipline; and

WHEREAS, removal of a rostered minister from the roster of this church is the highest, most severe form of discipline, and highest penalty which can be imposed; and

WHEREAS, the *Constitution, Bylaws, and Continuing Resolutions* of this church provide for definite procedures with regard to discipline, including assurances of due process and fundamental procedural fairness; and

WHEREAS, the removal of rostered ministers from the roster for reasons other than death, incapacity, resignation, or disqualification through discipline is fundamentally arbitrary and inconsistent with the affirmations made by church; and

WHEREAS, removal from the roster due to exceeding on-leave-from-call status time limits, missing deadlines, or unclear communication is not uncommon, even when rostered leaders actively maintain a Rostered Minister Profile in the ELCA mobility system and/or are serving as an interim, transition, bridge, or other minister; and

WHEREAS, synods and synod bishops handle interim, transition, specialized ministry, and diaconal calls and on-leave-from-call status inconsistently; and

WHEREAS, some rostered ministers experience traumatic and/or abusive calls, and some rostered ministers experience this brokenness from the synod, including the synod bishop; and

WHEREAS, deacons in general and BIPOC, LGBTQIA+, disabled, and female rostered ministers disproportionately experience extended time of transition, including on-leave-from-call status; and

WHEREAS, those removed from the roster have no way to effectively challenge their removal; therefore, be it

RESOLVED that the Metropolitan Chicago Synod Assembly memorializes the 2022 Churchwide Assembly of the Evangelical Lutheran Church in America to create a task force to establish churchwide guidelines for handling interim, transition, bridge, specialized, non-parish based, and innovative calls (with increased attention to calls for deacons), on-leave-from-call status, removal from roster protocols, and communication protocols; and be it further

RESOLVED that said task force establish a process for rostered ministers to challenge their removal from the roster, including the possibility of an appeal in a synod other than the synod from which they were removed from the roster;

RESOLVED that said task force include members who are or have recently been involved in specialized ministries (e.g. interim, transition, campus, outdoor, college or seminary faculty, chaplains, etc.), as well as those currently on leave from call for a variety of reasons (e.g. family, personal, disability, between-calls, study, etc.), and include a minimum of two deacons; and be it further

RESOLVED that this task force present a report and recommendations for policy and procedure changes to the Church Council and Conference of Bishops prior to the Fall 2024 meeting of the Conference of Bishops for evaluation before presentation to the 2025 Churchwide Assembly for adoption; and be it further

RESOLVED that the Metropolitan Chicago Synod Assembly memorializes the 2022 Churchwide Assembly of the Evangelical Lutheran Church in America to suggest, recommend, and urge the Conference of Bishops and all Synod Councils to suspend removal from the roster due to anything other than death, incapacity, resignation, or disqualification through formal disciplinary process until the report of the task force has been acted upon by the 2025 Churchwide Assembly; and be it further

RESOLVED that the Metropolitan Chicago Synod memorializes the 2022 Churchwide Assembly of the Evangelical Lutheran Church in America to remove the time limit on on-leave-from-call status immediately.

4. Northern Illinois Synod (5B) [2022]

WHEREAS, people in the United States increasingly consider themselves not religious, spiritual not religious, atheist, agnostic, or another variation of unchurched or dechurched and reaching them with the Gospel of Jesus Christ requires adjusting expectations and actions; and

WHEREAS, the nature of worship and church community is changing, requiring creativity, innovation, and flexibility; and

WHEREAS, congregations are exploring alternatives to one or more full-time clergy on staff (i.e., part-time ministry, multi-point parishes, contracts); and

WHEREAS, multi vocational ministry and unpaid ministry are increasingly encouraged for consideration by synod leadership and seminaries; and

WHEREAS, individuals, congregations, synods, and the ELCA as a whole invest a great deal of time, money, and energy into training rostered ministers; and

WHEREAS, the ELCA churchwide organization and several ELCA synods have been expressing concerns about a rostered minister shortage for 20+ years; and

WHEREAS, many areas experience a shortage of interim/transition/bridge ministers and supply preachers, and

WHEREAS, synods and synod bishops handle interim/transition clergy calls, specialized ministry calls, calls for deacons, and on-leave-from-call status inconsistently; and

WHEREAS, some rostered ministers experience challenging calls; and

WHEREAS, deacons in general and BIPOC (Black, Indigenous, and people of color), LGBTQIA2S+ (lesbian, gay, bisexual, transgender, queer, and/or questioning, intersex, asexual, and two-spirit), disabled, and/or female rostered ministers disproportionately experience extended time in on-leave-from-call status; and

WHEREAS, removal from the roster due to exceeding on-leave-from-call status, missing deadlines, or unclear communication is not uncommon, even when rostered leaders actively maintain a Rostered Minister Profile in the ELCA mobility system and/or are serving as an interim/transition/bridge or other minister, and

WHEREAS, there is no appeal process provided for rostered ministers when on-leave-from-call status is denied by the Synod Council resulting in their removal from the roster; therefore, be it

RESOLVED, that the Northern Illinois Synod memorializes the 2022 Churchwide Assembly to direct the Conference of Bishops to suspend removal from the roster due to anything other than formal disciplinary reasons (i.e., no removal for exceeding maximum time periods for on-leave-from-call status, serving in ministry positions that don't offer a formal letter of call, or missing communication deadlines); and be it further

RESOLVED, that the Northern Illinois Synod memorializes the 2022 Churchwide Assembly to direct the Conference of Bishops to create a task force to establish national guidelines for handling interim/transition/bridge calls, specialized ministry calls, other non-parish based, or innovative calls (with increased attention to calls for our deacons), on-leave-from-call status, removal from call protocols, removal from roster protocols, and communication protocols; and be it further

RESOLVED, that said task force establish a process for the clergy to challenge their removal from call and/or roster outside of the synod involved; and be it further

RESOLVED, that said task force include members who are currently (or have recently been) involved in specialized ministries (interim/transition ministry, campus ministry, outdoor ministry, college or seminary professors, chaplains of all sorts, etc.), as well as those currently on leave from call for a variety of reasons (family, personal, disability, between-calls, study, etc.), and to include a minimum of two deacons; and be it further

RESOLVED, that this task force present a report and recommendations for policy changes to the ELCA Church Council and Conference of Bishops prior to the fall of 2024 meeting of the Conference of Bishops for evaluation before being presented for consideration for adoption at the 2025 Churchwide Assembly.

5. La Crosse Area Synod (5L) [2022]

WHEREAS, the Evangelical Lutheran Church in America in its rites makes affirmative declarations concerning its rostered ministers; and

WHEREAS, these declarations and the affirmations of the rostered ministers which precede them are made without reference to time nor subject to periodic renewal; and

WHEREAS, continuance of rostered ministers in the offices of the ministry is presumed barring death, incapacity, resignation, or disqualification through discipline; and

WHEREAS, removal of a rostered minister from the roster of this church is the highest, most severe form of discipline and highest penalty which can be imposed; and

WHEREAS, the *Constitution, Bylaws, and Continuing Resolutions* of this church provide for definite procedures with regard to discipline, including assurances of due process and fundamental procedural fairness; and

WHEREAS, the removal of rostered persons from the roster for reasons other than death, incapacity, resignation, or disqualification through discipline is fundamentally arbitrary and inconsistent with the affirmations made by church; and

WHEREAS, removal from the roster due to exceeding on-leave-from-call status time limits, missing deadlines, or unclear communication is not uncommon, even when rostered leaders actively maintain a Rostered Minister Profile in the ELCA mobility system and/or are serving as an interim, transition, bridge, or other minister; and

WHEREAS, synods and synod bishops handle interim, transition, specialized ministry, and diaconal calls, and on-leave-from-call status inconsistently; and

WHEREAS, some rostered ministers experience toxic and/or abusive calls, and some rostered ministers experience this brokenness from the synod, including the synod bishop; and

WHEREAS, deacons in general and BIPOC, LGBTQIA+, disabled, and female rostered ministers disproportionately experience extended time in on-leave-from-call status; and

WHEREAS, those removed from the roster have no way to effectively challenge their removal; therefore be it

RESOLVED, that the La Crosse Area Synod Assembly memorializes the 2022 Churchwide Assembly of the Evangelical Lutheran Church in America to create a task force to establish churchwide guidelines for handling interim, transition, bridge, specialized, non-parish based, and innovative calls (with increased attention to calls for deacons), on-leave-from-call status, removal from roster protocols, and communication protocols; and be it further

RESOLVED, that said task force establish a process for rostered ministers to challenge their removal from the roster, including the possibility of an appeal in a synod other than the synod from which they were removed from the roster; and be it further

RESOLVED, that said task force include members who are or have recently been involved in specialized ministries (e.g. interim, transition, campus, outdoor, college or seminary faculty, chaplains, etc.), as well as those currently on leave from call for a variety of reasons (e.g. family, personal, between-calls, study, etc.), and to include a minimum of two deacons; and be it further

RESOLVED, that this task force present a report and recommendations for policy and procedure changes to the Church Council and Conference of Bishops prior to the Fall 2024 meeting of the Conference of Bishops for evaluation before presentation to the 2025 Churchwide Assembly for adoption; and be it further

RESOLVED, that the La Crosse Area Synod Assembly memorialize the 2022 Churchwide Assembly of the Evangelical Lutheran Church in America to suggest, recommend, and urge the Conference of Bishops and all Synod Councils to suspend removal from the roster due to anything other than death, incapacity, resignation, or disqualification through discipline until the report of the task force has been acted upon by the 2025 Churchwide Assembly.

6. Indiana-Kentucky Synod (6C) [2022]

WHEREAS, the Evangelical Lutheran Church in America in its rites makes affirmative declarations concerning its rostered ministers;

WHEREAS, the *Constitution, Bylaws, and Continuing Resolutions* of this church provide for definite procedures with regard to discipline, including assurances of due process and fundamental procedural fairness;

WHEREAS, removal from the roster due to exceeding on-leave-from-call status time limits, missing deadlines, or unclear communication is not uncommon, even when rostered leaders actively maintain a Rostered Minister Profile in the ELCA mobility system and/or are serving as an interim, transition, bridge, or other minister;

WHEREAS, synods and synod bishops handle interim, transition, specialized ministry, and diaconal calls and on-leave-from-call status inconsistently;

WHEREAS, deacons in general and BIPOC, LGBTQIA+, disabled, and female rostered ministers disproportionately experience extended time in on-leave-from-call status;

WHEREAS, abusive situations occur throughout the church, leading to rostered ministers being on leave from call;

WHEREAS, those removed from the roster have no way to effectively challenge their removal; therefore be it

RESOLVED, that the Indiana-Kentucky Synod Assembly memorializes the 2022 Churchwide Assembly of the Evangelical Lutheran Church in America to create a task force to propose churchwide guidelines for handling interim, transition, bridge, specialized,

non-parish based, and innovative calls (with increased attention to calls for deacons), on-leave-from-call status, removal from roster protocols, and communication protocols;

RESOLVED that said task force propose a process for rostered ministers to challenge their removal from the roster, including the possibility of an appeal in a synod other than the synod from which they were removed from the roster; and be it further

RESOLVED, that said task force include members who are or have recently been involved in specialized ministries (e.g. interim, transition, campus, outdoor, college or seminary faculty, chaplains, etc.), as well as those currently on leave from call for a variety of reasons (e.g. family, personal, disability, between-calls, study, etc.), and to include a minimum of two deacons; and be it further

RESOLVED, that this task force present a report and recommendations for policy and procedure changes to the Church Council and Conference of Bishops prior to the Fall 2024 meeting of the Conference of Bishops for evaluation before presentation to the 2025 Churchwide Assembly for adoption; and be it further

RESOLVED, that the Indiana-Kentucky Synod Assembly memorialize the 2022 Churchwide Assembly of the Evangelical Lutheran Church in America to suggest, recommend, and urge the Conference of Bishops and all Synod Councils to suspend removal from the roster due to anything other than death, incapacity, resignation, or disqualification through discipline until the report of the task force has been acted upon by the 2025 Churchwide Assembly.

7. Northwestern Ohio Synod (6D) [2022]

WHEREAS, individuals, congregations, synods, and the ELCA churchwide organization invest a great time of energy, time, and money into training rostered ministers; and

WHEREAS, the ELCA churchwide organization and many ELCA synods have been expressing concerns about a rostered minister shortage for at least 20 years; and

WHEREAS, the synods of the ELCA handle interim, transitional, term, specialized ministry calls, and on-leave-from-call status differently; and

WHEREAS, the current policies and *Constitution of the ELCA* churchwide organization limit the duration of on-leave-from-call status and renewal of this status; and

WHEREAS, some rostered ministers experience toxic and/or abusive calls that are often terminated quickly; and

WHEREAS, some rostered ministers disproportionately experience extended time in on-leave-from-call status; and

WHEREAS, those removed from the ELCA roster through their on-leave-from-call status not being approved or renewed, have no way to effectively challenge their removal (They may only apply for reinstatement, according to the ELCA constitution, 7.31.06 and 7.61.07); therefore, be it

RESOLVED that the Northwestern Ohio Synod Assembly memorializes the 2022 ELCA Churchwide Assembly direct the Church Council to make the necessary constitutional changes (ELCA Constitution, 7.31.07, 7.61.08) as expediently as possible, prohibiting removal from the ELCA roster by not approving or not renewing their on-leave-from-call status.

8. Lower Susquehanna Synod (8D) [2022]

WHEREAS, the Evangelical Lutheran Church in America in its rites makes affirmative declarations concerning its rostered ministers; and

WHEREAS, these declarations and the affirmations of the rostered ministers which precede them are made without reference to time nor subject to periodic renewal; and

WHEREAS, continuance of rostered persons in the offices of the ministry is presumed barring death, incapacity, resignation, or disqualification through discipline; and

WHEREAS, removal of a rostered minister from the roster of this church is the highest, most severe form of discipline and highest penalty which can be imposed; and

WHEREAS, the *Constitution, Bylaws, and Continuing Resolutions* of this church provide for definite procedures with regard to discipline, including assurances of due process and fundamental procedural fairness; and

WHEREAS, the removal of rostered persons from the roster for reasons other than death, incapacity, resignation, or disqualification through discipline is fundamentally arbitrary and inconsistent with the affirmations made by this church; and

WHEREAS, removal from the roster due to exceeding on-leave-from-call status time limits, missing deadlines, or unclear communication is not uncommon, even when rostered leaders actively maintain a Rostered Minister Profile in the ELCA mobility system and/or are serving as an interim, transition, bridge, or other minister; and

WHEREAS, synods and synod bishops handle interim, transition, specialized ministry, and diaconal calls and on-leave-from-call status inconsistently; and

WHEREAS, some rostered ministers experience toxic and/or abusive calls, and some rostered ministers experience this brokenness from the synod, including the synod bishop; and

WHEREAS, deacons in general and BIPOC, LGBTQIA+, disabled, and female rostered ministers disproportionately experience extended time in on-leave-from-call status; and

WHEREAS, those removed from the roster have no way to effectively challenge their removal; therefore, be it

RESOLVED, that the Lower Susquehanna Synod Assembly memorializes the 2022 Churchwide Assembly of the Evangelical Lutheran Church in America to direct the Church Council to create a task force including members who are or have recently been involved in specialized ministries (e.g. interim, transition, campus, outdoor, college or seminary faculty, chaplains, etc.), as well as those currently on leave from call for a variety of reasons (e.g. family, personal, disability, between-calls, study, etc.), and to include a minimum of two deacons; to examine churchwide guidelines and policies as they relate to interim, transition, bridge, specialized, non-parish based, and innovative calls (with increased attention to calls for deacons), on-leave-from-call status, removal from roster protocols, and communication protocols; to consider recommending a process for such rostered ministers to challenge their removal from the roster, including the possibility of an appeal in a synod other than the synod from which they were removed from the roster; and to present a report and recommendations for policy and procedure changes to the Church Council and Conference of Bishops prior to the Fall 2024 meeting of the Conference of Bishops for evaluation before presentation to the 2025 Churchwide Assembly for adoption; and be it further

RESOLVED, that the Lower Susquehanna Synod Assembly memorializes the 2022 Churchwide Assembly of the Evangelical Lutheran Church in America to suggest, recommend, and urge the Conference of Bishops and all Synod Councils to suspend removal from the roster due to anything other than death, incapacity, resignation, or disqualification through discipline until the report of the task force has been acted upon by the 2025 Churchwide Assembly.

On behalf of the committee, Ms. Chatman introduced the motion.

Moved;

[Seconded]:

To receive with gratitude the memorials from the Southwest California Synod, South Dakota Synod, Metropolitan Chicago Synod, Northern Illinois Synod, La Crosse Area Synod, Indiana-Kentucky Synod, Northwestern Ohio Synod, and Lower Susquehanna Synod concerning specialized ministries and on-leave-from-call status;

To direct the Church Council to establish a process for examining constitutional provisions and policies and procedures as they relate to

interim, transition, bridge, specialized, non-parish-based, and innovative calls, as well as on-leave-from-call status, protocols for removal from the rosters, and communication protocols;

To ask that those involved in the review consult with rostered ministers who are or have recently been involved in specialized ministries (e.g., interim, transition, campus, outdoor, college or seminary faculty, chaplains, etc.), and those currently on leave from call for a variety of reasons (e.g., regular leave from call, family, disability, study, etc.).

The Rev. Elizabeth A. Bier [Northwest Synod of Wisconsin] offered an alternate response to the memorial.

Moved;

Seconded:

To replace the proposed response with an alternate response as follows:

To receive with gratitude the memorials from the Southwest California Synod, South Dakota Synod, Metropolitan Chicago Synod, Northern Illinois Synod, La Crosse Area Synod, Indiana-Kentucky Synod, Northwestern Ohio Synod, and Lower Susquehanna Synod concerning specialized ministries and on-leave-from-call status;

To direct the Church Council to direct the appropriate churchwide unit to initiate a review process of the “Policies and Procedures for Management of the Rosters of the Evangelical Lutheran Church in America” and the constitutional provisions and policies and procedures as they relate to interim, transition, bridge, specialized, non-parish-based, and innovative calls, as well as on-leave-from-call status, protocols for removal from the rosters, and communication protocols;

To direct the Church Council to ensure that this review process include in its scope of inquiry, but not be limited to: the time limits given for on-leave-from-call, steps for requesting a roster status, and a process by which an action or lack of recommendation from a bishop may be appealed, including the possibility of an appeal in a synod other than the synod from which they were removed from the roster;

To require that those involved in the review process include a diverse group representing both the roster of Word and Sacrament and the roster of Word and Service who are or have recently been involved in specialized ministries (e.g., interim, transition, campus, outdoor, college or seminary faculty, chaplains, etc.), and those currently or recently on leave from call for a variety of reasons (e.g., between calls, family, disability, study, etc.);

To urge bishops and synod councils to use sparingly any action by which a minister is removed from the roster for non-disciplinary reasons, unless the minister requests removal, until this review is complete, especially for those serving contract calls, as supply preachers, and in other ELCA ministries that don't qualify as a call; and

To require that appropriate unit of the churchwide organization prepare a report and recommendations for consideration by the fall 2024 meeting of the ELCA Church Council.

The vice president called for the orders of the day.

Vice Presidential Nominees Forum

Reference: 2022 Pre-Assembly Report, Section V, Election of the Vice President

Vice President Peña thanked the members of the Memorials Committee and all voting members for their prayerful deliberation regarding the memorials that were submitted to the assembly. He introduced the vice-presidential nominees forum, reminding assembly members that the participants in the forum would be the three candidates who received the highest vote totals on the third ballot for vice president. Vice President Peña invited Ms. Cherrish Holland and the Rev. Marcus A. Bigott, members of the Executive Committee of the Church Council, to the stage to serve as moderators of the forum.

Ms. Holland and Pastor Bigott invited assembly members to welcome the three nominees for vice president to the stage: Mr. Imran Siddiqui, Mr. Roberto Lara Aranda, and Ms. Tracey A. Beasley. Ms. Holland explained that each nominee would respond to three prompts that had been determined by the Executive Committee of the Church Council and given to the nominees in advance, and that the order of response was determined by random drawing. Nominees were allowed two minutes to respond to each prompt, and assembly members were asked to refrain from applauding until the end of the session, at which time all nominees would be thanked as a group.

Prompt 1: How would you, in your leadership role as vice president, prioritize and plan to implement the actions taken at this assembly?

Response 1: Ms. Beasley

Ms. Beasley stated that she would work closely with the Executive Committee of the Church Council and with churchwide organization staff to organize actions. Responsibilities would then be assigned to staff, establishing deadlines for reports to the Church Council for renewed discussion and action. In her role as vice president, Ms. Beasley said that she would work with the presiding bishop and staff to ensure that resources are available to support implementation of the actions. Because people have grown comfortable working remotely, she believes the Church Council and the churchwide organization could more effectively engage synods to foster buy-in. Each memorial passed in this, and any assembly, she said, helps this church to advance its mission and vision. She concluded by saying that all must work together interdependently to accomplish each action, avoiding “silos,” and God’s people must always be in the forefront when prioritizing the actions.

Response 2: Mr. Siddiqui

Mr. Siddiqui called attention to two memorials that he considers priorities on which he would encourage the Church Council to take action as soon as possible. The first is the Commission for a Renewed Lutheran Church. This church has lifted up the words “constantly reforming,” he noted, yet he feels that primarily it had made small adjustments rather than truly living into this calling. He believed that this church has passed momentous constitutional amendments, but its structures remain unchanged, and he stated that it is time to move past the compromises of 35 years ago and move forward. He noted that this church

has three expressions, each of which he considers to have very limited power and accountability in relation to the others, in some cases leading to “disastrous results.” Mr. Siddiqui expressed concern that if the Commission for a Renewed Lutheran Church were not sufficiently prioritized, it would not complete its work prior to the 2025 Churchwide Assembly, frustrating the intent of this assembly. It was also crucial that the commission reflect where this assembly wanted this church to go rather than where it had been.

The second memorial on which Mr. Siddiqui would focus was the salary equity memorial. He stated that it is unconscionable for a church that declares all people to be equal before God to dramatically underpay members of minority communities, people with disabilities, and members of the LGBTQ+ community. How could this church claim to be welcoming, he asked, when pay discrepancies among pastors show that this is not the case? It is essential, he believes, that this church acknowledge the depth of these discrepancies and act immediately to correct them.

Response 3: Mr. Lara Aranda

Mr. Lara Aranda began by noting that, as a communications strategist, prioritizing and implementing plans is what he is called on to do every day. As vice president, he stated, he would ask: What are the values of the Church Council and the churchwide organization that inform this church’s decision-making processes? This church has said that it is committed to being antiracist and transparent, but how, he asked, does this church embody those values? Mr. Lara Aranda outlined three values that guide his decision-making process. First, if this church desires to be an antiracist church, decisions need to be made in the truth of God’s abundance rather than considering questions from the perspective of scarcity. Too often, he believes, this church has faced challenges with a focus on things that could not be done rather than finding paths to seeing all that could be done. A second value is representation, or the principle of “No decisions about us without us.” Part of any decision-making process, he said, is taking a minute to look around the table, ensuring that the right people are there and that the communities that would be most impacted are represented. Finally, he asserted, this church needs to be less conflict-averse, something he feels Lutherans may find difficult. Sometimes, he stated, this church needs to be willing to lean into “holy, necessary conflict,” because it could be possible to build trust through engaging and resolving conflict. Trust is what holds an organization together, he argued, and this church’s leaders ignore trust issues at the expense of this church’s success.

Some, perhaps, consider these to be “soft” skills, he said, but organizational research is clear: organizations can fall into despair without these values, particularly trust. Yet with them, and with the guidance of the Holy Spirit, this church could see continuous improvement and sustainable, measurable, tangible results.

Prompt 2: Looking at collaboration and group processes, the vice president is elected by the Churchwide Assembly and serves this entire church. Share a time when you facilitated an organization’s work to accomplish its goals, accommodating and collaborating with varying perspectives and opinions.

Response 1: Mr. Siddiqui

Mr. Siddiqui reminded assembly members that the Southeastern Synod Council operates on the basis of consensus and provided an example illustrating what this means in practice. Council members in his synod are free to discuss their concerns about proposed resolutions or staff appointments, but this comes with the understanding that, once

consensus is reached, every member of the council takes ownership of the decision and defends it as their own. This happens because everyone realizes that each member of the council is allowed to block consensus. Mr. Siddiqui noted that, for this reason, he is hesitant to discuss specific situations in which individual council members held differing opinions and how they were brought together. Discussions within the council are held in strict confidence, especially in light of the fact that council members may later vigorously defend decisions about which they once expressed concerns. When opposition is expressed to a proposed resolution, the response by other council members is always: What could be done to make the concerned member comfortable with the proposed resolution? Following conversation, the resolution is altered in whatever ways are necessary so that all members can accept the actions of the council and act as one. He recalled one resolution concerning which discussion lasted more than an hour and regarding which all reservations were heard before the decision was made. The bishop had even suggested postponing the decision, but council members decided to keep talking in order to reach consensus. It turned out that the final decision was the one recommended by Mr. Siddiqui as vice president of the council and by the synod bishop, but the discussion allowed all council members to voice their true thoughts.

Response 2: Mr. Lara Aranda

As an example, Mr. Lara Aranda pointed to the public apology this assembly had witnessed two days earlier. This event was possible, in part, because of Mr. Lara Aranda's commitment to finding common ground between many passionate groups with different goals and diverse opinions. Of course, he, said, the apology was only the first step of a long and difficult process, but it required months of conversations, collaborations, and necessary confrontations. Several conversations had taken place involving a number of different and widely varied groups, including the people of Iglesia Luterana Santa María Peregrina, the office of the presiding bishop, churchwide staff, and various Latino leadership organizations within this church. All had recommended Mr. Lara Aranda to the listening panel. Several of these conversations were not only highly emotional but also took place in very public forums. Movement toward reconciliation was not a linear process. The group found new obstacles every step of the way, but by being transparent and having their values clear, he affirmed, the parties were able to move forward together, guided by the Holy Spirit and for the benefit of our beloved church.

Response 3: Ms. Beasley

Ms. Beasley noted that, during her nine years as a synod vice president, there have been many opportunities for her to work with synod bishops, synod councils, conference deans, and congregational leadership to accomplish goals. As a specific example, she stated that she is currently working with a congregation under synod administration. Both the synod and the congregation have goals for renewing ministry in the area, and Ms. Beasley often serves as the "listening ear" for both the synod and the congregation, working to identify the best course of action. Her role in this situation, she said, is to listen, to evaluate, and to work toward developing consensus through prayer and brave, honest conversations. As a result of their collaboration, all involved have renewed commitments to the neighborhood and helped this ministry back on the pathway to being a vital and effective community for Jesus.

Prompt 3: The vice president shall serve as the chair of the Church Council and may perform other tasks for the benefit of this church. Describe for the assembly how you would handle the time and emotional demands of assuming the role of vice president.

Response 1: Mr. Siddiqui

Mr. Siddiqui began by noting that this was an excellent question, one with which he had been wrestling for the entire week. He had filled out the pre-identification form knowing that the job required a substantial time commitment without knowing the exact amount. He discussed the issue with his wife, knowing that they have a two-year old son, whom they had both committed to co-parenting equally. On the day before the assembly began, Mr. Siddiqui had called his wife, informed her that the time commitment involved would be more than they had expected, and expressed concern that it might cause him to spend too much time away from home. He said that, if he received the 30 or 40 votes he expected on the first ballot, he would withdraw his name from the nominee pool. His wife reminded him that they are a family that values lay leadership and encouraged him to not withdraw his name, allowing the Spirit do its work. After the first ballot, it was clear to them that he should remain on the ballot, and his wife texted to let him know that, if his election came to pass, they would “make it work.” On the previous night, he was talking to a bishop who reminded him that, while the vice president was required to attend several annual events in person, Zoom was a wonderful alternative for other events. If elected as vice president, Mr. Siddiqui intends to keep his family first, and if that choice caused the assembly to move in a different direction, he would understand and have no regrets.

Response 2: Mr. Lara Aranda

Mr. Lara Aranda emphasized that his family, both God-given and chosen, is an important support structure for him. Were it not for his now-partner, then-boyfriend, who thought that a “cool date activity would be taking a Roman Catholic boy to his first Lutheran liturgy,” an Easter Vigil service that lasted more than three hours, he would not be a part of this church. Mr. Lara Aranda said he thought of what a constant source of inspiration and resilience their son is to his partner and him. He and his partner are active in Amparo and the Sanctuary Movement, and they live into that in what he likes to call the “fourth expression of this church,” their home. They are the legal guardians of a migrant minor, and he does this work to build a better church and world for him.

Then there is his church family. Eventually, he became a member of Saint Peter’s Church in New York City, which confirmed and affirmed God’s love for him with words and actions. There are also the synod family and his colleagues at the churchwide organization, fellow ethnic association leaders, fellow listening panel members, Latino leaders, and the board and members of the Latino Association. He could not have gotten through the past nine months without their counsel and support. Finally, there are the members of the Churchwide Assembly, many of whom were already treating him like family in this process. He already had an invitation from Bruce, from North Dakota, whose wife, apparently, makes the best homemade mustard in the world. He is committed not only to serve the members of this church but also to serve *with* the members of this church. ELCA members are certainly church together, he concluded, but through the waters of baptism, are also family together.

Response 3: Ms. Beasley

Ms. Beasley noted that, as an ELCA member since her youth, she has extensive practice living a balanced life, first through school and ministry and now through work and ministry. Setting boundaries so that there is time for rest and play, worship and work, helps her to maintain this balance so that she finds joy in serving and centering the purpose. She practices Sabbath as a ritual for resetting her mental, emotional, physical, and spiritual health and wellness as a priority in her life. Despite the fact that she expends a lot of time and energy to participate in this church, she said, it is always important to her to practice self-care. She has learned not to take things personally, and this has helped her to maintain a clear and level focus while navigating difficult situations, particularly when facing conflict and differing opinions.

At the conclusion of the forum, Pastor Bigott invited the assembly to show appreciation for the nominees, and the assembly responded with sustained applause.

Announcements

Vice President Peña reminded assembly members that the fourth ballot for vice president would be taken at the beginning of the sixth plenary session. He called upon Secretary Rothmeyer to provide several additional announcements.

Prayer

The plenary session closed with a hymn and a prayer.

Adjournment

The fifth plenary session of the sixteenth Churchwide Assembly of the ELCA adjourned at 11:58 a.m.

Plenary Session Six

Thursday, Aug. 11, 2022

2:00—5:00 p.m.

The 2022 Churchwide Assembly of the ELCA reconvened in Hall A of the Greater Columbus Convention Center, Columbus, Ohio, at 2:01 p.m. The Rev. Elizabeth A. Eaton, presiding bishop of the Evangelical Lutheran Church in America (ELCA), called the assembly to order.

Fourth Ballot for Vice President

Reference: 2022 Pre-Assembly Report, Section I, Rules of Organization and Procedure; Section V, Election of the Vice President

Presiding Bishop Eaton announced the fourth ballot for vice president and invited Ms. Aja M. Favors, associate general counsel for the ELCA, to provide the report of the Credentials Committee. Ms. Favors announced that, as of 1:18 p.m., there were 829 voting members in the assembly. The presiding bishop reminded assembly members that, if a nominee were to receive 60% of the votes on the fourth ballot, that person would be elected as vice president. Following review of the voting process, a hymn, and prayer, the presiding bishop opened the voting. While votes were counted, the assembly viewed a video promoting “God’s Work, Our Hands” Sunday, the annual ELCA day of service.

Elections: Report of the Fourth Ballot for Vice President

Reference: 2022 Pre-Assembly Report, Section V, Election of the Vice President; Section X, Results of the Fourth Ballot for Vice President

Presiding Bishop Eaton invited Mr. Thomas A. Cunniff, general counsel for the ELCA, to report the results of the fourth ballot for vice president. Mr. Cunniff announced that there were 802 votes received and that 482 votes were needed to elect. No nominee received 482 votes. The full results of the fourth ballot for vice president were:

Imran Siddiqui	443
Roberto Lara Aranda	228
Tracey Beasley	131

Presiding Bishop Eaton thanked Mr. Cunniff, declared that there was no election on the fourth ballot, and announced that the two nominees receiving the highest number of votes, Mr. Imran Siddiqui and Mr. Roberto Lara Aranda, would proceed to the next ballot.

Consideration: *En Bloc* Action to Ratify Amendments to the Constitutions, Bylaws, and Continuing Resolutions of the ELCA

Reference: 2022 Pre-Assembly Report, Section V, Ratification of Amendments to the Constitutions of the ELCA

Presiding Bishop Eaton announced that the next order of business before the assembly was consideration of constitutional amendments recommended by the Church Council. She noted that constitutional provision 4.02.c. and related provisions had been approved by the 2019 Churchwide Assembly and, to be ratified, would require a two-thirds vote of the 2022 Churchwide Assembly. Secretary Rothmeyer moved the ratification of the amendments.

To ratify, *en bloc*, the actions of the 2019 ELCA Churchwide Assembly regarding amendments to constitutional provision 4.02.c. and related provisions in the *Constitutions, Bylaws, and Continuing Resolutions of the Evangelical Lutheran Church in America*.

- 4.02. To participate in God's mission, this congregation as a part of the Church shall:
- c. Serve in response to God's love to meet human needs, caring for the sick and the aged, advocating dignity ~~and~~, justice, and equity for all people, working for peace and reconciliation among the nations, caring for the marginalized, embracing and welcoming racially and ethnically diverse populations, and standing in solidarity with the poor and powerless oppressed and committing itself to their needs.
- 7.31.02 **Responsibilities.** Consistent with the faith and practice of the Evangelical Lutheran Church in America,
- a. Every minister of Word and Sacrament shall:
- 8) speak publicly to the world in solidarity with the poor and oppressed, ~~calling for justice and proclaiming God's love for the world~~ advocating dignity, justice and equity for all people, working for peace and reconciliation among the nations, caring for the marginalized, and embracing and welcoming racially and ethnically diverse populations.
- 7.61.02. **Responsibilities.** Consistent with the faith and practice of the Evangelical Lutheran Church in America, every minister of Word and Service shall:
- c. speak publicly to the world in solidarity with the poor and oppressed, ~~calling for justice and proclaiming God's love for the world, witnessing to the realm of God in the community, the nation, and abroad~~ advocating dignity, justice, and equity for all people, working for peace and reconciliation among the nations, caring for the marginalized, and embracing and welcoming racially and ethnically diverse populations;
- †S6.02. To participate in God's mission, this synod as a part of the Church shall:
- c. Serve in response to God's love to meet human needs, caring for the sick and the aged, advocating dignity, ~~and~~ justice, and equity for all people, working for peace and reconciliation among the nations, caring for the marginalized, embracing and welcoming racially and ethnically diverse populations, and standing in solidarity with the poor and oppressed powerless and committing itself to their needs.
- †S14.12. Consistent with the faith and practice of the Evangelical Lutheran Church in America,

- a. Every minister of Word and Sacrament shall:
 - 8) speak publicly to the world in solidarity with the poor and oppressed, ~~calling for justice and proclaiming God's love for the world~~advocating dignity, justice, and equity for all people, working for peace and reconciliation among the nations, caring for the marginalized, and embracing and welcoming racially and ethnically diverse populations.

†S14.32. Consistent with the faith and practice of the Evangelical Lutheran Church in America, every minister of Word and Service shall:

- c. Speak publicly to the world in solidarity with the poor and oppressed, ~~calling for justice and proclaiming God's love for the world, witnessing to the realm of God in the community, the nation, and abroad~~advocating dignity, justice, and equity for all people, working for peace and reconciliation among the nations, caring for the marginalized, and embracing and welcoming racially and ethnically diverse populations;

*C4.02. To participate in God's mission, this congregation as a part of the Church shall:

- d. Serve in response to God's love to meet human needs, caring for the sick and the aged, advocating dignity ~~and~~, justice, ~~and~~ equity for all people, working for peace and reconciliation among the nations, caring for the marginalized, embracing and welcoming racially and ethnically diverse populations, and standing in solidarity with the poor and ~~powerless oppressed~~ and committing itself to their needs.

*C9.03. Consistent with the faith and practice of the Evangelical Lutheran Church in America,

- a. Every minister of Word and Sacrament shall:
 - 8) speak publicly to the world in solidarity with the poor and oppressed, ~~calling for justice and proclaiming God's love for the world~~advocating dignity, justice, and equity for all people, working for peace and reconciliation among the nations, caring for the marginalized, and embracing and welcoming racially and ethnically diverse populations.

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

- c. Speak publicly to the world in solidarity with the poor and oppressed, ~~calling for justice and proclaiming God's love for the world, witnessing to the realm of God in the community, the nation, and abroad~~advocating dignity, justice, and equity for all people, working for peace and reconciliation among the nations, caring for the marginalized, and embracing and welcoming racially and ethnically diverse populations;

The presiding bishop declared that the motion had passed.

Consideration: *En Bloc* Amendments to the Constitutions, Bylaws, and Continuing Resolutions of the ELCA

Reference: 2022 Pre-Assembly Report, Section V, General Amendments to the Constitutions of the ELCA

A voting member raised a point of parliamentary inquiry to ask whether the chair would allow the assembly to vote using voting papers rather than voting machines in the interest of time, with voting machines used at the discretion of the chair only in the case of close votes. Presiding Bishop Eaton thanked the voting member and noted that the chair does have discretion to call for the use of voting papers rather than voting machines, with recourse to voting machines in the case of close votes.

The presiding bishop introduced the general amendments to the *Constitutions, Bylaws, and Continuing Resolutions of the ELCA*, noting that the following proposed amendments had been removed from *en bloc*:

- Constitutional provision 5.01.-e. and -f.;
- Bylaw 7.31.03.g.
- Bylaw 8.22.01.;
- Bylaw 15.21.03.; and
- *Constitution for Synods* S6.04.

Secretary Rothmeyer moved adoption of the remaining amendments to the *Constitutions, Bylaws, and Continuing Resolutions of the ELCA* that had not been removed from *en bloc*.

ASSEMBLY

ACTION

CA22.03.18

TWO-THIRDS VOTE REQUIRED

YES-784; NO-18

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

To authorize the Office of the Secretary to make appropriate changes in the *Constitution for Synods* and the *Model Constitution for Congregations* congruent with the ELCA constitution as amended.

Chapter 7: Ministry

7.31.03. Preparation and Approval. Except as provided in 7.31.04., a candidate for the ministry of Word and Sacrament shall have:

- b. been granted entrance to candidacy by and under the guidance and supervision of the appropriate committee ~~for at least a year~~ before being approved for call;
- c. satisfactorily completed the requirements for the Master of Divinity degree from an accredited theological school in North America or completed a program of study for those accepted into the TEEM program (Theological Education for Emerging Ministries), including practical preparation, as defined by the appropriate churchwide unit, such as internship and supervised clinical work;

- d. completed ~~at least one year of residency~~ the expectations and outcomes established for Lutheran learning and formation in a seminary of this church or of the Evangelical Lutheran Church in Canada, except when waived by the appropriate committee in consultation with the faculty of a seminary of this church or of the Evangelical Lutheran Church in Canada;

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

7.41.07. Retirement. Ministers of Word and Sacrament may retire upon ~~attainment~~attaining the earlier of age 60; or ~~after~~ 30 years on the roster of Ministers of Word and Sacrament of this church or one of its predecessor bodies, and continue to be listed on the roster of Ministers of Word and Sacrament of this church, upon endorsement by the synod bishop, by action of the Synod Council in the synod in which the minister of Word and Sacrament is listed on the roster.

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

- a. The call of a congregation, when accepted by a pastor, shall constitute a continuing mutual relationship and commitment which shall be terminated only by the pastor’s death or, following consultation with the synod bishop, for any of the following reasons:
 - 4) inability to conduct the pastoral office effectively in view of physical disability or ~~mental~~ incapacity of the pastor;
- b. When allegations of ~~physical~~ disability or ~~mental~~ incapacity of the pastor under paragraph a.4) above, or ineffective conduct of the pastoral office under paragraph a.3) above, have come to the attention of the bishop of this synod,

- 1) the bishop, ~~in his or her~~ who has sole discretion, may investigate such conditions personally together with a committee of two rostered ministers and one layperson, or
- c. In case of alleged ~~physical~~ disability or ~~mental~~ incapacity under paragraph a.4) above, the bishop's committee shall obtain and document competent medical opinion concerning the pastor's condition. When a disability or incapacity is evident to the committee, the bishop of this synod may declare the pastorate vacant. When the pastorate is declared vacant, the Synod Council shall list the pastor on the roster of Ministers of Word and Sacrament with disability status. Upon ~~removal~~ resumption of the ability to conduct the office effectively~~disability and restoration of the pastor to health~~, the bishop shall take steps to enable the pastor to resume the ministry, either in the congregation last served or in another appropriate call.

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

- b. been granted entrance to candidacy by and under the guidance and supervision of the appropriate committee ~~for at least a year~~ before being approved for call;
- ...
- e. been recommended to a congregation or other entity by the bishop of the synod ~~to~~ in which the candidate ~~has been assigned~~ is being considered for first call in accordance with the procedures recommended by the appropriate churchwide unit, reviewed by the Conference of Bishops, and adopted by the Church Council; and

7.71.04. Retirement. Ministers of Word and Service may retire upon ~~attainment~~ attaining the earlier of age 60; or ~~after~~ 30 years on a roster of this church or one of its predecessor bodies, and continue to be listed on the roster of Ministers of Word and Service of this church, upon endorsement by the synod bishop, by action of the Synod Council in the synod in which the minister of Word and Service is listed on the roster.

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

- a. The call of a congregation, when accepted by a minister of Word and Service, shall constitute a continuing mutual relationship and commitment which shall be terminated only by the deacon's death or following consultation with the synod bishop for any of the following reasons:
 - 4) inability to conduct the office effectively in view of physical disability or ~~mental~~ incapacity of the minister of Word and Service;
- b. When allegations of ~~physical~~ disability or ~~mental~~ incapacity of the deacon under paragraph a.4) above, or ineffective conduct of the office under paragraph a.3) above, have come to the attention of the bishop of this synod,

- 1) the bishop, ~~in his or her~~ who has sole discretion, may investigate such conditions personally together with a committee of two rostered ministers and one non-rostered person, or
- c. In case of alleged ~~physical~~ disability or ~~mental~~ incapacity under paragraph a.4) above, the bishop's committee shall obtain and document competent medical opinion concerning the minister of Word and Service's condition. When a disability or incapacity is evident to the committee, the bishop of this synod may declare the position vacant. When the position is declared vacant, the Synod Council shall list the deacon on the roster of Ministers of Word and Service with disability status. Upon ~~removal~~ resumption of the ability to conduct the office effectively~~disability and restoration of the minister of Word and Service to health~~, the bishop shall take steps to enable the minister of Word and Service to resume the ministry, either in the congregation last served or in another appropriate call.

Chapter 8: Relationships

- 8.14. 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 institutions of higher education and with governmental, ecumenical, and societal agencies in accordance with accepted resolutions and/or in response to specific agreed-upon areas of responsibility.
- 8.21.04. Each unincorporated seminary shall have an advisory council or governing board distinct from the board of directors of the college or university of which the seminary is a school, department, or unit. The seminary advisory council or governing board shall relate to the Church Council through the appropriate churchwide unit. The members of the unincorporated seminary's advisory council or governing board shall be elected as specified in the governing documents of the related college or university, and shall consist of 12 to 30 members, as follows:
- a. at least one-fifth nominated by the Church Council upon recommendation of the appropriate churchwide unit after consultation with the seminary's advisory council or governing board;
 - b. two members nominated by the bishops of the supporting synods from among their number;
 - c. one member, who shall serve as chair of the advisory council or governing board and as a voting member of the board of directors of the college or university, nominated by the Church Council, upon recommendation of the appropriate churchwide unit after consultation with the seminary's advisory council or governing board; and
 - d. the remaining members to be from the supporting synods, nominated by the seminary's advisory council or governing board in consultation with the supporting synods.
- 8.21.06. Each unincorporated seminary shall have a chief administrative officer, such as an academic dean, seminary provost, or vice president, who is on

the roster of Ministers of Word and Sacrament of this church. In the appointment or election of the chief administrative officer of the seminary, the college or university shall consult with the seminary advisory council or ~~governing~~ board, the presiding bishop of this church, and the appropriate churchwide unit. The college or university board shall exercise all other normal governance functions, including the appointment of tenured faculty, in consultation with the seminary's advisory council or ~~governing~~ board, and shall have authority to recruit students throughout this church.

8.22. **Colleges and Universities.** This church shall ~~express its responsibility for higher education through~~ relate to its colleges and universities in their mission to educate students for vocations in the Church and the world. The churchwide organization, through the appropriate churchwide unit, shall support an association of this church's colleges and universities, the appropriate churchwide unit as determined by the Church Council, and its synods. While variation is possible in college or university relationships across this church, this church recognizes the desirability of some degree of uniformity of relationship for colleges and universities within the same region.

8.22.0201. ~~Colleges~~ Each college and ~~universities~~ university of the ~~Evangelical Lutheran Church in America~~ this church shall establish a ~~may relate to this church in various ways, including~~ relationship with: ~~the Churchwide Assembly, the Church Council,~~

a. a synod ~~assembly~~ or synods; ~~or~~

b. a corporation whose voting members are, ~~or have been~~ elected or appointed by; a synod or synods-assemblies, other organizational units (conferences, clusters, etc.), or congregations; ~~or, Subject to approval by the appropriate synods, a college or university may be owned by a not-for-profit~~

c. a corporation

(1) that has voting members, at least a majority of whom shall consist of members of the Churchwide Assembly or the Church Council, and

(2) that shall hold the meeting of such a corporation in conjunction with the Churchwide Assembly or the Church Council for the purpose of approving amendments to the articles of incorporation, and approving amendments to other governing documents which affect the relationship between the college or university and this church. A majority of the members of the ~~governing~~ board of a corporation that meets in conjunction with the Churchwide Assembly or Church Council shall be members of this church or of a church body with which this church is in a relationship of full communion, but under no circumstances shall fewer than forty (40) percent of the members of such board be members of this church.

8.22.0302. ~~Primary~~ Responsibility for the size and composition of a college or university's board of directors, including recruiting and electing board members, for its board belongs to each college or university of this church. This responsibility ~~is best~~ shall be exercised congruent with the form of

~~relationship, as provided in 8.22.01, established by the college or university with this church, when appropriate structures of this church are substantially involved. The college or university and the appropriate synods shall determine how many of the college or university board members are to be elected or ratified by the approved form of relationship as provided in 8.22.02.~~

8.22.0403. ~~The r~~Responsibility for ~~initiating changes in constitutional~~ governance and governance documents rests with each college or university of this church. This responsibility shall be exercised congruent with the form of relationship as provided in 8.22.01., established by the college or university with this church. Each college or university will reach agreement with the appropriate structures of this church as identified in 8.22.02. regarding changes in constitutional documents. This church's participation may range from prior consultation to final approval.

~~8.22.05. Representation of members of this church on college or university boards, limitation of terms for board members, whether or not college or university presidents shall be members of this church, and representation of bishops of synods on college or university boards shall be determined by each institution and the appropriate synods.~~

8.22.0604. In addition to and consistent with the above provision 8.22 and bylaws 8.22.01 through 8.22.03~~5~~, colleges and universities of this church where a school, department, or unit of that institution is a seminary of this church must comply with all requirements, policies, procedures, and standards specified in provision 8.21 and bylaws 8.21.01 through 8.21.08.

8.63.01. A minister of Word and Sacrament of this church or a minister of Word and Service, serving temporarily in a church body with which a relationship of full communion has been declared and established by a Churchwide Assembly of the Evangelical Lutheran Church in America, may be retained on the roster—upon endorsement by the synod bishop and by action of the Synod Council in the synod in which the minister is listed on the roster—under policies developed at the direction of the presiding bishop and secretary, reviewed by the Conference of Bishops, and adopted by the Church Council.

b. A letter of call may be issued to a minister of Word and Service of this church, serving temporarily in such a church body, by the Church Council of the Evangelical Lutheran Church in America or a Synod Council, in accord with the Table of Sources of Calls (7.74.~~A19~~A21.b).

8.63.05. The availability of a minister of Word and Sacrament from a church body with which a relationship of full communion has been declared and established by a Churchwide Assembly of the Evangelical Lutheran Church in America shall be understood normally in three categories: availability to serve in an occasional situation; availability to meet an extended need, including service in “yoked parish” settings; and availability for a transfer of roster status.

- b. *Extended service:* A minister of Word and Sacrament of a church body with which a relationship of full communion exists may be invited to serve as the pastor of a congregation of this church for an extended period of time, yet remain a minister of Word and Sacrament of ~~his or her~~ the minister's present church body. Such a person would be expected to preach, teach, and administer the sacraments in a congregation of this church in a manner that is consistent with the Confession of Faith of the Evangelical Lutheran Church in America and to live in a manner consistent with the ministerial policy of this church. Such service shall be rendered only as authorized by the synod bishop in order to serve the ministry and mission needs of this church in a given situation.

Chapter 9: Congregations

- 9.21.02.** Under special circumstances, subject to the approval of the synod bishop and the concurrence of the congregation, a minister of Word and Sacrament of a church body with which ~~this church the Evangelical Lutheran Church in America~~ officially has established a relationship of full communion by action of a Churchwide Assembly may serve temporarily under contract as pastor of a congregation of this church.
- 9.23.** In accord with constitutional provision 9.21.d. and its accompanying bylaws 9.21.01. and without invoking the provisions of Chapter 20, a congregation that calls or otherwise maintains as its pastor a person who is neither:
- a. minister of Word and Sacrament who has resigned or been removed from this church's roster of Ministers of Word and Sacrament; nor
 - b. or that calls as its pastor one who has not been approved for the roster of Ministers of Word and Sacrament and called pursuant to bylaw 9.21.01; nor
 - c. authorized as a minister pursuant to bylaw 7.31.10; nor
 - d. a minister of Word and Sacrament of a church body with which this church has established a relationship of full communion and contracted with pursuant to bylaw 9.21.02;
- may be removed from the roster of congregations of this church by the Synod Council upon recommendation of the synod bishop.
- 9.24.** A recognized and received congregation that is part of this church shall, when legally possible, be incorporated and may, in its sole discretion:
- a. own property and be responsible for its care; and
 - b. call or employ staff.
- 9.27.** Each congregation, except those which are in ~~partner~~ relationship with the Slovak Zion Synod, shall establish a relationship with the synod in whose territory it is located.
- 9.62.** A congregation may terminate its relationship with this church by the following procedure:
- a. A resolution indicating the intent to terminate its relationship must be adopted at two legally called and conducted special meetings of the

congregation by a two-thirds vote of the voting members present at each meeting. The first such meeting may be held no sooner than 30 days after written notice of the meeting is received by the bishop of the synod, during which time the congregation shall consult with the bishop and the bishop's designees, if any. The times and manner of the consultation shall be determined by the bishop in consultation with the Congregation Council. Unless he or she is a the bishop and/or the bishop's designees are voting members of the congregation, ~~the bishop and the bishop's designees, if any, they~~ shall have voice but not vote at the meeting.

...

- d. If the congregation, after such consultation, is still considering termination of its relationship with this church, such action may be taken at a legally called and conducted special meeting by a two-thirds vote of the voting members present. Notice of the meeting shall be sent to all voting members and to the bishop at least 10 days in advance of the meeting. Unless he or she is a the bishop and/or the bishop's designees are voting members of the congregation, ~~the bishop and the bishop's designees, if any, they~~ shall have voice but not vote at the meeting.

- 9.81.02. A federated congregation may be formed by two or more separate congregations that shall continue to exist as separate but cooperating entities. The separate congregations in a federated congregation shall be related to their respective church bodies that have established a relationship of full communion in accord with 8.61. and 9.81. A federated congregation shall conduct its life and work under a plan of agreement approved by the two or more separate congregations upon recommendation of the synod in which the congregation is located, with the synod acting in concert with the comparable ecclesiastical entity of a church body with which a relationship of full communion exists.

Chapter 10: Synods

- 10.01.01. **Names and Boundaries.** The names and boundaries of the synods shall be: Synod 2.C—Pacifica. The counties of Imperial, Orange, Riverside, San Bernardino, San Diego in the state of CALIFORNIA; the congregations St. Andrew, Salem Evangelical, Shepherd of the Hills, and Good Shepherd Evangelical, and Prince of Peace, Los Angeles County, in the state of CALIFORNIA; the state of HAWAII; the territories of the U.S. in the Pacific Ocean.

...

Synod 5.L—La Crosse Area. The counties of Adams, Buffalo (south), Crawford, Jackson (south), Juneau, La Crosse, Monroe, Trempealeau (south), Vernon in the state of WISCONSIN; and ~~parishes~~congregations in or near the towns of La Crescent, Caledonia, and Spring Grove in the state of MINNESOTA.

...

Synod 6.C—Indiana-Kentucky. The ~~states~~ of INDIANA and the commonwealth of KENTUCKY.

...

Synod 6.F—Southern Ohio. The counties of Adams, Athens, Belmont, Brown, Butler, Champaign, Clark, Clermont, Clinton, Coshocton, Darke, Delaware, Fairfield, Fayette, Franklin, Gallia, Greene, Guernsey, Hamilton, Highland, Hocking, Jackson, Knox, Lawrence, Licking, Logan, Madison, Meigs, Miami, Monroe, Montgomery, Morgan, Muskingum, Noble, Perry, Pickaway, Pike, Preble, Ross, Scioto, Shelby, Union, Vinton, Warren, Washington in the state of OHIO; the congregation St. Mark, Auglaize County, in the state of OHIO, and the congregation Bethel, Greenup County, in the state commonwealth of KENTUCKY.

...

Synod 7.B—New England. The states of CONNECTICUT; MAINE; ~~MASSACHUSETTS~~; NEW HAMPSHIRE; RHODE ISLAND; and VERMONT; the commonwealth of MASSACHUSETTS; and the counties of Clinton, Essex, and Franklin in the state of NEW YORK.

...

Synod 7.E—Northeastern Pennsylvania. The counties of Berks, Bradford, Carbon, Lackawanna, Lehigh, Luzerne, Monroe, Northampton, Pike, Schuylkill, Sullivan, Susquehanna, Wayne, Wyoming in the state commonwealth of PENNSYLVANIA.

Synod 7.F—Southeastern Pennsylvania. The counties of Bucks, Chester, Delaware, Montgomery, Philadelphia in the state commonwealth of PENNSYLVANIA.

...

Synod 8.A—Northwestern Pennsylvania. The counties of Armstrong (part), Cameron, Clarion, Crawford, Elk, Erie, Forest, Indiana (part), Jefferson, McKean, Mercer, Potter, Venango, Warren in the state-commonwealth of PENNSYLVANIA.

Synod 8.B—Southwestern Pennsylvania. The counties of Allegheny, Armstrong (part), Beaver, Butler, Fayette, Greene, Indiana (part), Lawrence, Washington, Westmoreland in the state-commonwealth of PENNSYLVANIA.

Synod 8.C—Allegheny. The counties of Bedford, Blair, Cambria, Centre, Clearfield, Huntingdon, Somerset in the state-commonwealth of PENNSYLVANIA; the congregation Christ, Garrett County, in the state of MARYLAND.

Synod 8.D—Lower Susquehanna. The counties of Adams, Cumberland, Dauphin, Franklin, Fulton, Lancaster, Lebanon, Perry, York in the state commonwealth of PENNSYLVANIA; the congregations St. Michael and Zion-Klingerstown Lutheran Parish in Schuylkill County in the state commonwealth of PENNSYLVANIA.

Synod 8.E—Upper Susquehanna. The counties of Clinton, Columbia, Juniata, Lycoming, Mifflin, Montour, Northumberland, Snyder, Tioga, Union in the state commonwealth of PENNSYLVANIA; the congregation Trinity, Luzerne County, and the congregation Zion, Pillow, Dauphin County, in the state commonwealth of PENNSYLVANIA.

Synod 8.F—Delaware-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 congregation of Holy Trinity, Prince George's County, in the state of MARYLAND; the congregation of Mt. Joy, Adams County, in the ~~state commonwealth~~ of PENNSYLVANIA; the counties of Accomack, Northampton in the ~~state commonwealth~~ of VIRGINIA.

Synod 8.G—Metropolitan Washington, D.C. The District of Columbia; the counties of Calvert, Charles, Montgomery, Prince George's, 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 commonwealth~~ of VIRGINIA; BERMUDA.

Synod 8.H—West Virginia-Western Maryland. The county of Garrett in the state of MARYLAND; the state of WEST VIRGINIA; the congregation Mount Calvary, Allegany County, the congregations Holy Trinity Memorial and Salem, Washington County in the state of MARYLAND; the congregation Fairview, Frederick County, in the ~~state commonwealth~~ of VIRGINIA.

Synod 9.A—Virginia. The counties of Albemarle, Alleghany, Amelia, Amherst, Appomattox, Augusta, Bath, Bedford, Bland, Botetourt, Brunswick, Buchanan, Buckingham, Campbell, Caroline, Carroll, Charles City, Charlotte, Chesterfield, Clarke, Craig, Culpeper, Cumberland, Dickenson, Dinwiddie, Essex, Fauquier, Floyd, Fluvanna, Franklin, Frederick, Giles, Gloucester, Goochland, Grayson, Greene, 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 commonwealth~~ of VIRGINIA; the congregation of Immanuel in Mercer County in the state of WEST VIRGINIA; the congregation Lakeside in Halifax County in the state of NORTH CAROLINA.

- 10.01.03.** 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 through the Office of the Secretary.
- 10.31.** **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:**
- ...
- 6)** ~~Exercise supervision over~~ Direct and guide the work of the other officers.

- 10.32.01.** Whenever a synod bishop determines that a matter of the kind described in 10.32.02. may require ~~his or her~~ the bishop's determination or action with respect to a related individual as defined in 10.32.03., the synod bishop shall withdraw from personal involvement in such matter and shall so notify the presiding bishop. The presiding bishop shall then appoint another synod bishop from the same region to handle the matter to conclusion. In dealing with such matter, the appointed bishop shall exercise all of the functions and authority to the same extent as if the appointed bishop were the elected bishop of the withdrawing bishop's synod.
- 10.41.01.** Membership of the Synod Assembly, of which at least 60 percent of the voting membership shall be composed of laypersons, shall be constituted as follows:
- c. A minimum of one lay member elected by each congregation with fewer than 175 baptized members and a minimum of two lay members elected by each congregation with 175 or more baptized members related to the synod, typically one of whom shall be a man and one of whom shall be a woman, shall be voting members. The Synod Council shall establish a formula to provide additional lay representation from congregations on the basis of the number of baptized members in the congregation. The Synod Council shall seek to ensure that, as nearly as possible, at least 45 percent of the lay members of the assembly shall be women and, as nearly as possible, at least 45 percent shall be men.

Chapter 11: Churchwide Organization—Definition and Purposes

- 11.41.01.** A single treasury shall be maintained for the receipt and disbursement of unrestricted funds for the churchwide organization and its units receiving budgetary support, except as otherwise provided in the constitution and bylaws or as approved by the Church Council. Restricted and designated funds are maintained separately.

Chapter 12: Churchwide Assembly

- 12.31.03.** 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~~ bulletin of reports. Distribution to congregations may be accomplished by posting the report on the website of this church. Distribution to voting members-elect may be accomplished electronically to those who have provided email addresses. A written copy of the ~~Pre-Assembly Report~~ bulletin of reports will be mailed to any voting member-elect who does not provide an email address and to any congregation or voting member-elect who requests a written copy.
- 12.31.05.** Physical Logistical arrangements for churchwide assemblies shall be made by the secretary or by an assembly 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 presiding bishop.
- 12.41.15.** Except as defined in 12.41.16., employees of the churchwide organization or of a separately incorporated ministry, including those serving under call,

appointment, employment agreement, or contract, shall not be eligible for election and service as voting members of the Churchwide Assembly.

- 12.51. The Churchwide Assembly shall have a Reference and Counsel Committee, a Memorials Committee, ~~and~~ a Nominating Committee, and an Elections Committee. The description of these committees shall be in the bylaws. The Churchwide Assembly may authorize such other committees as it deems necessary.

12.51.04. Elections Committee. An Elections Committee, appointed by the Church Council, shall be responsible for the conduct and supervision of elections.

Chapter 13: Officers

- 13.21. The presiding bishop shall be a minister of Word and Sacrament of this church who, as its pastor, shall be a teacher of the faith of this church and shall provide leadership for the life and witness of this church. The presiding bishop shall:

c. ~~In collaboration with the leadership of each group, provide for the preparation of the agenda for the Churchwide Assembly, Church Council, Executive Committee, and Conference of Bishops, and~~ Preside at the Churchwide Assembly.

...

e. Supervise ~~Oversee~~ the work of the other officers.

...

j. ~~Be responsible for~~ Relate, through the appropriate churchwide unit, to the chaplaincies of this church in federal agencies, institutions, and armed forces ~~and provide for the pastoral care of those called to these ministries.~~

- 13.41.01. The secretary, as the recording officer of this church, shall keep the minutes, have responsibility for rosters, records, and reporting of ~~parochial~~ congregation statistics, oversee the archives, attest to all documents that require such signature, be the custodian of the seal, and perform other duties as prescribed by the *Constitutions, Bylaws, and Continuing Resolutions of the Evangelical Lutheran Church in America*.

- 13.41.02. The secretary shall:

c. Provide for the publication of official documents and policies of this church, ~~pre-~~assembly reports, ~~;~~ assembly minutes, ~~;~~ a directory of congregations, rostered ~~persons~~ ministers, and entities of this church, ~~;~~ and other informational and statistical material.

...

h. In collaboration with the presiding bishop and the leadership of each group, provide for the preparation of the agenda for the Churchwide Assembly, Church Council, Executive Committee, and Conference of Bishops.

i. Arrange for and manage churchwide meetings, including the Churchwide Assembly, Church Council, Conference of Bishops, and others.

ii. Have custody of the seal, maintain a necrology, and attest documents.

13.41.04. The secretary shall prepare interpretations, as necessary, of the *Constitutions, Bylaws, and Continuing Resolutions of the Evangelical Lutheran Church in America*. If a board (including a board of a separately incorporated ministry), committee, or synod disagrees with the interpretations, as rendered, the objecting entity may appeal the secretary's interpretation to the Church Council.

13.41.05. The secretary may, upon two successive unexcused absences of a member of the Church Council, board, or committee of the churchwide organization, declare that member's position vacant.

13.41.0506. The secretary shall provide staff services to the Nominating Committee of the Churchwide Assembly and the nomination process of the Church Council; shall be responsible for declaring an interim vacancy resulting from the resignation, death, removal, disqualification, or disability of a member of a board (including a board of a separately incorporated ministry), committee, or council; and shall arrange for an election by the Church Council to fill the vacancy consistent with Chapter 14.

13.51.01. 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 management~~, investment, and money management systems, and related services for the units of the churchwide organization.

Chapter 14: Church Council

14.15. The Church Council of the Evangelical Lutheran Church in America may remove for cause a voting member of the Church Council, other than an officer or the chair of the Conference of Bishops, at a duly held regular meeting by the affirmative vote of two-thirds of the voting members of the Church Council, provided that at least 30 days written notice shall be given to each voting member of the Church Council that removal of a specific member of the Church Council will be on the agenda for such a meeting. The Church Council may remove an advisory member for cause, provided notice has been given as specified in this provision, by a majority vote of the voting members of the council.

14.22. The Church Council shall fulfill responsibilities for elections as provided in the *Constitution, Bylaws, and Continuing Resolutions of the Evangelical Lutheran Church in America* and, in the event that a vacancy on the council or on a board (including the board of a separately incorporated ministry) or committee of the churchwide organization is declared by the secretary, the Church Council shall elect an individual to serve the balance of the term.

14.22.01. Before electing an individual to fill a vacancy on a board (including the board of a separately incorporated ministry) or committee, the Church Council shall consult with the board or committee.

14.32.03. Any Church Council members appointed to fill a vacancy of less than three years in a Church Council position not restricted to a specific synod shall not be deemed to have served a term and ~~is~~ **are** eligible for election to a full term if ~~she or he~~ **they** otherwise satisfy ~~ies~~ the criteria for election.

14.33.01. **Advisory Members.** **Categories of advisory members may be designated by the Church Council. These categories shall be set forth in continuing resolutions. Advisory members shall have voice but not vote.**

14.41.01. **Executive Committee.** The Church Council shall have an Executive Committee composed of the churchwide officers, the chair of the Conference of Bishops, and ~~seven-eight~~ members of the Church Council elected by the council. The vice president of this church shall chair this committee. The Executive Committee shall:

f. demonstrate concern for the spiritual, emotional, and physical well-being of the ~~full-time-salaried~~ officers of this church; and

Chapter 15: Churchwide ~~Offices and Administration~~ and Offices

15.10. OFFICES ~~AND ADMINISTRATION~~

15.11.02. **Administrative Team.** The presiding bishop, secretary, treasurer, and executive for administration, along with the executive directors of the churchwide units, shall function as an administrative team, directed by the presiding bishop. The presiding bishop may appoint up to two additional members to the administrative team for terms of one year with the possibility of reappointment. This administrative team shall assist the presiding bishop in providing leadership, planning, oversight, management, supervision, and coordination in the operation of the churchwide organization.

Chapter 16: Units of the Churchwide Organization

~~**16.11.01.** In conformity with this church's commitment to inclusive practice, churchwide units and offices will assure that staff include a balance of women and men, persons of color and persons whose primary language is other than English, laypersons, and rostered ministers.~~

Chapter 17: Separately Incorporated Ministries

~~**17.10.** SEPARATELY INCORPORATED MINISTRIES~~

~~**17.11.01.** This church may fulfill some of its purposes, as described in Chapter 4, through separately incorporated ministries.~~

17.11. **Each member of the board of directors of a separately incorporated ministry described in this chapter shall be a voting member of a congregation of this church, unless otherwise specified in the constitution, bylaws, and continuing resolutions of this church.**

17.11.01. **A board of a separately incorporated ministry described in this chapter may remove a director or trustee from the board, if done in accordance with the governing documents of such corporation after at least 30 days' prior notice to the secretary of this church. The decision to remove a director or trustee**

shall be reported to the Church Council by the secretary, who shall then declare a vacancy.

17.11.02. The nominations and elections processes for separately incorporated ministries shall be more fully specified in Chapter 19.

17.11.03. When used in Chapters 17 and 19, the term “board” shall include the boards of separately incorporated ministries unless expressly excluded. When used other than in Chapters 17 and 19, the term “board” shall not include the boards of separately incorporated ministries unless expressly included.

17.20.01. The Churchwide Assembly shall:

- a. approve amendments to the documents governing the Pension and Other Benefits Program ~~ELCA Philosophy of Benefits~~ that have been referred by the Church Council; and
- b. refer any amendments to the ~~Pension and Other Benefits Program~~ ELCA Philosophy of Benefits 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 sponsored members in the ELCA Retirement Plan.

17.20.02. The Church Council shall:

- d. approve any changes to the ELCA Philosophy of Benefits.
- ~~ed.~~ refer, as it deems appropriate, proposed amendments to the ~~Pension and Other Benefits Program~~ ELCA Philosophy of Benefits to the Churchwide Assembly for final action.

Provisions a., b., and c. of this bylaw do not apply to benefit programs offered by the Board of Pensions to entities other than the ELCA, its separately incorporated ministries, its synods, and its congregations.

17.20.03. The Board of Pensions shall have a board of trustees composed of 14–18 persons elected by the Churchwide Assembly for three-year terms with the possibility of two consecutive re-elections. The terms of members of the board of trustees elected by the Churchwide Assembly shall begin at the commencement of the first board meeting following the assembly.

- a. The composition of the board of trustees shall comply with the representational principles described in constitutional provision 5.01.e. The board of trustees of the Board of Pensions shall include persons with expertise in investments, insurance, and retirement plans, and at least four persons who are members of the plan, at least one of whom shall be a lay plan member or lay recipient of plan benefits and at least one of whom shall be a rostered minister ~~of Word and Sacrament~~ who is a plan member. Up to two trustees may be members of congregations of church bodies with which this church is in a relationship of full communion, provided that both are not from the same church body.

17.20.05. Constitutional provision 16.12. and bylaws 11.34.01., 14.21.02., and ~~16.11.01~~ 15.21.03. shall apply to the operation of this organization.

17.20.07. The specific responsibilities 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.

- 17.30.** This church shall have a separately incorporated ministry, known as the Mission Investment Fund of the Evangelical Lutheran Church in America, to provide investment opportunities to individuals, congregations, synods, institutions, agencies, and organizations, and administer loans to congregations, synods, the churchwide organization, and other organizations and institutions that are related to this church. ~~The Mission Investment Fund of the Evangelical Lutheran Church in America shall be incorporated. The president of the corporation shall serve as its chief executive officer.~~
- 17.30.01.** The Mission Investment Fund of the Evangelical Lutheran Church in America shall have a board of trustees composed of 9–12 persons elected by the Churchwide Assembly ~~to one for three~~ six-year terms ~~with and shall not the possibility of be eligible for two~~ consecutive re-elections. The terms of members of the board of trustees elected by the Churchwide Assembly shall begin at the commencement of the first board meeting following the assembly. The composition of the board of trustees shall comply with the representational principles described in constitutional provision 5.01.e. Up to two trustees may be members of congregations of church bodies with which this church is in a relationship of full communion, provided that both are not from the same church body.
- a. The presiding bishop shall serve as an advisory member of the board of trustees, with voice but not vote, or shall designate a person to serve as the presiding bishop’s representative as provided in constitutional provision 13.21.
- b. The Conference of Bishops shall elect one bishop to serve as an advisory member of the board of trustees with voice but not vote.
- 17.30.03.** Constitutional provision 16.12. and bylaws 11.34.01., 14.21.02., 14.21.06., and ~~16.11.01~~ 15.21.03. shall apply to the operation of this organization.
- 17.30.04.** The specific responsibilities of the Mission Investment Fund of the Evangelical Lutheran Church in America shall be enumerated in ~~a~~ continuing resolutions.
- 17.40.01.** This publishing house shall have a board of trustees composed of 11–15 persons elected by the Churchwide Assembly for three-year terms with the possibility of two consecutive re-elections. The terms of members of the board of trustees elected by the Churchwide Assembly shall begin at the commencement of the first board meeting following the assembly.
- a. The composition of the board of trustees shall comply with the representational principles described in constitutional provision 5.01.e. Laypersons on the board of trustees shall include persons with expertise in publishing, education, business management, finance and investment. ~~Rostered M~~ inisters of Word and Sacrament shall include persons with expertise in rural, urban, and suburban ~~parish~~ ministry in small and large

congregations and in advanced theological study. Up to two trustees may be members of congregations of church bodies with which this church is in a relationship of full communion, provided that both are not from the same church body.

- 17.40.02.** Constitutional provision 16.12. and bylaws 11.34.01., 14.21.02., and ~~16.11.01.~~15.21.03. shall apply to the operation of this organization.
- 17.40.04.** The specific responsibilities of this publishing house shall be enumerated in ~~a continuing resolutions. 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.~~
- 17.50.03.** Constitutional provision 16.12. and bylaws 11.34.01., 14.21.02., and 14.21.06. shall apply to this organization. Bylaw ~~16.11.01.~~15.21.03. shall apply to the women's organization with the exception of the balance provisions for women and men and for laypersons and rostered ministers.
- 17.50.04.** This organization shall have a board of ~~24~~15 members elected by the assembly of this organization for one three-year term with eligibility for one consecutive re-election. At least 10 percent of the members of this board shall be persons of color or persons whose primary language is 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. In the event of a vacancy, the board shall elect a member to serve the balance of the term. The Conference of Bishops shall select one bishop to serve as an advisory member of the board of this organization with voice but not vote.
- 17.50.07.** The specific responsibilities of the women's organization shall be enumerated in ~~a continuing resolutions. 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.~~
- 17.60.** **This church shall have a separately incorporated ministry, the Endowment Fund of the Evangelical Lutheran Church in America, to hold and manage endowment assets, to offer pooled investment services for endowment funds of this church and its related congregations, synods, agencies, and institutions, and to provide planned giving programs that support this church's mission and ministry. ~~The Endowment Fund shall be incorporated. The president of the corporation shall serve as its chief executive officer.~~**
- 17.60.02.** The advisory members of the board of trustees of the Endowment Fund shall have voice but not vote and shall include: the treasurer of this church, a synod bishop elected by the Conference of Bishops of the Evangelical Lutheran Church in America, and such other persons as may be designated by the board of trustees.
- 17.60.05.** Constitutional provision 16.12. and bylaws 11.34.01., 14.21.02., 14.21.06., and ~~16.11.01.~~15.21.03. shall apply to the operation of this organization.

- 17.60.06. The specific responsibilities of the Endowment Fund shall be enumerated in ~~a~~ continuing resolutions.

Chapter 18: Regions

- 18.01.03. Additional programs or services may be ~~developed in~~ offered by each region upon the request of two or more synods, or upon the request of the churchwide organization and one or more synods, providing that each requesting synod and the churchwide organization supply the necessary financial support for the services requested.

~~18.01.04. — The funding of the region shall be shared by the participating synods and the churchwide organization according to a cost allocation as decided jointly by the synods and the churchwide organization.~~

Chapter 19: Nominations and Elections Process

- 19.01.02. The presiding bishop shall be elected by the Churchwide Assembly by ecclesiastical ballot. The election shall proceed without oral nominations. If the first ballot for presiding bishop does not result in an election, it shall be considered a nominating ballot. On the first ballot, tThree-fourths of the votes cast shall be necessary required for election ~~on the first ballot. If no one is elected, the first ballot shall be considered the nominating ballot. Thereafter only such votes as are cast for persons who received votes on the first or nominating ballot shall be valid. On the second ballot, t~~Three-fourths of the votes cast ~~on the second ballot~~ shall be necessary required for election. On tThe third ballot, the voting shall be limited to the seven persons (plus ties) who received receiving the greatest number of votes on the second ballot, and two-thirds of the votes cast shall be necessary required for election. On The fourth ballot, voting shall be limited to the three persons (plus ties) who receive receiving the greatest number of votes on the ~~third previous~~ ballot, and 60 percent of the votes cast shall ~~be necessary for election~~ elect. On subsequent ballots, voting shall be limited to the two persons (plus ties) receiving the greatest number of votes on the previous ballot, and a majority of the votes cast shall ~~be necessary for election~~ elect. ~~These ballots shall be limited to the two persons (plus ties) who receive the greatest number of votes on the previous ballot.~~

- 19.01.03. The vice president shall be elected by the Churchwide Assembly by ecclesiastical ballot. The election shall proceed without oral nominations. If the first ballot for vice president does not result in an election, it shall be considered a nominating ballot. On the first ballot, three-fourths of the votes cast shall be required for election. Thereafter only such votes as are cast for persons who received votes on the first or nominating ballot shall be valid. On the second ballot, three-fourths of the votes cast shall be required for election. On the third ballot, the voting shall be limited to the seven persons (plus ties) receiving the greatest number of votes on the second ballot, and two-thirds of the votes cast shall be necessary required for election. On the fourth ballot, voting shall be limited to the three persons (plus ties) receiving the greatest number of votes on the previous ballot, and 60 percent of the votes cast shall elect. On subsequent ballots, voting shall be limited to the

two persons (plus ties) receiving the greatest number of votes on the previous ballot, and a majority of the votes cast shall elect.

19.01.04. The secretary shall be elected by the Churchwide Assembly by ecclesiastical ballot. The election shall proceed without oral nominations. If the first ballot for secretary does not result in an election, it shall be considered a nominating ballot. On the first ballot, three-fourths of the votes cast shall be required for election. Thereafter only such votes as are cast for persons who received votes on the first or nominating ballot shall be valid. On the second ballot, three-fourths of the votes cast shall be required for election. On the third ballot, the voting shall be limited to the seven persons (plus ties) receiving the greatest number of votes on the second ballot, and two-thirds of the votes cast shall be necessary required for election. On the fourth ballot, voting shall be limited to the three persons (plus ties) receiving the greatest number of votes on the previous ballot, and 60 percent of the votes cast shall elect. On subsequent ballots, voting shall be limited to the two persons (plus ties) receiving the greatest number of votes on the previous ballot, and a majority of the votes cast shall elect.

19.02. **The members of the Church Council, except the chair of the Conference of Bishops and the treasurer of this church, shall be elected by the Churchwide Assembly.**

a. In preparation for the Churchwide Assembly, the Church Council shall determine how this church's commitment to inclusive representation will affect the next election to the Church Council. For 32 of the council members, the Nominating Committee shall invite each eligible synod to submit suggested nominees and shall then nominate persons who fulfill the categories assigned by the Church Council. With respect to the other nominees, the Church Council shall review its size and composition and take into consideration the experience and expertise of existing members and synod nominees as well as the needs of the council in seeking to fulfill its duties and responsibilities. Based upon this analysis, the Church Council shall instruct the Nominating Committee to provide nominations in specific categories for the remaining positions up to 13.

b. Excluding the churchwide officers and the chair of the Conference of Bishops, there shall not be more than two members of the Church Council from a synod. The Church Council shall have at least two members from each region.

c. No synod bishop, with the exception of the chair of the Conference of Bishops, shall serve as a voting member of the Church Council.

d. The terms of office of persons elected to regular terms on the Church Council by the Churchwide Assembly shall begin at the conclusion of the Churchwide Assembly at which such persons were elected.

19.04.01. Each voting member of the Church Council, board, or committee of the churchwide organization shall cease to be a member of the Church Council, board, or committee if no longer a voting member of a congregation of this

~~church. Upon two successive absences that have not been excused by the Church Council, board, or committee, a member's position may be declared vacant by the secretary of this church, who shall arrange for election by the Church Council to fill the unexpired term.~~

- 19.04.02.** For purposes of nomination to and service on the Church Council, a committee of the churchwide organization, or a board of a separately incorporated ministry, "synod membership" shall be defined as follows:
- a. A layperson shall be recorded in the synod that includes the congregation in which such a person holds voting membership, with the recognition that such a person shall reside within the territory of the synod or in an area immediately adjacent to the territory in the case of border areas.
 - b. A rostered minister of Word and Sacrament shall be recorded in the synod on whose roster such a minister's name is maintained.
 - ~~e. A minister of Word and Service shall be recorded in the synod on whose roster such a minister's name is maintained.~~

~~**19.04.03.** A board of directors or trustees of a separately incorporated ministry of the Evangelical Lutheran Church in America may remove a director or trustee from the board, if done in accordance with the governing documents of such corporation after at least 30 days' prior notice to the secretary of this church. The decision to remove a director or trustee shall be reported to the Church Council by the secretary.~~

19.05. Further procedures for elections and qualifications for office may be set forth in the bylaws and continuing resolutions, ~~provided that such provisions do not conflict with any other provisions in this constitution.~~

~~**19.05.03.** Each triennium the Conference of Bishops shall select a bishop to serve as an advisory member of each board of a separately incorporated ministry and advisory committee of the churchwide organization. No synod bishop, with the exception of the chair of the Conference of Bishops, shall serve as a voting member of the Church Council.~~

~~**19.05.04.** The Church Council shall from time to time, by continuing resolution, establish committees and procedures for the conduct of elections at the Churchwide Assembly.~~

19.05.0503. No member of the Church Council, a committee of the Church Council, a board of a separately incorporated ministry, or committee of the churchwide organization shall receive emolument for such service. Nothing in this section shall be construed to prohibit the payment of salaries and benefits of the officers of this church, nor to prohibit the payment of the costs of insurance on behalf of a person who is or was a member of the Church Council, a committee of the Church Council, or committee against any liability asserted against and incurred by such person in or arising from that capacity, whether or not the churchwide organization would have been required to indemnify such person against the liability under provisions of law or otherwise.

- 19.05.0604.** No employee of the churchwide organization of this church or its regions, nor any individual under contract to any unit of the churchwide organization or a region shall be eligible for nomination to or membership on the Church Council, an advisory committee, a board of a separately incorporated ministry, the Committee on Appeals, the Committee on Discipline, or the churchwide Nominating Committee during the period of employment or service under contract, except the full-time salaried officers as specified in the *Constitution, Bylaws, and Continuing Resolutions of the Evangelical Lutheran Church in America*. (The phrase “under contract” shall not mean short-term contracts for specific, limited purposes, usually not to exceed six months.)
- 19.05.0705.** No person related to a staff member of the churchwide organization shall be eligible for nomination to or membership on the Church Council or a committee that advises the unit in which the person’s relative is employed. For this purpose, a related individual is one who, with respect to the churchwide employee, is a spouse, parent, son, daughter, sibling, uncle, aunt, niece, nephew, grandparent, grandchild, including corresponding members of blended families and in-laws (parent, son, daughter, or sibling of a spouse, spouse of a sibling, or the parent or sibling of the spouse of a sibling).
- 19.11.** ~~There shall be a Nominating Committee. Further procedures relating to nominations may be set forth in the bylaws and continuing resolutions.~~
- 19.11.01.** The Nominating Committee shall consist of 12–18 members elected by the Churchwide Assembly. Each member shall be elected to one six-year term and shall serve until a successor is elected. Members of the Nominating Committee shall not be eligible for consecutive re-election. The Church Council shall place in nomination the names of two persons for each position. The committee shall consist of at least one member but no more than three members from any region. Nominations from the floor shall also be permitted, but each floor nomination shall be presented ~~as an~~ alternative to a in the specific category named by the Church Council and shall therefore meet the same criteria as the persons against whom the nominee is nominated. In the materials provided in advance to each member of the assembly, the Church Council shall set forth the specific criteria applicable to each category that must be met by persons nominated from the floor.
- 19.11.02.** Except as otherwise provided, the Nominating Committee shall nominate two persons for each council ~~board~~, or committee position, according to the process described in continuing resolutions, for which an election will be held by the Churchwide Assembly. ~~In the case of re election, if authorized, or for nominees from church bodies with which this church is in a relationship of full communion, only one person need be nominated.~~ Nominations from the floor, where permitted in the nomination process, shall be presented ~~as an~~ alternative to a in the 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 specific criteria applicable to each category that must be met by persons nominated from the floor.

- 19.11.03.** The Nominating Committee shall nominate at least one person for each position on the board of trustees of each of the separately incorporated ministries identified in Chapter 17 of this constitution, according to the process described in continuing resolutions, for which an election will be held by the Churchwide Assembly. In the case of re-election, if authorized, or for nominees from church bodies with which this church is in a relationship of full communion, only one person need be nominated. Nominations from the floor, where permitted in the nomination process, shall be presented as an alternative to a in the 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 specific criteria applicable to each category that must be met by persons nominated from the floor.

Chapter 20: Consultation, Discipline, Appeals, and Adjudication

- 20.20.** There shall be a Committee on Appeals to which may be referred appeals from disciplinary proceedings and petitions for the recall of an officer as described in this chapter, as well as petitions for recall of synod officers as described in chapter 8 of the Constitution for Synods. The Committee on Appeals shall be composed of six rostered ministers, at least one of whom shall be a minister of Word and Service, and six laypersons, elected by the Churchwide Assembly for a term of six years, without consecutive re-election. The Committee on Appeals shall elect its own officers.

- 20.21.01.** The churchwide Committee on Discipline shall consist of 24–36 members, half of whom ~~shall~~ be rostered ministers (including at least two ministers of Word and Service) and half of whom ~~shall~~ be laypersons, elected by the Churchwide Assembly for a term of six years. Each member will serve until a successor is elected, without consecutive re-election, and will serve as needed on a discipline hearing committee in any of the synods in this church.

- 20.22.02.** The disciplinary actions which may be imposed are:
c. removal from the roster of Ministers of Word and Sacrament

- 20.22.03.** Charges against a minister of Word and Sacrament which could lead to discipline must be specific and in writing, subscribed to by the accuser(s), and be made by one or more of the following:
- at least two-thirds of the members of the eCongregation's eCouncil of a congregation the congregation in which served by the minister of Word and Sacrament is serving, submitted to the synod bishop;
 - at least one-third of the voting members of the a congregation in which the served by the minister of Word and Sacrament is serving, submitted to the synod bishop;

...

- d. at least 10 rostered ministers ~~of Word and Sacrament or ministers of Word and Service~~ of the synod on whose roster the accused minister of Word and Sacrament is listed, submitted to the synod bishop;

- 20.22.04.** When there are indications that a cause for discipline may exist and before charges are made, efforts shall be made by the bishop of the synod to resolve the situation by consultation; for assistance in these efforts, the bishop may utilize either a consultation panel or an advisory panel as herein provided:
- a. When requested by the synod bishop, a consultation panel consisting of five persons (three rostered ministers ~~of Word and Sacrament~~ and two laypersons) appointed from the members of the Consultation Committee of the synod by the synod bishop, or, at the request of the synod bishop, by the Synod Council's Executive Committee or other committee authorized to do so by the Synod Council, shall assist the synod bishop in efforts to resolve a situation by consultation.
 - b. When requested by the synod bishop, an advisory panel consisting of five persons (three rostered ministers ~~of Word and Sacrament~~ and two laypersons) appointed by the synod bishop shall assist the synod bishop in efforts to resolve a situation by consultation.

- 20.23.02.** The disciplinary actions that may be imposed are:

- b. suspension from the role and functions of a minister of Word and Service in this church for a designated period or until there is satisfactory evidence of repentance and amendment; or

- 20.23.03.** Charges against a minister of Word and Service of this church that could lead to discipline must be specific and in writing, subscribed to by the accuser(s), and be made by one or more of the following:

- a. at least two-thirds of the members of the Congregation Council of ~~the a~~ congregation in which served by the minister of Word and Service ~~is serving~~, submitted to the synod bishop;
- b. at least one-third of the voting members of ~~the a~~ congregation in which the served by the minister of Word and Service ~~is serving~~, submitted to the synod bishop;

...

- d. at least 10 rostered ministers ~~of Word and Sacrament or ministers of Word and Service~~ on the rosters of the synod on whose roster the accused minister of Word and Service is listed, submitted to the synod bishop; or

- 20.24.01.** Where the written charges specify that the accuser(s) will not seek the rostered minister's removal from the ministry of this church or suspension from the office/role and functions of the ministry of this church for a period not exceeding three months, 20.24.01. through 20.24.09. shall apply to the exclusion of 20.22.08. through 20.22.24. and 20.23.05. through 20.23.07.

- 20.31.02.** The disciplinary actions which may be imposed are:

- b. suspension from this church for a designated period, the consequences of such suspension being the loss of voting rights of any member

(including ministers of Word and Sacrament and ministers of Word and Service) of the congregation at synod or churchwide assemblies, the loss of the right to petition, and the forfeiture of eligibility by any member of the congregation to serve on any council, board (including the board of a separately incorporated ministry), committee, or other group of this church, any of its synods, or any other subdivision thereof;

- 20.72. **When there is disagreement on a substantive issue between or among churchwide units and offices of the churchwide organization that cannot be resolved by the parties, the aggrieved party or parties may appeal to the presiding bishop, or ~~his or her~~ the presiding bishop's designee, for consultation. If this consultation fails to resolve the issue, a petition may be addressed by the parties to the Church Council requesting a resolution of the matter.**

Chapter 22: Amendments, Bylaws, and Continuing Resolutions

- 22.21. **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 at least 15 members of the assembly shall immediately be submitted to the Committee of Reference and Counsel for its recommendation. ~~In no event shall a~~ An amendment **may not** be placed before the assembly for action sooner than the day following its presentation to the assembly unless it has been presented in writing by the Church Council and sent with an official notice to the synods at least six months prior to the next regular meeting of the Churchwide Assembly. A two-thirds vote of the members present and voting shall be necessary for adoption.**

CONSTITUTION FOR SYNODS

Chapter 6: Statement of Purpose

- †S6.03.01. The responsibilities of the synod include the following:
- a. providing for pastoral care of congregations, ministers of Word and Sacrament, and ministers of Word and Service in the synod, including:
 - 1) approving candidates for rostered ministry ~~the ministry of Word and Sacrament~~ in cooperation with the appropriate seminaries of this church, which may be done through multi-synod committees;
 - 2) authorizing ordinations and ordaining rostered ministers ~~of Word and Sacrament~~ on behalf of this church;
 - ~~3) approving candidates for the ministry of Word and Service, which may be done through multi-synod committees;~~
 - ~~4) authorizing ordinations and ordaining ministers of Word and Service on behalf of this church; and~~
 - 5) consulting in the call process for rostered ministers.

~~†S6.04.01. It is the goal of this synod that 10 percent of the membership of synod assemblies, councils, committees, boards and/or other organizational units~~

~~be persons of color and/or persons whose primary language is other than English.~~

†S6.04.0201. It is the goal of this synod that at least 10 percent of the voting members of the Synod Assembly, Synod Council, committees, and organizational units of this synod be youth and young adults. The Synod Council shall establish a plan for implementing this goal. For purposes of the constitution, bylaws, and continuing resolutions of this synod, the term “youth” means a voting member of a congregation who has not reached the age of 18 at the time of election or appointment for service. The term “young adult” means a voting member of a congregation between the ages of 18 and 30 at the time of election or appointment for service.

Chapter 7: Synod Assembly

S7.14. ~~One half~~One-third of the members of the Synod Assembly shall constitute a quorum.

†S7.21. The membership of the Synod Assembly, of which at least 60 percent of the voting membership shall be composed of laypersons, shall be constituted as follows:

a. All rostered ministers ~~of Word and Sacrament~~ under call on the roster of this synod ~~in attendance at the Synod Assembly~~ shall be voting members of the Synod Assembly.

~~b. All ministers of Word and Service, under call, on the roster of this synod shall be voting members in the Synod Assembly.~~

~~eb.~~ A minimum of one lay member elected by each congregation with fewer than 175 baptized members and a minimum of two lay members elected by each congregation with 175 or more baptized members related to this synod, typically one of whom shall be a man and one of whom shall be a woman, shall be voting members. The Synod Council shall establish a formula to provide additional lay representation from congregations on the basis of the number of baptized members in the congregation. The Synod Council shall seek to ensure that, as nearly as possible, at least 45 percent of the lay members of the assembly shall be women and, as nearly as possible, at least 45 percent shall be men.

~~dc.~~ Voting membership shall include the officers of this synod.

†S7.21.01. Voting members shall begin serving with the opening of a regular Synod Assembly and shall continue serving until ~~voting members are seated at the~~ opening of the next regular Synod Assembly.

†S7.21.02. If a special Synod Assembly is called and voting members at the previous assembly are unable to serve as voting members, where permitted by state law, the congregation through the Congregation Council may elect new members who shall continue to serve until the next regular Synod Assembly.

S7.22. This synod may establish processes that permit retired rostered ministers, or those granted disability status, or on leave from call, on the roster of the synod to serve as voting members of the Synod Assembly, provided that such processes not result in fewer than 60% of the voting members of the

Synod Assembly being laypersons in contravention of~~onsistent with~~
†S7.21.~~e~~. If the synod does not establish processes to permit the rostered ministers specified above to serve as voting members, they shall have voice but not vote in the meetings of the Synod Assembly.

- S7.24.** Ministers under call on the rosters 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 rosters of this synod. Lay members of the Synod Assembly representing congregations shall continue as such until the opening of the next regular synod assembly, or unless replaced by the election of new members for a special synod assembly, or until they have been disqualified by termination of congregation membership. ~~Normally, congregations will hold elections prior to each regular meeting of the Synod Assembly.~~
- S7.26.** This synod may establish processes through the Synod Council that permit lay representatives of authorized worshiping communities of the synod, which have been authorized under ELCA bylaw 10.01.04., to serve as voting members of the Synod Assembly, consistent with †S7.21.
- S7.27.** This synod may establish processes through the Synod Council to grant a minister of Word and Sacrament from a church body with which a relationship of full communion has been declared and established by the Churchwide Assembly ~~of the Evangelical Lutheran Church in America~~ the privilege of both voice and vote in the Synod Assembly during the period of that minister's service in a congregation of this church.

Chapter 8: Officers

- †S8.12. As this synod's pastor, the bishop shall:
- i. Oversee and administer the work of this synod and in so doing:
 - 4) ~~exercise supervision over~~ direct and guide the work of the other officers;
 - 5) ~~coordinate~~ exercise supervision over the work of all synod staff members;
 - ...
 - 12) appoint a statistician of the synod, who shall secure the ~~parochial~~ reports of the congregations and make the reports available to the secretary of this church for collation, analysis, and distribution of the statistical summaries to this synod and the other synods of this church.
- †S8.16.01. The following procedures shall govern matters of potential conflicts of interest for synod bishops:
- a. Whenever a synod bishop determines that a matter of the kind described in †S8.16.01.b. may require ~~his or her the bishop's~~ determination or action with respect to a related individual as defined in †S8.16.01.c., the synod bishop shall withdraw from personal involvement in such matter and shall so notify the presiding bishop. The presiding bishop shall then appoint another synod bishop from the same region to handle the matter to conclusion. In dealing with such matter, the appointed bishop shall exercise

all of the functions and authority to the same extent as if the appointed bishop were the elected bishop of the withdrawing bishop's synod.

- b. Matters include any proceedings under Chapter 20, proceedings under provisions 7.46. and 7.75. of the *Constitution, Bylaws, and Continuing Resolutions of the Evangelical Lutheran Church in America* (†S14.18. and †S14.43.), candidacy, reinstatement, and similar matters where determinations or actions by the synod bishop could change, limit, restrict, approve, authorize, or deny the related individual's ministry on one of the official rosters of this church.

~~†S8.23. In the event of the death, resignation, or disability of the bishop, the vice president, after consultation with the presiding bishop of the Evangelical Lutheran Church in America, 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.~~

†S8.32. The secretary shall:

- a. Keep the minutes of all meetings of the Synod Assembly and Synod Council, be responsible for ~~the printing and~~ distribution of such minutes, and perform such other duties as this synod may from time to time direct.

S8.42. The treasurer shall provide and be accountable for:

- c. Receipt and acknowledgment of offerings, contributions, and bequests made to this 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 this synod for the general work of this church as well as any funds to support restricted programs of this church.

...

~~f. Obtaining a fidelity bond in the amount determined by the Synod Council for persons handling synod funds, which bond shall be in the custody of the secretary. The premium for the bond shall be paid by this synod. Fidelity coverage provided by the Evangelical Lutheran Church in America shall be deemed a fulfillment of this requirement.~~

†S8.51. The terms of office of the officers of this synod shall be as follows:

- b. The vice president and secretary of this synod shall be elected to a term of ___ years and may be re-elected. The officer shall serve until ~~his or her~~ a successor takes office.
- c. The treasurer of this synod shall be [elected] [appointed] to a term of ___-years term and may be [re-elected] ~~or~~ [reappointed]. The treasurer shall serve until ~~his or her~~ a successor takes office.

[Becomes required]

†S8.52. The terms of the officers shall begin on the first day of the ____ month following election or, in special circumstances, at a time designated by the Synod Council.

†S8.57. The recall or dismissal of an officer and the vacating of office may be effected for willful disregard or violation of the constitutions, bylaws, and continuing resolutions of this church; for such physical or mental disability as renders the officer incapable of performing the duties of office; or for such conduct as would subject the officer to disciplinary action as a rostered minister or as a member of a congregation of this church.

e. In the case of alleged physical or mental incapacity of an officer of the synod, the procedures outlined in †S8.56. shall be followed, and such officer shall comply with the decision of the Synod Council. If such officer fails or refuses to comply, the Synod Council may proceed to petition for recall or dismissal as follows:

2) the Committee on Appeals, exclusive of any members other than these who are disqualified, shall review the findings and decision of the Synod Council and by an affirmative vote of at least two-thirds of those present and voting may adopt the findings and grant the petition.

†S8.58. If the bishop is to be temporarily absent from the synod for an extended period not to exceed 90 days, the bishop, after consultation with the presiding bishop and with the consent of the Synod Council, may appoint as acting bishop for such period a minister of Word and Sacrament of this church. Except as limited by action of the Synod Council, an acting bishop shall possess all of the powers and authority of a regularly elected bishop other than authority to ordain or to authorize the ordination of properly approved candidates for ordination.

Chapter 11: Committees (names of other organizational units)

†S11.02. The Consultation Committee of this synod shall consist of at least six persons and not more than 12 persons, of whom half shall be rostered ministers ~~of Word and Sacrament~~ and half shall be laypersons, who shall each be elected by the Synod Assembly for a term of six years without consecutive re-election. The functions of the Consultation Committee are set forth in Chapter 20 of the *Constitution, Bylaws, and Continuing Resolutions of the Evangelical Lutheran Church in America* and in Chapter 17 of this constitution. The size of the Consultation Committee, in accord with this provision, shall be defined in this synod's bylaws.

†S11.03. The Committee on Discipline of this synod shall consist of 12 persons, of whom six shall be rostered ministers ~~of Word and Sacrament~~ and six shall be laypersons, who shall each be elected by the Synod Assembly for a term of six years without consecutive re-election.

S11.10. — General Provisions

[Becomes required]

†S11.11. 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. With the exception of ministers on the rosters of this synod who reside outside the territory of this synod, each member of a committee of this synod, or any other organizational unit created by this synod, shall be a voting member of a congregation of this synod.

Chapter 13: Congregations

†S13.02. It shall be the responsibility of each congregation of this synod to ~~elect these~~ 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, coalition, or other area subdivision of which it is a member. Normatively, congregations should hold elections prior to each regular meeting of the Synod Assembly. The number of persons to be elected by each congregation and other qualifications shall be as prescribed in guidelines established by this synod.

Chapter 14: Rostered Ministers

S14.13. The pastor (a) shall keep accurate ~~parochial~~ records of all baptisms, confirmations, marriages, burials, communicants, members received, members dismissed, or members excluded from the congregation, (b) shall submit a summary of such statistics annually to this synod, and (c) shall become a member of the congregation upon receipt and acceptance of the letter of call. In a parish of multiple congregations, the pastor shall hold membership in one of the congregations.

S14.15. Each minister of Word and Sacrament on the roster of this synod shall submit a report of ~~his or her~~ ministry to the bishop of the synod at least 90 days prior to each regular meeting of the Synod Assembly.

†S14.18. The provisions for termination of the mutual relationship between a minister of Word and Sacrament and a congregation shall be as follows:

- a. The call of a congregation, when accepted by a pastor, shall constitute a continuing mutual relationship and commitment which shall be terminated only by the pastor's death or, following consultation with the synod bishop, for any of the following reasons:
 - 4) inability to conduct the pastoral office effectively in view of ~~physical~~ disability or ~~mental~~ incapacity of the pastor;
- b. When allegations of ~~physical~~ disability or ~~mental~~ incapacity of the pastor under paragraph a.4) above, or ineffective conduct of the pastoral office under paragraph a.3) above, have come to the attention of the bishop of this synod,
 - 1) the bishop, in his or her who has sole discretion, may investigate such conditions personally together with a committee of two rostered ministers and one layperson, or
- c. In case of alleged ~~physical~~ disability or ~~mental~~ incapacity under paragraph a.4) above, the bishop's committee shall obtain and document competent

medical opinion concerning the pastor's condition. When a disability or incapacity is evident to the committee, the bishop of this synod may declare the pastorate vacant. When the pastorate is declared vacant, the Synod Council shall list the pastor on the roster of Ministers of Word and Sacrament with disability status. Upon removal resumption of the ability to conduct the office effectively~~disability and restoration of the pastor to health~~, the bishop shall take steps to enable the pastor to resume the ministry, either in the congregation last served or in another appropriate call.

†S14.21. The ~~parochial~~ records of all baptisms, confirmations, marriages, burials, communicants, members received, members transferred or dismissed, members who have become inactive, or members excluded from the congregation shall be kept accurately and permanently. They shall remain the property of each congregation. At the time of the closure of a congregation, such records shall be sent to the regional archives. The secretary of the congregation shall attest to the bishop of this synod that such records have been placed in the secretary's ~~his or her~~ hands in good order by a departing pastor before:

†S14.23. During service to a congregation, an interim pastor shall have the rights and duties in the congregation of a regularly called pastor. The interim pastor may delegate the same in part to an interim supply pastor with the consent of the bishop of this synod. The interim pastor and any rostered minister who may assist shall refrain from exerting influence in the selection of a pastor. Upon completion of service, the interim pastor shall certify to the bishop of this synod that the congregation ~~parochial~~ records, for the period for which the interim pastor was responsible, are in order.

S14.34. Each minister of Word and Service on the roster of this synod shall submit a report of ~~his or her~~ ministry to the bishop of the synod at least 90 days prior to each regular meeting of the Synod Assembly.

†S14.43. The provisions for termination of the mutual relationship between a minister of Word and Service and a congregation shall be as follows:

- a. The call of a congregation, when accepted by a minister of Word and Service, shall constitute a continuing mutual relationship and commitment which shall be terminated only by the deacon's death or, following consultation with the synod bishop, for any of the following reasons:
 - 4) inability to conduct the office effectively in view of physical disability or ~~mental~~ incapacity of the minister of Word and Service;
- b. When allegations of ~~physical~~ disability or ~~mental~~ incapacity of the minister of Word and Service under paragraph a.4) above, or ineffective conduct of the ministry of Word and Service under paragraph a.3) above, have come to the attention of the bishop of this synod,

- 1) the bishop, ~~in his or her~~ who has sole discretion, may investigate such conditions personally together with a committee of two rostered ministers and one layperson, or
- c. In case of alleged ~~physical~~ disability or ~~mental~~ incapacity under paragraph a.4) above, the bishop's committee shall obtain and document competent medical opinion concerning the minister of Word and Service's condition. When a disability or incapacity is evident to the committee, the bishop of this synod may declare the position vacant. When the position is declared vacant, the Synod Council shall list the deacon on the roster of Ministers of Word and Service with disability status. Upon ~~removal~~ resumption of the ~~ability to conduct the office effectively~~ disability and restoration of the minister of Word and Service to health, the bishop shall take steps to enable the minister of Word and Service to resume the ministry, either in the congregation last served or in another appropriate call.

Chapter 15: Financial Matters

†S15.11. Since the congregations, synods, and churchwide organization are interdependent expressions that share in God's mission, all share in the responsibility to develop, implement, and strengthen the financial support of the whole church. The gifts and offerings of the members of the Evangelical Lutheran Church in America are given to support all parts of this church; thus the unity of this church should be evidenced in determining each part's share of the gifts and offerings. Therefore:...

†S15.31. This synod shall arrange to have an annual audit of its financial records conducted by a certified public accountant firm recommended by the synod Audit Committee and approved by the Synod Council. The audited annual financial report shall be submitted by this synod to the churchwide Office of the Treasurer and to the congregations of this synod. ~~The financial reports shall be in the format approved from time to time by the churchwide Office of the Treasurer.~~

Chapter 16: Indemnification

†S16.01. Subject to the limitations and duties imposed by law, each person who is or was made or threatened to be made a party to any proceeding by reason of the present or former capacity of that person as a Synod Council member, officer, employee, or committee member of this synod shall be indemnified against all costs and expenses incurred by that person in connection with the proceeding. Indemnification of any person by reason of that person's capacity as a director, officer, employee, or committee member of any other organization, regardless of its form or relationship to this synod, is subject to the provisions of ~~section~~ †S16.02.

†S16.03. This synod may purchase and maintain insurance on behalf of itself or any person entitled to indemnification pursuant to this chapter against any liability asserted against and incurred by this synod or by such other person in or arising from a capacity described in ~~section~~ †S16.01. or ~~section~~ †S16.02.

†S16.04. When written charges against a rostered minister of this church are made in disciplinary proceedings under Chapter 20 of the *Constitution, Bylaws, and Continuing Resolutions of the Evangelical Lutheran Church in America* by the synod bishop or when written charges against a congregation are made in disciplinary proceedings by the Synod Council or the synod bishop, and the discipline hearing committee determines that no discipline shall be imposed, then if such determination is not reversed or set aside on appeal, indemnification shall be made by the synod to the accused for reasonable attorney's fees and other reasonable expenses related to the defense of the charges. The determination of the reasonableness of such fees and expenses shall be ~~made~~decided by the Synod Council.

Chapter 18: Amendments, Bylaws, and Continuing Resolutions

†S18.31. This synod may adopt continuing resolutions not in conflict with this constitution or its bylaws or the constitution, bylaws, and continuing resolutions of the churchwide organization. Such continuing resolutions may be adopted or amended by a majority vote of the Synod Assembly or by a two-thirds vote of the Synod Council. Newly adopted continuing resolutions and amendments to existing continuing resolutions shall be reported to the secretary of this church.

**MODEL CONSTITUTION FOR
CONGREGATIONS
OF THE EVANGELICAL LUTHERAN
CHURCH IN AMERICA**

Chapter 6: Church Affiliation

*C6.05. This congregation may terminate its relationship with the Evangelical Lutheran Church in America by the following procedure:

- a. A resolution indicating the intent to terminate its relationship must be adopted at two legally called and conducted special meetings of this congregation by a two-thirds vote of the voting members present at each meeting. The first such meeting may be held no sooner than 30 days after written notice of the meeting is received by the bishop of the synod, during which time this congregation shall consult with the bishop and the bishop's designees, if any. The times and manner of the consultation shall be determined by the bishop in consultation with the Congregation Council. Unless ~~he or she~~the bishop and/or the bishop's designees ~~is are~~ a voting members of this congregation, ~~the bishop and the bishop's designees, if any,~~ they shall have voice but not vote at the first meeting.
- ...
- d. If this congregation, after such consultation, is still considering termination of its relationship with this church, such action may be taken at a legally called and conducted special meeting by a two-thirds vote of the voting members present. Notice of the second meeting shall be sent to all voting members and to the bishop at least 10 days in

advance of the meeting. Unless ~~he or she is the bishop and/or the bishop's designees~~ area voting members of this congregation, ~~the bishop and the bishop's designees, if any, they~~ shall have voice but not vote at the second meeting.

Chapter 9: Rostered Minister

***C9.05.** The provisions for termination of the mutual relationship between a minister of Word and Sacrament and this congregation shall be as follows:

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

4) inability to conduct the pastoral office effectively in view of~~physical~~ disability or ~~mental~~ incapacity of the pastor;

...

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

1) the bishop, in his or her who has sole discretion, may investigate such conditions personally together with a committee of two rostered ministers and one layperson, or

...

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

***C9.12.** The pastor of this congregation:

a. shall keep accurate ~~parochial~~ records of all baptisms, confirmations, marriages, burials, communicants, members received, members dismissed, or members excluded from this congregation;

***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.

***C9.14.** The ~~parochial~~ records of this congregation shall be maintained by the pastor and shall remain the property of this congregation. The secretary of this congregation shall attest in writing to the bishop of this synod that such records have been placed in ~~his or her~~ the secretary's hands in good order by a departing pastor before the installation of that pastor in another call or approval of a request for change in roster status.

- *C9.25.** The provisions for termination of the mutual relationship between a minister of Word and Service and this congregation shall be as follows:
- a. The call of this congregation, when accepted by a deacon, shall constitute a continuing mutual relationship and commitment, which shall be terminated only by the deacon's death or, following consultation with the synod bishop, for any of the following reasons:
 - 4) inability to conduct the office effectively in view of physical disability or ~~mental~~ incapacity of the deacon;
 - ...
 - b. When allegations of ~~physical~~ disability or ~~mental~~ incapacity of the deacon under paragraph a.4) above, or ineffective conduct of the office of minister of Word and Service under paragraph a.3) above, have come to the attention of the bishop of this synod,
 - 1) the bishop, ~~in his or her~~ who has sole discretion, may investigate such conditions personally together with a committee of two rostered ministers and one layperson, or
 - ...
 - c. In case of alleged ~~physical~~ disability or ~~mental~~ incapacity under paragraph a.4) above, the bishop's committee shall obtain and document competent medical opinion concerning the deacon's condition. When a disability or incapacity is evident to the committee, the bishop of this synod may declare the position vacant. When the position is declared vacant, the Synod Council shall list the deacon on the roster of Ministers of Word and Service with disability status. Upon removal resumption of the ~~disability and the restoration of the deacon to health~~ ability to conduct the office effectively, the bishop shall take steps to enable the deacon to resume the ministry, either in the congregation last served or in another appropriate call.
- *C9.31.** The deacon(s) shall submit a report of ~~his or her~~ ministry to the bishop of the synod at least 90 days prior to each regular meeting of the Synod Assembly.

Chapter 10: Congregation Meeting

[New footnote]

- C10.02.** A special Congregation Meeting may be called by the [senior] pastor, the Congregation Council, or the president¹ of this congregation, and shall be called by the president of this congregation upon the written request of [number][percent] of the voting members. The president of the Congregation Council shall call a special meeting upon request of the synod bishop. The call for each special meeting shall specify the purpose for which it is to be held, and no other business shall be transacted.
- C10.08.** This congregation may hold meetings by remote communication, including electronically and by telephone conference, as long as there is an

¹ If the pastor is the president of the congregation, the congregation may consider giving the vice president the authority to call a special meeting.

opportunity for simultaneous aural communication or its equivalent. To the extent permitted by state law, notice of all meetings may be provided electronically.

C10.09. “Ex officio” as used herein means membership with full rights of voice and vote unless otherwise expressly limited.

Chapter 12: Congregation Council

C12.05. The Congregation Council shall be responsible for the financial and property matters of this congregation.

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 mission support monies to the synod ~~treasurer~~.

[New footnote]

C12.11. The Congregation Council shall normally meet once a month. Special meetings may be called by the pastor or the president², and shall be called by the president 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.

C12.13. The Congregation Council and its committees may hold meetings by remote communication, including electronically and by telephone conference, as long as there is an opportunity for simultaneous aural communication or its equivalent, ~~and, to~~ the extent permitted by state law, notice of all meetings may be provided electronically.

Chapter 13: Congregation Committees

[New footnote]

C13.08. The [senior] pastor of this congregation shall be *ex officio* a member of all committees and boards of this congregation. [The president⁴ [vice president] of this congregation shall be *ex officio* a member of all committees and boards of this congregation, except the Nominating Committee.]

Chapter 15: Discipline of Members and Adjudication

***C15.02.** The process for discipline of a member of this congregation shall be governed as prescribed by the chapter on discipline in the *Constitution, Bylaws, and Continuing Resolutions of the Evangelical Lutheran Church in America*. If the counseling, censure, and admonitions pursuant to *C15.01. do not result in repentance and amendment of life, charges against the accused member(s) that are specific and in writing may be prepared by the Congregation Council, signed, and submitted to the vice president of the synod. The vice president shall select from the synod’s Consultation Committee a panel of five members (three laypersons and two rostered ministers ~~of Word and Sacrament~~). A copy of the written charges shall be provided to the consultation panel and the accused member(s). The consultation panel, after requesting a written reply to the charges from the

² If the pastor is the president of the congregation, the congregation may consider giving the vice president the authority to call a special meeting.

⁴ If the pastor is the president of the congregation, the congregation may consider selecting the vice president.

accused member(s), shall consider the matter and seek a resolution by means of investigation, consultation, mediation, or whatever other means may seem appropriate. The panel's efforts to reach a mutually agreeable resolution shall continue for no more than 45 days after the matter is submitted to it.

- *C15.11.** When there is disagreement between or among factions within this congregation on a substantive issue which cannot be resolved by the parties, members of this congregation may petition the synod bishop for consultation after informing the president [vice president] of this congregation of their intent to do so. The synod bishop shall seek a timely resolution of the dispute. If the issue relates directly to the pastor, the bishop may begin the process in †S14.18.d. In all other matters, if the bishop's consultation fails to resolve the issue, the bishop shall refer the matter to the Consultation Committee of the synod, which shall undertake efforts to find an appropriate solution. If the Consultation Committee's efforts fail to resolve the dispute, the entire matter shall be referred to the Synod Council for adjudication by whatever process the Council deems necessary. The Synod Council's decision shall be final.

Chapter 16: Amendments

- *C16.02.** An amendment to this constitution, proposed under *C16.01., shall:
- be approved at any legally called meeting of this congregation by a majority vote of those voting members present and voting; and
 - be ratified without change at the next regular meeting of this congregation held pursuant to C10.01. by a two-thirds vote of those voting members present and voting; and.
 - ~~have the effective date included in the resolution⁵ and noted in the constitution.~~
- *C16.04.** This constitution may be amended to bring any section into conformity with a section or sections, either required or not required, of the *Model Constitution for Congregations of the Evangelical Lutheran Church in America* as most recently amended by the Churchwide Assembly. Such amendments may be approved by a majority vote of those voting members present and voting at any legally called meeting of this congregation without presentation at a prior meeting of this congregation, provided that the Congregation Council has submitted by mail or electronic means, as permitted by state law, notice to this congregation of such an amendment or amendments, together with the council's recommendations, at least 30 days prior to the meeting. Upon the request of at least two (2) voting members of this congregation, the Congregation Council shall submit such notice. Following the adoption of an amendment, the secretary of this congregation shall submit a copy thereof to the synod. Such provisions shall become effective immediately following the congregation's a vote of approval.

⁵ *Such an effective date must be stated in relation to the requirements of *C16.03. to allow time for the synod's review of the amendment.*

Chapter 20: Parish Authorization

- *C20.02.** One congregation of a parish shall issue a call on behalf of the member congregations to a minister of Word and Sacrament or a candidate for the roster of Ministers of Word and Sacrament who has been recommended by the synod bishop to serve the congregations of the parish. Such a call shall be approved prior to issuance by a two-thirds vote at a congregation~~al~~ meeting of each congregation forming the parish. If any congregation of the parish should fail to approve the call, the other congregations of the parish shall have the right to terminate the parish agreement.
- *C20.03.** One congregation of a parish may issue a call on behalf of the member congregations to a minister of Word and Service or a candidate for the roster of Ministers of Word and Service who has been recommended by the synod bishop to serve the congregations of the parish. Such a call shall be approved prior to issuance by a two-thirds vote at a congregation~~al~~ meeting of each congregation forming the parish. If any congregation of the parish should fail to approve the call, the other congregations of the parish shall have the right to terminate the parish agreement.

Consideration: Amendments to the Constitutions, Bylaws, and Continuing Resolutions of the ELCA Removed from *En Bloc*

Reference: 2022 Pre-Assembly Report, Section V, Amendments to the Constitutions of the ELCA

The presiding bishop announced consideration of amendments removed from *en bloc* and outlined procedures for consideration of the amendments. Secretary Rothmeyer would read the proposed amendments, and the voting member who removed it from *en bloc* would be invited to make a comment or a change to the proposed amendment. A separate vote would be held for each proposed amendment. Secretary Rothmeyer moved adoption of the amendment to constitutional provision 5.01.-e. and -f.

Moved;

[Seconded]:

- To amend constitutional provision 5.01.-e. and -f. as follows:*
- 5.01. The Evangelical Lutheran Church in America shall be one church. This church recognizes that all power and authority in the Church belongs to the Lord Jesus Christ, its head. Therefore, all actions of this church by congregations, synods, and the churchwide organization shall be carried out under his rule and authority in accordance with the following principles: [...]
- e. Except as otherwise provided in this constitution and bylaws, the appropriate office or unit of the churchwide organization, through the Church Council, shall establish processes that will ensure that at least 60 percent of the members of its assemblies, councils, committees, boards, and other organizational units shall be laypersons; that, as nearly as possible, at least 45 percent of the lay members of these assemblies, councils, committees, boards, or other organizational units shall be women and, as nearly as possible, at least 45 percent shall be men, and that, ~~where possible~~,

the representation of rostered ministers ~~of Word and Sacrament~~ shall include both men and women. At least 10 percent of the members of these assemblies, councils, committees, boards, or other organizational units shall be persons of color and/or persons whose primary language is other than English. Processes shall be developed that will assure that in selecting staff there will be a balance of women and men, persons of color and persons whose primary language is other than English, laypersons, and persons on the rosters of this church. This balance is to be evident in the selection of staff consistent with the inclusive policy of this church.

- f. Except as otherwise provided in this constitution and bylaws, synods, through synod councils, shall establish processes that will ensure that at least 60 percent of the members of their assemblies, councils, committees, boards, and other organizational units shall be laypersons; that, as nearly as possible, at least 45 percent of the lay members of their assemblies, councils, committees, boards, or other organizational units shall be women and, as nearly as possible, at least 45 percent shall be men, and that, ~~where possible~~, the representation of rostered ministers ~~of Word and Sacrament~~ shall include both women and men. Each synod shall establish processes that will enable it to reach a minimum goal that 10 percent 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.

The Rev. Susan S. Salomone [Upstate New York Synod] rose to amend the proposed amendment by insertion of the words “and/or persons who identify as part of the LGBTQIA+ community” following the word “English.” The chair announced that such an amendment would had to have been submitted to the secretary’s assistant prior to the second plenary session. Pastor Salomone stated that she had submitted the proposal to the secretary’s assistant. Following consultation with Secretary Rothmeyer and Mr. Maurice S. Henderson, parliamentarian, the chair ruled that Pastor Salomone had removed the provision from *en bloc* but had not introduced an amendment. Any amendment to the proposal at this point would have been out of order.

ASSEMBLY

TWO-THIRDS VOTE REQUIRED

ACTION

YES-767; NO-32

CA22.03.19

To amend constitutional provision 5.01.-e and f as follows:

- 5.01. The Evangelical Lutheran Church in America shall be one church. This church recognizes that all power and authority in the Church belongs to the Lord Jesus Christ, its head. Therefore, all actions of this church by congregations, synods, and the churchwide organization shall be carried out under his rule and authority in accordance with the following principles: [...]**

- e. Except as otherwise provided in this constitution and bylaws, the appropriate office or unit of the churchwide organization, through the Church Council, shall establish processes that will ensure that at least 60 percent of the members of its assemblies, councils, committees, boards, and other organizational units shall be laypersons; that, as nearly as possible, at least 45 percent of the lay members of these assemblies, councils, committees, boards, or other organizational units shall be women and, as nearly as possible, at least 45 percent shall be men, and that, ~~where possible~~, the representation of rostered ministers ~~of Word and Sacrament~~ shall include both men and women. At least 10 percent of the members of these assemblies, councils, committees, boards, or other organizational units shall be persons of color and/or persons whose primary language is other than English. Processes shall be developed that will assure that in selecting staff there will be a balance of women and men, persons of color and persons whose primary language is other than English, laypersons, and persons on the rosters of this church. This balance is to be evident in the selection of staff consistent with the inclusive policy of this church.
- f. Except as otherwise provided in this constitution and bylaws, synods, through synod councils, shall establish processes that will ensure that at least 60 percent of the members of their assemblies, councils, committees, boards, and other organizational units shall be laypersons; that, as nearly as possible, at least 45 percent of the lay members of their assemblies, councils, committees, boards, or other organizational units shall be women and, as nearly as possible, at least 45 percent shall be men, and that, ~~where possible~~, the representation of rostered ministers ~~of Word and Sacrament~~ shall include both women and men. Each synod shall establish processes that will enable it to reach a minimum goal that 10 percent 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.

The presiding bishop declared that the motion had passed. Secretary Rothmeyer then moved adoption of the amendment to bylaw 7.31.03.g.

Moved;

[Seconded]:

7.31.03.

To amend bylaw 7.31.03. as follows:

Preparation and Approval. Except as provided in 7.31.04., a candidate for the ministry of Word and Sacrament shall have:

[...]

- g. been recommended to a congregation ~~or other entity~~ by the bishop of the synod to which the candidate has been assigned for first call ~~in accordance with the procedures recommended by the appropriate churchwide unit, reviewed by the Conference of Bishops, and adopted by the Church Council;~~ and

Three voting members spoke in opposition to the amendment, and two spoke in support. A voting member called the question.

Moved;

Seconded;

Carried:

Two-Thirds Vote Required

Yes-700; No-104

To end debate.

The presiding bishop declared debate closed and called for the vote.

Moved;

Seconded;

Defeated:

7.31.03.

To amend bylaw 7.31.03 as follows:

Preparation and Approval. Except as provided in 7.31.04., a candidate for the ministry of Word and Sacrament shall have:

[...]

- g. been recommended to a congregation ~~or other entity~~ by the bishop of the synod to which the candidate has been assigned for first call ~~in accordance with the procedures recommended by the appropriate churchwide unit, reviewed by the Conference of Bishops, and adopted by the Church Council;~~ and

The presiding bishop declared that the motion had failed. Secretary Rothmeyer moved adoption of the amendment to bylaw 8.22.01.

Moved;

[Seconded]:

~~**8.22.01.**~~

To amend bylaw 8.22.01. as follows:

~~The relationship of this church to its colleges and universities shall be guided by policies fostering educational institutions dedicated to the Lutheran tradition wherein such institutions are an essential part 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; diligent in their preparation of leaders committed to truth, excellence, and ethical values; and pledged to the well being of students in the development of mind, body, and spirit.~~

Two voting members spoke in opposition to the amendment, and one spoke in support. A voting member asked for clarification regarding the origin of the amendment. Presiding Bishop Eaton invited the Rev. Philip C. Hirsch, executive director for the Christian Community and Leadership home area, to address the question. Pastor Hirsch explained that the constitutional provision had been rewritten by the Rev. Mark Wilhelm, program director for the Network of ELCA Colleges and Universities (NECU). Pastor Wilhelm rewrote the provision primarily for stylistic reasons, he said, noting that the change was not substantive. Pastor Hirsch suggested that the proposed amendment did not change the relationship but simply expressed it using language more consistent with the way ELCA-affiliated colleges and universities understand the relationship.

Two voting members spoke in opposition to the amendment. A voting member called the question.

Moved; *Two-Thirds Vote Required*
Seconded; *Yes-754; No-52*
Carried: **To end debate.**

The presiding bishop declared debate closed and called for the vote.

Moved; *Two-Thirds Vote Required*
Seconded; *Yes-412; No-391*
Defeated: *To amend bylaw 8.22.01. as follows:*

~~**8.22.01.** The relationship of this church to its colleges and universities shall be guided by policies fostering educational institutions dedicated to the Lutheran tradition wherein such institutions are an essential part 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; diligent in their preparation of leaders committed to truth, excellence, and ethical values; and pledged to the well-being of students in the development of mind, body, and spirit.~~

The presiding bishop declared that the motion had failed. Secretary Rothmeyer moved adoption of the amendment to bylaw 15.21.03.

Moved;
[Seconded]: *To amend bylaw 15.21.03. as follows:*
15.21.03. In conformity with this church's commitment to inclusive practice, churchwide units and offices will ensure that staff include a balance of genders, persons of color and persons whose primary language is other than English, laypersons, and rostered ministers.

A voting member spoke in opposition to the amendment.

Moved; *Two-Thirds Vote Required*
Seconded; *Yes-484; No-314*
Defeated: *To amend bylaw 15.21.03 as follows:*

15.21.03. In conformity with this church’s commitment to inclusive practice, churchwide units and offices will ensure that staff include a balance of genders, persons of color and persons whose primary language is other than English, laypersons, and rostered ministers.

The presiding bishop declared that the motion had failed. Secretary Rothmeyer moved adoption of an amendment to the *Constitution for Synods* †S6.04.

Moved;

[Seconded];

†S6.04.

To amend the Constitution for Synods †S6.04. as follows:

Except as otherwise provided in this constitution and bylaws, the Synod Council shall establish processes that will ensure that at least 60 percent of the members of the synod assemblies, councils, committees, boards, and other organizational units shall be laypersons; and that, as nearly as possible, at least 45 percent of the lay members of assemblies, councils, committees, boards, or other organizational units shall be women and, as nearly as possible, at least 45 percent shall be men; and that, where possible, the representation of rostered ministers ~~of Word and Sacrament~~ shall include both men and women. This synod shall establish processes that will enable it to reach a minimum goal that 10 percent of its assemblies, councils, committees, boards, or other organizational units be persons of color and/or persons whose primary language is other than English.

A voting member spoke in opposition to the amendment, and two voting members spoke in support. A voting member called the question.

Moved;

Seconded;

Carried:

Two-Thirds Vote Required

Yes-774; No-32

To end debate.

The presiding bishop declared debate closed and called for the vote.

ASSEMBLY

ACTION

CA22.03.20

†S6.04.

TWO-THIRDS VOTE REQUIRED

YES-760; NO-48

To amend the Constitution for Synods †S6.04. as follows:

Except as otherwise provided in this constitution and bylaws, the Synod Council shall establish processes that will ensure that at least 60 percent of the members of the synod assemblies, councils, committees, boards, and other organizational units shall be laypersons; and that, as nearly as possible, at least 45 percent of the lay members of assemblies, councils, committees, boards, or other organizational units shall be women and, as nearly as possible, at least 45 percent shall be men; and that, where possible, the representation of rostered ministers ~~of Word and Sacrament~~ shall include both men and women. This synod

shall establish processes that will enable it to reach a minimum goal that 10 percent of its assemblies, councils, committees, boards, or other organizational units be persons of color and/or persons whose primary language is other than English.

The presiding bishop declared that the motion had passed.

**Report of the Reference and Counsel Committee (continued):
Amendments to the Constitution, Bylaws, and Continuing Resolutions of the
ELCA Proposed by Voting Members at the Assembly**

Reference: 2022 Pre-Assembly Report, Section IX, Report of the Reference and Counsel Committee

The presiding bishop announced consideration of amendments to the *Constitutions, Bylaws, and Continuing Resolutions of the ELCA* that had been proposed by voting members prior to the deadline and referred to the Reference and Counsel Committee. The presiding bishop invited Mr. David M. Lenz, chair of the Reference and Counsel Committee, to the stage. Mr. Lenz noted that Ms. Tracey A. Beasley had been appointed as a co-chair of the Reference and Counsel Committee but had recused herself from that position because of her participation in the election process for vice president.

A voting member moved to amend the Order of Business to allow time for the remaining nominees for the office of vice president to address the assembly for up to five minutes each. The motion being non-debatable, the presiding bishop called for the vote.

Moved;

Two-Thirds Vote Required

Seconded;

Yes-398; No-386

Defeated:

To amend the Order of Business to allow time for the nominees for the office of vice president to address the assembly for five minutes each.

The presiding bishop declared that the motion had failed. Mr. Lenz continued his report, stating that the committee had received three proposed amendments, all related to the *Constitution for Synods*, and all three called for the assembly to render existing provisions or bylaws non-required rather than required.

The Rev. Matthew L. Riegel, bishop of the West Virginia-Western Maryland Synod, had proposed an amendment to the *Constitution for Synods* †S7.21.01. The Reference and Counsel Committee had declined to move the proposed amendment. Bishop Riegel moved the amendment from the floor.

Moved;

Seconded:

To amend the Constitution for Synods †S7.21.01. by striking the dagger and therefore making the provision non-required:

‡S7.21.01.

Voting members shall begin serving with the opening of a regular Synod Assembly and shall continue serving until the opening of the next regular Synod Assembly.

Two voting members spoke in support of the amendment. Another voting member asked Mr. Lenz to clarify the Reference and Counsel Committee's reasons for not supporting adoption of the amendment. Mr. Lenz explained that the committee recommended against the motion because not having such a provision would require that

congregations reelect voting members for any special assembly, which could present logistical challenges. Bishop Riegel responded that the current language of the constitution allows for a voting member to a Synod Assembly elected by a congregation to continue in service, including at any specially-called Synod Assembly, until the next regular Synod Assembly unless a replacement has been elected by the congregation.

ASSEMBLY

TWO-THIRDS VOTE REQUIRED

ACTION

YES-616; NO-178

CA22.03.21 *To amend the Constitution for Synods †S7.21.01. by striking the dagger and therefore making the provision non-required:*

- †S7.21.01. Voting members shall begin serving with the opening of a regular Synod Assembly and shall continue serving until the opening of the next regular Synod Assembly.

The presiding bishop declared that the motion had passed. Mr. Lenz reported that Bishop Riegel had proposed another amendment to the *Constitution for Synods* †S11.04. by making the provision non-required.

- †S11.04. The Mutual Ministry Committee shall be appointed by the Executive Committee of the Synod Council to provide support and counsel to the bishop.

The Reference and Council Committee recommended that the amendment be referred to the Conference of Bishops, Church Council, and Office of the Secretary for discussion to determine appropriate mutual ministry structures.

Moved;

[Seconded]:

To refer consideration of the amendment to the *Constitution for Synods* †S11.04. to the Conference of Bishops, Church Council, and Office of the Secretary for discussion to determine appropriate mutual ministry structures.

Two voting members spoke in support of the motion to refer. The chair then called for the vote.

ASSEMBLY

ACTION

YES-747; NO-30

CA22.03.22 *To refer consideration of the amendment to the Constitution for Synods †S11.04. to the Conference of Bishops, Church Council, and Office of the Secretary for discussion to determine appropriate mutual ministry structures.*

The presiding bishop declared that the motion had passed. Mr. Lenz reported that Bishop Riegel had proposed amending the *Constitution for Synods* †S15.31. by making the provision non-required.

‡S15.31. This synod shall arrange to have an annual audit of its financial records conducted by a certified public accountant firm recommended by the synod Audit Committee and approved by the Synod Council. The audited annual financial report shall be submitted by this synod to the churchwide Office of the Treasurer and to the congregations of this synod.

The Reference and Council Committee recommended that the amendment be referred to the Office of the Treasurer to determine options available for future financial reporting and auditing requirements.

Moved;

[Seconded]: To refer consideration of the amendment to the *Constitution for Synods* †S15.31. to the Office of the Treasurer to determine options available for future financial reporting and auditing requirements.

The presiding bishop invited discussion of the motion and, there being none, called for the vote.

ASSEMBLY

ACTION

YES-742; NO-29

CA22.03.23 To refer consideration of the amendment to the *Constitution for Synods* †S15.31. to the Office of the Treasurer to determine options available for future financial reporting and auditing requirements.

Report of the Reference and Counsel Committee (continued):

Motion K: Resolution on Possible Revision of *Human Sexuality: Gift and Trust*

Reference: 2022 Pre-Assembly Report, Section IX, Report of the Reference and Council Committee

Presiding Bishop Eaton thanked the members of the Reference and Counsel Committee for their work on the proposed constitutional amendments and invited Mr. Lenz to continue the report of the Reference and Counsel Committee. Mr. Lenz announced consideration of three non-germane resolutions brought by voting members. The first was related to this church's social statement, *Human Sexuality: Gift and Trust*, calling for reconsideration of the four positions on "bound conscience" detailed in the social statement. The Reference and Counsel Committee recommended approval of the motion.

Motion K: Revision to *Human Sexuality: Gift and Trust* Social Statement Submitted by: Mr. Michael Schulte [Southeastern Synod, 9D]

To authorize a possible revision of the social statement on *Human Sexuality: Gift and Trust* which reconsiders this church's current concept of the four positions of bound conscience. This revision would focus on pages 19-21 ("lifelong, monogamous, same-gender relationships") and any other references to the four positions of bound conscience.

**Moved;
[Seconded]:**

To adopt motion K.

To authorize a possible revision of the social statement on *Human Sexuality: Gift and Trust* which reconsiders this church’s current concept of the four positions of bound conscience. This revision would focus on pages 19-21 (“lifelong, monogamous, same-gender relationships”) and any other references to the four positions of bound conscience.

Four voting members spoke in favor of the motion, while one voting member spoke in opposition. Another voting member asked for clarification regarding the consequences of passing the motion. The Rev. Roger A. Willer, director for theological ethics, reminded the assembly that the motion related to *Human Sexuality: Gift and Trust* passed earlier in this assembly had called for editorial revisions. He noted that the potential revisions arising from the current motion would be much more substantial. Approval of the proposal would probably require addition of a staff person to carry out the work. Two additional voting members spoke in support of the proposal, and a voting member called the question.

**Moved;
Seconded:**

***Two-Thirds Vote Required
Yes-741; No-54***

Carried: To end debate.

The presiding bishop declared debate closed and called for the vote, following a prayer.

**ASSEMBLY
ACTION**

***TWO-THIRDS VOTE REQUIRED
YES-708; NO-93***

CA22.03.24

To adopt Motion K.

To authorize a possible revision of the social statement on *Human Sexuality: Gift and Trust* which reconsiders this church’s current concept of the four positions of bound conscience. This revision would focus on pages 19-21 (“lifelong, monogamous, same-gender relationships”) and any other references to the four positions of bound conscience.

The presiding bishop declared that the motion had passed. Mr. Lenz announced that, while there had been another motion in the committee’s report to the assembly, it had been withdrawn by the maker after consultation with the Reference and Counsel Committee.

Presiding Bishop Eaton called for the orders of the day and announced that the report of the Reference and Counsel Committee would be completed during the seventh plenary session.

Fifth Ballot for Vice President

Reference: 2022 Pre-Assembly Report, Section I, Rules of Organization and Procedure; Section V, Election of the Vice President

Presiding Bishop Eaton announced the fifth ballot for vice president and invited Ms. Aja Favors to provide the report of the Credentials Committee. Ms. Favors announced that, as of 3:58 p.m., there were 829 voting members in the assembly. The presiding bishop reminded assembly members that a nominee would need a majority of the votes on the fifth

ballot to be elected vice president. Following review of the voting process, a hymn, and prayer, the presiding bishop opened the voting. While the votes were counted, the assembly viewed a video presenting “Talks at the Desk,” an ELCA African Descent Ministries project.

Elections: Report of the Fifth Ballot for Vice President

Reference: 2022 Pre-Assembly Report, Section V, Election of the Vice President; Section X, Results of the Fifth Ballot for Vice President

Presiding Bishop Eaton invited Mr. Cunniff to report the results of the fifth ballot for vice president. Mr. Cunniff announced that there were 814 valid votes received and that 408 votes were needed to elect. The results of the fifth ballot for vice president were:

Imran Siddiqui	550
Roberto Lara Aranda	264

ASSEMBLY

ACTION

CA22.03.25 **To elect Mr. Imran Siddiqui as vice president of the ELCA for a six-year term beginning Nov. 1, 2022.**

Response from the Vice President-Elect

Presiding Bishop Eaton announced that Mr. Imran Siddiqui had been elected vice president, and invited him to address the assembly. Mr. Siddiqui began by expressing his surprise at being elected and thanked his wife and others for their support in this and his other engagement in this church. He thanked his fellow nominees, and the assembly joined him in expressing gratitude with applause. Mr. Siddiqui called for appreciation of synod vice presidents and the important work they do on a volunteer basis. He noted that the top three nominees for vice president were people of color, but also noted that this did not mean that the work of this church to overcome racism was finished.

Greetings: Ecumenical and Inter-Religious Representatives

Reference: 2022 Pre-Assembly Report, Section III, Report of the Office of the Presiding Bishop

Presiding Bishop Eaton reminded the assembly that for 35 years this church has affirmed the centrality of its partnerships with other Christians and with people of other religions and worldviews. The ELCA has articulated these commitments through a series of four ecumenical and inter-religious declarations: “A Declaration of Ecumenical Commitment,” adopted in 1991; “A Declaration of the Evangelical Lutheran Church in America to the Jewish Community,” adopted in 1994 and updated in 2021; “A Declaration of Inter-Religious Commitment,” adopted in 2019; and “A Declaration of the ELCA to the Muslim Community,” adopted in 2022. She noted that these declarations are significant only to the extent that they are lived out through real relationships. The presiding bishop stated that she was honored to be able to welcome to the stage guests who were at the heart of this church’s ecumenical relationships, representing partners in dialogue, full communion partnerships, and councils, coalitions, organizations, and initiatives through which this church works with members of other traditions. The presiding bishop gave thanks for these colleagues and for their commitment to journey with the ELCA in seeking Christian unity as well as justice and peace for all people.

The presiding bishop announced that, as the culmination of a fifteen-year process of dialogue, this church is in full communion partnership with the Anglican Church of Canada

in addition to existing partnerships with the Evangelical Lutheran Church in Canada (ELCIC) and The Episcopal Church (USA). These four churches are now part of Churches beyond Borders, a full-communion partnership among Lutherans, Episcopalians, and Anglicans spanning North America. These churches have developed an annual devotional series and have issued joint statements on important issues, including on Israel/Palestine and climate change. These experiences have laid the foundation for full communion partnership, and the partnership itself holds great promise as progress is made toward global relationships between Lutherans and Anglicans. The actions of the 2019 Churchwide Assembly allowed for this church to consider full communion partners of Lutheran World Federation member churches to be in full communion with the ELCA as well, and the “Memorandum of Mutual Recognition” among the four churches adopted by the Church Council in fall 2019 has the potential to serve as a model for other ecumenical agreements, especially as this church considers its relationship to churches that are full communion partners of churches with which the ELCA is in full communion.

In late 2020, undeterred by the pandemic, the churches launched a new identity as Churches beyond Borders and began engaging in intentional work together. The first focus was based on a significant phrase within the memorandum citing the experiences of Indigenous peoples, not divided by national boundaries established by colonial powers, as a basis for expanding shared life among the churches. For the past two years, these churches have focused on study, work, and public witness related to repudiation of the Doctrine of Discovery and meaningfully addressing the legacies of slavery within the churches and society. The work to date has included a leadership consultation, joint public statements, and plans to share this model with other churches at the upcoming gathering of the World Council of Churches.

The presiding bishop introduced her counterparts in Churches beyond Borders, noting that the Rev. Susan Johnson, national bishop of the Evangelical Lutheran Church in Canada, had wanted to be present but was prevented by illness. Presiding Bishop Eaton shared with the assembly video greetings from Archbishop Linda Nichols, primate of the Anglican Church of Canada, and Presiding Bishop Michael Curry of The Episcopal Church (USA).

Archbishop Nichols sent greetings from the Anglican Church of Canada and told the assembly that one of the joys she experienced upon becoming primate was the friendship between the churches of the Churches beyond Borders partnership. In these highly divisive times, the witness of full communion partnership and the desire to work together on common issues of justice, faith, and peace stands as a beacon of hope that something else is possible. With the new name, the partner churches declared that the Gospel of Christ is for all people and that unity in Christ lives despite national borders. The pandemic disrupted illusions about serious social issues and invited churches to reexamine what it means to be church when traditions are upended. The archbishop assured the assembly that her prayers and the prayers of her church were with them in the discernment needed to strengthen the witness of the ELCA and bring the light of Christ into the troubles of the world.

Presiding Bishop Curry expressed the joy he felt bringing greetings to the Churchwide Assembly on behalf of The Episcopal Church (USA). He expressed thanks to God for Presiding Bishop Eaton’s ministry and for the witness of this church in the world. Bishop Curry expressed that this partnership has been a blessing for all four churches, sometimes in quiet ways and sometimes in public ways, but always in ways that have mattered for the cause of God’s love, compassion, and justice, for the cause of Christ in this world. One of

the possibilities has been a shared witness to the indignities, wrongs, and injustices perpetrated on Indigenous peoples in North America. All the churches of the partnership had participated in residential schools in Canada and the United States, and all are working together to tell the truth, learn from the truth, and use this learning to build a new future in which the hurts of the past can begin to be healed and a new future can be constructed. In addition, the four churches are engaged in other works: supporting children, reducing domestic violence, reducing gender-based violence, and advocating for the eradication of all forms of racism and bigotry. Presiding Bishop Curry concluded by asking God's blessing on the assembly.

Presiding Bishop Eaton noted that one of the great joys of serving as presiding bishop has been experiencing firsthand the reconciliation that is unfolding between Lutherans and Catholics. She recalled a joint prayer service in 2016 that launched a year-long commemoration leading up to the 500th anniversary of the Reformation, noting that she had never imagined that she would see the pope and the leadership of the Lutheran World Federation processing side-by-side. She recalled the 2016 Churchwide Assembly, at which the assembly adopted the US Lutheran–Catholic document, “Declaration on the Way: Church, Ministry, and Eucharist” and Bishop Denis J. Madden, titular bishop of Baia and auxiliary bishop of Baltimore, addressed the assembly on the shared longing of both churches for visible unity. For almost 60 years, this dialogue has been continuing, most recently producing a statement that soon will be published by Fortress Press. Presiding Bishop Eaton thanked the Rev. Lowell G. Almen, former secretary of the ELCA, for his leadership as co-chair in this dialogue and announced that later in 2022 the two churches would launch a new round of dialogues focused on the role of the bishop in the church and world today. This twelfth round of dialogue will be co-chaired by the Rev. Patricia J. Lull, bishop of the Saint Paul Area Synod, and Bishop Madden. Presiding Bishop Eaton welcomed Bishop Madden to the stage.

Bishop Madden reminisced about his visits to past churchwide assemblies and expressed his confidence that soon the two churches would be able to share together at the Table of the Lord. He shared his hope that the intervening years had not taken from us the realization made so clear in 2016 that, in many ways, the churches are already in communion. Noting his Benedictine roots, Bishop Madden cited the words of St. Benedict, who instructed readers to listen carefully and attend to his words with the ears of their hearts. In the dialogues, these two churches have done just that—listened carefully to each other with the ears of their hearts—and are blessed by God to be able to recognize Christ in each other.

Presiding Bishop Eaton noted that this was the 25th anniversary of the first full communion partnership of this church. After years of dialogue, this church in 1997 entered into the Formula of Agreement with the Presbyterian Church (U.S.A.) (PCUSA), the Reformed Church in America (RCA), and the United Church of Christ (UCC). At the heart of this agreement was a shared commitment to mutual affirmation and admonition, allowing these churches to live together with their differences without becoming divided, a counter-cultural witness to the world today. Although much has changed over the years, these churches have remained committed to walking together, learning from one another, and growing in partnership. The presiding bishop expressed great joy in introducing the Rev. Eddy Alemán, general secretary of the RCA, the Rev. J. Herbert Nelson, stated clerk of the PCUSA, and the Rev. Mark Pettis, ecumenical and interfaith relationships manager for the UCC.

Pastor Alemán greeted the assembly on behalf of the RCA, expressing gratitude for the Formula of Agreement on this, its 25th anniversary. Celebrating this milestone together, RCA leaders were grateful for the partnership that strengthens these churches and their witness to the world. The RCA is blessed by pastors from Formula of Agreement churches that serve in their congregations, and RCA pastors bless the PCUSA, UCC, and ELCA congregations in which they serve. He noted that this example of fellowship despite differences gives him hope in the midst of growing polarization among North American churches because, despite diverse witnesses, the four churches are held together by the one Gospel of Jesus Christ.

Pastor Nelson stated that the work the churches do for Jesus Christ is about transforming the world. This can only be done when churches are one and seek to be one despite the forces that would pull them apart, including differences in understandings of how best to engage people in following Jesus. This is a reminder that the churches have a responsibility to draw from one another, to work with one another, and to learn from one another in this partnership of faith. He noted that these churches have continued to wrestle with questions of how to bring people to Christ, not only to save their lives but also because new people bring a depth of spirit to the lives of our churches. That is really what the gospel is about: Not separate persons and separate entities trying to figure out what to do in relation to the Kingdom of God, but people who stand in solidarity and offer themselves to the deepest depth of possibility in order to transform the world for the sake of Jesus Christ, that they may learn to love each other in all things.

Pastor Pettis greeted the assembly on behalf of the Rev. Jon Dor Hauer, general minister and president of the UCC. The UCC came together in 1957 around Jesus' call to unity in the Gospel of John, and this ideal has continued to guide the UCC. The Formula of Agreement has been a vital expression of that commitment to unity in Christ, he said, a unity that does not mean uniformity. It has allowed the churches to maintain their distinctiveness as called by the Spirit while bringing them closer in common mission and ministry. Pastor Pettis expressed joy at being able to join as partners to acknowledge and celebrate this ongoing expression of a mutual commitment to unity in Christ and thanked the assembly for the chance to celebrate the churches' common ministry in Christ.

Presiding Bishop Eaton noted that the National Council of the Churches of Christ (NCC) in the USA is a vital context for the ecumenical work of this church and stated that she is honored to serve as vice chair of the council with Bishop Teresa Jefferson Snorton of the Christian Methodist Episcopal Church, the chair of the council. As part of its Act to End Racism Initiative, the NCC organized a global commemoration of the 400th anniversary of the first arrival of West Africans at the site of their enslavement in 2019, and the NCC has continued to engage in anti-racism learning and activism. The NCC has served as a custodian of the Revised Standard Version (RSV) and New Revised Standard Version (NRSV) translations of the Bible. Last year, the NCC announced the launch of an updated edition of the NRSV that is not a new translation, but an updated version of the translation many ELCA churches use for worship and study. The presiding bishop introduced Bishop Vashti Murphy McKenzie, who was named as interim general secretary and president of the NCC earlier in the year. She was elected and consecrated as the 117th bishop of the African Methodist Episcopal Church in 2000, the first female elected to episcopal office in that church.

Bishop McKenzie greeted Presiding Bishop Eaton, pointing out that they share a common experience as the first women elected to lead their respective denominations. Bishop McKenzie noted that she had been able to sit among assembly members and hear

the good work that the ELCA is doing around the world, and she gave thanks to God for the work of sharing in this harvest and preparing the next generation of faith leaders. The bishop thanked the ELCA for joining in the ecumenical work of the NCC, born when diverse Christian denominations decided to do something about what they saw happening in the world.

Since 1950, the NCC has served as a leading voice for Christ in a common commitment to advocate and represent God's love and promise of unity. Bishop McKenzie thanked assembly members for joining in this witness, this shared agenda of peace, progress, and positive change. Because of cooperation with churches like the ELCA, the NCC has been able to shoulder the responsibility of doing something about injustices in both community and country. She exhorted the assembly to continue to show love for God and neighbor in real and tangible ways. The NCC has developed tools for local congregations, including a Christian approach to suicide prevention and its newest endeavor, a voter empowerment resource guide that is a church-based plan for action and a voter tool kit.

Bishop McKenzie closed by inviting assembly members to attend the 2022 Christian Unity gathering, the NCC's annual event to worship, witness, and work on a variety of critical issues. The theme for 2022 was "The Challenge of Change: Serving a Never-Changing Christ in an Ever-Changing World."

Presiding Bishop Eaton reminded assembly members that, in the early years of this church, the Church Council adopted "A Declaration of the ELCA to the Jewish Community," repudiating Martin Luther's anti-Judaic diatribes and seeking right relationship with Jewish neighbors. In 2021, the Church Council approved revisions to this declaration as an expression of this church's continuing opposition to rising anti-Semitism. To combat anti-Semitism, the Church Council last fall called for a time of study, reflection, and action, using the declaration and other resources available on the ELCA website, including the newest resource, "Preaching and Teaching with Love and Respect for the Jewish People," developed by the ELCA Consultative Panel on Lutheran-Jewish Relations.

As this church works to oppose anti-Semitism, it also has been working with Jewish neighbors to oppose anti-Muslim bigotry. In 2010, this church became a founding member of the Shoulder to Shoulder Campaign: Standing with American Muslims, Upholding American Values. This multi-faith coalition has mobilized people of faith to be strategic partners in countering bias and discrimination against Muslims. Ms. Kathryn M. Lohre, executive for ecumenical and inter-religious relations and theological discernment, served as co-chair of this campaign along with Rabbi Esther L. Lederman, director of congregational innovation for the Union for Reformed Judaism, this church's primary Jewish partner.

Rabbi Lederman offered greetings on behalf of the Union for Reformed Judaism, the largest and most diverse Jewish movement in North America, and related a story from the tradition of the Sassover Rebbe. The Rebbe taught that to love another person means to know what causes them pain. Rabbi Lederman continued by thanking this church for being true friends of the Jewish people, for acknowledging what causes the Jewish community pain, and for standing with our Jewish family to oppose the deadly anti-Semitism still present. She pointed to "A Declaration of the Evangelical Lutheran Church in America to the Jewish Community," as an example of what it means to be truth-tellers: It is only when we confront the pain of the past and admit to our complicity that we can look to the future and build the world as it should be.

Rabbi Lederman stressed that Jews and Christians must also show true love for Muslim neighbors. She was proud that the ELCA and the Union for Reformed Judaism were founding members of the Shoulder to Shoulder Campaign to mobilize people of faith to counter anti-Muslim hate. Islamophobia and anti-Muslim hate lives in churches, temples, and in the United States Capitol. She urged the assembly to not underestimate the power leaders and people of faith have to change hearts, souls, minds, and behaviors, and to commit every day to the shared task of building a community that lives up to its ideals of religious freedom and pluralism. In conclusion, she shared a rabbinic teaching that has given her strength when it has felt as though the world is ablaze: “It is not up to you to finish the task, but neither are you free from contributing to it.”

Presiding Bishop Eaton noted that earlier in 2022 the Church Council adopted “A Declaration of the ELCA to the Muslim Community,” uplifting this church’s commitment to friendship and solidarity with its Muslim neighbors. The declaration affirms that the way of dialogue, in which difference is acknowledged and honored, enriches rather than diminishes self-understanding.

For many years, the ELCA has experienced great joy in coming to know Muslim neighbors who are part of the Islamic Society of North America (ISNA). The presiding bishop introduced the head of ISNA’s Office of Interfaith Alliances, Community Alliances, and Government Relations, Imam Saffet Catovic, who was appointed last year to serve in this bridge-building role.

Imam Catovic thanked Presiding Bishop Eaton and the Inter-Religious Outreach team of the ELCA for partnering with ISNA over the years. He conveyed blessings and warmest greetings from Dr. Said Muhammad Said, founding director of ISNA’s Washington, D.C., office for interfaith relations and community partnerships, and who has continued to work in the Shoulder to Shoulder campaign.

Imam Catovic noted that it takes vision to build bridges. When leaders have the strength and courage to build a bridge and cross it, they find that all are mutually enriched by the experience. The stranger of yesterday becomes the neighbor of today and the sibling of tomorrow. He saw the declaration as a milestone and an historic occasion of welcoming. ISNA looks forward to continuing to work together on projects aimed at the unfinished business of addressing racial injustice, ethnic chauvinism, and all forms of xenophobia, working to make this nation the most beloved community, recognized as such around the world because of its inclusiveness and commitment to justice.

Presiding Bishop Eaton concluded by lifting up two major developments, one ecumenical and the other interfaith. In 2020, this church resumed dialogue with the Christian Church (Disciples of Christ). This dialogue, co-chaired by the Rev. William O. Gafkjen, bishop of the Indiana-Kentucky Synod, and the Rev. Robert D. Cornwall, a Disciples of Christ pastor and theologian, is exploring opportunities and challenges for joint ministry emerging from local case studies. The presiding bishop acknowledged the Rev. Paul S. Tch , president of Christian Ministry and Interfaith Ministry for the Christian Church (Disciples of Christ), who was present at the assembly.

Also in 2020, the presiding bishop appointed an *ad hoc* committee to develop pastoral guidelines for ministry in a multi-religious world, as called for in “A Declaration of Inter-Religious Commitment,” adopted by the 2019 Churchwide Assembly. These guidelines were published in the summer of 2022, and the presiding bishop commended them for use. These guidelines allow flexibility, recognizing that effective inter-religious engagement involves authentic relationships coupled with contextual considerations. Presiding Bishop Eaton thanked the committee and its co-chairs, the Rev. Mark N. Swanson and the Rev.

Darrell H. Jodock, along with the thousands of people across this church who participated in a survey to inform this work. She also thanked this church's partners, both ecumenical and inter-religious, who took part in the review process.

In closing, Presiding Bishop Eaton invited the assembly to join her in thanking the guests for joining the assembly in Columbus and for their commitment to journeying with this church.

Announcements

Presiding Bishop Eaton called upon Secretary Rothmeyer, who provided a number of announcements.

Prayer

The plenary session closed with a hymn and a prayer.

Adjournment

The sixth plenary session of the sixteenth Churchwide Assembly of the ELCA adjourned at 5:18 p.m.

Plenary Session Seven

Friday, Aug. 12, 2022

10:30 a.m.—12:30 p.m.

The 2022 Churchwide Assembly of the ELCA reconvened in Hall A of the Greater Columbus Convention Center, Columbus, Ohio, at 10:31 a.m. Mr. Carlos E. Peña, interim vice president of the Evangelical Lutheran Church in America (ELCA), called the assembly to order, and shared that he would be chairing this final session because the presiding bishop was ill.

Report of the Memorials Committee (*continued*)

Reference: 2022 Pre-Assembly Report, Section VII, Report of the Memorials Committee; Supplemental Report of the Memorials Committee

Vice President Peña reminded members that, in accordance with assembly rules, any unfinished items of business remaining at the close of the assembly would be referred to the Church Council for disposition. He invited Ms. Cheryl T. Chatman and Mr. Joseph T. Nolte, co-chairs of the Memorials Committee, to continue the report of the committee.

Category B11: Specialized Ministries and On-Leave-from-Call Status

Reference: 2022 Pre-Assembly Report, Section VII, Report of the Memorials Committee, pp. 62–68

On behalf the Memorials Committee, Mr. Nolte reminded voting members that the business before the assembly was the memorial, “Category B11: Specialized Ministries and On-Leave-from-Call Status,” which had been removed from *en bloc*. The Memorials Committee had moved the committee’s original response, and a substitute response from the Rev. Elizabeth A. Bier [Northwest Synod of Wisconsin] had also been moved and seconded.

Moved;

Seconded:

To replace the proposed response with an alternate response as follows:

To receive with gratitude the memorials from the Southwest California Synod, South Dakota Synod, Metropolitan Chicago Synod, Northern Illinois Synod, La Crosse Area Synod, Indiana-Kentucky Synod, Northwestern Ohio Synod, and Lower Susquehanna Synod concerning specialized ministries and on-leave-from-call status;

To direct the Church Council to direct the appropriate churchwide unit to initiate a review process of the “Manual of Policies and Procedures for Management of the Rosters of the Evangelical Lutheran Church in America” and the constitutional provisions and policies and procedures as they relate to interim, transition, bridge, specialized, non-parish-based, and innovative calls, as well as on-leave-from-call status, protocols for removal from the rosters, and communication protocols;

To direct the Church Council to ensure that this review process include in its scope of inquiry, but not be limited to: the time limits given for on-leave-from-call, steps for requesting a roster status, and a process by which an action or lack of recommendation from a bishop may be

appealed, including the possibility of an appeal in a synod other than the synod from which they were removed from the roster;

To require that those involved in the review process include a diverse group representing both the roster of Word and Sacrament and the roster of Word and Service who are or have recently been involved in specialized ministries (e.g., interim, transition, campus, outdoor, college or seminary faculty, chaplains, etc.), and those currently or recently on leave from call for a variety of reasons (e.g., between calls, family, disability, study, etc.);

To urge bishops and synod councils to use sparingly any action by which a minister is removed from the roster for non-disciplinary reasons, unless the minister requests removal, until this review is complete, especially for those serving contract calls, as supply preachers, and in other ELCA ministries that don't qualify as a call; and

To require that the appropriate unit of the churchwide organization prepare a report and recommendations for consideration by the fall 2024 meeting of the ELCA Church Council.

Vice President Peña explained that, according to the Rules of Organization and Procedure governing the assembly, when a secondary motion had been made, amendments could first be offered to the original motion. After amendments to the original motion had been disposed of, amendments to the substitute motion could then be offered. When all amendments to the substitute motion had been disposed of, a vote would be taken on whether the original motion, including any amendments, or the substitute motion, including any amendments, would be retained.

The Rev. Liesebet E. Gravley [Indiana-Kentucky Synod] offered an amendment to the original motion.

Moved;
Seconded;
Carried:

Yes-586; No-90

To amend the original motion by addition as follows:

To receive with gratitude the memorials from the Southwest California Synod, South Dakota Synod, Metropolitan Chicago Synod, Northern Illinois Synod, La Crosse Area Synod, Indiana-Kentucky Synod, Northwestern Ohio Synod, and Lower Susquehanna Synod concerning specialized ministries and on-leave-from-call status;

To direct the Church Council to establish a process for examining constitutional provisions and policies and procedures as they relate to interim, transition, bridge, specialized, non-parish-based, and innovative calls, as well as on-leave-from-call status, protocols for removal from the rosters, and communication protocols;

To ask that those involved in the review consult with rostered ministers who are or have recently been involved in specialized ministries (e.g., interim, transition, campus, outdoor, college or seminary faculty, chaplains, etc.), and those currently on leave from call for a variety of reasons (e.g., regular leave from call, family, disability, study, **healing from abuse, etc.).**

Vice President Peña declared that the motion had passed and invited further amendments to the original motion. There being none, the vice president invited amendments to the substitute motion. Mr. Gregory Shea [Oregon Synod] proposed an amendment to the substitute motion.

Moved;
Seconded;
Carried:

Unanimous Consent

To amend the substitute motion by addition as follows:

To receive with gratitude the memorials from the Southwest California Synod, South Dakota Synod, Metropolitan Chicago Synod, Northern Illinois Synod, La Crosse Area Synod, Indiana-Kentucky Synod, Northwestern Ohio Synod, and Lower Susquehanna Synod concerning specialized ministries and on-leave-from-call status;

To direct the Church Council to direct the appropriate churchwide unit to initiate a review process of the “Manual of Policies and Procedures for Management of the Rosters of the Evangelical Lutheran Church in America” and the constitutional provisions and policies and procedures as they relate to interim, transition, bridge, specialized, non-parish-based, and innovative calls, as well as on-leave-from-call status, protocols for removal from the rosters, and communication protocols;

To direct the Church Council to ensure that this review process include in its scope of inquiry, but not be limited to: the time limits given for on-leave-from-call, steps for requesting a roster status, and a process by which an action or lack of recommendation from a bishop may be appealed, including the possibility of an appeal in a synod other than the synod from which they were removed from the roster;

To require that those involved in the review process include a diverse group representing both the roster of Word and Sacrament and the roster of Word and Service who are or have recently been involved in specialized ministries (e.g., interim, transition, campus, outdoor, college or seminary faculty, chaplains, etc.), and those currently or recently on leave from call for a variety of reasons (e.g., between calls, family, disability, study, healing from abuse etc.);

To urge bishops and synod councils to use sparingly any action by which a minister is removed from the roster for non-disciplinary reasons, unless the minister requests removal, until this review is complete, especially for those serving contract calls, as supply preachers, and in other ELCA ministries that don't qualify as a call, and

To require that the appropriate unit of the churchwide organization prepare a report and recommendations for consideration by the fall 2024 meeting of the ELCA Church Council.

The vice president declared that the motion had passed and invited further amendments. The Rev. Del A. Del [Lower Susquehanna Synod] offered an additional amendment to the substitute motion.

Moved;
Seconded;
Carried:

Yes-650; No-52

To amend the substitute motion by addition as follows:

To receive with gratitude the memorials from the Southwest California Synod, South Dakota Synod, Metropolitan Chicago Synod, Northern Illinois Synod, La Crosse Area Synod, Indiana-Kentucky Synod, Northwestern Ohio Synod, and Lower Susquehanna Synod concerning specialized ministries and on-leave-from-call status;

To direct the Church Council to direct the appropriate churchwide unit to initiate a review process of the “Manual of Policies and Procedures for Management of the Rosters of the Evangelical Lutheran Church in America” and the constitutional provisions and policies and procedures as they relate to interim, transition, bridge, specialized, non-parish-based, and innovative calls, as well as on-leave-from-call status, protocols for removal from the rosters, and communication protocols;

To direct the Church Council to ensure that this review process include in its scope of inquiry, but not be limited to: the time limits given for on-leave-from-call, steps for requesting a roster status, and a process by which an action or lack of recommendation from a bishop may be appealed, including the possibility of an appeal in a synod other than the synod from which they were removed from the roster;

To require that those involved in the review process include a diverse group representing both the roster of Word and Sacrament and the roster of Word and Service who are or have recently been involved in specialized ministries (e.g., interim, transition, campus, outdoor, college or seminary faculty, chaplains, mission developers, etc.), and those currently or recently on leave from call for a variety of reasons (e.g., between calls, family, disability, study, healing from abuse etc.);

To urge bishops and synod councils to use sparingly any action by which a minister is removed from the roster for non-disciplinary reasons, unless the minister requests removal, until this review is complete, especially for those serving contract calls, as supply preachers, and in other ELCA ministries that don't qualify as a call; and

To require that the appropriate unit of the churchwide organization prepare a report and recommendations for consideration by the fall 2024 meeting of the ELCA Church Council.

The vice president declared that the motion had passed and invited further amendments. The Rev. Kurt F. Kusserow, bishop of the Southwestern Pennsylvania Synod, offered an additional amendment to the substitute motion.

Moved;
Seconded;
Carried:

Yes-601; No-93

To amend the substitute motion by substitution as follows:

To receive with gratitude the memorials from the Southwest California Synod, South Dakota Synod, Metropolitan Chicago Synod, Northern Illinois Synod, La Crosse Area Synod, Indiana-Kentucky Synod, Northwestern Ohio Synod, and Lower Susquehanna Synod concerning specialized ministries and on-leave-from-call status;

To direct the Church Council to direct the appropriate churchwide unit to initiate a review process of the “Manual of Policies and Procedures for Management of the Rosters of the Evangelical Lutheran Church in America” and the constitutional provisions and policies and procedures as they relate to interim, transition, bridge, specialized, non-parish-based, and innovative calls, as well as on-leave-from-call status, protocols for removal from the rosters, and communication protocols;

To direct the Church Council to ensure that this review process include in its scope of inquiry, but not be limited to: the time limits given for on-leave-from-call, steps for requesting a roster status, and a process by which an action or lack of recommendation from a bishop may be appealed, including the possibility of an appeal in a synod judicatory other than the synod from which they were removed from the roster;

To require that those involved in the review process include a diverse group representing both the roster of Word and Sacrament and the roster of Word and Service who are or have recently been involved in specialized ministries (e.g., interim, transition, campus, outdoor, college or seminary faculty, chaplains, mission developers, etc.), and those currently or recently on leave from call for a variety of reasons (e.g., between calls, family, disability, study, healing from abuse, etc.);

To urge bishops and synod councils to use sparingly any action by which a minister is removed from the roster for non-disciplinary reasons, unless the minister requests removal, until this review is complete, especially for those serving contract calls, as supply preachers, and in other ELCA ministries that don't qualify as a call; and

To require that the appropriate unit of the churchwide organization prepare a report and recommendations for consideration by the fall 2024 meeting of the ELCA Church Council.

The vice president declared that the motion had passed. A voting member called for an end to the amendment process.

Moved;
Seconded;
Carried:

Two-Thirds Vote Required
Yes-670; No-33

To end the amendment process.

Vice President Peña declared the amendment process closed and invited discussion of the motion to replace the original motion as amended with the substitute motion as amended. A voting member spoke in support of the substitute motion, and a voting member called the question.

Moved;
Seconded;
Carried:

To end debate.

Two-Thirds Vote Required
Yes-678; No-37

The vice president declared debate closed and requested a Credentials Committee report from Ms. Aja M. Favors, associate general counsel for the ELCA, who reported that 829 voting members were registered as of 10:45 a.m.

The motion to substitute was now on the floor.

Moved;
Seconded;
Carried:

Yes-590; No-126

To replace the original motion as amended with the substitute motion as amended:

To receive with gratitude the memorials from the Southwest California Synod, South Dakota Synod, Metropolitan Chicago Synod, Northern Illinois Synod, La Crosse Area Synod, Indiana-Kentucky Synod, Northwestern Ohio Synod, and Lower Susquehanna Synod concerning specialized ministries and on-leave-from-call status;

To direct the Church Council to direct the appropriate churchwide unit to initiate a review process of the “Manual of Policies and Procedures for Management of the Rosters of the Evangelical Lutheran Church in America” and the constitutional provisions and policies and procedures as they relate to interim, transition, bridge, specialized, non-parish-based, and innovative calls, as well as on-leave-from-call status, protocols for removal from the rosters, and communication protocols;

To direct the Church Council to ensure that this review process include in its scope of inquiry, but not be limited to: the time limits given for on-leave-from-call, steps for requesting a roster status, and a process by which an action or lack of recommendation from a bishop may be appealed, including the possibility of an appeal in a judicatory other than the synod from which they were removed from the roster;

To require that those involved in the review process include a diverse group representing both the roster of Word and Sacrament and the roster of Word and Service who are or have recently been involved in specialized ministries (e.g., interim, transition, campus, outdoor, college or seminary faculty, chaplains, mission developers, etc.), and those currently or recently on leave from call for a variety of reasons (e.g., between calls, family, disability, study, healing from abuse, etc.);

To urge bishops and synod councils to use sparingly any action by which a minister is removed from the roster for non-disciplinary reasons, unless the minister requests removal, until this review is complete, especially for those serving contract calls, as supply preachers, and in other ELCA ministries that don't qualify as a call; and

To require that the appropriate unit of the churchwide organization prepare a report and recommendations for consideration by the fall 2024 meeting of the ELCA Church Council.

Vice President Peña declared that the motion to substitute had passed and invited discussion of the amended substitute motion before the assembly. There being none, he called for the vote, following a prayer.

ASSEMBLY

ACTION

YES-642; NO-76

CA22.04.26

To receive with gratitude the memorials from the Southwest California Synod, South Dakota Synod, Metropolitan Chicago Synod, Northern Illinois Synod, La Crosse Area Synod, Indiana-Kentucky Synod, Northwestern Ohio Synod, and Lower Susquehanna Synod concerning specialized ministries and on-leave-from-call status;

To direct the Church Council to direct the appropriate churchwide unit to initiate a review process of the “Manual of Policies and Procedures for Management of the Rosters of the Evangelical Lutheran Church in America” and the constitutional provisions and policies and procedures as they relate to interim, transition, bridge, specialized, non-parish-based, and innovative calls, as well as on-leave-from-call status, protocols for removal from the rosters, and communication protocols;

To direct the Church Council to ensure that this review process include in its scope of inquiry, but not be limited to: the time limits given for on-leave-from-call, steps for requesting a roster status, and a process by which an action or lack of recommendation from a bishop may be appealed, including the possibility of an appeal in a judicatory other than the synod from which they were removed from the roster;

To require that those involved in the review process include a diverse group representing both the roster of Word and Sacrament and the roster of Word and Service who are or have recently been involved in specialized ministries (e.g., interim, transition, campus, outdoor, college or seminary faculty, chaplains, mission developers, etc.), and those currently or recently on leave from call for a variety of reasons (e.g., between calls, family, disability, study, healing from abuse, etc.);

To urge bishops and synod councils to use sparingly any action by which a minister is removed from the roster for non-disciplinary reasons, unless the minister requests removal, until

this review is complete, especially for those serving contract calls, as supply preachers, and in other ELCA ministries that don't qualify as a call; and

To require that the appropriate unit of the churchwide organization prepare a report and recommendations for consideration by the fall 2024 meeting of the ELCA Church Council.

The vice president declared that the motion had passed.

Category A4: Greenhouse Gas Reduction

Reference: 2022 Pre-Assembly Report, Section VII, Report of the Memorials Committee, pp. 13–28

1. Oregon Synod (1E) [2022]

WHEREAS, our faith commands us to love “your neighbors as yourselves” (see Luke 10:27); and

WHEREAS, “made in the image of God, we are called to care for the earth as God cares for the earth;” and

WHEREAS, “the global environment with its finite resources is a common concern of all peoples. The protection of Earth’s vitality, diversity, and beauty is a sacred trust”; and

WHEREAS, the Intergovernmental Panel on Climate Change (IPCC) reported that in order to avoid catastrophic consequences of climate change, global warming needs to be limited to 1.5 degrees Celsius; and

WHEREAS, the planet has already warmed 1.1 degree Celsius since pre-industrial times, causing record-smashing wildfires, hurricanes, heat waves, droughts, ocean acidification, and species loss; and

WHEREAS, climate change is already leading to the destruction and displacement of people’s homes, food sources, and well-being (leading to at least 30.7 million climate displaced persons in 2020 according to the Internal Displacement Monitoring Centre (IDMC)); and

WHEREAS, Indigenous, Black, People of Color, and communities impacted by poverty have contributed the least to climate change and are the most impacted by it; and

WHEREAS, the United States has contributed more greenhouse gas to the atmosphere historically than any other country; and

WHEREAS, to reduce greenhouse gas emissions by at least 50% by 2030 the United States will need a World War II sized mobilization that includes government investment, public-private partnerships, binding emission reduction targets, and possibly a carbon fee and dividend; and

WHEREAS, a just transition from a fossil-fuel based economy will lead to better health, family-sustaining jobs, clean air and water for communities historically left behind, and a safer, more sustainable future for children and future generations; therefore, be it,

RESOLVED, that the Oregon Synod memorializes the 2022 Churchwide Assembly of the Evangelical Lutheran Church in America to direct the churchwide organization continue to call upon the leadership of the United States of America to reduce its greenhouse gas emissions by at least 50% by 2030, generate 100% of its power from clean renewable sources by 2035, and achieve net zero emissions by 2050; and be it further

RESOLVED, that the churchwide organization will continue to equip and encourage congregations, synods, and associated ministries to advocate that the United States of America reduce its greenhouse gas emissions by at least 50% by 2030, generate 100% of its power from clean renewable sources by 2035, and achieve net zero emissions by 2050; and be it further

RESOLVED, that the churchwide organization encourage congregations and synods to advocate for a just transition away from greenhouse gasses where at least 40% of public funding goes towards projects that directly benefit Indigenous, Black, People of Color, and

communities impacted by poverty that bear a disproportionate cost of pollution and climate change already; and be it further

RESOLVED, that the churchwide organization support these actions through continuing its investments in staff, education, tools, and resources that equip congregations and synods to accomplish this goal and leverage knowledge, skills and experience across the church; and be it further

RESOLVED, that congregants, rostered leaders, and bishops be encouraged to further educate themselves to the urgency of the climate emergency both locally and globally, as well as to the local and global opportunities a just transition will create; and be it further

RESOLVED, that rostered leaders and bishops be encouraged to lift up loving our neighbor in response to the climate emergency through their preaching at least once a month; and be it further

RESOLVED, that this synod and the churchwide organization will encourage and cooperate with Lutherans Restoring Creation and other faith-based and secular organizations that share the commitment to the protection and restoration of the natural world while doing justice for all.

2. Southwest California Synod (2B) [2022]

WHEREAS, our faith commands us to love “your neighbors as yourselves” (see Luke 10:27) and that humans are made in the image of God, we are called to care for the earth as God cares for the earth;” and

WHEREAS, in the 2016 ELCA social policy resolution, “Repudiating the Doctrine of Discovery.” (CA16.02.04) this denomination committed to “acknowledge and repent from this church’s complicity in the evils of colonialism in the Americas, which continue to harm tribal governments and individual tribal members,” and Indigenous communities are disproportionately impacted by pipelines, mines, waste incinerators, and other polluting industries that poison the air and water; and

WHEREAS, Indigenous, Black, People of Color and communities impacted by poverty have contributed the least to climate change and are the most impacted by it, and the United States has contributed more greenhouse gas to the atmosphere historically than any other country; and

WHEREAS, in the Earth Charter, adopted by the 2019 ELCA Churchwide Assembly, it states that “the global environment with its finite resources is a common concern of all peoples. The protection of Earth’s vitality, diversity, and beauty is a sacred trust;” and

WHEREAS, climate change is already leading to the destruction and displacement of people’s homes, food sources, and well-being (leading to at least 30.7 million climate displaced persons in 2020 according to the Internal Displacement Monitoring Centre (IDMC)); and

WHEREAS, the Intergovernmental Panel on Climate Change (IPCC) reported that in order to avoid catastrophic consequences of climate change, global warming needs to be limited to 1.5 degrees Celsius (2.7 degrees Fahrenheit); and

WHEREAS, the planet has already warmed 1.1 degrees Celsius (2.1 degrees Fahrenheit) since preindustrial times, causing record-smashing wildfires, hurricanes, heat waves, droughts, ocean acidification, and species loss; and

WHEREAS, to have a realistic chance of not exceeding 1.5 degrees Celsius of warming the United States must reduce greenhouse gas emissions by at least 50% by 2030 and reach equitable net zero emissions by 2050, and the United States will need action similar to that of its mobilization during World War II that includes government investment, public-private partnerships, binding emission reduction targets, and possibly a carbon fee and dividend; and

WHEREAS, a just transition from a fossil-fuel based economy will lead to better health, family sustaining jobs, clean air and water for communities historically left behind, and a safer, more sustainable future for children and future generations; therefore, be it,

RESOLVED, that the Southwest California Synod Assembly memorializes the 2022 Churchwide Assembly of the Evangelical Lutheran Church in America to direct the ELCA churchwide organization to call upon the leadership of the United States of America to

reduce its greenhouse gas emissions by at least 50% by 2030, generate 100% of its power from clean renewable sources by 2035, and achieve net zero emissions by 2050; and be it further

RESOLVED, that the ELCA churchwide organization continue to equip and encourage congregations, synods, and associated ministries to advocate that the United States of America reduce its greenhouse gas emissions by at least 50% by 2030, generate 100% of its power from clean renewable sources by 2035, and achieve net zero emissions by 2050; and be it further

RESOLVED, that the ELCA churchwide organization will encourage congregations and synods to advocate for 40% of the public funding for this transition to benefit Indigenous, Black, and People of Color, and communities that have been impacted by the disproportionate effects of pollution and climate change; and be it further

RESOLVED, that the ELCA churchwide organization will support these actions through continuing its investments in staff, education, tools, and resources that equip congregations and synods to accomplish this goal and leverage knowledge, skills, and experience across the church; and be it further

RESOLVED, that congregants, rostered ministers, and bishops be encouraged to further educate themselves to the urgency of the climate emergency both locally and globally as well as to the local and global opportunities a just transition will create; and be it further

RESOLVED, that rostered leaders and bishops be encouraged to lift up loving our neighbor in response to the climate emergency through their preaching or other liturgical expression at least once a month; and be it further

RESOLVED, that the synod and ELCA churchwide organization encourage and cooperate with Lutherans Restoring Creation and other faith-based and secular organizations that share the commitment to the protection and restoration of the natural world while doing justice for all.

3. Northeastern Minnesota Synod (3E) [2022]

WHEREAS, our faith commands us to love “(our) neighbors as (our)selves” [see Luke 10:27]; and

WHEREAS, “made in the image of God, we are called to care for the earth as God cares for the earth;” and

WHEREAS, this synod acknowledges that Indigenous Peoples, whose ancestors originally cared for the land that feeds us, make up less than 5% of the global population and protect over 80% of the biodiversity that sustains all people; and

WHEREAS, “the global environment with its finite resources is a common concern of all peoples. The protection of Earth’s vitality, diversity, and beauty is a sacred trust;” and

WHEREAS, the Northeastern Minnesota Synod in its 2008 assembly established a synod creation care task force (now called EcoFaith Network) and “pledged to grow ... as individuals and congregations within the synod by:

- Worshiping in ways that celebrate and foster care for creation,
- Educating adults and children about ecological issues and energy conservation,
- Improving energy conservation efforts in church buildings and on their grounds,
- Promoting earth-friendly practices of members at home and work,
- Demonstrating the care of creation in their communities, and
- Advocating for energy policies at the state and national levels that will foster cleaner, renewable, and more efficient energy use in all sectors of society;” and

WHEREAS, the Northeastern Minnesota Synod in its 2009 assembly strongly urged “all of its member congregations to actively engage in reducing their carbon footprints,” conduct energy audits “for all church owned properties,” and form congregation creation care teams; and

WHEREAS, the Northeastern Minnesota Synod in its 2014 assembly recognized “Creation Care as integral to each faith practice, lived out in worship, service, study, and witness as a vital component of the church’s identity and vocation today;” and

WHEREAS, the Northeastern Minnesota Synod in its 2017 assembly established Together Here Ministries and committed itself to “intercultural resources, educational opportunities, and strategic initiatives so that the Northeastern Minnesota Synod might join in the work to bridge cultural divides between Native and non-Native residents in our congregations and communities;” and

WHEREAS, the Intergovernmental Panel on Climate Change (IPCC) reported that in order to avoid catastrophic consequences of climate change, global warming needs to be limited to 1.5 degrees [centigrade]; and

WHEREAS, the planet has already warmed 1.1 degree [centigrade] since pre-industrial times, causing record-smashing wildfires, hurricanes, heat waves, droughts, ocean acidification, and species loss; and

WHEREAS, climate change is already leading to the destruction and displacement of people’s homes, food sources, and well-being (leading to at least 30.7 million climate displaced persons in 2020 according to the Internal Displacement Monitoring Centre (IDMC)); and

WHEREAS, Indigenous, Black, People of Color, and communities impacted by poverty have contributed the least to climate change and are the most impacted by it; and

WHEREAS, the United States has contributed more greenhouse gas to the atmosphere historically than any other country; and

WHEREAS, we have a realistic chance of meeting the goal of not exceeding 1.5 degrees [centigrade] of warming if the United States reaches at least a 50% reduction of greenhouse gas emissions by 2030 and equitable net zero emissions by 2050; and

WHEREAS, to reduce greenhouse gas emissions by at least 50% by 2030 the United States will need a World War II sized mobilization that includes government investment, public-private partnerships, binding emission reduction targets, and possibly a carbon fee and dividend; and

WHEREAS, a just transition from a fossil-fuel based economy will lead to better health, family-sustaining jobs, clean air, and water for communities historically left behind, and a safer, more sustainable future for children and future generations; therefore, be it

RESOLVED, that the Northeastern Minnesota Synod, meeting in assembly, memorializes the 2022 Churchwide Assembly of the Evangelical Lutheran Church in America that the ELCA churchwide organization continue to call upon the leadership of the United States of America to reduce its greenhouse gas emissions by at least 50% by 2030, generate 100% of its power from clean renewable sources by 2035, and achieve net zero emissions by 2050; and be it further

RESOLVED, that the ELCA churchwide organization will continue to equip and encourage congregations, synods, and associated ministries to advocate that the United States of America reduce its greenhouse gas emissions by at least 50% by 2030, generate 100% of its power from clean renewable sources by 2035, and achieve net zero emissions by 2050; and be it further

RESOLVED, that the ELCA churchwide organization encourage congregations and synods to advocate for a just transition away from greenhouse gasses where at least 40% of public funding goes towards projects that directly benefit Indigenous, Black, People of Color, and communities impacted by poverty that bear a disproportionate cost of pollution and climate change already; and be it further

RESOLVED, that the ELCA churchwide organization will support these actions through investments in staff, education, tools, and resources that equip congregations and synods to accomplish this goal and leverage knowledge, skills, and experience across the church; and be it further

RESOLVED, that congregants, synod authorized ministers, rostered ministers, and bishops be encouraged to further educate themselves to the urgency of the climate emergency both locally and globally as well as to the local and global opportunities a just transition will create; and be it further

RESOLVED, that synod authorized ministers, rostered ministers, and bishops be encouraged to lift up loving our neighbor in response to the climate emergency through their preaching at least once a month; and be it further

RESOLVED, the synods and the ELCA churchwide organization encourage and cooperate with Lutherans Restoring Creation and other faith-based and secular organizations that share this commitment to the protection and restoration of the natural world while doing justice for all.

4. Minneapolis Area Synod (3G) [2022]

WHEREAS, our faith commands us to love “your neighbor as yourself” (see Luke 10:27); and

WHEREAS, in the 1993 social statement *Caring for Creation: Vision, Hope, and Justice*, the ELCA declares humans are “made in the image of God, we are called to care for the earth as God cares for the earth;” and

WHEREAS, this synod acknowledges that Indigenous Peoples, whose ancestors originally cared for the land that feeds us, make up less than 5% of the global population and protect over 80% of the biodiversity that sustains us all; and

WHEREAS, in 2019 the ELCA Churchwide Assembly adopted the Earth Charter, which declares that “the global environment with its finite resources is a common concern of all peoples. The protection of Earth’s vitality, diversity, and beauty is a sacred trust;” and

WHEREAS, to reduce greenhouse gas emissions by at least 50% by 2030 the United States will need a World War II sized mobilization that includes government investment, public-private partnerships, binding emission reduction targets, and possibly a carbon fee and dividend; and

WHEREAS, a just transition from a fossil-fuel based economy will lead to better health, family-sustaining jobs, clean air and water for communities historically left behind, and a safer, more sustainable future for children and future generations; therefore, be it,

RESOLVED, that the 2022 Minneapolis Area Synod, meeting in assembly, memorializes the 2022 Churchwide Assembly of the Evangelical Lutheran Church in America to urge the agencies of the ELCA to continue to call upon the leadership of the United States of America to reduce its greenhouse gas emissions by at least 50% by 2030, generate 100% of its power from clean renewable sources by 2035, and achieve net zero emissions by 2050; and be it further

RESOLVED, that this synod assembly memorializes the 2022 Churchwide Assembly to urge the churchwide organization to continue to equip and encourage congregations, synods, and associated ministries to advocate that the United States of America reduce its greenhouse gas emissions by at least 50% by 2030, generate 100% of its power from clean renewable sources by 2035, and achieve net zero emissions by 2050; and be it further

RESOLVED, that this synod assembly memorializes the 2022 Churchwide Assembly to encourage congregations and synods to advocate for a just transition away from greenhouse gasses where at least 40% of the funding goes towards projects that directly benefit Indigenous, Black, people of color, and communities impacted by poverty that bear a disproportionate cost of pollution and climate change already; and be it further

RESOLVED, that this synod assembly memorializes the 2022 Churchwide Assembly to urge the churchwide organization to support these actions through investments in staff, education, tools and resources that equip congregations and synods to accomplish this goal and leverage knowledge, skills and experience across the church

RESOLVED, that this synod assembly memorializes the 2022 Churchwide Assembly to encourage ELCA members, rostered ministers, and bishops to further educate themselves to the urgency of the climate emergency both locally and globally as well as to the local and global opportunities a just transition will create; and be it further

RESOLVED, that this synod assembly memorializes the 2022 Churchwide Assembly to encourage ELCA rostered ministers and bishops to lift up loving our neighbor in response to the climate emergency through their preaching at least once a month; and be it further

RESOLVED, that this synod assembly memorializes the 2022 Churchwide Assembly to urge the churchwide organization to encourage and cooperate with Lutherans Restoring Creation and other faith-based and secular organizations that share the commitment to the protection and restoration of the natural world while doing justice for all.

5. Saint Paul Area Synod (3H) [2022]

WHEREAS, our faith commands to love “your neighbors as yourselves” (see Luke 10:27); and

WHEREAS, “made in the image of God, we are called to care for the earth as God cares for the earth;” and

WHEREAS, this synod acknowledges that Indigenous Peoples, whose ancestors originally cared for the land that feeds us, make up less than 5% of the global population and protect over 80% of the biodiversity that sustains us all; and

WHEREAS, “the global environment with its finite resources is a common concern of all peoples. The protection of Earth’s vitality, diversity, and beauty is a sacred trust;” and

WHEREAS, the Intergovernmental Panel on Climate Change (IPCC) reported that in order to avoid catastrophic consequences of climate change, global warming needs to be limited to 1.5 degrees; and

WHEREAS, the planet has already warmed 1.1 degrees since pre-industrial times, causing record-smashing wildfires, hurricanes, heat waves, droughts, ocean acidification, and species loss; and

WHEREAS, climate change is already leading to the destruction and displacement of people’s homes, food sources, and well-being (leading to at least 30.7 million climate displaced persons in 2020 according to the Internal Displacement Monitoring Centre (IDMC)); and

WHEREAS, Indigenous, Black, People of Color and communities impacted by poverty have contributed the least to climate change and are the most impacted by it; and

WHEREAS, the United States has contributed more greenhouse gas to the atmosphere historically than any other country; and

WHEREAS, the United States has a realistic chance of meeting the goal of not exceeding 1.5 degrees of warming if the United States reaches at least a 50% reduction of greenhouse gas emissions by 2030 and equitable net zero emissions by 2050; and

WHEREAS, to reduce greenhouse gas emissions by at least 50% by 2030 the United States will need a World War II sized mobilization that includes government investment, public-private partnerships, binding emission reduction targets, and possibly a carbon fee and dividend; and

WHEREAS, a just transition from a fossil-fuel based economy will lead to better health, family-sustaining jobs, clean air and water for communities historically left behind, and a safer, more sustainable future for children and future generations; therefore, be it,

RESOLVED, that the Saint Paul Area Synod, in assembly, May 13–14, 2022, memorializes the 2022 Churchwide Assembly of the Evangelical Lutheran Church in America that the ELCA churchwide organization continue to call upon the leadership of the United States of America to reduce its greenhouse gas emissions by at least 50% by 2030, generate 100% of its power from clean renewable sources by 2035, and achieve net zero emissions by 2050; and be it further

RESOLVED, that the ELCA churchwide organization will continue to equip and encourage congregations, synods, and associated ministries to advocate that the United

States of America reduce its greenhouse gas emissions by at least 50% by 2030, generate 100% of its power from clean renewable sources by 2035, and achieve net zero emissions by 2050; and be it further

RESOLVED, that the churchwide organization encourage congregations and synods to advocate, for a just transition away from greenhouse gasses where at least 40% of the funding goes towards projects that directly benefit Indigenous, Black, People of Color, and communities impacted by poverty that bear a disproportionate cost of pollution and climate change already; and be it further

RESOLVED, that the ELCA churchwide organization will support these actions through investments in staff, education, tools, and resources that equip congregations and synods to accomplish this goal and leverage knowledge, skills, and experience across the church; and be it further

RESOLVED, that congregants, rostered leaders, and bishops be encouraged to further educate themselves to the urgency of the climate emergency both locally and globally as well as to the local and global opportunities a just transition will create; and be it further

RESOLVED, that this synod and ELCA churchwide organization will encourage and cooperate with Lutherans Restoring Creation and other faith-based and secular organizations that share the commitment to the protection and restoration of the natural world while doing justice for all.

6. Central States Synod (4B) [2022]

RESOLVED, that the Central States Synod Assembly takes the following actions:

- Memorializes the 2022 Churchwide Assembly of the ELCA to call upon the leadership of the United States to reduce greenhouse gas emissions by at least 50% by 2030, generate 100% of its power from clean renewable sources by 2035, and achieve net zero emissions by 2050.
- Encourages this synod and congregations to reduce their greenhouse gas emissions in line with the above timetable.
- Supports investment and education of this synod and congregations about the urgency of the climate crisis both locally and globally and equip our leaders to accomplish our goals to reduce our greenhouse gas emissions.
- Develops partnerships and projects in ELCA synods and congregations that work with communities of color that are disproportionately impacted by the cost of pollution and climate change and advocate that churchwide, in consultation with the ELCA Witnessing in Society, designate up to 40% of their mission funds designated for environmental concerns for this purpose.
- Seeks that congregations in this synod include prayers for the environment and those effected at least once a month and that congregations regularly include in worship awareness around stewardship of creation.

7. Southwestern Texas Synod (4E) [2022]

WHEREAS, our faith commands us to love “your neighbors as yourselves” (see Luke 10:27); and
WHEREAS, “made in the image of God, we are called to care for the earth as God cares for the earth;” and

WHEREAS, the protection of Earth’s vitality, diversity, and beauty is a sacred trust;” and

WHEREAS, the Intergovernmental Panel on Climate Change (IPCC) reported that in order to avoid catastrophic consequences due to damage to the climate, global warming needs to be limited to 1.5 degrees Celsius (2.7 degree Fahrenheit); and

WHEREAS, the planet has already warmed 1.1 degrees Celsius (2 degrees Fahrenheit) since pre-industrial times, causing record-breaking wildfires, hurricanes, heat waves, droughts, ocean acidification, and species loss; and

WHEREAS, damage to the climate is already harmfully impacting people's homes, food sources, and well-being (leading to at least 40.5 million climate displaced persons in 2020 according to the Internal Displacement Monitoring Centre (IDMC)); and

WHEREAS, the United States has contributed more greenhouse gas to the atmosphere historically than any other country; and

WHEREAS, to reduce greenhouse gas emissions by at least 50% by 2030 the United States will need a unified and collected mobilization that includes government investment, public-private partnerships, binding emission reduction targets, and possibly a carbon fee and dividend; and

WHEREAS, a just transition from a fossil-fuel based economy will lead to better health, family-sustaining jobs, clean air and water for communities historically left behind, and a safer, more sustainable future for our children and future generations; therefore, be it,

RESOLVED, that the Southwestern Texas Synod Assembly memorializes the 2022 Churchwide Assembly of the Evangelical Lutheran Church in America to direct the churchwide organization to continue to call upon the leadership of the United States of America to reduce its greenhouse gas emissions by at least 50% by 2030, generate 100% of its power from clean renewable sources by 2035, and achieve net zero emissions by 2050; and be it further

RESOLVED, that the Southwestern Texas Synod Assembly memorializes the 2022 Churchwide Assembly of the Evangelical Lutheran Church in America to direct the churchwide organization to continue to equip and encourage congregations, synods, and associated ministries to advocate that the United States of America reduce its greenhouse gas emissions by at least 50% by 2030, generate 100% of its power from clean renewable sources by 2035, and achieve net zero emissions by 2050; and be it further

RESOLVED, that the Southwestern Texas Synod Assembly memorializes the 2022 Churchwide Assembly of the Evangelical Lutheran Church in America to direct the churchwide organization to encourage congregations and synods to advocate for a just transition away from greenhouse gasses where at least 40% of public funding goes towards projects that directly benefit Indigenous, Black, people of color, and communities impacted by poverty that bear a disproportionate cost of pollution and climate change already; and be it further

RESOLVED, that the Southwestern Texas Synod Assembly memorializes the 2022 Churchwide Assembly of the Evangelical Lutheran Church in America to direct the churchwide organization to support these actions through continuing its investments in staff, education, tools, and resources that equip congregations and synods to accomplish this goal and leverage knowledge, skills, and experience across the church, and be it further

RESOLVED, that the Southwestern Texas Synod Assembly memorializes the 2022 Churchwide Assembly of the Evangelical Lutheran Church in America to encourage congregants, rostered leaders, and bishops to further educate themselves to the urgency of the climate emergency both locally and globally as well as to the local and global opportunities a just transition will create; and be it further

RESOLVED, that the Southwestern Texas Synod Assembly memorializes the 2022 Churchwide Assembly of the Evangelical Lutheran Church in America to encourage rostered leaders and bishops to lift up loving our neighbor in response to the climate emergency through their preaching; and be it further

RESOLVED, that the Southwestern Texas Synod Assembly memorializes the 2022 Churchwide Assembly of the Evangelical Lutheran Church in America to direct the

churchwide organization to encourage and cooperate with Lutherans Restoring Creation and other faith-based and secular organizations that share our commitment to the protection and restoration of the natural world while doing justice for all.

8. Southwestern Texas Synod (4E) [2022]

WHEREAS, our faith commands us to “take care of [creation]” (Genesis 2:15); and

WHEREAS, *Caring for Creation: Vision, Hope, and Justice*, calls this church, “as congregations and other expressions of this church...to incorporate the principles of sufficiency and sustainability in our life” and that “we will, in our budgeting and investment of church funds, demonstrate our care for creation;” and

WHEREAS, the Intergovernmental Panel on Climate Change (IPCC) reported that in order to avoid catastrophic consequences due to damage to the climate, global warming needs to be limited to 1.5 degrees Celsius (2.7 degrees Fahrenheit); and

WHEREAS, to have a realistic chance of meeting the goal of not exceeding 1.5 degrees Celsius (2.7 degrees Fahrenheit) of warming, the world needs at least a 50% reduction of greenhouse gas emissions by 2030 and equitable net zero emissions by 2050; and

WHEREAS, the planet has already warmed 1.1 degrees Celsius (2 degrees Fahrenheit) since pre-industrial times, causing record-breaking wildfires, hurricanes, heat waves, droughts, ocean acidification, and species loss; and

WHEREAS, current damage to the climate has been recognized as a “threat multiplier” by scientists, the U.S. military, and the United Nations Security Council, where damage to the climate is supersizing many of our weather events, making them stronger, longer, and more destructive, which leads to increased poverty, hunger, human displacement and migration, and loss of ecosystems, and

WHEREAS, the changing climate impacts every aspect of mission and ministry in being church together, impacting the very DNA of what it looks like to be church; and

WHEREAS, Christian climate scientist Katherine Hayhoe says the collective responsibility on climate action is to, “add your hand to that boulder, get it rolling just a little bit faster down the hill and the faster it goes, the more we look around and we see other people beside us pushing in the same direction, the more that gives us hope. Taking that first little step is so important;” and

WHEREAS, reducing greenhouse gas emissions in the ELCA will save financial resources in the long term that can be redirected for mission; therefore, be it,

RESOLVED, that the Southwestern Texas Synod Assembly memorializes the 2022 Churchwide Assembly of the Evangelical Lutheran Church in America to encourage the Evangelical Lutheran Church in America, across all three expressions, to set the goal of reducing its 2020 greenhouse gas emissions 50% by 2030 and 100% by 2050; and be it further

RESOLVED, that the Southwestern Texas Synod Assembly memorializes the 2022 Churchwide Assembly of the Evangelical Lutheran Church in America to direct the churchwide organization, in partnership with ELCA colleges and universities, to create a tool to calculate the total greenhouse gas emissions from both ELCA Churchwide headquarters as well as the rest of the ELCA; and be it further

RESOLVED, that the Southwestern Texas Synod Assembly memorializes the 2022 Churchwide Assembly of the Evangelical Lutheran Church in America to direct the churchwide organization to reduce its greenhouse gasses by 50% by 2030, or sooner, by making the necessary energy efficiency improvements to buildings and travel, sourcing electricity from renewable sources, incentivizing remote participation and collaboration when possible, and working on partnerships to offset emissions generated from flights and vehicles; and be it further

RESOLVED, that the Southwestern Texas Synod Assembly memorializes the 2022 Churchwide Assembly of the Evangelical Lutheran Church in America to direct the churchwide organization to incentivize congregations and synods in reducing their greenhouse gas emissions by creating an Energy Stewardship Loan Fund that will provide

very low interest loans to congregations and synods to invest in energy efficiency improvements, electrifying gas-powered equipment, and installing solar panels; and be it further

RESOLVED, the Southwestern Texas Synod Assembly memorializes the 2022 Churchwide Assembly of the Evangelical Lutheran Church in America to direct the churchwide organization to support congregations in communities of color, communities impacted by poverty, and communities that have historically borne the brunt of pollution and climate change by creating an Energy Stewardship Grant Fund that will provide grants to these congregations so they can reduce their greenhouse gas emissions by making energy efficiency improvements, electrifying gas-powered equipment, and installing solar panels; and be it further

RESOLVED, that the Southwestern Texas Synod Assembly memorializes the 2022 Churchwide Assembly of the Evangelical Lutheran Church in America to direct the churchwide organization to implement a DNA level assessment, investment, and transition in staffing and other resources to assist congregations and synods on how to reduce their greenhouse gas emissions; and be it further

RESOLVED, that the Southwestern Texas Synod Assembly memorializes the 2022 Churchwide Assembly of the Evangelical Lutheran Church in America to direct the churchwide organization to provide a report to the 2025 Churchwide Assembly and subsequent assemblies, assessing the progress in reducing greenhouse gas emissions across all three expressions, and apply lessons learned to help meet reduction goals.

9. Northern Illinois Synod (5B) [2022]

WHEREAS, our faith commands us to love “your neighbors as yourselves” (see Luke 10:27); and

WHEREAS, “made in the image of God, we are called to care for the earth as God cares for the earth;” and

WHEREAS, we acknowledge that Indigenous peoples, whose ancestors originally cared for the land that feeds us, make up less than 5% of the global population and protect over 80% of the biodiversity that sustains us all; and

WHEREAS, “the global environment with its finite resources is a common concern of all peoples. The protection of Earth’s vitality, diversity, and beauty is a sacred trust;” and

WHEREAS, the Intergovernmental Panel on Climate Change (IPCC) reported that in order to avoid catastrophic consequences of climate change, global warming needs to be limited to 1.5 degrees Celsius; and

WHEREAS, the planet has already warmed 1.1 degree Celsius since pre-industrial times, causing record-smashing wildfires, hurricanes, heat waves, droughts, ocean acidification, and species loss; and

WHEREAS, climate change is already leading to the destruction and displacement of peoples’ homes, food sources, and well-being (leading to at least 30.7 million climate displaced persons in 2020 according to the Internal Displacement Monitoring Centre (IDMC)); and

WHEREAS, Indigenous, Black, People of Color and communities impacted by poverty have contributed the least to climate change and are the most impacted by it; and

WHEREAS, the United States has contributed more greenhouse gas to the atmosphere historically than any other country; and

WHEREAS, we have a realistic chance of meeting the goal of not exceeding 1.5 degrees Celsius of warming if the United States reaches at least a 50% reduction of greenhouse gas emissions by 2030 and equitable net zero emissions by 2050; and

WHEREAS, to reduce greenhouse gas emissions by at least 50% by 2030 the United States will need a World War II-sized mobilization that includes government investment, public-private partnerships, binding emission reduction targets, and possibly a carbon fee and dividend; and

WHEREAS, a just transition from a fossil-fuel based economy will lead to better health, family-sustaining jobs, clean air, and water for communities historically left behind and a safer, more sustainable future for our children and future generations; therefore, be it

RESOLVED, that the Northern Illinois Synod memorializes the 2022 Churchwide Assembly of the Evangelical Lutheran Church in America that the ELCA churchwide organization continues to call upon the leadership of the United States of America to reduce its greenhouse gas emissions by at least 50% by 2030, generate 100% of its power from clean renewable sources by 2035, and achieve net zero emissions by 2050; and be it further

RESOLVED, that the ELCA churchwide organization continue to equip and encourage congregations, synods, and associated ministries to advocate that the United States of America reduce its greenhouse gas emissions by at least 50% by 2030, generate 100% of its power from clean renewable sources by 2035, and achieve net zero emissions by 2050; and be it further

RESOLVED, that the ELCA churchwide organization encourages congregations and synods to advocate for a just transition away from greenhouse gasses where at least 40% of the funding goes towards projects that directly benefit communities made up of Indigenous, Black, people of color, and those impacted by poverty, who bear a disproportionate cost of pollution and climate change already; and be it further

RESOLVED, that the ELCA churchwide organization will support these actions through investments in staff, education, tools, and resources that equip congregations, synods, and associated ministries to accomplish this goal and leverage knowledge, skills, and experience across the church; and

RESOLVED, that congregants, rostered ministers, and bishops be encouraged to further educate themselves to the urgency of the climate emergency both locally and globally as well as to the local and global opportunities a just transition will create; and be it further

RESOLVED, that rostered ministers and bishops will be encouraged to lift up loving our neighbor in response to the climate emergency through their preaching at least once a month; and be it further

RESOLVED that the Northern Illinois Synod and the ELCA Churchwide Organization will encourage and cooperate with Lutherans Restoring Creation and other faith-based and secular organizations that share our commitment to the protection and restoration of the natural world while doing justice for all.

10. Northeastern Iowa Synod (5F) [2022]

WHEREAS, “[m]ade in the image of God, we are called to care for the earth as God cares for the earth;” and

WHEREAS, “the global environment with its finite resources is a common concern of all peoples. The protection of Earth’s vitality, diversity, and beauty is a sacred trust;” and

WHEREAS, the Intergovernmental Panel on Climate Change (IPCC) has reported that in order to avoid catastrophic consequences of climate change, global warming needs to be limited to 1.5 degrees Celsius (2.7 degrees Fahrenheit); and

WHEREAS, the planet has already warmed 1.1 degrees Celsius (2 degrees Fahrenheit) since preindustrial times, causing record-breaking wildfires, hurricanes, heat waves, droughts, ocean acidification, and species loss; and

WHEREAS, the U.S. Global Change Research Program in its most recent report to Congress finds that “[i]mpacts from climate change on extreme weather and climate-related events, air quality, and the transmission of disease through insects and pests, food, and water increasingly threaten the health and well-being of the American people, particularly populations that are already vulnerable;” and

WHEREAS, the IPCC concludes in its most recent assessment report, *Climate Change 2022: Mitigation of Climate Change*, that “[w]e have options in all sectors to at least halve emissions by 2030;” and

WHEREAS, the ELCA, via its official membership and participation in the America Is All In campaign, successfully persuaded the Biden administration to announce in November 2021 that the United States was committed to reducing its national greenhouse gas emissions 50–52% from 2005 levels by 2030 to get the nation on track to reach net-zero emissions by 2050; and

WHEREAS, the ELCA’s 1993 social statement *Caring for Creation: Vision, Hope, and Justice* calls members, “as congregations and other expressions of this church... to incorporate the principles of sufficiency and sustainability in our life” and that “we will, in our budgeting and investment of church funds, demonstrate our care for creation;” and

WHEREAS, the Northeastern Iowa Synod expressed concern about the dangers posed by climate change when it adopted Resolution 7-21, “ELCA Advocacy Support for the Energy Innovation and Carbon Dividend Act,” during its 2021 Synod Assembly; therefore, be it,

RESOLVED, that the Northeastern Iowa Synod Assembly memorializes the 2022 Churchwide Assembly of the Evangelical Lutheran Church in America that the Evangelical Lutheran Church in America, across all three expressions, “walk the talk” and set the goal of reducing its greenhouse gas emissions 50% by 2030 and 100% by 2050; and be it further

RESOLVED, that in coordination with ELCA colleges and universities that have carbon neutrality goals, the churchwide organization will create a tool to calculate the total greenhouse gas emissions from both the ELCA churchwide organization as well as the other expressions of the ELCA; and be it further

RESOLVED, that ELCA churchwide organization will reduce its greenhouse gasses 50% by 2030, or sooner, by making the necessary energy efficiency improvements to buildings, reducing travel, sourcing electricity from renewable sources, incentivizing remote participation and collaboration when possible, and working on opportunities to offset emissions generated from flights and vehicles through certified sources; and be it further

RESOLVED, that the ELCA churchwide organization incentivize congregations and synods in reducing their greenhouse gas emissions by creating an Energy Stewardship Loan Fund that will provide very low-interest loans to congregations and synods to invest in energy efficiency improvements, electrifying gas-powered equipment, and installing solar panels; and be it further

RESOLVED, that the ELCA churchwide organization support congregations in communities of color, communities impacted by poverty, and communities that have historically borne the brunt of pollution and climate change by creating an Energy Stewardship Grant Fund that will provide grants to these congregations so they can reduce their greenhouse gas emissions by making energy efficiency improvements, electrifying gas-powered equipment, and installing solar panels; and be it further

RESOLVED, that the ELCA churchwide organization provide staffing and other resources to assist congregations and synods on how to reduce their greenhouse gas emissions; and be it further

RESOLVED, that the ELCA churchwide organization provide a report to the 2025 Churchwide Assembly and subsequent assemblies, assessing the progress in reducing greenhouse gas emissions, and evaluating if a more aggressive greenhouse gas reduction target should be set.

11. East-Central Synod of Wisconsin (51) [2022]

WHEREAS, our faith commands us to love “your neighbors as yourselves” (see Luke 10:27); And

WHEREAS, “made in the image of God, we are called to care for the earth as God cares for the earth;” and

WHEREAS, this synod acknowledges that Indigenous Peoples, whose ancestors originally cared for the land that feeds us, make up less than 5% of the global population, and protect over 80% of the biodiversity that sustains us all; and

WHEREAS, “the global environment with its finite resources is a common concern of all peoples. The protection of Earth’s vitality, diversity, and beauty is a sacred trust;” and

WHEREAS, the Intergovernmental Panel on Climate Change (IPCC) reported that in order to avoid catastrophic consequences of climate change, global warming needs to be limited to 1.5 degrees; and

WHEREAS, the planet has already warmed 1.1 degree since pre-industrial times, causing record-smashing wildfires, hurricanes, heat waves, droughts, ocean acidification, and species loss; and

WHEREAS, climate change is already leading to the destruction and displacement of people’s homes, food sources, and well-being (leading to at least 30.7 million climate displaced persons in 2020 according to the Internal Displacement Monitoring Centre (IDMC)); and

WHEREAS, Indigenous, Black, People of Color, and communities impacted by poverty have contributed the least to climate change and are the most impacted by it; and

WHEREAS, the United States has contributed more greenhouse gas to the atmosphere historically than any other country; and

WHEREAS, the United States has a realistic chance of meeting the goal of not exceeding 1.5 degrees of warming if the United States reaches at least a 50% reduction of greenhouse gas emissions by 2030 and equitable net zero emissions by 2050; and

WHEREAS, to reduce greenhouse gas emissions by at least 50% by 2030 the United States will need a World War II sized mobilization that includes government investment, public-private partnerships, binding emission reduction targets, and possibly a carbon fee and dividend; and

WHEREAS, a just transition from a fossil-fuel based economy will lead to better health, family-sustaining jobs, clean air and water for communities historically left behind, and a safer, more sustainable future for children and future generations; therefore, be it,

RESOLVED, that the East-Central Synod of Wisconsin Assembly memorializes the 2022 Churchwide Assembly of the Evangelical Lutheran Church in America that the ELCA churchwide organization continue to call upon the leadership of the United States of America to reduce its greenhouse gas emissions by at least 50% by 2030; and be it further

RESOLVED, that the ELCA churchwide organization will continue to equip and encourage congregations, synods, and associated ministries to advocate that the United States of America reduce its greenhouse gas emissions by at least 50% by 2030; and be it further

RESOLVED, that the churchwide organization encourage congregations and synods to advocate for a just transition away from greenhouse gasses where at least 40% of the funding goes towards projects that directly benefit Indigenous, Black, People of Color, and communities impacted by poverty that bear a disproportionate cost of pollution and climate change already; and be it further

RESOLVED, that the ELCA churchwide organization will support these actions through investments in staff, education, tools, and resources that equip congregations and synods to accomplish this goal and leverage knowledge, skills, and experience across the church; and be it further

RESOLVED, that congregants, rostered ministers, and bishops be encouraged to further educate themselves to the urgency of the climate emergency both locally and globally as well as to the local and global opportunities a just transition will create; and be it further

RESOLVED, that rostered ministers and bishops will be encouraged to lift up loving our neighbor in response to the climate emergency through their preaching; and be it further

RESOLVED, that the ELCA churchwide organization will encourage and cooperate with Lutherans Restoring Creation and other faith-based and secular organizations that share our commitment to the protection and restoration of the natural world while doing justice for all.

12. Greater Milwaukee Synod (5J) [2022]

WHEREAS, our faith commands us to love “your neighbors as yourselves” (see Luke 10:27); and
WHEREAS, “made in the image of God, we are called to care for the earth as God cares for the earth;” and

WHEREAS, we acknowledge that Indigenous Peoples, whose ancestors originally cared for the land that feeds us, make up less than 5% of the global population and protect over 80% of the biodiversity that sustains all people; and

WHEREAS, “the global environment with its finite resources is a common concern of all peoples. The protection of Earth’s vitality, diversity, and beauty is a sacred trust;” and

WHEREAS, the Intergovernmental Panel on Climate Change (IPCC) reported that in order to avoid catastrophic consequences of climate change, global warming needs to be limited to 1.5 degrees; and

WHEREAS, the Intergovernmental Panel on Climate Change (IPCC) has reported that it is, “now or never” to take action on climate change; and

WHEREAS, the planet has already warmed 1.1 degree since pre-industrial times, causing record-smashing wildfires, hurricanes, heat waves, droughts, ocean acidification, and species loss; and

WHEREAS, climate change is already leading to the destruction and displacement of people’s homes, food sources, and well-being (leading to at least 30.7 million climate displaced persons in 2020 according to the Internal Displacement Monitoring Centre (IDMC)); and

WHEREAS, Indigenous, Black, People of Color and communities impacted by poverty have contributed the least to climate change and are the most impacted by it; and

WHEREAS, the United States has contributed more greenhouse gas to the atmosphere historically than any other country; and

WHEREAS, the United States has a realistic chance of meeting the goal of not exceeding 1.5 degrees of warming if the United States reaches at least a 50% reduction of greenhouse gas emissions by 2030 and equitable net zero emissions by 2050; and

WHEREAS, to reduce greenhouse gas emissions by at least 50% by 2030, the United States will need a World War II sized mobilization that includes government investment, public-private partnerships, binding emission reduction targets, and possibly a carbon fee and dividend; and

WHEREAS, a just transition from a fossil-fuel based economy will lead to better health, family sustaining jobs, clean air and water for communities historically left behind, and a safer, more sustainable future for our children and future generations; therefore, be it,

RESOLVED, that the Greater Milwaukee Synod Assembly memorializes the 2022 Churchwide Assembly of the Evangelical Lutheran Church in America to instruct Witnessing in Society (ELCA Advocacy) to continue to call upon the United States of America to reduce its greenhouse gas emissions by at least 50% by 2030, to generate 100% of its power from clean renewable sources by 2035, and to achieve net zero emissions by 2050; and be it further

RESOLVED, that the Greater Milwaukee Synod Assembly memorializes the 2022 Churchwide Assembly of the Evangelical Lutheran Church in America to direct the ELCA churchwide organization to equip and encourage congregations, synods, and associated ministries to advocate that the United States of America reduce its greenhouse gas emissions by at least 50% by 2030, generate 100% of its power from clean renewable sources by 2035, and achieve net zero emissions by 2050; and be it further

RESOLVED, that the Greater Milwaukee Synod Assembly memorializes the 2022 Churchwide Assembly of the Evangelical Lutheran Church in America to request the ELCA Churchwide organization encourage congregations and synods to advocate for a just

transition away from greenhouse gasses where at least 40% of the funding goes towards projects that directly benefit Indigenous, Black, People of Color, and communities impacted by poverty that bear a disproportionate cost of pollution and climate change already; and be it further

RESOLVED, that the Greater Milwaukee Synod Assembly memorializes the 2022 Churchwide Assembly of the Evangelical Lutheran Church in America to encourage congregants, rostered ministers, and bishops to further educate themselves to the urgency of the climate emergency both locally and globally as well as to the local and global opportunities a just transition will create; and be it further

RESOLVED, that the Greater Milwaukee Synod Assembly memorializes the 2022 Churchwide Assembly of the Evangelical Lutheran Church in America to encourage rostered ministers and bishops to lift up loving our neighbor in response to the climate emergency through their preaching at least once a month; and be it further

RESOLVED, that the Greater Milwaukee Synod memorializes the 2022 Churchwide Assembly of the Evangelical Lutheran Church in America to invite the Evangelical Lutheran Church in America, across all three expressions, to set the goal of reducing its greenhouse gas emissions by 50% by 2030 and 100% by 2050; and be it further

RESOLVED, that the Greater Milwaukee Synod Assembly memorializes the 2022 Churchwide Assembly of the Evangelical Lutheran Church in America to direct the ELCA Churchwide organization to make a plan to reduce its greenhouse gasses by 2030, or sooner, by making the necessary energy efficiency improvements to their building, sourcing electricity from clean sources, incentivizing the electrification of the vehicles they reimburse mileage for, and working on partnerships to offset emissions generated from flights with providers of righteous offsets; and be it further

RESOLVED, that the Greater Milwaukee Synod Assembly memorializes the 2022 Churchwide Assembly of the Evangelical Lutheran Church in America to direct the ELCA Church Council to authorize the development of resources and the hiring of staff to educate the ELCA church body about the importance of reducing their greenhouse gas emissions and to help ELCA ministries achieve these goals; and be it further

RESOLVED, that the Greater Milwaukee Synod Assembly memorializes the 2022 Churchwide Assembly of the Evangelical Lutheran Church in America to instruct the Mission Investment Fund to prioritize supporting congregations seeking assistance in reducing their greenhouse gas emissions and to encourage the Mission Investment Fund to create resources to help congregations in communities disproportionately bearing the cost of pollution and climate change to make such investments; and be it further

RESOLVED, that the Greater Milwaukee Synod Assembly memorializes the 2022 Churchwide Assembly of the Evangelical Lutheran Church in America to direct the ELCA Churchwide Organization to provide a report to the 2025 Churchwide Assembly and subsequent assemblies, assessing the progress in reducing greenhouse gas emissions.

13. North/West Lower Michigan Synod (6B) [2022]

WHEREAS, humans, made in the image of God, are called to care for the earth as God cares for the earth, and to love our neighbors as ourselves (Luke 10:27); and

WHEREAS, the Intergovernmental Panel on Climate Change (IPCC) reported that in order to avoid further catastrophic consequences of climate change, such as wildfires, hurricanes, heat waves, droughts, ocean acidification, flooding, and species loss, global warming needs to be limited to 1.5 degrees by reducing by 50% the greenhouse gas emissions by 2030; and

WHEREAS, poverty-stricken communities of Indigenous, Black, and other People of Color have contributed the least to climate change but worldwide are the most impacted by it; therefore, be it

RESOLVED, that the North/West Lower Michigan Synod memorializes the 2022 Churchwide Assembly of the Evangelical Lutheran Church in America to direct the churchwide organization of the ELCA to continue to call upon corporate and governmental leaders of the United States to enact policies aimed at reducing greenhouse gas emissions by at least 50% by 2030, generating 100% of its power from clean renewable sources by 2035, and achieving net zero emissions by 2050; and be it further

RESOLVED, that the churchwide organization of the ELCA encourage congregations and synods to advocate for a just transition away from greenhouse gases with at least 40% of the governmental funding in the energy sector going towards projects that directly benefit poverty stricken Indigenous, Black, and other People of Color communities that bear a disproportionate cost of pollution and climate change; and be it further

RESOLVED, that the churchwide organization support these actions through investments in staff, education, tools, and resources that equip congregations and synods to accomplish these goals and leverage knowledge, skills, and experience across the church, encouraging both rostered ministers and non-rostered leaders, in response to the climate emergency, to lift up the urgency of expressing God's love in Christ for the earth and for our neighbors through story-telling, prayers, and preaching.

14. New England Synod (7B) [2022]

RESOLVED, that the New England Synod memorializes the 2022 Churchwide Assembly of the Evangelical Lutheran Church in America that the ELCA churchwide organization continue to call upon the leadership of the United States of America to reduce its greenhouse gas emissions as recorded in the year 2020 by at least 50% by 2030, generate 100% of its power from clean renewable sources by 2035, and achieve net zero emissions by 2050; and be it further

RESOLVED, that the ELCA churchwide organization continue to equip and encourage congregations, synods, and associated ministries to advocate that the United States of America reduce its greenhouse gas emissions as recorded in the year 2020 by at least 50% by 2030, generate 100% of its power from clean renewable sources by 2035, and achieve net zero emissions by 2050; and be it further

RESOLVED, that the ELCA churchwide organization encourage congregations and synods to advocate for a just transition away from greenhouse gasses in which at least 40% of the funding goes towards projects that directly benefit the Indigenous, Black, people of color, and communities impacted by poverty that bear a disproportionate cost of pollution and climate change already; and be it further

RESOLVED, that the ELCA churchwide organization support these actions through investments in staff, education, tools, and resources to equip congregations and synods toward this goal and leverage knowledge, skills, and experience across the church; and be it further

RESOLVED, that congregants, rostered ministers, and bishops commit themselves to education about the urgency of the climate emergency and to the local and global opportunities a just transition will create; and be it further

RESOLVED, that rostered ministers and bishops be encouraged to lift up loving our neighbor in response to the climate emergency through their preaching; and be it further

RESOLVED, that the ELCA churchwide organization and synods work in cooperation with Lutherans Restoring Creation and those other faith-based and secular organizations that share a commitment to the protection and restoration of the natural world while doing justice for all.

15. Northeastern Pennsylvania Synod (7E) [2022]

RESOLVED, that the Northeastern Pennsylvania Synod Assembly memorializes the 2022 Churchwide Assembly of the Evangelical Lutheran Church in America that the ELCA churchwide organization continue to call upon the leadership of the United States of America to reduce its greenhouse gas emissions by at least 50% by 2030, generate 100% of its power from clean renewable sources by 2035, and achieve net zero emissions by 2050; and be it further

RESOLVED, that the ELCA churchwide organization continue to equip and encourage congregations, synods, and associated ministries to advocate that the United States of America reduce its greenhouse gas emissions by at least 50% by 2030, generate 100% of its power from clean renewable sources by 2035, and achieve net zero emissions by 2050; and be it further

RESOLVED, that the ELCA churchwide organization encourage congregations and synods to advocate for a just transition away from greenhouse gasses, with emphasis on supporting projects that directly benefit Indigenous, Black, people of color, and communities impacted by poverty that bear a disproportionate cost of pollution and climate change already; and be it further

RESOLVED, that the ELCA churchwide organization support these actions through investments in staff, education, tools, and resources that equip congregations and synods to accomplish this goal and leverage knowledge, skills, and experience across the church; and be it further

RESOLVED, that congregants and rostered ministers be encouraged to further educate themselves to the urgency of the climate emergency both locally and globally as well as to the local and global opportunities that a just transition will create; and be it further

RESOLVED, that rostered ministers and bishops be encouraged to lift up loving our neighbor in response to the climate emergency through their preaching, teaching, and congregational action as often as possible; and be it further

RESOLVED, that the Northeastern Pennsylvania Synod and the ELCA churchwide organization encourage and cooperate with Lutheran, ecumenical, faith-based, and secular organizations that share the commitment to the protection and restoration of the natural world while doing justice for all.

16. Northwestern Pennsylvania Synod (8A) [2022]

WHEREAS, our faith commands us to love “your neighbors as yourselves” (see Luke 10:27); and

WHEREAS, “made in the image of God, we are called to care for the earth as God cares for the earth;” and

WHEREAS, this synod acknowledges that Indigenous Peoples, whose ancestors originally cared for the land that feeds us, make up less than 5% of the global population and protect over 80% of the biodiversity that sustains all people; and

WHEREAS, “the global environment with its finite resources is a common concern of all peoples. The protection of Earth’s vitality, diversity, and beauty is a sacred trust;” and

WHEREAS, the Intergovernmental Panel on Climate Change (IPCC) reported that in order to avoid catastrophic consequences of climate change, global warming needs to be limited to 1.5 degrees; and

WHEREAS, the planet has already warmed 1.1 degree since pre-industrial times, causing record-smashing wildfires, hurricanes, heat waves, droughts, ocean acidification, and species loss; and

WHEREAS, climate change is already leading to the destruction and displacement of people’s homes, food sources, and well-being (leading to at least 30.7 million climate displaced persons in 2020 according to the Internal Displacement Monitoring Centre (IDMC)); and

WHEREAS, Indigenous, Black, people of color, and communities impacted by poverty have contributed the least to climate change and are the most impacted by it ; and

WHEREAS, the United States has contributed more greenhouse gas to the atmosphere historically than any other country; and

WHEREAS, the United States has a realistic chance of meeting the goal of not exceeding 1.5 degrees of warming if the United States reaches at least a 50% reduction of greenhouse gas emissions by 2030 and equitable net zero emissions by 2050; and

WHEREAS, to reduce greenhouse gas emissions by at least 50% by 2030 the United States will need a World War II sized mobilization that includes government investment, public-private partnerships, binding emission reduction targets, and possibly a carbon fee and dividend; and

WHEREAS, a just transition from a fossil-fuel based economy will lead to better health, family-sustaining jobs, clean air and water for communities historically left behind, and a safer, more sustainable future for children and future generations; therefore, be it,

RESOLVED, that the Northwestern Pennsylvania Synod memorializes the 2022 Churchwide Assembly of the Evangelical Lutheran Church in America to direct the appropriate ELCA churchwide offices and units to continue to call upon the leadership of the United States of America to reduce its greenhouse gas emissions by at least 50% by 2030, generate 100% of its power from clean renewable sources by 2035, and achieve net zero emissions by 2050; and be it further

RESOLVED, that the appropriate ELCA churchwide offices and units continue to equip and encourage congregations, synods, and associated ministries to advocate that the United States of America reduce its greenhouse gas emissions by at least 50% by 2030, generate 100% of its power from clean renewable sources by 2035, and achieve net zero emissions by 2050; and be it further

RESOLVED, that the appropriate ELCA churchwide offices and units encourage congregations and synods to advocate for a just transition away from greenhouse gasses where at least 40% of the funding goes towards projects that directly benefit Indigenous, Black, people of color, and communities impacted by poverty that bear a disproportionate cost of pollution and climate change already; and be it further

RESOLVED, that the appropriate ELCA churchwide offices and units support these actions through investments in staff, education, tools, and resources that equip congregations and synods to accomplish this goal and leverage knowledge, skills, and experience across the church; and be it further

RESOLVED, that congregants, rostered leaders, and bishops be encouraged to further educate themselves to the urgency of the climate emergency both locally and globally as well as to the local and global opportunities a just transition will create; and be it further

RESOLVED, that rostered ministers and bishops be encouraged to lift up loving our neighbor in response to the climate emergency through their preaching at least once a month; and be it further

RESOLVED, that the synods and the appropriate ELCA churchwide offices and units encourage and cooperate with Lutherans Restoring Creation and other faith-based and secular organizations that share the commitment to the protection and restoration of the natural world while doing justice for all.

17. Delaware-Maryland Synod (8F) [2022]

WHEREAS, our faith commands us to love “your neighbors as yourselves” (see Luke 10:27, NRSV); and

WHEREAS, “made in the image of God, we are called to care for the earth as God cares for the earth;” and

WHEREAS, this synod acknowledges that Indigenous Peoples, whose ancestors originally cared for the land that feeds us, make up less than 5% of the global population and protect over 80% of the biodiversity that sustains us all; and

WHEREAS, “the global environment with its finite resources is a common concern of all peoples. The protection of Earth’s vitality, diversity, and beauty is a sacred trust;” and

WHEREAS, the Intergovernmental Panel on Climate Change (IPCC) reported that in order to avoid catastrophic consequences of climate change, global warming needs to be limited to 1.5 degrees; and

WHEREAS, the planet has already warmed 1.1 degree since pre-industrial times, causing record-smashing wildfires, hurricanes, heat waves, droughts, ocean acidification, and species loss; and

WHEREAS, climate change is already leading to the destruction and displacement of people’s homes, food sources, and well-being (leading to at least 30.7 million climate displaced persons in 2020 according to the Internal Displacement Monitoring Centre (IDMC)); and

WHEREAS, Indigenous, Black, People of Color and communities impacted by poverty have contributed the least to climate change and are the most impacted by it; and

WHEREAS, the United States has contributed more greenhouse gas to the atmosphere historically than any other country; and

WHEREAS, the United States has a realistic chance of meeting the goal of not exceeding 1.5 degrees of warming if the United States reaches at least a 50% reduction of greenhouse gas emissions by 2030 and equitable net zero emissions by 2050; and

WHEREAS, to reduce greenhouse gas emissions by at least 50% by 2030 the United States will need a World War II sized mobilization that includes government investment, public-private partnerships, binding emission reduction targets, and possibly a carbon fee and dividend; and

WHEREAS, a just transition from a fossil-fuel based economy will lead to better health, family-sustaining jobs, clean air and water for communities historically left behind, and a safer, more sustainable future for our children and future generations; therefore, be it

RESOLVED that the Delaware-Maryland Synod of the ELCA memorializes the 2022 Churchwide Assembly of the ELCA to direct the ELCA churchwide organization to call upon the leadership of the United States of America to reduce its greenhouse gas emissions by at least 50% by 2030, generate 100% of its power from clean renewable sources by 2035, and achieve net zero emissions by 2050; and be it further

RESOLVED, that the ELCA churchwide organization will equip and encourage congregations, synods, and associated ministries to advocate that the United States of America reduce its greenhouse gas emissions by at least 50% by 2030, generate 100% of its power from clean renewable sources by 2035, and achieve net zero emissions by 2050; and be it further

RESOLVED, that the ELCA churchwide organization will encourage congregations and synods to advocate for a just transition away from greenhouse gasses; and be it further

RESOLVED, that the ELCA churchwide organization will support these actions through investments in staff, education, tools and resources that equip congregations and Synods to accomplish this goal and leverage knowledge, skills and experience across the church; and be it further

RESOLVED, that congregants, rostered ministers, and bishops be encouraged to further educate themselves to the urgency of the climate emergency both locally and globally as well as to the local and global opportunities a just transition will create; and be it further

RESOLVED, that rostered leaders and bishops be encouraged to lift up loving our neighbor in response to the climate emergency through their preaching at least once a month; and be it further

RESOLVED, the ELCA churchwide organization will encourage and cooperate with Lutherans Restoring Creation and other faith-based and secular organizations that share the

commitment to the protection and restoration of the natural world while doing justice for all.

On behalf of the committee, Mr. Nolte introduced the following motion:

Moved;

[Seconded]:

To receive with gratitude the memorials from the Oregon Synod, Southwest California Synod, Northeastern Minnesota Synod, Minneapolis Area Synod, Saint Paul Area Synod, Southwestern Texas Synod, Northern Illinois Synod, Northeastern Iowa Synod, East-Central Synod of Wisconsin, Greater Milwaukee Synod, North/West Lower Michigan Synod, New England Synod, Northeastern Pennsylvania Synod, Northwestern Pennsylvania Synod, Central States Synod, and Delaware-Maryland Synod concerning greenhouse gas reduction;

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

To reaffirm the commitment of this church to advocacy and action in support of 50% reduction from 2005 levels in United States economy-wide net greenhouse gas pollution by 2030 and achieve net-zero emissions by 2050;

To urge the churchwide organization to continue its network ministry through the Creation Care Network to inform and guide this church in its efforts to reduce greenhouse gas emissions;

To encourage congregants, rostered ministers, and bishops to commit themselves to education about the urgency of the climate emergency, the global opportunities of a just transition and to lift up loving our neighbor in response to the climate emergency through their preaching;

To affirm the Mission Investments Fund's "Green Building" initiative and resources, and to encourage continued commitment to supporting ministries in caring for creation and addressing climate change;

To refer to the Service and Justice home area, Office of the Treasurer, Office of the Secretary, and Office of the Presiding Bishop, for implementation consistent with the memorials; and

To request the churchwide organization provide a report to the 2025 Churchwide Assembly assessing the progress in reducing greenhouse gas emissions across all three expressions and sharing lessons learned to help meet reduction goals.

The Rev. Drew D. Ingram [Southwestern Texas Synod] offered an amendment.

Moved;

Seconded:

To amend the motion by insertion as follows:

To receive with gratitude the memorials from the Oregon Synod, Southwest California Synod, Northeastern Minnesota Synod, Minneapolis Area Synod, Saint Paul Area Synod, Southwestern Texas

Synod, Northern Illinois Synod, Northeastern Iowa Synod, East-Central Synod of Wisconsin, Greater Milwaukee Synod, North/West Lower Michigan Synod, New England Synod, Northeastern Pennsylvania Synod, Northwestern Pennsylvania Synod, Central States Synod, and Delaware-Maryland Synod concerning greenhouse gas reduction;

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

To reaffirm the commitment of this church to advocacy and action in support of 50% reduction from 2005 levels in United States economy-wide net greenhouse gas pollution by 2030 and achieve net-zero emissions by 2050;

To direct the ELCA churchwide organization to set the goal of reducing its net greenhouse gas pollution 50% by 2030, and achieve net-zero emissions by 2050;

To urge the churchwide organization to continue its network ministry through the Creation Care Network to inform and guide this church in its efforts to reduce greenhouse gas emissions;

To encourage congregants, rostered ministers, and bishops to commit themselves to education about the urgency of the climate emergency, the global opportunities of a just transition and to lift up loving our neighbor in response to the climate emergency through their preaching;

To affirm the Mission Investments Fund's "Green Building" initiative and resources, and to encourage continued commitment to supporting ministries in caring for creation and addressing climate change;

To refer to the Service and Justice home area, Office of the Treasurer, Office of the Secretary, and Office of the Presiding Bishop, for implementation consistent with the memorials; and

To request the churchwide organization provide a report to the 2025 Churchwide Assembly assessing the progress in reducing greenhouse gas emissions across all three expressions and sharing lessons learned to help meet reduction goals.

Two voting members spoke in support of the amendment. A voting member then called the question.

Moved;
Seconded;
Carried:

Two-Thirds Vote Required
Yes-673; No-16

To end debate.

The vice president declared debate closed and called for the vote on the amendment.

Moved;
Seconded:
Carried

Yes-597; No-81

To amend the motion by insertion as follows:

To receive with gratitude the memorials from the Oregon Synod, Southwest California Synod, Northeastern Minnesota Synod, Minneapolis Area Synod, Saint Paul Area Synod, Southwestern Texas Synod, Northern Illinois Synod, Northeastern Iowa Synod, East-Central Synod of Wisconsin, Greater Milwaukee Synod, North/West Lower Michigan Synod, New England Synod, Northeastern Pennsylvania Synod, Northwestern Pennsylvania Synod, Central States Synod, and Delaware-Maryland Synod concerning greenhouse gas reduction;

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

To reaffirm the commitment of this church to advocacy and action in support of 50% reduction from 2005 levels in United States economy-wide net greenhouse gas pollution by 2030 and achieve net-zero emissions by 2050;

To direct the ELCA churchwide organization to set the goal of reducing its net greenhouse gas pollution 50% by 2030, and achieve net-zero emissions by 2050;

To urge the churchwide organization to continue its network ministry through the Creation Care Network to inform and guide this church in its efforts to reduce greenhouse gas emissions;

To encourage congregants, rostered ministers, and bishops to commit themselves to education about the urgency of the climate emergency, the global opportunities of a just transition and to lift up loving our neighbor in response to the climate emergency through their preaching;

To affirm the Mission Investments Fund's "Green Building" initiative and resources, and to encourage continued commitment to supporting ministries in caring for creation and addressing climate change;

To refer to the Service and Justice home area, Office of the Treasurer, Office of the Secretary, and Office of the Presiding Bishop, for implementation consistent with the memorials; and

To request the churchwide organization provide a report to the 2025 Churchwide Assembly assessing the progress in reducing greenhouse gas emissions across all three expressions and sharing lessons learned to help meet reduction goals.

Vice President Peña declared that the motion to amend had passed and invited discussion of the amended motion. A voting member called the question.

Moved;
Seconded;
Carried:

*Two-Thirds Vote Required
Yes-666; No-38*

To end debate.

The vice president declared debate closed and called for the vote following a prayer.

ASSEMBLY

ACTION

CA22.04.27

YES-672; NO-45

To receive with gratitude the memorials from the Oregon Synod, Southwest California Synod, Northeastern Minnesota Synod, Minneapolis Area Synod, Saint Paul Area Synod, Southwestern Texas Synod, Northern Illinois Synod, Northeastern Iowa Synod, East-Central Synod of Wisconsin, Greater Milwaukee Synod, North/West Lower Michigan Synod, New England Synod, Northeastern Pennsylvania Synod, Northwestern Pennsylvania Synod, Central States Synod, and Delaware-Maryland Synod concerning greenhouse gas reduction;

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

To reaffirm the commitment of this church to advocacy and action in support of 50% reduction from 2005 levels in United States economy-wide net greenhouse gas pollution by 2030 and achieve net-zero emissions by 2050;

To direct the ELCA churchwide organization to set the goal of reducing its net greenhouse gas pollution 50% by 2030, and achieve net-zero emissions by 2050;

To urge the churchwide organization to continue its network ministry through the Creation Care Network to inform and guide this church in its efforts to reduce greenhouse gas emissions;

To encourage congregants, rostered ministers, and bishops to commit themselves to education about the urgency of the climate emergency, the global opportunities of a just transition and to lift up loving our neighbor in response to the climate emergency through their preaching;

To affirm the Mission Investments Fund's "Green Building" initiative and resources, and to encourage continued commitment to supporting ministries in caring for creation and addressing climate change;

To refer to the Service and Justice home area, Office of the Treasurer, Office of the Secretary, and Office of the Presiding Bishop, for implementation consistent with the memorials; and

To request the churchwide organization provide a report to the 2025 Churchwide Assembly assessing the progress in reducing greenhouse gas emissions across all three

expressions and sharing lessons learned to help meet reduction goals.

Category B5: Diversity, Equity, Inclusion, Accessibility (DEIA) ELCA Governance Audit

Reference: 2022 Pre-Assembly Report, Section VII, Report of the Memorials Committee, pp. 53–54

1. Northwest Washington Synod (1B) [2022]

RESOLVED, that the Northwest Washington Synod Assembly direct the 2022 Churchwide Assembly to empower the ELCA Church Council to conduct a comprehensive audit of the *Constitutions, Bylaws, and Continuing Resolutions of the ELCA*, and related governance documents, examining how this church’s three expressions work collaboratively; and be it further

RESOLVED, that the comprehensive audit examine unintentional gaps in checks and balances, particularly with regard to the autonomy of synod bishops; and be it further

RESOLVED, that the ELCA Church Council engage a third-party auditor specializing in diversity, equity, inclusion, and accessibility to interrogate the *Constitutions, Bylaws, and Continuing Resolutions*, and related governance documents; and be it further

RESOLVED, that the ELCA Church Council model transparent leadership practices by sharing the results of the audit in a public statement to the ELCA.

On behalf of the committee, Ms. Chatman introduced the following motion.

Moved;

[Seconded]:

To receive with gratitude the memorial on “Audit of *Constitutions, Bylaws, and Continuing Resolutions of the ELCA*” from the Northwest Washington Synod;

To authorize the Church Council to determine the parameters and the expense budget of this process and identify the revenue source(s) to provide for this audit;

To direct the Church Council to engage an external auditor to conduct a comprehensive audit for diversity, equity, inclusion, and accessibility of the *Constitutions, Bylaws, and Continuing Resolutions of the ELCA* and related governance documents and present a report of the findings by the Fall 2023 Church Council meeting;

To direct the Church Council to release the findings of the audit to this church; and

To direct the Legal and Constitutional Review Committee to use the findings of this audit to recommend changes to the governing documents to the 2025 Churchwide Assembly.

Vice President Peña invited discussion of the motion. One voting member spoke in support of the motion. Mr. Gregory Shea [Oregon Synod] moved to refer the question to the Church Council.

Moved;

Seconded:

To refer memorial B5 and the proposed recommendations of the Memorials Committee *in toto* to the Church Council for review and

consideration and that a report be provided to the Conference of Bishops and to all synods no later than the fall of 2023.

Three voting members spoke in opposition to the motion to refer. A voting member then called the question.

Moved;

Seconded;

Carried:

To end debate.

Approved by Two-Thirds Vote

The vice president declared debate closed and called for the vote, following a prayer.

Moved;

Seconded;

Defeated:

To refer memorial B5 and the proposed recommendations of the Memorials Committee *in toto* to the Church Council for review and consideration and that a report be provided to the Conference of Bishops and to all synods no later than the fall of 2023.

Yes-313; No-395

Vice President Peña declared that the motion to refer had failed and invited discussion of the original motion. One voting member spoke in support of the motion, and another spoke in opposition. A voting member then called the question.

Moved;

Seconded;

Carried:

To end debate.

Approved by Two-Thirds Vote

The vice president declared debate closed and called for the vote, following a prayer.

ASSEMBLY

ACTION

CA22.04.28

To receive with gratitude the memorial on “Audit of *Constitutions, Bylaws, and Continuing Resolutions of the ELCA*” from the Northwest Washington Synod;

To authorize the Church Council to determine the parameters and the expense budget of this process and identify the revenue source(s) to provide for this audit;

To direct the Church Council to engage an external auditor to conduct a comprehensive audit for diversity, equity, inclusion, and accessibility of the *Constitutions, Bylaws, and Continuing Resolutions of the ELCA* and related governance documents and present a report of the findings by the Fall 2023 Church Council meeting;

To direct the Church Council to release the findings of the audit to this church; and

YES-538; NO-175

To direct the Legal and Constitutional Review Committee to use the findings of this audit to recommend changes to the governing documents to the 2025 Churchwide Assembly.

Report of the Reference and Counsel Committee (continued):

Motion I: Resolution on Reconsideration of Election Processes

Reference: 2022 Pre-Assembly Report, Section IX, Report of the Reference and Counsel Committee

The vice president invited Mr. David M. Lenz, co-chair of the Reference and Counsel Committee, to continue the report of the committee. On behalf of the committee, he offered the following motion.

Motion I: Nomination and Election Processes

Submitted by: The Rev. Kathy Gerking [Nebraska Synod, 4A]

RESOLVED, that the Church Council appoint a Task Force to explore and analyze nomination and election processes used by synods and the churchwide organization, including but not limited to the ecclesiastical ballot, in order to determine best practices and to make practical recommendations concerning options for the selection of all synod and churchwide officers; and be it further

RESOLVED, that the Task Force report to the Conference of Bishops and Church Council in sufficient time that potential governing document amendments and/or a report on best practices can be prepared in time for the 2025 Churchwide Assembly.

The committee recommended adoption of the motion as submitted.

Moved;

[Seconded]:

To adopt Motion I as submitted.

RESOLVED, that the Church Council appoint a Task Force to explore and analyze nomination and election processes used by synods and the churchwide organization, including but not limited to the ecclesiastical ballot, in order to determine best practices and to make practical recommendations concerning options for the selection of all synod and churchwide officers; and be it further

RESOLVED, that the Task Force report to the Conference of Bishops and Church Council in sufficient time that potential governing document amendments and/or a report on best practices can be prepared in time for the 2025 Churchwide Assembly.

A voting member spoke in support of the motion, and there being no further discussion, the vice president called for the vote.

ASSEMBLY

ACTION

YES-600; NO-39

CA22.04.29

To adopt Motion I as submitted.

RESOLVED, that the Church Council appoint a Task Force to explore and analyze nomination and election processes used by synods and the churchwide organization,

including but not limited to the ecclesiastical ballot, in order to determine best practices and to make practical recommendations concerning options for the selection of all synod and churchwide officers; and be it further

RESOLVED, that the Task Force report to the Conference of Bishops and Church Council in sufficient time that potential governing document amendments and/or a report on best practices can be prepared in time for the 2025 Churchwide Assembly.

The vice president declared that the motion had passed. The following motions were brought forward sequentially by the Reference and Counsel Committee; the vice president asked and received the permission of the assembly to adopt these actions *en bloc* by unanimous consent.

ASSEMBLY

ACTION

CA22.04.30

UNANIMOUS CONSENT

To adopt the following resolution:

Resolution of Appreciation for Church Council Members who are Ending their Terms of Service in 2022

We, the members of the 2022 Churchwide Assembly of the Evangelical Lutheran Church in America, give thanks to God for the members of the Church Council who will be concluding their six-year terms at this Assembly. We wish to thank these 13 individuals for their dedicated service to this church during their terms, and to acknowledge that their service included membership on task forces, ad hoc committees, attendance at synod assemblies, and representation of this church in global, national, and local forums:

- Ms. Lisa Burk
- Ms. Cheryl T. Chatman
- Ms. Alyssa J. Cobb
- Mr. Ismael E. Danforth
- The Rev. Dena M. Gable
- The Rev. Daniel W. Gerrietts
- Mr. James J.F. Jennings
- Mr. Joseph T. Nolte
- Mr. Gary A. Pederson
- Mr. William D. Rice
- The Rev. Ricardo Rivera
- Ms. Sonja Wolfe
- Ms. Merritt G. Zesinger

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

**ASSEMBLY
ACTION
CA22.04.31**

UNANIMOUS CONSENT

To adopt the following resolution:

Resolution of Appreciation for Churchwide Staff

The members of the 2022 Churchwide Assembly of the Evangelical Lutheran Church in America gathered in Columbus, Ohio, thank the churchwide organization and staff for their hard work and dedication to the mission of Christ in this church. We thank God for their willingness to serve as a part of the everyday lifeblood of this church both here in the United States and globally.

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

- Office of the Presiding Bishop
- Office of the Secretary
- Office of the Treasurer
- Christian Community and Leadership
- Service and Justice
- Innovation

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

**ASSEMBLY
ACTION
CA22.04.32**

UNANIMOUS CONSENT

To adopt the following resolution:

Resolution of Appreciation for Presiding Bishop Elizabeth A. Eaton

We, the members of the 2022 Churchwide Assembly of the Evangelical Lutheran Church in America, give thanks to God for the leadership of our Presiding Bishop Elizabeth Eaton.

We celebrate her dedication to inclusivity, inter-faith relationships, ecumenism, and anti-racism. Her witness of loving our neighbors inspires us to live the gospel in the same way.

We give thanks for her courage in leading us into opposition as we continue to work against racism, from the

Declaration of the ELCA to People of African Descent, to Black Lives Matter, to the Apology to Iglesia Luterana Santa María Peregrina, and to the many injustices suffered by those who are marginalized or oppressed. She, furthermore, led the churchwide organization, our synods, and our congregations through the multitude of challenges—theological, practical, logistical, legal, financial, and organizational—resulting from the COVID-19 pandemic beginning in 2020 and continuing to this day.

We congratulate her for expertly presiding over this, her third Churchwide Assembly, and for her eloquent and inspiring report to the assembly and for sharing with us her intellect, wit, faith, prophetic voice, and boundless grace and patience.

**ASSEMBLY
ACTION
CA22.04.33**

UNANIMOUS CONSENT

To adopt the following resolution:

Resolution of Appreciation for Interim Vice President Carlos E. Peña

The voting members of the 2022 Churchwide Assembly of the Evangelical Lutheran Church in America wish to express their gratitude and appreciation for your service as interim vice president following the untimely death of ELCA Vice President Bill Horne on August 14, 2021. Despite having served 19 years as a member of the Church Council, including 13 years as vice president, you willingly returned to complete the remaining term until your successor’s term begins. You embody the word, and we extend our thanks to you, Interim Vice President Carlos Peña.

We are church, we are church together! And through your tireless example of unwavering fortitude as a servant-leader, together we have and are becoming better equipped and positioned to effectuate change for the sake of the world. We do so in our efforts as judicious stewards, as advocates for social justice, in our care and protection of God’s creation, as we stand in solidarity with and respond to those in need and, most importantly, as we proclaim and share the gospel that is ours in Jesus Christ.

We profess that a good steward is one who gives of his or her time, talent, and treasures. To do so with humility, determination, and prayer-inspired guidance is indicative of what we have come to know and appreciate in you.

Thank you, Carlos; for you are indeed a “good and faithful servant.”

**ASSEMBLY
ACTION
CA22.04.34**

UNANIMOUS CONSENT

To adopt the following resolution:

Resolution of Appreciation for Secretary Sue Rothmeyer
The Evangelical Lutheran Church in America meeting in assembly gives thanks to God for the service of Deacon Sue Rothmeyer as ELCA Secretary. We give thanks for her leadership of the new office of the secretary, her attentiveness and passion for the governing documents of this church, for her management of the rosters of ministers of this church, and her oversight of roster and congregation reports and statistics. In addition, we recognize her leadership, oversight, and work with synodical bishop elections as well as her work with the Committees on Appeals and Discipline.

We appreciate her commitment to supporting congregations, synods, and churchwide organization on matters relating to the ELCA Constitution, Bylaws, and Continuing Resolutions as well as legal matters. Her commitment to fostering synodical relations with the churchwide organization helps us be church together.

We acknowledge the many challenges and tremendous work involved in planning this 16th Churchwide Assembly. We give thanks for her leadership, energy, and dedication of the Office of the Secretary in preparing and planning this assembly. And we thank her for her gracious and attentive leadership during this assembly. We offer our prayers for her service as Secretary in the coming triennium.

**ASSEMBLY
ACTION
CA22.04.35**

UNANIMOUS CONSENT

To adopt the following resolution:

Resolution of Appreciation for Treasurer Lori Fedyk
The Evangelical Lutheran Church in America meeting in assembly gives thanks to God for the service of Treasurer Lori Fedyk. We appreciate her skilled leadership of the Office of the Treasurer her attentiveness to the role of proposing policies and providing for the implementation of the financial accounting, audit granting, banking, investment, property and information technology systems. We give thanks for her shepherding of the last triennium budget and her keen

preparation for the 2023-2025 budget adopted without amendment at this assembly.

We recognize her leadership of the Treasurer's office this past triennium to initiate a new churchwide financial system and navigate the impact of the COVID-19 pandemic on the churchwide organization. We note Lori's leadership in addressing cost savings, managing grants, seeking sustainable fundraising models, upgrading technology, and fostering greater collaboration tools within the churchwide organization.

We offer our prayers and support to Lori and the Office of the Treasurer as they address their goals for the next triennium as outlined in the Report of the Treasurer. Furthermore, we thank Lori for her gracious, insightful and collaborative leadership at this assembly, that has assisted the assembly to find its voice on fiscal and budget matters.

ASSEMBLY

ACTION

CA22.04.36

UNANIMOUS CONSENT

To adopt the following resolution:

Resolution of Appreciation for Nominees for Election

The members of the 2022 Churchwide Assembly of the Evangelical Lutheran Church in America gathered in Columbus, Ohio, thank all those who put their names forward for election at this assembly. We thank God for their willingness to consider taking on important roles within our church. From those nominees for Vice President, to those who stood for Church Council, and all those who stood for other churchwide committees and boards of separately incorporated ministries we give thanks. We are church together because of those willing to place their names forward and serve our church in this way.

ASSEMBLY

ACTION

CA22.04.37

UNANIMOUS CONSENT

To adopt the following resolution:

Resolution of Appreciation for Churchwide Committees and Volunteers

The members of the 2022 Churchwide Assembly of the Evangelical Lutheran Church in America gathered in Columbus, Ohio, thank all those who served on the committees of this assembly. We thank God for those

individuals that gave of their time and talent to ensure the work of this assembly could be carried out.

We thank each of the committees and their members of this assembly for their work:

- Churchwide Assembly Planning Committee;
- Credentials Committee;
- Elections Committee;
- Local Arrangements Committee;
- Memorials Committee;
- Minutes Team;
- Nominating Committee;
- Reference and Counsel Committee; and
- Worship Committee and our worship leaders and musicians.

We also extend our deep gratitude to all those volunteers that worked tirelessly throughout the assembly with such good humor and hospitality.

**ASSEMBLY
ACTION
CA22.04.38**

UNANIMOUS CONSENT

To adopt the following resolution:

Resolution of Appreciation for Ecumenical and Inter-Religious Guests

The Evangelical Lutheran Church in America meeting in assembly give thanks to God for the presence and partnership of our ecumenical guests. The assembly has been blessed by their participation in this assembly and we give thanks for their contributions to our life together as the church. They embody the global nature of the church and remind us how we are connected globally as the people of God. We give thanks to God for these ecumenical and global partners who have joined with us this week at this assembly either in person or by sharing video greetings:

- The Most Rev. Michael Curry, Presiding Bishop and Primate of The Episcopal Church
- The Most Rev. Linda Nicholls, Archbishop and Primate of The Anglican Church of Canada
- Rev. Anne Burghardt, General Secretary, Lutheran World Federation
- Rev. Eddy Alemán, General Secretary, Reformed Church in America

- **Salmoon Bashir, Ecumenical and Interreligious Office of the Episcopal Church**
- **Bishop Sally Dyck, Ecumenical Officer of the Council of Bishops, United Methodist Church**
- **Rev. Protopresbyter Dr. Nicolas Kazarian, Director, Department of Inter-Orthodox, Ecumenical & Interfaith Relations, Greek Orthodox Archdiocese of America**
- **Rev. Walter J. Kedjerski, Ph.D., Executive Director, Secretariat for Ecumenical and Interreligious Affairs, United States Conference of Catholic Bishops**
- **Bishop Denis J. Madden, Titular Bishop of Baia, Auxiliary Bishop of Baltimore, United States Conference of Catholic Bishops, Co-Chair, Lutheran-Catholic Dialogue in the United States**
- **Bishop Vashti Murphy McKenzie, Interim President and General Secretary, National Council of the Churches of Christ in the USA**
- **Rev. Dr. Betsy Miller, President, Moravian Church Northern Province**
- **The Rev. Dr. J. Herbert Nelson, Stated Clerk, Presbyterian Church USA**
- **Rev. Mark Pettis, Ecumenical and Interfaith Relationships Manager, United Church of Christ**
- **The Rev. Margaret Rose, Deputy to the Presiding Bishop for Ecumenical and Interreligious Relations, The Episcopal Church**
- **Dr. Monica Schaap Pierce, Executive Director, Christian Churches Together in the USA**
- **Rev. Sonia Skupch, Regional Secretary, Latin America and the Caribbean & North America, Lutheran World Federation**
- **Rev. Dr. Jack Sullivan, Jr., Executive Director, Ohio Council of Churches**
- **Rev. Paul S. Tch , President, Christian Unity and Interfaith Ministry, Christian Church (Disciples of Christ)**

Furthermore, the Evangelical Lutheran Church in America meeting in assembly give thanks to God for the presence and partnership of our inter-religious guests. Their participation at this assembly reminds us of our commitment to love our neighbor and to deepen our commitment to seek

mutual understanding with our neighbors of other religions and worldviews. May their presence continue to assist us on the road with our neighbors of other religions and worldviews as instruments of God's justice and peace. We give thanks to God for the presence this week of Dr. Tarunjit Singh Butalia, Executive Director, Religions for Peace USA, Imam Saffet Catovic, Head of ISNA Office for Interfaith Alliances, Community Alliances, and Government Relations, and Rabbi Esther L. Lederman, Director of Congregational Innovation, Union for Reform Judaism, Co-Chair, Shoulder to Shoulder Campaign: Standing with American Muslims, Advancing American Ideals.

**ASSEMBLY
ACTION
CA22.04.39**

UNANIMOUS CONSENT

To adopt the following resolution:

Resolution of Appreciation and Thanksgiving for Hospitality

As we conclude our fellowship together this week, we acknowledge that we have assembled on the original and ancestral homelands of the Shawnee, Miami, and Kaskaskia peoples, and we give thanks for their presence here since time immemorial. We also wish to recognize and honor all our Indigenous siblings who have and continue to call this land their home.

The members of the 2022 Churchwide Assembly of the Evangelical Lutheran Church in America deeply thank the City of Columbus, the Southern Ohio Synod, and Region 6 for hosting this Assembly, for their hospitality, assistance, warmth, and generous spirit and for all things buckeye and saints and sinners refreshments.

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

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

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

Vice President Peña declared the motions approved and thanked Mr. Lenz and the Reference and Counsel Committee.

Honoring Outgoing Synod Bishops

Vice President Peña invited assembly members to join him in thanking synod bishops for their service, and the assembly expressed their thanks with applause. The vice president acknowledged the service of those bishops who had retired, resigned, or completed their terms of office since the last Churchwide Assembly:

- The Rev. R. Guy Erwin, Southwest California Synod
- The Rev. Mark E. Narum, Western North Dakota Synod
- The Rev. Terry A. Brandt, Eastern North Dakota Synod
- The Rev. Mark W. Holmerud, Sierra Pacific Synod
- The Rev. Thomas M. Aitken, Northeastern Minnesota Synod
- The Rev. Jon V. Anderson, Southwestern Minnesota Synod
- The Rev. Michael L. Burk, Southeastern Iowa Synod
- The Rev. Steven L. Ullestad, Northeastern Iowa Synod
- The Rev. Gerald L. Mansholt, East-Central Synod of Wisconsin
- The Rev. James A. Arends, La Crosse Area Synod
- The Rev. Abraham D. Allende, Northeastern Ohio Synod
- The Rev. John S. Macholz, Upstate New York Synod
- The Rev. Samuel R. Zeiser, Northeastern Pennsylvania Synod
- The Rev. Michael L. Rhyne, Allegheny Synod
- The Rev. Herman R. Yoos, South Carolina Synod
- The Rev. Megan M. Rohrer, Sierra Pacific Synod
- The Rev. Andrew A. Taylor, Pacifica Synod

Vice President Peña also introduced bishops whose terms were soon coming to an end:

- Bishop Barbara J. Collins, Upper Susquehanna Synod
- The Rev. H. Jeffrey Clements, Northern Illinois Synod
- Bishop Brian D. Maas, Nebraska Synod

The assembly joined the vice president in expressing gratitude for the bishops' service and wishing them Godspeed. Vice President Peña then invited the assembly to express its appreciation for bishops who had had been elected since the 2019 Churchwide Assembly:

- Bishop Brenda K. Bos, Southwest California Synod
- Bishop Craig A. Schweitzer, Western North Dakota Synod
- Bishop Tessa R. Moon Leiseth, Eastern North Dakota Synod
- Bishop Amy J. Odgren, Northeastern Minnesota Synod
- Bishop Diane S. Pederson, Southwestern Minnesota Synod
- Bishop Amy L. Current, Southeastern Iowa Synod
- Bishop Kevin T. Jones, Northeastern Iowa Synod
- Bishop Anne C. Edison-Albright, East-Central Synod of Wisconsin
- Bishop Felix J. Malpica, La Crosse Area Synod
- Bishop Laura L. Barbins, Northeastern Ohio Synod
- Bishop Lee M. Miller II, Upstate New York Synod

- Bishop Christopher deForest, Northeastern Pennsylvania Synod
- Bishop Paula J. Schmitt, Allegheny Synod
- Bishop Virginia S. Aebischer, South Carolina Synod
- Bishop David C. Nagler, Pacifica Synod
- The Rev. Scott A. Johnson, Nebraska Synod*
- The Rev. Craig A. Miller, Upper Susquehanna Synod*
- Bishop Stacie R. Fidler, Northern Illinois Synod

**Pastor Johnson and Pastor Miller had not yet been installed to the office of bishop at the time of the assembly.*

The assembly joined the vice president in expressing welcome to the new bishops.

Recognition of Outgoing Church Council Members

Vice President Peña invited outgoing members of the Church Council to join him on the stage. Each outgoing council member was presented with a citation reading:

On behalf of a grateful church, this is presented to you in recognition of your conscientious service as a member of the Church Council of the Evangelical Lutheran Church in America. You have served diligently and thoughtfully in rendering strategic leadership in the work of the board of directors.

For your commitment to the faith of the whole Church of Jesus Christ, for your care of the mission that God has entrusted to the Evangelical Lutheran Church in America in all its expressions and entities, and for the wisdom and compassion that you have offered so generously in your service as a member of the Church Council, we hereby express our heartfelt gratitude.

Although you now complete your term as a member of the Church Council, we will continue to be grateful for your ongoing, constructive contributions to the life of the Evangelical Lutheran Church in America.

The citation concluded with a scripture verse from Jude: “Now to the One who is able to keep you from falling, and to make you stand without blemish in the presence of his glory with rejoicing, to the only God our Savior, through Jesus Christ our Lord, be glory, majesty, power, and authority, before all time, now and forever.” Secretary Rothmeyer read the names of outgoing council members as Vice President Peña distributed citations.

- Ms. Lisa A. Burk (*not present*)
- Ms. Cheryl T. Chatman
- Mr. Ismael E. Danforth (*not present*)
- The Rev. Dena M. Gable
- The Rev. Dan W. Gerrietts
- Mr. James J.F. Jennings
- Mr. Joseph T. Nolte
- Mr. Gary A. Pederson
- Mr. William D. Rice (*not present*)
- The Rev. Ricardo Rivera
- Ms. Sonja Wolfe (*not present*)

- Ms. Merritt G. Zesinger (*not present*)
- Ms. Alyssa J. Cobb

Announcements, Hymn, and Prayer

Reference: Worship and Song

Vice President Peña invited Secretary Rothmeyer to share announcements related to this assembly and the next assembly. Secretary Rothmeyer provided several announcements related to the conclusion of the assembly and introduced a video announcing that the 2025 Churchwide Assembly is to be held in Phoenix, Ariz. The secretary stated that the Rev. Deborah K. Hutterer, bishop of the Grand Canyon Synod, was looking forward to welcoming assembly members in 2025. She then invited the Rev. Suzanne B. Darcy Dillhunt, bishop of the Southern Ohio Synod, and members of the local arrangements committee to stand and receive the thanks of the assembly for their hospitality throughout the 2022 Churchwide Assembly.

Vice President Peña announced one bishop inadvertently omitted from the list above, the Rev. Joy F. Mortensen-Wiebe, bishop of the South-Central Synod of Wisconsin. He stated that the business of the assembly was concluded and expressed deep gratitude for the work done by the assembly and the spirit in which it was done. Voting members were prayerful, civil, patient, and committed to the work of the assembly. The vice president concluded by stating that being gathered physically again had been inspiring, encouraging, and humbling, and led assembly members in the Order for the Closing of an Assembly provided in the “Worship and Song” section of the Churchwide Assembly Guide.

Adjournment

The sixteenth Churchwide Assembly of the ELCA adjourned at 12:11 p.m. with an exhortation from Vice President Peña to “Go in peace; embody the Word!” to which the assembly responded, “Thanks be to God!”

Exhibits

Exhibit A

Members of the Churchwide Assembly

Voting Members

Officers

Bp. Elizabeth A. Eaton, *presiding bishop*

Ms. Lori S. Fedyk, *treasurer*

Deacon Sue E. Rothmeyer, *secretary*

Mr. Carlos E. Peña, *interim vice president*

Church Council

Mr. Kevin Anderson

Ms. Tracey A. Beasley

Pr. Marcus A. Bigott

Pr. Nicholas M. Billardello III

Ms. Susan Boxberger

Pr. William H. Callister

Pr. Karn S. Carroll

Ms. Cheryl T. Chatman

Ms. Alyssa J. Cobb

Mr. Ismael E. Danforth

Ms. Divine

Pr. Joanne E. Engquist

Ms. Kerry A. Fehrman

Pr. Dena M. Gable

Pr. Daniel W. Gerriets

Pr. Emily C. Hartner

Pr. Pamela J. Hoh

Ms. Cherrish Holland

Mr. James J.F. Jennings

Mr. David M. Lenz

Pr. Tara R. Lynn

Mr. Keoni Newman (8/9-8/11)

Mr. Joseph T. Nolte

Mr. Gary A. Pederson

Pr. Ricardo Rivera

Mr. Noah F. Roux

Ms. Valerie J. Shaw

Mr. Loren A. Solberg

Pr. Kjersten L. Sullivan

Ms. Loni Taylor

Alaska Synod (1A)

Mr. John Christensen

Pr. Meredith E. Harber

Ms. Shannon Klescewski

Mr. Wilbert G. Mitchell

Ms. Leslie J. Swenson

Bp. Shelley R. Wickstrom

Northwest Washington Synod (1B)

Bp. Shelley M. Bryan Wee

Mr. Eli D. Daheim

Ms. Kathryn Edgerton

Mr. Curt Eidem

Mr. Franklin S. Loulan

Ms. Laura Norton

Ms. Kasey Shultz

Pr. Rachel L. Swenson

Southwestern Washington Synod (1C)

Pr. Horacio D. Castillo

Mr. Joseph Fernandez

Ms. Darcy Huffman

Mr. Thomas R. Hulst

Bp. Richard E. Jaech

Pr. Annie R. Jones-Barnes

Ms. Katherine B. Long

Ms. Emily W. Shane

Northwest Intermountain Synod (1D)

Deacon Heidi A. Cryer

Mr. Robert A. Hamblen

Bp. Kristen E. Kuempel

Mr. Juvi Masumbuko

Ms. Felicity A. Pittman

Pr. Joel A. Skindlov

Ms. Sydney M. Spray

Oregon Synod (1E)

Ms. Dianna Bernklau

Pr. Lorin R. Darst

Ms. LaVeta A. Gilmore Jones

Bp. Laurie A. Larson Caesar
Pr. Solveig I. Nilsen-Goodin
Mr. Carter J. Poole
Mx. Pablo Ramirez
Mr. Gregory Shea

Montana Synod (1F)

Mr. Dane Castleberry
Mr. Richard A. Deschamps
Ms. Marjorie P. Fiedler
Bp. Laurie A. Jungling
Ms. Kyle E. Lefler
Pr. Jessica M. Obrecht
Pr. Darren L. Paulson
Mr. Kristopher P. Schock
Ms. Lorrie A. Vennes

Sierra Pacific Synod (2A)

Pr. Donna E. Allen
Pr. Sharon L. Amundson (8/11-8/12)
Ms. Dorothy Arata
Mr. Ed B. Babcock
Pr. Linda E. Boston
Interim Bp. Claire S. Burkat
Mr. James Carlson
Ms. Lucy Lindgren
Mr. Jeffrey F. Morris
Ms. Christiana Slater
Mx. Kathryn Swartz
Pr. Ronald N. Valadez (8/9-8/11)
Mr. Yat Chun S. Wong

Southwest California Synod (2B)

Ms. Shawntelle Augustine
Bp. Brenda K. Bos
Ms. Tyra Dennis
Mr. Randall S. Foster
Mr. Bryan Honda
Pr. Maria E. Paiva
Ms. Sarah M. Stegemoeller
Mr. Robert E. Siemer

Pacifica Synod (2C)

Ms. Freya Hendrickson
Ms. Melanie Hendrickson
Bp. David C. Nagler
Pr. James A. Pike
Mr. Lloyd M. Puckett
Ms. Nicolette Rohr

Pr. Maria A. Santa Cruz
Ms. Salud E. Vences

Grand Canyon Synod (2D)

Mr. Glenn H. Austad
Mr. Roger Bailey
Pr. David W. Brandfass
Ms. Barbara B. Carl
Ms. Laura H. Hollengreen
Bp. Deborah K. Hutterer
Ms. Hannah G. Manzanares
Pr. Matthew D. Metevelis
Ms. Sarah Morris
Pr. Charles V. Newman
Pr. Christine V. Stoxen

Rocky Mountain Synod (2E)

Pr. Amanda G. Achterberg
Pr. Chelsea L. Achterberg
Ms. Diana Biggs
Mr. Frank A. Cordova
Mr. Ray Ferry
Bp. James W. Gonia
Ms. Sarah R. Hoffman
Mr. Kenny T. LaJoy
Pr. Diana M. Linden-Johnson
Ms. Elizabeth A. Mullins
Ms. Taliya Strautins
Pr. Michael J. Vinson
Mr. Melvin Wilson

Western North Dakota Synod (3A)

Ms. Vicki L. Benzmiller
Ms. Rosa E. Berg
Mr. Bruce Carlson
Mr. Reinhard R. Hauck
Ms. Sherlene Hauck
Mr. Trent A. Hunskor
Ms. Leah Johnson
Mr. Paul N. Kadrmas
Pr. Christina A. Martin
Bp. Craig A. Schweitzer
Pr. Sue L. White
Pr. Mary A. Wiggins

Eastern North Dakota Synod (3B)

Mr. Matuor D. Alier
Mr. Bryce M. Bommersbach (8/9-8/11)
Pr. JoHanna Buchholz

Mr. Scott Buchholz
Ms. Beth Christianson-Melby
Mr. Steven T. DeKrey
Ms. Rachael M. Hoistad
Ms. Phyllis E. Johnson
Pr. Trichelle A. Kirchenwitz
Ms. Bethany J. Klemetsrud
Ms. Ryutsuki R. Kroshus
Bp. Tessa R. Leiseth
Pr. Ella S. Moehlman
Pr. Tawanda N. Murinda
Mr. Bob Otterson
Pr. Brooke D. Phelps
Pr. Sharayah L. Robinson
Mr. Robert Schlotman
Ms. Vicki Schmidt
Pr. Bradley J. Skogen
Ms. Michelle F. Watne

South Dakota Synod (3C)

Ms. Joan Anderson
Mr. Juan G. Angel
Pr. Leland A. Armbright II
Pr. David H. Bentz
Ms. Carla J. Borchardt
Ms. Cheryl A. Chapman
Mr. Malcom Chapman
Pr. Henrique C. Fleming
Mr. Michael J. Gillis
Bp. Constanze Hagmaier
Pr. Ramona S. Hayes
Mr. Stanley J. Jung
Pr. Cassandra J. Lamb
Ms. Tiffany A. Lewis
Ms. Mary A. Odonnell
Ms. Mallorie R. Schultz
Ms. Annelies Seffrood
Pr. Rebecca L. Senner
Mr. Dennis R. Thompson
Pr. Erik O. Thone
Mr. Sawyer J. Vanden Heuvel

Northwestern Minnesota Synod (3D)

Ms. Madison Blattenbauer
Deacon Ruth C. Blom
Mr. Lowell E. Brenna
Pr. Sonja E. Brucklacher
Mr. Tyler S. Bublitz
Pr. Alison L. Haugerud

Mr. Martin A. Howes
Mr. Charles H. Jenvold
Pr. Eric G. Miller
Pr. Genelle G. Netland
Ms. Wenda F. Sang
Mr. Ryan Schatz
Ms. Nola L. Smith
Mr. Dillon J. Swanson
Pr. David J. Swonger
Ms. Christine J. Tesch (8/10-8/12)
Bp. William T. Tesch
Mr. Joshua K. Tharaldson
Ms. Kimberly A. Warren
Pr. Peter J. Warren

Northeastern Minnesota Synod (3E)

Pr. Andrew E. Berry
Ms. Rachel C. Berry
Pr. Elizabeth E. Davis
Mr. David W. Erdmann
Mr. Simon D. Erdmann
Ms. Lori A. Gordon
Mr. Mark Hollabaugh
Pr. Lucas J. Lekander
Mr. Tucker J. Nelson
Bp. Amy J. Odgren
Ms. Eleanor K. Pancoast
Ms. Jane E. Williams
Deacon Susan E. Williams

Southwestern Minnesota Synod (3F)

Ms. Kristin Bakeberg
Mr. Mark W. Beito
Pr. Daniel J. Belgum
Pr. Angela K. Denker
Pr. Denise A. Fossen
Pr. Matthew J. Garavalia
Mr. Shane Hagstrom
Mr. Calvin Hanson
Ms. Beryl J. Haugen
Ms. Kristy Henriksen
Pr. Bryant C. Kaden
Pr. Peter B. Keomanivong
Mr. William M. Martin-Chaffee
Mr. Hunter McFall
Ms. Judy S. Mischke
Pr. David A. Nissen
Ms. Cheryl R. Norquist
Bp. Diane S. Pederson

Ms. Tammy L. Schacher
Pr. Sarah L. Tade
Pr. Eunice L. Woodberry
Mr. Ferman A. Woodberry

Minneapolis Area Synod (3G)

Ms. Brenda Blackhawk
Ms. Felecia Boone
Ms. Emily E. Brown
Pr. Ian W. Coen-Frei
Deacon Theresa J. Endres
Ms. Sue Ferkingstad
Pr. Kaitlyn M. Forster
Mr. Luke Friendshuh
Mr. Gregory M. Hornicke
Mr. Eric J. Howard
Pr. John A. Hulden
Ms. Maren R. Hulden
Deacon Kirsten H. Kessel
Pr. Sarah E. Moat
Mr. James A. Moat
Ms. Eileen J. Nelson
Ms. Karen S. Ohm
Mr. Reuel B. Persaud
Pr. Rory S. Philstrom
Pr. William R. Russell
Mr. James C. Sandquist
Ms. Anne L. Schaefer
Pr. Timothy J. Schroeder
Ms. Shari D. Seifert
Pr. Erik P. Sevig
Bp. Ann M. Svennungsen
Mr. Nicholas R. Tangen
Ms. Karina Vincent
Mr. Asefa M. Wakjira

Saint Paul Area Synod (3H)

Ms. Delia Bingea
Ms. Penny S. Catlin
Ms. Toya H. Dragseth
Pr. Mollie A. Dvorak
Pr. Tanner C. Howard
Pr. Sarah L. Kerkes
Mx. Laurie L. Krachmer
Pr. Kimberly M. Kyllö
Mr. David E. Laden
Mr. Jason R. Langworthy
Mr. Mark A. Lichtenberger
Deacon Krista S. Lind

Bp. Patricia J. Lull
Ms. Barbara A. Moon
Ms. Annie Morgan
Ms. Jennifer N. Peterson
Deacon Jennifer L. Schneider
Mr. Gail A. Seaver
Pr. Patrick H. Shebeck
Ms. Melissa Taphorn
Pr. Jennifer S. Torgerson

Southeastern Minnesota Synod (3I)

Mr. Gideon M. Anderson
Ms. Joellen J. Barak
Mr. James L. Beattie (8/9-8/11)
Pr. Jeanette J. Bidne
Pr. Allyson M. Bowman
Mr. David J. Chatelaine
Ms. Kathy W. Chatelaine
Ms. Ashley M. Corbett
Ms. Lisa Dierks
Pr. Joshua J. Enderson
Bp. Regina M. Hassanally
Mr. Ronald G. Jensen
Pr. Deborah L. Kaghondi
Pr. Benjamin A. Loven
Pr. Kathleen M. Lowery
Ms. Emma R. Mentz
Ms. Amy Mohr
Mr. David A. Nelson
Ms. Nadine A. Omans
Mr. Thomas S. Peterson
Pr. Dean M. Safe
Mr. Knight D. Stanley
Pr. Paul L. Thompson
Ms. Mary J. Veiseth

Nebraska Synod (4A)

Pr. Sarah R. Cordray
Ms. Gwendolynn F. Edwards
Pr. Kathryn K. Gerking
Ms. Jeba M. Inbarasu
Pr. Scott A. Johnson
Ms. Elizabeth Krueger
Mr. Jim Larson
Mr. Ronald R. Lofgren
Bp. Brian D. Maas
Pr. Jon A. Mapa
Pr. Kathryn S. Montira
Pr. Gary L. Panko

Mx. Megan Patent-Nygren
Mr. Matthew W. Price
Ms. Heidi Price
Deacon Timothy D. Siburg
Pr. Amalia A. Spruth-Janssen
Mr. Micah E. Spruth-Janssen
Ms. Dara L. Troutman
Mx. Brandon J. Unverferth
Ms. Winnie T. Voss

Central States Synod (4B)

Bp. Susan Candea
Pr. Christopher I. Deines
Mr. David H. Frederking
Ms. Tullia Hamilton
Ms. Rebecca Kiel
Mr. Donovan Lucas
Ms. JoLana Pinon
Mx. Joan Saltzman
Mr. David Stock
Pr. Zachary P. Sturm
Pr. Melissa R. Woeppel
Mr. Nathan A. Wutka

Arkansas-Oklahoma Synod (4C)

Pr. Brian R. Campbell
Bp. Michael K. Girlinghouse
Mr. Vince P. Indelicato
Ms. Ellie M. Lantagne
Ms. Holly K. Lantagne
Ms. Stephanie Vanterpool

Northern Texas-Northern Louisiana Synod (4D)

Ms. Alma Y. Cruz Medellin
Pr. Kelsey L. Fitting-Snyder
Bp. Erik K. Gronberg
Mr. Sean T. McConathy
Pr. Austin C. Nickel
Ms. Madge E. Welty

Southwestern Texas Synod (4E)

Bp. Susan J. Briner
Pr. Bradley S. Fuerst
Mr. José A. Gomes Moreira
Pr. Drew D. Ingram
Ms. Leigh Ingram
Deacon Brianna K. Morris-Brock
Pr. Emma E. Olvera

Mr. Bristol W. Raymond
Mr. Jonathan Zitelman

Texas-Louisiana Gulf Coast Synod (4F)

Pr. Anthony J. Chatman (8/9-8/11)
Pr. Ashley E. Dellagiacomma
Ms. Deidre D. Hayes
Ms. Hannah C. Norem
Bp. Michael W. Rinehart
Mr. Robert S. Rivera
Ms. Diane F. White
Mr. Thomas C. Wildrick

Metropolitan Chicago Synod (5A)

Pr. Allison K. Bengfort
Mr. Ismael J. Calderon
Pr. Erin E. Clausen
Mr. Kayshawn K. Colbert Jones
Bp. Yehiel Curry
Ms. Sherri L. D'Agostino
Ms. Ayriole Frost
Pr. Jason S. Glombicki
Mr. Terry M. Henderson I
Mr. Zachary Howell
Mr. Frank F. Imhoff
Pr. Nathaniel P. Klein
Ms. Yvette M. NewberryWhite
Mr. John R. Nicholas
Ms. Elisabeth Trost
Pr. Lester A. White

Northern Illinois Synod (5B)

Mr. Kurtis D. Arndt
Pr. Scott K. Benolkin
Mr. Erik P. Bergren
Ms. Maria Bruno
Pr. Jose A. Cortes
Bp. Stacie R. Fidler (8/9-8/11)
Ms. Elaine V. Gallenbeck
Mr. Kent W. Kindelsperger
Ms. Christina M. King
Mr. Nathaniel P. Knutson
Pr. Timothy T. O'Leary
Pr. Mack R. Patrick
Ms. Sharon M. Varallo
Ms. Minnette Willard

Central/Southern Illinois Synod (5C)

Ms. Kelly Brinkman
Ms. Sundae Johnson
Pr. Sondra K. Lee-Brown
Ms. Carey L. Mayer
Pr. Arthur C. Repp
Mr. Mark A. Rewerts
Ms. Doris J. Robinson
Bp. Samuel J. Roth
Mr. Todd Slingerland
Mr. Nathaniel Waterson

Southeastern Iowa Synod (5D)

Mr. David Bahnsen
Ms. Marta K. Bauer
Ms. Adrianna R. Blackwell
Ms. Suah V. Borsay
Bp. Amy L. Current
Ms. Robin Doty
Ms. Sara E. Hegg-Dunne
Pr. Julie K. Higgs
Ms. Abigail J. La Plante
Mr. Dean R. Lambertsen
Pr. Kathryn A. Lowe Lancaster
Pr. Gemechisa Mosa
Mr. Mark F. Piel
Mr. Isaac Rodenberg
Ms. Haley A. Schepers
Pr. Erick E. Swanson
Mr. Richard Tieg
Pr. Paris M. White

Western Iowa Synod (5E)

Mr. Tracy L. Gayer
Mr. Eric N. Haitz
Bp. Lorna H. Halaas
Ms. Rebecca S. Hill
Ms. Ann C. Hunhoff
Mr. Ryan M. Johnson
Pr. Daniel C. Kahl
Ms. Amanda C. McVann
Pr. Evan P. McVann
Pr. Kristine M. Stedje

Northeastern Iowa Synod (5F)

Pr. Elizabeth F. Albertson
Pr. Michael G. Ashman
Pr. Randall V. Baldwin
Mr. Randy R. Brinkman

Ms. Sydney J. Brinkman
Bp. Kevin T. Jones
Ms. Nicole L. Kiefer
Ms. Robin Kime
Pr. Amy Z. Larson
Mr. Matthias L. Letsche
Ms. Joyce Schoulte
Mr. Gary L. Wipperman
Pr. Kristen J. Wipperman

Northern Great Lakes Synod (5G)

Bp. Katherine A. Finegan
Mr. Matthew J. Johnson
Mr. Sean M. Korpela
Pr. Soren S. Schmidt
Mr. Charles H. Thomas
Pr. Kelly J. Ylitalo

Northwest Synod of Wisconsin (5H)

Mr. Albert V. Arndt
Pr. Joel A. Bacon
Pr. Karen R. Behling
Pr. Elizabeth A. Bier
Mr. Ryan Brill
Mr. Scott W. Brown
Pr. David A. Christianson
Pr. Laurie F. Kenyon Woods
Pr. Sean M. Koos
Ms. Carol A. Lekies
Mr. Thomas L. Potterton
Ms. Teri L. Schult
Bp. Laurie Skow-Anderson
Pr. Carolyn L. Staats
Ms. Linda M. Trotter
Mr. Carl M. Warren

East-Central Synod of Wisconsin (5I)

Ms. Corrina B. Czarnik
Mr. Horace H. Davis
Bp. Anne C. Edison-Albright
Ms. Rhonda Felton
Pr. Douglas R. Holtz (8/9-8/10)
Ms. Olivia Holtz
Pr. Paul A. Johnson
Mr. Randall G. Johnson
Mr. David Leder
Ms. Breanna R. Linna
Pr. Danny L. Luett
Deacon Rebecca J. Luett (8/10-8/12)

Mr. R. Christopher Marquardt
Ms. Deborah A. Martin
Ms. Nancy Schanke
Pr. Julie A. Sinkula
Pr. Phyllis E. Smoot

Greater Milwaukee Synod (5J)

Mr. Todd R. Beutin
Mr. Ian A. Bischoff
Ms. Joyce A. Caldwell
Mr. Jonathan Dehlinger
Bp. Paul D. Erickson
Pr. Kimberly A. Jordan
Pr. Beth Ann Lechtenberger Stone
Mx. Charlotte J. Linberry
Pr. Denise M. Mbise
Ms. Briana Roberts
Deacon Elinor R. Schmidtke
Ms. Elana Soledad
Ms. Carol M. Yust

South-Central Synod of Wisconsin (5K)

Pr. Gus J. Barnes Jr.
Ms. Jeanette M. Burkum
Mr. Juan C. Cabrera
Pr. Paula A. Geister-Jones
Ms. Heather Greenley
Pr. Karen M. Hofstad
Bp. Joy F. Mortensen-Wiebe
Mr. Kevin Oppermann (8/9-8/11)
Mr. Andrew J. Perger
Mr. Andrew W. Stevens
Pr. Andrew R. Twiton
Mr. Gary S. Whitford-Holey
Pr. Lucy R. Wynard

La Crosse Area Synod (5L)

Pr. Karyn D. Bodenschatz
Mr. Edward Kim
Mr. Jesse P. Klosterboer
Bp. Felix J. Malpica
Ms. Christi Nowland
Mr. Stephen S. Raap
Pr. Phillip J. Waselik
Mx. Emily Wittkop

Southeast Michigan Synod (6A)

Mr. Paul G. Archer

Ms. Hailey A. Brannon
Pr. Branden J. Hunt
Bp. Donald P. Kreiss
Mr. Thomas Nieman
Pr. Anna O. Taylor-McCants
Mx. Monique A. Taylor-McCants
Ms. Geraldine Udell

North/West Lower Michigan Synod (6B)

Mr. Connor K. Ashley
Ms. Benita Biyombo
Pr. Sherry E. McGuffin
Bp. Craig A. Satterlee
Ms. Sandra J. Schlesinger
Pr. Dennis B. Smith
Pr. Katherine F. Van Valkenburg
Mr. Richard Weingartner

Indiana-Kentucky Synod (6C)

Bp. William O. Gafkjen
Pr. Liesebet E. Gravley
Ms. Susan L. Gray
Ms. Charolette Hawkins
Pr. Jessica A. King
Mr. Reeve D. Lambert
Ms. Hannah S. Limbong
Ms. Patricia Q. McIntyre
Mr. Carl T. Miller
Mr. Jaren D. Summers
Ms. Susie Swenson
Mr. Christopher Walda
Pr. Colleen J. Winkler
Deacon Jody L. Winter

Northwestern Ohio Synod (6D)

Bp. Daniel G. Beaudoin
Mr. Steven A. Graf
Pr. Daniel J. Gutman (8/10-8/12)
Pr. Doris D. Harris Mars
Ms. Heather Hawn
Mr. Brian C. Hurt (8/9)
Mr. Wellington G. Kamala
Mr. Robert W. Mens
Ms. Ingrid Miller
Ms. Mary L. Satterfield
Mr. Shawn M. Schneider
Pr. Kathleen F. Shuck
Pr. Adam B. Sornchai

Mr. Nathaniel Stenke
Pr. Elizabeth A. Westphal
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Bp. Laura L. Barbins
Mr. Bobby C. Barnes
Mr. Kevin L. Kampfer
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Pr. Deborah E. Pinnegar
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Ms. Erin L. Slates
Ms. Jill M. Snellman
Pr. William J. Watson
Mr. Jared Waugaman
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Southern Ohio Synod (6F)

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Ms. Marjorie B. Ellis
Ms. Abigail Gaide
Ms. Elizabeth A. Gilbert
Mr. Matthew R. Hazzard
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Pr. Aaron M. Layne
Mr. Caden M. Layne
Mr. Noland Lester
Pr. Lawrence J. Novak
Mr. Steven P. Schmittke
Pr. Corey Wagonfield
Ms. Cynthia S. Weikart
Ms. Rebecca Witt

New Jersey Synod (7A)

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Pr. Brett W. Ballenger
Ms. LuAnn M. Barnes
Bp. Tracie L. Bartholomew
Mr. Arundel T. Clarke
Pr. Ramon A. Collazo
Ms. Pamela J. Donovan
Ms. Alexandra E. Mack
Mr. Wayne E. Olsen
Ms. Lynn Perry
Ms. Ayla M. Richardson

Mr. Willie J. Richardson Jr.
Pr. Blake A. Scalet

New England Synod (7B)

Pr. Sara J. Anderson
Ms. Kimberly Bergstrand
Ms. Sara Bernard-Hoverstad
Mr. George M. Brickley
Mr. Isaac W. Gilliard
Deacon Susan L. Haley
Bp. James E. Hazelwood
Ms. Donna G. Kerry
Pr. Kristian C. Kohler
Ms. Maydee Morales
Pr. David W. Rinas
Mr. Mitchell L. Robinson
Ms. Lindsay M. Sanneman

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Pr. Jennifer E. Boyd
Ms. Cynthia Corley
Bp. Paul T. Egensteiner
Ms. Hazel R. Goldstein
Mr. Edgar A. Guerrero
Pr. Justin M. Johnson
Mr. John D. Litke
Ms. Louise L. Litke
Pr. Christopher J. Mietlowski
Mr. Christopher A. Vergara

Upstate New York Synod (7D)

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Pr. Roger A. Behrens
Mr. Thomas Grindle
Pr. Miranda E. Hammer
Ms. Karen A. Lasher
Mr. Thomas E. Madden
Bp. Lee M. Miller II
Ms. Christine M. Nash
Pr. Imani N. Olear
Mr. Kevin E. Ransom
Pr. Susan S. Salomone
Pr. Jeffrey D. Silvernail

Northeastern Pennsylvania Synod (7E)

Pr. Bradley T. Carroll
Bp. Christopher DeForest

Mx. Dorothy J. DeForest
Ms. Madison L. DeLuca
Pr. Rachael C. Dietz
Pr. Samantha L. Drennan
Ms. Kristen Edelman-Weiner
Mr. Thomas Engle
Mr. Jeffrey Gilbert
Pr. Charles H. Grube (8/9-8/11)
Pr. Rebecca W. Knox
Ms. Elizabeth Leibenguth
Mr. James M. Marra
Ms. Sara J. Neidig
Pr. Nelson Quinones
Ms. Nancy E. Reichelt
Ms. Mary K. Rowe
Mr. Roger W. Ruggles
Pr. Susan D. Ruggles
Mr. Alvin W. Sellers
Mr. Mark S. Stana
Ms. Ashley M. Teter
Mr. Christopher S. Williams

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Synod (7F)

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Pr. Lauren Bruno
Bp. Patricia A. Davenport
Pr. Julie K. DeWerth
Mr. Albert S. Glenn
Pr. Regina D. Goodrich
Pr. Gwendolyn S. King
Ms. Doreen M. Kinzler
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Mr. Henry T. Strobel
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Ms. Kelly Lemmon
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Southwestern Pennsylvania

Synod (8B)

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Ms. Ann L. Ferry
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Pr. Joshua A. McCaffery
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Mr. Ronald Hinkle (8/12)
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Mr. Joseph Stepansky
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Pr. Tormod O. Svensson
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Ms. Katherine A. Essel
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Bp. William J. Gohl Jr.
Deacon Kimberly K. Hintzman
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Pr. Robin L. Litton
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Mr. Jerry M. Keller
Pr. Franklin J. Morales Sr.
Ms. Ashelyn M. Mosby
Bp. Leila M. Ortiz
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Ms. Camille L. Trott

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Ms. Jessica Grieser
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Mr. Michael J. Schulte
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Exhibit B

Report of the Elections Committee

First Common Ballot

The individuals elected on this ballot are indicated in boldface print. The designation (PC/L) is used to indicate positions reserved for persons of color or whose primary language is other than English. An asterisk (*) indicates an incumbent who was eligible for reelection.

	Votes	Percent
Ticket 1 / Church Council / Lay Woman <i>Oregon Synod (1E)</i>		
A Ms. Marilyn T. Keller, Portland, Ore. (1E)	259	42.11
B Ms. Jennifer E. Trom, Portland, Ore. (1E)	356	57.89
Invalid Ballots	0	0
Total Ballots	615	100
Ticket 2 / Church Council / Lay Man / Young Adult <i>Rocky Mountain Synod (2E)</i>		
A Mr. Rindra Josoa, Albuquerque, N.M. (2E)	343	55.86
B Mr. Kenneth (Kenny) T. LaJoy, Grand Junction, Colo. (2E)	271	44.14
Invalid Ballots	0	0
Total Ballots	614	100
Ticket 3 / Church Council / Rostered Minister <i>Western North Dakota Synod (3A)</i>		
A The Rev. Ann Elizabeth (Lisa) Ahlness, Bismarck, N.D. (3A)	339	54.77
B The Rev. Cole Bentley, Bottineau, N.D. (3A)	280	45.23
Invalid Ballots	0	0
Total Ballots	619	100
Ticket 4 / Church Council / Lay Woman <i>Southwestern Minnesota Synod (3F)</i>		
A Ms. Pat Branstad, Saint James, Minn. (3F)	300	49.02
B Ms. Kristy K. Henriksen, Pipestone, Minn. (3F)	312	50.98
Invalid Ballots	0	0
Total Ballots	612	100
Ticket 5 / Church Council / Minister of Word and Service <i>Saint Paul Area Synod (3H)</i>		
A Sr. Stacie M. Lightner, Saint Paul, Minn. (3H)	191	31.16
B Deacon Kari Alice Olsen, Saint Paul, Minn. (3H)	422	68.84
Invalid Ballots	0	0
Total Ballots	613	100
Ticket 6 / Church Council / Lay Man <i>Metropolitan Chicago Synod (5A)</i>		
A Mr. Iván A. Pérez, Chicago, Ill. (5A)	395	64.65
B Mr. Clyde A. Walter, Park Ridge, Ill. (5A)	216	35.35
Invalid Ballots	0	0
Total Ballots	611	100
Ticket 7 / Church Council / Lay Man <i>Western Iowa Synod (5E)</i>		
A Mr. John K. Kitch, Carroll, Iowa (5E)	193	31.64
B Mr. Mitchell S. McCartney, Missouri Valley, Iowa (5E)	417	68.36
Invalid Ballots	0	0
Total Ballots	610	100

Ticket 8 / Church Council / Rostered Woman <i>Northwest Wisconsin Synod (5H)</i>			
A	The Rev. Heather Brown, Marshfield, Wis. (5H)	398	65.25
B	The Rev. Amy Heinz, Unity, Wis. (5H)	212	34.75
	Invalid Ballots	0	0
	Total Ballots	610	100
Ticket 9 / Church Council / Lay Man <i>La Crosse Area Synod (5L)</i>			
A	Mr. Michael P. Douglass, Prairie Du Chien, Wis. (5L)	221	36.41
B	Mr. Joel A. Miller, Onalaska, Wis. (5L)	386	63.59
	Invalid Ballots	0	0
	Total Ballots	607	100
Ticket 10 / Church Council / Lay Man <i>Northwestern Ohio Synod (6D)</i>			
A	Mr. Alan K. Fuhrhop, Hamler, Ohio (6D)	149	24.71
B	Mr. Hans W. Giller, Toledo, Ohio (6D)	454	75.29
	Invalid Ballots	0	0
	Total Ballots	603	100
Ticket 11 / Church Council / Lay Person <i>New Jersey Synod (7A)</i>			
A	Ms. Jamie L. Bruesehoff, Cherry Hill, N.J. (7A)	427	69.66
B	Ms. Sandra L. Matsen, Oldwick, N.J. (7A)	186	30.34
	Invalid Ballots	0	0
	Total Ballots	613	100
Ticket 12 / Church Council / Rostered Minister <i>Southeastern Pennsylvania Synod (7F)</i>			
A	The Rev. Gwendolyn S. King, West Chester, Pa. (7F)	411	67.38
B	The Rev. Laura M. Tancredi, Ardmore, Pa. (7F)	199	32.62
	Invalid Ballots	0	0
	Total Ballots	610	100
Ticket 13 / Church Council / Lay Woman / Young Adult <i>Northwestern Pennsylvania Synod (8A)</i>			
A	Ms. Julia L. Barnes, Meadville, Pa. (8A)	233	38.77
B	Ms. Olivia L. Martin-Call, Greenville, Pa. (8A)	368	61.23
	Invalid Ballots	0	0
	Total Ballots	601	100
Ticket 14 / Church Council / Lay Woman <i>Metropolitan Washington, D.C., Synod (8G)</i>			
A	Ms. Sheena R. Foster, Washington, D.C. (8G)	354	58.22
B	Ms. Katharyn L. Wheeler, Woodbridge, Va. (8G)	254	41.78
	Invalid Ballots	0	0
	Total Ballots	608	100
Ticket 15 / Church Council / Rostered Minister (PC/L) <i>South Carolina Synod (9C)</i>			
A	The Rev. Jorge Leon, West Columbia, S.C. (9C)	277	45.94
B	The Rev. Leroy Cannon, Columbia, S.C. (9C)	326	54.06
	Invalid Ballots	0	0
	Total Ballots	603	100
Ticket 16 / Church Council / Lay Woman (PC/L) <i>Florida-Bahamas Synod (9E)</i>			
A	Ms. Denise Beumer, Winter Park, Fla. (9E)	227	37.46
B	Ms. Linda C. Rivera, Kissimmee, Fla. (9E)	379	62.54
	Invalid Ballots	0	0
	Total Ballots	606	100

Ticket 17 / Church Council / Lay Woman (Youth; 3-year term)

A	Ms. Andraine A. Sinaga, Aurora, Colo. (2E)	426	70.41
B	Ms. Antionette L. Tuttle, Chassell, Mich. (5G)	179	29.59
	Invalid Ballots	0	0
	Total Ballots	605	100

Ticket 18 / Church Council / Lay Man (Youth; 3-year term)

A	Mr. Jacob E. Franke, Chapel Hill, N.C. (9B)	127	20.96
B	Mr. Ethan G. Miller-Perez, Easley, S.C. (9C)	479	79.04
	Invalid Ballots	0	0
	Total Ballots	606	100

Ticket 19 / Committee on Appeals / Minister of Word and Sacrament *Region 6*

A	The Rev. Robert A. Abrams, Worthington, Ohio (6F)	334	51.23
B	The Rev. Chad M. Huebner, Athens, Ohio (6F)	318	48.77
	Invalid Ballots	0	0
	Total Ballots	652	100

Ticket 20 / Committee on Appeals / Minister of Word and Service

A	Deacon Nancy J. Ackerman, North Hollywood, Calif. (2B)	284	43.29
B	Deacon Darcy J. Mittelstaedt, New Braunfels, Texas (4E)	372	56.71
	Invalid Ballots	0	0
	Total Ballots	656	100

Ticket 21 / Committee on Appeals / Lay Man

A	Mr. Albert V. Arndt, Centuria, Wis. (5H)	213	32.87
B	Mr. Moses R. Kavishe, Carlisle, Pa. (8D)	435	67.13
	Invalid Ballots	0	0
	Total Ballots	648	100

Ticket 22 / Committee on Discipline / Rostered Minister

A	The Rev. Keith Marshall, Enumclaw, Wash. (1C)	200	30.86
B	The Rev. Breonna E. Tavenner Roberts, Millersville, Md. (8F)	448	69.14
	Invalid Ballots	0	0
	Total Ballots	648	100

Ticket 23 / Committee on Discipline / Rostered Minister

A	The Rev. David E. Fox, Hampton, Va. (9A)	282	44.27
B	The Rev. Richard D. Sheridan, Syosset, N.Y. (4A)	355	55.73
	Invalid Ballots	0	0
	Total Ballots	637	100

Ticket 24 / Committee on Discipline / Rostered Minister (PC/L)

A	The Rev. Angela T. Khabeb, Minneapolis, Minn. (3G)	454	69.63
B	The Rev. Phyllis K. Milton, Newport News, Va. (9A)	198	30.37
	Invalid Ballots	0	0
	Total Ballots	652	100

Ticket 25 / Committee on Discipline / Rostered Minister (PC/L)

A	The Rev. Mulba C. Borsay, East Cleveland, Ohio (6E)	141	21.49
B	The Rev. Herb Wounded Head, Brookings, S.D. (3C)	515	78.51
	Invalid Ballots	0	0
	Total Ballots	656	100

Ticket 26 / Committee on Discipline / Rostered Minister *Region 8*

A	The Rev. Brian O. Bennett, Allison Park, Pa. (8B)	285	43.85
B	The Rev. Stephen R. Herr, Gettysburg, Pa. (8D)	365	56.15
	Invalid Ballots	0	0
	Total Ballots	650	100

Ticket 27 / Committee on Discipline / Minister of Word and Service

A	Deacon Bonnie J. Beadles-Bohling, Portland, Ore. (1E)	323	50.31
B	Deacon Jennifer Schneider, Saint Paul, Minn. (3H)	319	49.69
	Invalid Ballots	0	0
	Total Ballots	642	100

Ticket 28 / Committee on Discipline / Minister of Word and Service

A	Deacon Robert J. Durocher, Salisbury, N.C. (9B)	185	28.73
B	Deacon Diane C. Schwiger-Alexander, Columbus, Ohio (6F)	459	71.27
	Invalid Ballots	0	0
	Total Ballots	644	100

Ticket 29 / Committee on Discipline / Lay Man

A	Mr. James C. Barrett, Chapel Hill, N.C. (9B)	301	46.96
B	Mr. Mark D. Steiner, Bowie, Md. (8G)	340	53.04
	Invalid Ballots	0	0
	Total Ballots	641	100

Ticket 30 / Committee on Discipline / Lay Man *Region 4*

A	Mr. Thomas J. Frase, Lake Saint Louis, Mo. (4B)	275	43.38
B	Mr. Jeffrey Akerson, Bellevue, Neb. (4A)	359	56.62
	Invalid Ballots	0	0
	Total Ballots	634	100

Ticket 31 / Committee on Discipline / Lay Man (PC/L)

A	Mr. Louis Y. Moehlman, Oakes, N.D. (3B)	323	50.31
B	Mr. Arundel T. Clarke, Princeton Junction, N.J. (7A)	319	49.69
	Invalid Ballots	0	0
	Total Ballots	642	100

Ticket 32 / Committee on Discipline / Lay Woman / Young Adult

A	Ms. Mira P. DeGroat, Audubon, Minn. (3D)	357	55.52
B	Ms. Amanda Zimmerman, College Park, Md. (8G)	286	44.48
	Invalid Ballots	0	0
	Total Ballots	643	100

Ticket 33 / Committee on Discipline / Lay Woman / Young Adult *Region 6*

A	Ms. Lauren Cubberly, Celina, Ohio (6D)	280	44.16
B	Ms. Moriah Reichert, Bloomington, Ind. (6C)	354	55.84
	Invalid Ballots	0	0
	Total Ballots	634	100

Ticket 34 / Committee on Discipline / Lay Person

A	Mr. Wyatt S. Meyer, Milwaukee, Wis. (5J)	391	61.77
B	Mr. Chuck Mosberger, Lakewood, Ohio (6E)	242	38.23
	Invalid Ballots	0	0
	Total Ballots	633	100

Ticket 35 / Nominating Committee / Lay Woman			
A	Ms. Susan Humphrey, Tulsa, Okla. (4C)	279	43.53
B	Ms. Rachel Line, San Diego, Calif. (2C)	362	56.47
	Invalid Ballots	0	0
	Total Ballots	641	100
Ticket 36 / Nominating Committee / Lay Man / Young Adult			
A	Mr. Carlos F. Ferruffino, Aurora, Colo. (2E)	307	48.42
B	Mr. Matthew Lang, Marion, Iowa (2C)	327	51.58
	Invalid Ballots	0	0
	Total Ballots	634	100
Ticket 37 / Nominating Committee / Lay Man (PC/L)			
A	Mr. Christopher A. Vergara, New York, N.Y. (7C)	377	58.81
B	Mr. Nathaniel P. Viets-VanLear, Chicago, Ill. (5A)	264	41.19
	Invalid Ballots	0	0
	Total Ballots	641	100
Ticket 38 / Nominating Committee / Lay Man <i>Region 6</i>			
A	Mr. Ethan A. Roberts, Lancaster, Ohio (6F)	397	63.42
B	Mr. George Watson, Grosse Pointe Farms, Mich. (6A)	229	36.58
	Invalid Ballots	0	0
	Total Ballots	626	100
Ticket 39 / Nominating Committee / Minister of Word and Service <i>Region 3</i>			
A	Deacon Krista Lind, Minneapolis, Minn. (3H)	318	49.69
B	Deacon Amanda Randall, Sioux Falls, S.D. (3C)	322	50.31
	Invalid Ballots	0	0
	Total Ballots	640	100
Ticket 40 / Nominating Committee / Minister of Word and Sacrament (PC/L)			
A	The Rev. D. Eleanor Dutta, Lawrence, Kan. (4B)	254	39.38
B	The Rev. Kwame Pitts, Buffalo, N.Y. (7D)	391	60.62
	Invalid Ballots	0	0
	Total Ballots	645	100
Ticket 41 / Nominating Committee / Minister of Word and Sacrament			
A	The Rev. Jonathan Hemphill, Los Angeles, Calif. (9D)	359	56.18
B	The Rev. Bradley E. Schmeling, Saint Paul, Minn. (3H)	280	43.82
	Invalid Ballots	0	0
	Total Ballots	639	100
Ticket 42 / Board of Pensions (Portico Benefit Services) / Minister of Word and Sacrament (Congregational Leadership; Finance)			
A	The Rev. Hans E. Becklin, Lititz, Pa. (8D)	585	100
	Invalid Ballots	0	0
	Total Ballots	585	100
Ticket 43 / Board of Pensions (Portico Benefit Services) / Minister of Word and Sacrament (Health Care Administration)			
A	*The Rev. Kathie S. Bender Schwich, Mount Prospect, Ill. (5A)	587	100
	Invalid Ballots	0	0
	Total Ballots	587	100

Ticket 44 / Board of Pensions (Portico Benefit Services) / Minister of Word and Sacrament (Social Ministry Organization Leadership)

A *The Rev. Thomas P. Schlotterback, Billings, Mont. (1F)	585	100
Invalid Ballots	0	0
Total Ballots	585	100

Ticket 45 / Board of Pensions (Portico Benefit Services) / Minister of Word and Sacrament (Leadership Organizational Consulting)

A *The Rev. Elizabeth-Ann (Becky) I. Swanson, Morton, Ill. (5C)	588	100
Invalid Ballots	0	0
Total Ballots	588	100

Ticket 46 / Board of Pensions (Portico Benefit Services) / Lay Woman (Health Care; Marketing and Communications)

A *Ms. Angela M. Dejene, Maple Grove, Minn. (3G)	586	100
Invalid Ballots	0	0
Total Ballots	586	100

Ticket 47 / Board of Pensions (Portico Benefit Services) / Lay Woman (Finance; Higher Education Leadership)

A Ms. Krista M. Harris, Lindsborg, Kan. (4B)	588	100
Invalid Ballots	0	0
Total Ballots	588	100

Ticket 48 / Board of Pensions (Portico Benefit Services) / Lay Woman (Management Consulting)

A *Ms. Lori A. Lewis, Rochester, Minn. (3I)	586	100
Invalid Ballots	0	0
Total Ballots	586	100

Ticket 49 / Board of Pensions (Portico Benefit Services) / Lay Woman (Actuary; Insurance)

A *Ms. Jennifer L. McGinnis, Fort Wayne, Ind. (6C)	585	100
Invalid Ballots	0	0
Total Ballots	585	100

Ticket 50 / Board of Pensions (Portico Benefit Services) / Lay Woman (PC/L; Insurance; Health and Managed Care)

A Ms. Marjorie (Marj) B. Ellis, Worthington, Ohio (6F)	586	100
Invalid Ballots	0	0
Total Ballots	586	100

Ticket 51 / Board of Pensions (Portico Benefit Services) / Lay Man (Executive Leadership; Social Ministry Organization Leadership)

A Mr. Ted W. Goins, Salisbury, N.C. (9B)	584	100
Invalid Ballots	0	0
Total Ballots	584	100

Ticket 52 / Board of Pensions (Portico Benefit Services) / Lay Man (Finance)

A *Mr. John Hoffman, Minneapolis, Minn. (3G)	586	100
Invalid Ballots	0	0
Total Ballots	586	100

Ticket 53 / Board of Pensions (Portico Benefit Services) / Lay Man (Global Health Compliance; Legal)

A	Mr. Brett A. Kraemer, San Antonio, Texas (4E)	588	100
	Invalid Ballots	0	0
	Total Ballots	588	100

Ticket 54 / Board of Pensions (Portico Benefit Services) / Lay Man (Investments)

A	*Mr. Todd J. Maloy, Chesterfield, Mo. (4B)	585	100
	Invalid Ballots	0	0
	Total Ballots	585	100

Ticket 55 / Board of Pensions (Portico Benefit Services) / Lay Man (Legal; Higher Education Leadership)

A	*Mr. Frank A. Roth, Ardmore, Pa. (7F)	587	100
	Invalid Ballots	0	0
	Total Ballots	587	100

Ticket 56 / Board of Pensions (Portico Benefit Services) / (PC/L; Investments)

A	*Mr. Vincent P. Brown, Sacramento, Calif. (2C)	585	100
	Invalid Ballots	0	0
	Total Ballots	585	100

Ticket 57 / Board of Pensions (Portico Benefit Services) / Lay Man (PC/L; Accounting; Legal)

A	Mr. Felix D. Mercado de Jesus, Dorado, Puerto Rico (9F)	585	100
	Invalid Ballots	0	0
	Total Ballots	585	100

Ticket 58 / Board of Pensions (Portico Benefit Services) / Full Communion (Investments)

A	*Ms. Catharine C. Burkett, Atlanta, Ga.	585	100
	Invalid Ballots	0	0
	Total Ballots	585	100

Ticket 59 / Publishing House (1517 Media) / Minister of Word and Sacrament

A	*The Rev. Daphne Burt, South Hadley, Mass. (7B)	574	100
	Invalid Ballots	0	0
	Total Ballots	574	100

Ticket 60 / Publishing House (1517 Media) / Minister of Word and Sacrament

A	*The Rev. Mark G. Vitalis Hoffman, Hanover, Pa. (8D)	585	100
	Invalid Ballots	0	0
	Total Ballots	585	100

Ticket 61 / Publishing House (1517 Media) / Lay Woman (Finance)

A	*Ms. Linda J. Brown, Moorhead, Minn. (3D)	585	100
	Invalid Ballots	0	0
	Total Ballots	585	100

Ticket 62 / Publishing House (1517 Media) / Lay Woman (Information Technology)

A	*Ms. Lisa J. Peck, Overland Park, Kan. (4B)	583	100
	Invalid Ballots	0	0
	Total Ballots	583	100

Ticket 63 / Publishing House (1517 Media) / Lay Woman (PC/L; Marketing; Corporate Sales)

A	*Ms. Heana (Lilly) Kimmelhue, Sacramento, Calif. (2A)	583	100
	Invalid Ballots	0	0
	Total Ballots	583	100

Ticket 64 / Publishing House (1517 Media) / Lay Woman (PC/L; Strategic Planning; Marketing and Communications)

A Ms. Cheryl H. Williams, Baltimore, Md. (8F)	581	100
Invalid Ballots	0	0
Total Ballots	581	100

Ticket 65 / Publishing House (1517 Media) / Lay Man (Finance)

A *Mr. Fred D. Halvin, Austin, Minn. (3I)	582	100
Invalid Ballots	0	0
Total Ballots	582	100

Ticket 66 / Publishing House (1517 Media) / Lay Man (Non-Profit Leadership)

A *Mr. Michael A. Miller, Washburn, Wis. (5H)	580	100
Invalid Ballots	0	0
Total Ballots	580	100

Ticket 67 / Publishing House (1517 Media) / Lay Man (Training; Development)

A Mr. Luther K. Snow, Decorah, Iowa (5F)	581	100
Invalid Ballots	0	0
Total Ballots	581	100

Ticket 68 / Publishing House (1517 Media) / Lay Man (PC/L; Academic Research; Digital Media)

A Mr. Michael Chan, Moorhead, Minn. (3D)	580	100
Invalid Ballots	0	0
Total Ballots	580	100

Ticket 69 / Publishing House (1517 Media) / Lay Man (PC/L; Strategic Planning)

A *Mr. Brooke Selassie, Charlottesville, Va. (9A)	581	100
Invalid Ballots	0	0
Total Ballots	581	100

Ticket 70 / Publishing House (1517 Media) / Full Communion (PC/L; Minister of Word and Sacrament)

A *The Rev. Joy J. Moore, New Brighton, Minn.	578	100
Invalid Ballots	0	0
Total Ballots	578	100

Ticket 71 / Mission Investment Fund / Minister of Word and Service

A Deacon Michael L. Troutman, Minneapolis, Minn. (3G)	578	100
Invalid Ballots	0	0
Total Ballots	578	100

Ticket 72 / Mission Investment Fund / Minister of Word and Sacrament

A *The Rev. Wm Chris Boerger, Tacoma, Wash. (1B)	584	100
Invalid Ballots	0	0
Total Ballots	584	100

Ticket 73 / Mission Investment Fund / Lay Woman

A Ms. Krista H. Kapp, Chicago, Ill. (5A)	575	100
Invalid Ballots	0	0
Total Ballots	575	100

Ticket 74 / Mission Investment Fund / Lay Woman

A Ms. Julie E. Swanson, Roanoke, Va. (9A)	582	100
Invalid Ballots	0	0
Total Ballots	582	100

Ticket 75 / Mission Investment Fund / Lay Woman (PC/L)		
A *Ms. Nicole Hudson, Brooklyn, N.Y. (7C)	579	100
Invalid Ballots	0	0
Total Ballots	579	100
Ticket 76 / Mission Investment Fund / Lay Man		
A *Mr. Michael F. Fallon Jr., Haddonfield, N.J. (7A)	577	100
Invalid Ballots	0	0
Total Ballots	577	100
Ticket 77 / Mission Investment Fund / Lay Man		
A Mr. Warren Hanson, Minneapolis, Minn. (3G)	580	100
Invalid Ballots	0	0
Total Ballots	580	100
Ticket 78 / Mission Investment Fund / Lay Man		
A Mr. Joseph T. Nolte, Des Moines, Iowa (5D)	578	100
Invalid Ballots	0	0
Total Ballots	578	100
Ticket 79 / Mission Investment Fund / Lay Man		
A *Mr. Paul Opgrand, Lacey, Wash. (1C)	576	100
Invalid Ballots	0	0
Total Ballots	576	100
Ticket 80 / Mission Investment Fund / Full Communion		
A The Rev. Ruth M. Woodliff-Stanley, Charleston, S.C.	575	100
Invalid Ballots	0	0
Total Ballots	575	100
Ticket 81 / Endowment Fund (ELCA Foundation) / Minister of Word and Sacrament (Legal)		
A *The Rev. Franklin T. Espegren, Sacramento, Calif. (2A)	576	100
Invalid Ballots	0	0
Total Ballots	576	100
Ticket 82 / Endowment Fund (ELCA Foundation) / Minister of Word and Sacrament (Development)		
A The Rev. Kathleen O. Reed, Cambridge, Mass. (7B)	573	100
Invalid Ballots	0	0
Total Ballots	573	100
Ticket 83 / Endowment Fund (ELCA Foundation) / Minister of Word and Sacrament (PC/L; Governance)		
A The Rev. William Flippin Jr., Decatur, Ga. (9D)	576	100
Invalid Ballots	0	0
Total Ballots	576	100
Ticket 84 / Endowment Fund (ELCA Foundation) / Lay Woman (Nonprofit Leadership)		
A *Ms. Karen A. Bohn, Edina, Minn. (3G)	573	100
Invalid Ballots	0	0
Total Ballots	573	100
Ticket 85 / Endowment Fund (ELCA Foundation) / Lay Woman (Nonprofit Leadership)		
A *Ms. Naomi M. Horsager, Apple Valley, Minn. (3H)	573	100
Invalid Ballots	0	0
Total Ballots	573	100

Ticket 86 / Endowment Fund (ELCA Foundation) / Lay Woman (Communications)			
A	*Ms. Kori E. Reed, Elkhorn, Neb. (4A)	573	100
	Invalid Ballots	0	0
	Total Ballots	573	100
Ticket 87 / Endowment Fund (ELCA Foundation) / Lay Woman (Legal)			
A	*Ms. Heather L. Marx, Winona, Minn. (3I)	573	100
	Invalid Ballots	0	0
	Total Ballots	573	100
Ticket 88 / Endowment Fund (ELCA Foundation) / Lay Woman (Finance)			
A	*Ms. Ingrid S. Stafford, Evanston, Ill. (5A)	574	100
	Invalid Ballots	0	0
	Total Ballots	574	100
Ticket 89 / Endowment Fund (ELCA Foundation) / Lay Man (Finance)			
A	*Mr. Eric Brudos, Palo Alto, Calif. (2A)	572	100
	Invalid Ballots	0	0
	Total Ballots	572	100
Ticket 90 / Endowment Fund (ELCA Foundation) / Lay Man (Development)			
A	*Mr. Keith J. Christensen, Greene, Iowa (5F)	574	100
	Invalid Ballots	0	0
	Total Ballots	574	100
Ticket 91 / Endowment Fund (ELCA Foundation) / Lay Man (Investments)			
A	*Mr. Eric J. Draut, Arlington Heights, Ill. (5A)	574	100
	Invalid Ballots	0	0
	Total Ballots	574	100
Ticket 92 / Endowment Fund (ELCA Foundation) / Lay Man (Investments)			
A	*Mr. Bruce D. George, Westborough, Mass. (7B)	572	100
	Invalid Ballots	0	0
	Total Ballots	572	100
Ticket 93 / Endowment Fund (ELCA Foundation) / Lay Man (Investments)			
A	*Mr. Eric R. Golberg, Hudson, Wis. (5H)	573	100
	Invalid Ballots	0	0
	Total Ballots	573	100
Ticket 94 / Endowment Fund (ELCA Foundation) / Lay Man (Audit)			
A	Mr. Mark F. Stauffer, Encinitas, Calif. (2C)	571	100
	Invalid Ballots	0	0
	Total Ballots	571	100
Ticket 95 / Endowment Fund (ELCA Foundation) / Lay Man (PC/L; Marketing and Communications)			
A	Mr. Roberto C. Lara Aranda, New York, N.Y. (7C)	565	100
	Invalid Ballots	0	0
	Total Ballots	565	100

Report of the Presiding Bishop

Part One: Written Report

Our church and our world have experienced incredible changes during the past two-and-a-half years. It was a short seven months after the closing of the 2019 assembly that our lives were upended by the COVID-19 pandemic, and now, it feels as if we are living in another world. When we talk about the past few years, many of us speak in terms of “before the pandemic” or “since the pandemic began.” But there is no pre-pandemic or post-pandemic language when we speak about the church. We are still the church—that has remained constant. We are church, and we are church together.

The 2022 Churchwide Assembly meets under the theme, “Embody the Word.” There is double meaning in both words. “Embody” means both the incarnation of Jesus Christ who became human and then “embody” also signifies the life of the church as we emerge from the pandemic. “Word” means both: Jesus Christ and scripture. Luke 24:45 states, “Then he opened their minds to understand the scriptures.” We embody the Word, both Jesus and the scripture, by speaking it and proclaiming it. In the ELCA, we have been speaking and proclaiming the gospel for 35 years, as well as decades before 1987 in our predecessor bodies.

Over the past few years, we have journeyed into new ways of being church together, both virtually and in person. People who had never set foot in our churches heard the gospel—many for the first time. I am grateful to God for the incredible creativity and resilience shown by congregations and for the dedication of pastors and deacons who embody the Word as they continue their work of sharing the gospel and caring for their communities.

Through the COVID-19 Appeal, ELCA members embodied the Word through immense generosity to bolster important ministries supported by our congregations. These funds helped congregations replenish food pantries and feeding ministries, deliver medication and daily necessities to at-risk populations, set up hand-sanitizing stations at churches and clinics, and establish pastoral care through telecommunications. Internationally, in partnership with our companion synods, ELCA members helped provide medical supplies and personal protection equipment for health clinics and community centers, financial assistance for those whose livelihoods were affected, and psychosocial support and pastoral care.

The pandemic also brought into sharp focus how communities of color are disproportionately impacted as a result of decades of economic, political, and environmental factors. In the days following the murder of George Floyd, our country awakened to a racial reckoning. Many of our congregations embarked on racial justice work in their communities. They embodied the Word as they engaged in racial justice trainings, deepened commitments to service in their neighborhoods, and established ministries to address racism.

The assembly offers an opportunity to look back and reflect. Building upon that reflection this church looks forward to new ways of sharing the gospel. Five hundred years ago, Martin Luther took hold of the new technology of the printing press and modernized communication by translating the Bible into German, the language of the people. Now, 500

years later, we need to find new ways to speak in the cultural vernacular. This doesn't mean we water down or minimize the gospel. Rather we continue to share the good news, to make it rooted in tradition and radically relevant. We believe that the gospel changes lives. It is a word of grace *and* liberation.

Moving into the future, we all must work together to embody the Word to share this powerful witness of the gospel in the world, inviting more new, young, and diverse people to experience God's grace in action. As church, we are striving to embody community, to embody justice, to embody love.

There will be important decisions made at this assembly. One of the most important is the election of a new vice president. Carlos Peña has been serving as interim vice president following the death of Bill Horne last August. Bill faithfully served as ELCA vice president for 5 years. He embodied the Lutheran understanding of vocation as a husband, father, and city manager of Clearwater, Fla.

So now, as church together, we consider the work before us during this assembly. Let us open our minds to Jesus and the Scriptures. Through the grace of God, let us Embody the Word.

God's peace,

The Rev. Elizabeth A. Eaton, *presiding bishop*

Part Two: Churchwide Assembly Presentation

“Thank you, Vice President Peña.

“The last time we were together as the churchwide assembly was in August 2019. Little did we know that we were hurtling toward a global pandemic. Who knew? Some of us have not seen each other for three years, or, even back in our own communities, for two-and-a-half years. And who knew that even at this time we would still have to say, ‘You’re on mute’?”

“As interim Vice President Peña has already indicated, this was a very different time for all of us, and it required all kinds of ingenuity, skill, dedication, strength, perseverance, and stamina. I thank our bishops, pastors, and deacons for their hard work during this time. I have heard from pastors and deacons that this has been particularly draining, making sure that they could provide online services and worship as well as all of their regular duties, and trying to figure out how they could still be connected to their people. So, thank you, and could we have our pastors and deacons stand up to give them some thanks?”

[Assembly participants responded with applause.]

“Also, can the bishops please stand so we can thank them?”

[Assembly participants responded with applause.]

“And thanks to all of the lay leaders in our congregations and across the ecology of this church who had to transition from being just on the [congregation] council to being ‘Jacks of all trades’ and learning about communication. So, thank you for your continued effort and support.

[Assembly participants responded with applause.]

“I have been greatly impressed by the resilience and creativity of congregations and worshiping communities. Before the pandemic, we could call a congregation and get an answering machine, not even voicemail, which in some cases, at this point, might still have the times for the Easter services. But in just a few weeks, you transitioned to online, and it went from, maybe, an iPhone or a cell phone on a music stand to really some creative and effective ways of having worship together. That just happened in a couple of weeks. We have some congregations that still have dial-up, and some congregations that don’t have access to internet at all, but you managed to find a way to give the gospel free course in the world and to make sure that the gospel could be heard. We know that people who had never set foot into one of our churches were listening to the gospel and becoming part of that community on a regular basis. That’s remarkable. Sometimes people think Lutherans don’t like change---we can change!

[Assembly participants responded with applause.]

“We have been working to see how we can be more adaptable and nimble and respond more quickly, and one wonderful example of that, as the vice president mentioned, was the COVID-19 response. By March 20th, at least in Chicago, we were all shut down, and some of us had been calling synod bishops to see what the needs in their synods were. What was going on since everything was closed down? They cited Bible camps and technology issues, and asked what we will do about campus ministries, and our congregations have hunger ministries. What can we do to support these during this pandemic?”

“And, so, we decided to have a COVID-19 appeal. We quickly put together a small group to say, ‘When we’re asking people to apply for these grants, what are the criteria?’ That got put together in a weekend; we also assembled a team to review the grants submitted to us from your synods by your bishops, and we had different levels of awards of grants. The granting team met for many cycles, and we thought, ‘Maybe, just maybe,

we could receive \$500,000 to start these grants.’ We have received, to date, over \$1.5 million, and by the beginning of April 2020, the first grants went out.

[Assembly participants responded with applause.]

“These grants, as we heard yesterday from Bishop Dillahunt, went to a variety of ministries. They supported our hunger ministries, because hunger didn’t get shut down during COVID. There was technology for live-streaming web access for school children in underserved areas. Our Bible camps were supported. I did an interview early in the pandemic with CNN. They were talking about places where churches did not embrace the CDC mandates for keeping each other safe, and they were sure that churches had just sort of stopped doing business. Finally, one of the interviewers said, ‘Has the church shut down? Is the church closed?’ I told her that the Church never closed. Worship, Bible study, checking in on members and neighbors, hunger ministries, serving communities, prayer groups, open air worship, that all became more visible in our communities, and we never shut down.

[Assembly participants responded with applause.]

“A colleague told me an anecdote that he had heard. The devil said, ‘Aha! I’ve closed all of your churches!’ to which the person answered, ‘Ah, but we’ve opened a church in every home.’ We worked on the Future Church new design that was developed online in little squares. We worked on this for at least a year, and you’ve heard already some of the vision goals in mission. This is something that we must do as we are led and activated by the Holy Spirit as the whole church. You can’t do it by yourself in your congregation, but we depend on you to take care of that part of the vineyard on behalf of all the rest of us. We also have many, many partners in ministry. We have camps and colleges and universities, seminaries, and social ministry organizations, all of these people in this vast ecology, and we want to activate and use each of us. If you think about it, if we want to talk to young people and more diverse people, our college campuses are full of them. Why are we not seeing the college campuses completely as an extension or part of our effort?

[Assembly participants responded with applause.]

“We know the staffs of our social ministry organizations are far more diverse than most of our other institutions, and they are also in contact with people. One in fifty Americans is touched by Lutheran Services in America each year. Why are we not engaging and letting them help and teach us?

[Assembly participants responded with applause.]

“We are going to hear in a little bit about three areas of activity in particular, but there are some very interesting things that have been happening. We have done some research with Generation Z, actual interviews. We have a number of these things which we are hoping to make more apparent to all of you, but first I want you to hear about some of the things that we have been doing at the churchwide organization. Not only did we create an innovation home area, but we started a program called ‘The Collaborative’ that is building a foundation for innovative work for all of us across this church that we might then share and spread out for all of us. Kimberly Jackson, director, leadership development, and co-convenor of The Collaborative, is here to tell you more.

[Assembly participants responded with applause.]

[Ms. Jackson addressed the assembly, followed by applause.]

“Thank you, Ms. Jackson, for sharing such an inspiration with us. It is amazing what we can do when we come together and push ourselves to be innovative in new ways, and you would have noticed that the timeframe for each project was very short, in church terms. That is just one example of how we are living into what it means to be a more innovative,

agile organization. It is a lot of change, and oftentimes it requires us to let go of ‘the way we’ve always done it.’ In some cases, we know we have a lot to learn, and we also know that we have some things to share. Rebecca Payne is our program manager for the ‘Congregations Lead’ initiative. This new program is generously funded by a Lilly Grant and is one of the ways we are sharing what we know about innovation with congregations. I’ve asked Rebecca to join me on stage to share more about this exciting initiative.

[Assembly participants responded with applause.]

[Ms. Payne addressed the assembly, followed by applause.]

“Thank you very much, Becca. I’m sure I speak for all of us when I say I’m very excited to hear more about what you are learning and sharing with one another as you continue this great work. When I think about innovation I also think about transformation. At the 2016 Churchwide Assembly we made an unprecedented commitment to becoming a more authentically diverse church, and, in 2019, at our assembly in Milwaukee, we almost unanimously adopted a strategy for authentic diversity which is in a document called ‘How Strategic and Authentic Is Our Diversity: A Call for Confession, Reflection, and Healing Action.’ There are important recommendations in the document, and I encourage everyone to visit elca.org/justice to find that document and many more resources. Today, I invite the Rev. Nicolette Marie Peñaranda, the program director for African Descent Ministry Strategies, to join me to share a few exciting things that she has been working on that have brought life to some of these recommendations.

[Assembly participants responded with applause.]

[Pastor Peñaranda addressed the assembly, followed by applause.]

“Thank you, Pastor Peñaranda. As you can see, the Church never closed. If God still has a use for an Evangelical Lutheran Church in America witness to the gospel, we cannot be stopped. However, if God has decided that we have completed our work, there is no program that will save us. So, this is done entirely, we believe, in response to guidance from the Holy Spirit to give the gospel free course in the world and to tell the old, old story in new ways. Martin Luther, in 1522, translated the Bible into German because he thought it was important for people to hear the Word in their own vernacular. We need to change now so that we can access the cultural vernacular, which is not the same as what we are used to doing for the last 35 years in this church. There are various voices, various communities; it cannot simply be a voice of European descent doing this, because all of these people have always been a part of the Lutheran Church since the very beginning.

[Assembly participants responded with applause.]

“They are not additions or add-ons; they are an integral part of our church whom God has sent as gifts for us to be strengthened that we might be more effective in reaching people so that they may know the way of Jesus and discover community, justice, and love.

“Many thanks to the churchwide staff, thank you for your work. I also thank my brother and sister bishops, with whom I have been in conversation and who have helped me in the churchwide organization to understand what might be more effective in their territories. The secular world thought that when COVID-19 came and everything got locked down, the Church had closed, but the Church has never closed. It is God’s Church, and it will be God’s will that this church will continue to be a place where grace is known and experienced and God’s love is known for all. Thank you.”

[Assembly participants responded with applause.]

Report of the Secretary

Embody the Word. That is the theme around which this church will assemble when we gather in Columbus in August. Staff members of the Office of the Secretary have been embedded in words as we seek to prepare for that assembly. We share word of some of those words in this report.

Future Church/New Office of the Secretary

On Feb. 1, 2021, the churchwide organization ushered in Future Church. While the work and staff of the former Office of the Secretary continue, we are grateful for the new Office of the Secretary (OS) which now includes the areas of Synod Relations, Governance, and Research and Evaluation. We have appreciated new opportunities to work together and value the even closer collegial relationships that this new design allows.

Churchwide Assembly-related matters

Constitutional Revisions

Official notice was sent to synod bishops in January 2022 of constitutional revisions the Church Council is proposing for possible action at the 2022 Churchwide Assembly. The constitutional changes, as well as rationale for these changes, are available for voting members to review in the *Pre-Assembly Report*.

Nominating Committee

The Nominating Committee has been at work for the past two years to provide slates to the 2022 Churchwide Assembly for the Committee on Appeals, the Nominating Committee, the Committee on Discipline, and youth members of the Church Council, as well as nominations for the boards of separately incorporated ministries. Nominations from the floor may be submitted either electronically using the CWA Guide app or on paper forms to the Nominations Desk of the assembly prior to the deadline of Tuesday, Aug. 9, 11:45 A.M. The rules for nominations can be found in the *Pre-Assembly Report*. We are grateful to the entire committee for its work, and particularly thank Louis Moehlmann for his willingness to serve as chair.

Memorials Committee

The Memorials Committee met June 24–25, 2022, to review the 78 memorials submitted by synod assemblies during the past triennium and make appropriate recommendations for assembly action. The Report of the Memorials Committee is available as part of the *Pre-Assembly Report*. The Memorials Committee has asked the 2022 Churchwide Assembly to separately consider three memorials. The remaining memorials will be acted upon *en bloc*, that is, in one group. Voting members at the assembly have until Tuesday, Aug. 9, 11:45 a.m., to request that memorials contained in the original report be pulled out of *en bloc* or be amended, or that a substitute motion be considered. We are grateful to the entire committee for its work, and particularly thank Cheryl Chatman and Joe Nolte for their willingness to serve as co-chairs.

Churchwide Assembly hearings

The Churchwide Assembly Planning Team took the lead from synod assembly experiences and decided to host hearings online prior to the 2022 Churchwide Assembly. We hope this new online format provides more time for voting members to become sufficiently informed regarding legislative business and other important matters before the assembly. Hearings are non-legislative sessions designed to hear certain proposals scheduled for assembly action or information sessions at the 2022 Churchwide Assembly. According to the “[Rule for Hearings](#),” voting members, advisory members, resource members, and other categories approved by the Church Council may attend with voice. Others may watch the hearing through identified livestream options and shall not have voice.

The dates and times for the three scheduled hearings are:

- Aug. 2, 7:00–8:00 p.m. (CDT): 2023–2025 budget proposal.
- Aug. 3, 7:00–8:00 p.m. (CDT): General session on memorials.
- Aug. 4, 7:00–8:00 p.m. (CDT): Listening event for “government and civil engagement” social statement.

The presentation portion of the hearings will be recorded for viewing later. More information about registering for the Zoom webinar or watching the livestream will be posted at www.elca.org/churchwideassembly.

Vice president election

The 2022 Churchwide Assembly will be electing a vice president for a six-year term. In 2018, the following continuing resolution was adopted by the Church Council:

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

In mid-February 2022, voting members of the 2022 Churchwide Assembly received a letter inviting them to identify the names of up to three persons who might be considered for election as vice president; a follow-up reminder was sent in mid-March. The deadline for submitting names was April 1. Those identified were asked to return a biographical information form if they were interested in having their names considered. The names and biographical information of those who returned forms by May 1 are included in the *Pre-Assembly Report*. We did not report the number of times a person’s name was identified, nor did we share the names of those who did not return biographical forms. The biographical information will remain available until the assembly convenes on Aug. 9 and then will be removed from the online materials. The first ballot for vice president will be an ecclesiastical ballot where voting members can vote for any lay member of an ELCA congregation, whether pre-identified or not.

As we prepare to elect a new vice president, my thoughts turn to our beloved colleague, Bill Horne, who served in that role just shy of five years. I was grateful for the opportunity to attend Bill’s funeral in August 2021. As I walked into the worship space, I was struck

that, in addition to countless photos of Bill shown on the screens, there were several of Bill's quotes displayed. One struck a particularly poignant note for me: "*But faith provides you with an understanding of how to reconcile death.*"

As we all have struggled to reconcile ourselves to Bill's sudden and unexpected death, Bill's thought-filled and faith-filled words provide a comforting reminder of resurrection promise. It was a gift to be able to join with others in celebrating the wonderful ways in which Bill lived out his various senses of vocation. As Bishop Eaton so poignantly stated in her sermon at the funeral, while we in the ELCA thought he was *our* Bill, he was a man who was so highly respected and loved in so many contexts: the military, the city of Clearwater, the Florida-Bahamas Synod, his local congregation, and his family and friends. Thanks be to God for this man who enriched the lives of so many and embodied his faith so deeply in the many ways he lived out his call.

This church is deeply indebted to Carlos Peña for his gracious willingness to step into the role of interim vice president, having served as vice president from 2003–2016. While I had gotten to know Carlos from his previous service on the Church Council, it has been a gift to work with him more closely during these past several months. He brings such a sense of vocation to his work on behalf of this church and shares his wisdom and experience so generously and graciously!

Synod-related matters

Synod Assemblies/Electronic meetings

The World Health Organization (WHO) declared COVID-19 a global pandemic on March 11, 2020. On Friday, March 13, the Conference of Bishops received recommendations from the Office of the Presiding Bishop and the Office of the Secretary regarding postponing synod assemblies. I am grateful to former Secretary David Swartling for offering his wise legal and parliamentary counsel as we formulated that initial set of recommendations. Little did we know how many times we would need to amend those initial recommendations!

As congregations and synods wrestled with the complexities of holding meetings during a time of pandemic, the Office of the Secretary consulted frequently with bishops, synod attorneys, and others as questions arose. In addition, OS sponsored a series of question-and-answer sessions with bishops, synod officers, and synod staff to address the legal and constitutional issues posed by the need for remote meetings. These were summarized in a resource document that was made widely available to synods and congregations on ELCA.org to help them navigate the situation.

OS continues to urge synods and congregations to review their constitutions and consider amendments that will allow more flexibility regarding the timing of assemblies and regular meetings and the election and terms of officers and council members. Thankfully, where constitutions were rigid or vague, state codes often provided helpful guidance. The 12th edition of *Robert's Rules of Order*, published in 2020, includes expanded information regarding electronic meetings.

Bishop elections

The 2020 synod assembly season was extremely challenging, as synods needed to make decisions in the early days of the pandemic regarding bishop elections. With good cooperation and resourcing between the Office of the Secretary and the synods holding elections, and between the synods themselves, 10 synods were able to hold productive assemblies, electing nine new bishops:

Bishop Virginia S. Aebischer (South Carolina Synod)
Bishop Laura L. Barbins (Northeastern Ohio Synod)
Bishop Amy L. Current (Southeastern Iowa Synod)
Bishop Christopher deForest (Northeastern Pennsylvania Synod)
Bishop Anne C. Edison-Albright (East-Central Synod of Wisconsin)
Bishop Tessa R. Moon Leiseth (Eastern North Dakota Synod)
Bishop Joy F. Mortensen-Wiebe (South-Central Synod of Wisconsin)
Bishop Amy J. Odgren (Northeastern Minnesota Synod)
Bishop Craig A. Schweitzer (Western North Dakota Synod)

Seven new bishops were elected in 2021:

Bishop Brenda K. Bos (Southwest California Synod)
Bishop Kevin T. Jones (Northeastern Iowa Synod)
Bishop Felix J. Malpica (La Crosse Area Synod)
Bishop Lee M. Miller II (Upstate New York Synod)
Bishop Diane H. Pederson (Southwestern Minnesota Synod)
Former Bishop Megan M. Rohrer (Sierra Pacific Synod)
Bishop Paula J. Schmitt (Allegheny Synod)

Four new bishops were elected in 2022:

Bishop-elect Stacie R. Fidler (Northern Illinois Synod), term begins September 1, 2022
Bishop-elect Scott A. Johnson (Nebraska Synod), term begins September 1, 2022
Bishop-elect Craig A. Miller (Upper Susquehanna Synod), term begins September 1, 2022
Bishop-elect David C. Nagler (Pacifica Synod), term begins August 1, 2022

New Bishops Formation 2022, part one, was held at the Lutheran Center in Chicago June 27–30, 2022. Part two of the Formation will occur Sept. 25–26, prior to the fall gathering of the Conference of Bishops.

We are abundantly grateful to the 65 synod bishops who are part of the Conference of Bishops for their faith-filled service to their individual synods and to the whole church.

Synod vice presidents

The synod vice presidents met electronically the weekend of Oct. 8–9, 2021, welcoming newly elected vice presidents and providing an orientation and overview of the responsibilities and role of synod vice president. Several members of the Office of the Secretary presented information regarding constitutions, roster matters, legal concerns, and bishop elections. The synod vice presidents look forward to gathering in-person at the Churchwide Assembly and will continue to regularly meet online to receive information and updates regarding their role as vice president.

Synod secretaries

The Office of the Secretary held a webinar for synod secretaries in September 2021. Mindful that both new and ongoing secretaries would be in attendance, we provided a general overview of the role and responsibilities of the office. We intend to make this an annual event as we welcome those new to this role following synod assembly elections in the spring and learn from those who have held these roles for several years.

Priority work during the past triennium

Committee on Appeals/Definitions and Guidelines for Discipline

The Office of the Secretary convened the Committee on Appeals in early January 2020. This is one of the committees elected by the Churchwide Assembly, and its responsibilities are outlined in Chapter 20 of the *Constitution, Bylaws, and Continuing Resolutions of the Evangelical Lutheran Church in America*. In short, they are tasked with receiving “appeals from disciplinary proceedings and petitions for the recall of an officer,” [20.20] and they “shall establish definitions and guidelines, subject to approval by the Church Council, to enable clear and uniform application of the grounds for discipline of officers, rostered ministers, congregations, and members of congregations.” [20.21] It is for the latter task that they were convened. The committee is constitutionally tasked with electing its own officers, and the following were elected: Mr. Murray Sagsveen, chair; the Rev. Fritz Fowler, vice chair; and the Rev. Cheryl Meinschein, secretary.

At the spring 2021 Church Council meeting the Committee on Appeals proposed revisions to *Definitions and Guidelines for Discipline* to address: (a) changes to the rosters and entrance rite adopted by the 2016 and 2019 Churchwide Assemblies; (b) changes to the law related to same-gender marriage; and (c) changes to the *Constitutions, Bylaws, and Continuing Resolutions of the ELCA*. Following the adoption of these revisions, the committee commenced a full, substantive review of *Definitions and Guidelines for Discipline*. The committee undertook a listening process that involved four townhall sessions, a detailed survey, nine regional consultations with bishops, and individual sessions with various constituencies such as ethnic ministry associations and the LGBTQIA+ community. They then began a year-long drafting process, meeting every two weeks. Careful attention was paid to the social statements and social messages of this church. At various points in the process the Conference of Bishops was updated and given opportunity for feedback. The result was an up-to-date document with clearer definitions and more attention to topics that research had indicated needed to be revised or addressed for the first time. The draft was given final approval by the Church Council in April 2021, with the committee then charged with adding a definition of “promiscuity” to the “Definitions” section of the document, which was provided in November 2021. In all, the process spanned two years.

After meeting for two years online (sometimes bi-monthly!), the Committee on Appeals finally gathered in-person in Chicago this past March. The committee approved editorial revisions to the “Rules Governing Discipline Proceedings against Rostered Ministers and Congregations of the Evangelical Lutheran Church in America,” which were approved by the Church Council at its April 2022 meeting. We also had the opportunity to thank outgoing members/officers Murray Sagsveen, the Rev. Fritz Fowler, and the Rev. Cheryl Meinschein and enjoy a celebratory dinner as a sign of appreciation for the committee’s many hours of dedicated work revising *Definitions and Guidelines for Discipline*.

Congregation reports

We share words of gratitude for the diligence so many congregations have demonstrated in submitting their annual Congregation Reports during a time of such disruption of the usual patterns.

Measuring average weekly worship attendance continues to be a challenge, with new complexity added as congregations have moved into hybrid in-person and online worship and have gone back and forth between varying combinations of the two. There is no single

formula that can accurately reflect the realities of the many congregational contexts, unfortunately. We encourage congregations to do their best at providing appropriate information for their situations.

The Office of the Secretary is working on revisions of the annual Congregation Report forms, with a goal of improving online submission and simplifying the whole process. Improvements to the congregation trend report will also be unveiled this fall, with a simplified graphic dashboard-style reporting of the statistics for each congregation appearing alongside the more detailed trend report we are all used to.

We are making improvements to the congregation information that appears in the online ELCA Directory, including more detailed information about accessibility for persons with disabilities that will allow those seeking a congregation to search for congregations that can meet their needs. We are also working to make it easier for congregations to request updates to their directory information.

Digitization of roster files

The pandemic has highlighted the need to look toward increased digitization of important documents such as roster files. The Office of the Secretary is in the early stages of developing a list of “best practices” for synods to consider when looking toward digitization of the files in their keeping. If your synod is already working on digitization of files, we would encourage synod staff to contact the Rev. Keith Fry in OS, because we would like to put together a small working group to develop guidelines and suggestions that would be helpful to other synods across this church.

No report of the secretary would be complete without words of appreciation for the dedicated staff of this office. Weekly meetings of my direct reports (Dana Adams, Deanna Brend, Tom Cunniff, Keith Fry, MaryAnn Schwabe, and Jodi Slattery) provide both good counsel for one another and good humor! This church is blessed by the faithful and skilled work performed by the whole staff of OS: Adam DeHoek, Dan Eppley, Aja Favors, Lauren Gioe, Jennifer Johnson, Marit Johnson, Cathy Lundeen, Rosa Perez, Christina Ptack, Joseph Schmidt, Rob Thoma, Joel Thoreson, and Natalie Young. And we are grateful for the ongoing support and wisdom of those who have served as secretaries of this church: the Rev. Lowell Almen, David Swartling, and the Rev. Chris Boerger.

These next days will be extraordinarily busy ones for the Office of the Secretary. I invite your prayers and your patience as we attempt to respond as quickly and helpfully as possible to the many communications we receive. As steeped as we will be in words during these coming days, may we also stay centered in the ways in which we embody the Word for this church and for the world.

Deacon Sue E. Rothmeyer, *secretary of the ELCA*, together with

Mr. Dana Adams, *director for meeting management*

Mr. Thomas Cunniff, *general counsel for the ELCA*

The Rev. N. Keith Fry, *executive for administration, Office of the Secretary*

Deacon MaryAnn Schwabe, *executive for synod relations*

Ms. Jodi Slattery, *executive for governance*

Part Two: Churchwide Assembly Presentation

“Embody the Word. While those of us in the Office of the Secretary have been living with this theme for months as we prepared for this churchwide assembly, it has at times seemed more like we were embedded, enmeshed, and engulfed in words as we spent months preparing the constitutional amendments brought before you, reviewed the more than one thousand pages of materials for the *Pre-Assembly Report*, and drafted the numerous emails to voting members in anticipation of this gathering.

“For staff of the Office of the Secretary, with backgrounds in publishing, law, rhetoric, theology, communication, family systems theory, history, and research, words matter. But in our call to serve this church, the Word matters even more.

“When I lead workshops on the *Model Constitution for Congregations*, I like to point out that the required sections are part of every congregation's governing documents because they speak to the ways, as Bishop Eaton would say, that we are Church, we are Lutheran, we are Church together, and we are Church for the sake of the world. That is true of the *Constitution for Synods* and the constitution of our whole church. And while these documents contain a lot of words, those words are informed by the Word, for, as we read in Chapter 2 of our church's constitution, ‘The Confession of Faith:’

“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.

“Words and the Word—the governing documents of this church are shaped by both. Heidi Shreck in her Broadway play, *What the Constitution Means to Me*, begins her analysis by saying that the U.S. Constitution is a living document. The same could and should be said about the constitutions of this church. Every three years, this assembly has the opportunity to breathe new life into those documents as we take action on amendments that have been forwarded for our consideration. Yesterday's action to establish a Commission for a Renewed Lutheran Church will be another way to live into making our constitutions living documents.

“Since the last churchwide assembly, the Office of the Secretary collected changes to the constitution, working with the Legal and Constitutional Review Committee of the Church Council to review and vet these suggestions before bringing them before the ELCA Church Council for action at November's council meeting prior to the churchwide assembly. Those amendments were then shared, *per* our constitution, with the synods six months prior to the assembly so that they can be fully acted upon at this assembly and implemented following this assembly. This assembly will then act on those amendments during our plenary session tomorrow afternoon.

“Prior to yesterday's deadline, the Reference and Counsel Committee received requests for additional amendments to those originally proposed and requests to remove certain amendments from *en bloc*. As we anticipate acting upon those requests, let me provide you with a very brief ‘Constitution 101,’ so you are familiar with the steps necessary to amend our constitution.

“The constitution of this whole church contains three types of provisions: constitutional provisions, bylaws, and continuing resolutions. Options for amending these three types of provisions are outlined in chapter 22 of our constitution:

“For amendments to constitutional provisions, which are indicated in bold face type, there are two tracks for amendment:

“Those amendments that have been proposed by the Church Council require a single, two-thirds vote of the 2022 Churchwide Assembly.

“Any amendments proposed on the floor of the assembly by 25 or more voting members require a two-thirds vote of this assembly, and then must be ratified three years from now by a second two-thirds vote of the 2025 Churchwide Assembly.

“Bylaws, which are printed in regular light face type in the constitution, can be amended with a single two-thirds vote of this assembly. Amendments can be proposed either by the church council or by 15 or more voting members.

“Continuing resolutions, which are printed in italics, require a simple majority for amendment with one vote by this assembly. The church council is also empowered to adopt continuing resolutions by a two-thirds vote.

“While the constitutional amendments are one of the major responsibilities of our office in preparation for each churchwide assembly, I want to highlight a few items from my written report during my time with you today.

“As stated in that report, we are grateful for the diligence of so many congregations in submitting their annual Congregation Reports during these extraordinary past few years. Measuring average weekly worship attendance continues to be a challenge, with new complexity added as congregations have moved into hybrid in-person and online worship and gone back and forth between varying combinations of the two. Unfortunately, there is no single formula that can accurately reflect the realities of these changing congregational contexts, and we encourage congregations to do their best in providing appropriate information for their situations.

“Since my written report was completed, Adam DeHoek, our OS staff member who oversees the collection of annual congregation report information, has had an opportunity to more fully analyze the data of the last three years and offers these very high level observations:

“The number of organized congregations declined from 2019 to 2021 at approximately one percent per year.

“The number of baptized members declined from 2019 to 2021 at between three and four percent per year.

“The general trend in baptized members received was, not surprisingly, a substantial decrease between 2019 and 2020, followed by an increase between 2020 and 2021.

“Between 2019 and 2021, the number of baptized members removed decreased in each passing year. The decline in the number of baptized members removed was steeper between 2019 and 2020 at 4.3 percent than it was between 2020 and 2021 at 1.5 percent.

“The number of baptized members who were confirmed decreased between 2019 and 2020 at 9.2 percent, but then was followed by an increase from 2020 to 2021 of 11.6 percent. The number of baptized members who were confirmed in 2021 was higher than in 2019.

“The number of active participants decreased 11.2 percent between 2019 and 2020, and between 2020 and 2021, the decline slowed to 7.4 percent.

“As we can see from this data, the pandemic has undoubtedly influenced everything from general participation to baptisms. The data from 2021 shows some signs for hope and stability, and we anticipate that the data for the next triennium will provide more accurate and helpful information related to participation levels in the life of our church as we move forward.

“Speaking of data, I am happy to announce that through a collaboration between the Office of the Secretary and the churchwide organization’s Information Technology team, we have now launched a new dashboard-style version of the congregation trend report. This means that when people seeking a congregation look at the trend report, they will find a more visually appealing, easily comprehensible representation of the data about the congregation. The traditional form is still available when you click the ‘printer-ready’ option. We have also enhanced information about accessibility options for those who are seeking a congregation that can meet their needs or the needs of family and friends. We give thanks to Bethlehem Evangelical Lutheran Church in Chicago for allowing us to use their information.

“Another part of my report I wish to highlight is the election process for vice president. In 2016, this church, for the first time, chose to use an identification process prior to the churchwide assembly to lift up the names of those eligible and willing to serve in this role. In 2018, the ELCA Church Council passed a continuing resolution which states:

“In a year when the vice president or secretary shall be elected, the voting members elected to serve at the churchwide assembly shall be invited to identify the names of up to three persons who might be considered for election as vice president or secretary.

“This process was then used in electing a secretary in 2019, and as you as voting members are well aware, that identification process was once again used in preparation for electing a vice president at this assembly.

“As we sit in the midst of that process today, my thoughts turn to our beloved colleague who was lifted up and elected vice president in 2016, Bill Horne, who served in that role just shy of five years. I was grateful for the opportunity to attend Bill's funeral in August 2021. As I walked into the worship space, I was struck that, in addition to the countless photos of Bill shown on the screens, there were several of Bill's quotes displayed. One struck a particularly poignant note for me: ‘But faith provides you with an understanding of how to reconcile death.’ As we all have struggled to reconcile ourselves to Bill’s sudden and unexpected death, Bill’s thought-filled and faith-filled words provide a comforting reminder of resurrection promise.

“It was a gift to be able to join with others in celebrating the wonderful ways in which Bill lived out his various senses of vocation. As Bishop Eaton so poignantly stated in her funeral sermon, while we in the ELCA thought he was *our* Bill, he was a man who was so highly respected and loved in so many contexts: the military, the city of Clearwater, the Florida-Bahamas Synod, his local congregation, his family and friends. Thanks be to God for this man who enriched the lives of so many and embodied his faith so deeply in the many ways he lived out his call.

“We are deeply indebted to Carlos Peña for his gracious willingness to step into the role of interim vice president, having served as vice president from 2003 to 2016. While I

had gotten to know Carlos from his previous service on the Church Council, it has been such a gift to work with him more closely during these past several months. He brings such a sense of vocation to his work on behalf of this church and shares his wisdom and experience so generously and graciously.

[Assembly participants responded with applause.]

“When I think of others who embody such a sense of vocation and who have and continue to share their wisdom and their experience generously and graciously, I think of my predecessors in this role, the Rev. Lowell Almen, David Swartling, and the Rev. Chris Boerger. Would you please stand and receive the thanks of this assembly.

[Assembly participants responded with applause.]

“It is my predecessors who often spoke of the Office of the Secretary as a service unit to the whole church. This is an apt description of the ways in which this office supports congregations, synods, and the churchwide organization. It has been my privilege to work with the Office of the Secretary Leadership Team and the entire staff of gifted and committed colleagues that serve this church and this assembly in so many and various ways, and I would like for them to stand and for this assembly to thank them for the many ways in which they have assisted the assembly both preparing and now.

[Assembly participants responded with applause.]

“What a gift it is to serve with them, with the members of the administrative team, with the Church Council, with the Conference of Bishops, with this assembly, as together we care for the living words of this church and boldly embody and proclaim the living Word of God. Thank you.

[Assembly participants responded with applause.]

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Appendix A

Congregation Report Forms A and C



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

CONGREGATION REPORT FOR THE YEAR ENDING DECEMBER 31, 2021

FORM A

This report can be filed online. Connect to the website (ELCA.org/congregationreport) and enter your congregation's ID and password (printed below). If you are unable to file electronically, complete this paper form and return it to your synod office by March 1, 2022.

Latest report on file:

- Baptized membership at end of 2020
- Baptized members received during 2021
 - By baptism: children (15 yrs. and younger)
 - By baptism: adults (16 yrs. and older)
 - By affirmation of faith
 - By transfer
 - From other sources and statistical adjustment
 - Total members received this year
- Baptized members removed during 2021
 - By death
 - By transfer
 - For other reasons and statistical adjustment
 - Total members removed this year
- Baptized membership, end of 2021
- Total confirmed membership, end of 2021
- Number of baptized youth who were confirmed in 2021
- In 2021, the number of weeks this congregation worshipped:
 - On-site (in person)
 - Online (via streaming)
- Average weekly worship attendance in 2021:
 - On-site (in person)
 - Online (via streaming)
- Total number of people (including children) actively participating in the life of the congregation in 2021
- Race/ethnic origin of ACTIVE PARTICIPANTS. Must equal active participants on line 9:

White	Black	Hispanic/Latino	Asian	Native American	Other	TOTAL

Congregation ID#: _____ Online Password (2021 only): _____

Synod: _____

Conference: _____

15. Location address describes where the church or place of worship is physically located. This may differ from the mailing address, but must identify a street name. Corrections should be made below.

16. Please tell us how each phrase describes this congregation:

	Hardly at all	Somewhat	Very well
a. There is excitement about the future here.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
b. This congregation is a positive force in the community.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
c. This congregation is always ready to try something new.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

17. Please tell us how this congregation is at the following:

	Poor	Mod-erately good	Great
a. Seeking out and using the gifts of members of all ages.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
b. Helping members live out their faith in their daily lives.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

Verify the following congregation information; correct as necessary. Website corrections can be made online at ELCA.org/tools/updatecongregation.

11. Phone: _____ 12. Fax: _____
13. Email: _____ 14. Website: _____

INFORMATION ABOUT THIS CONGREGATION'S FINANCIAL STEWARDSHIP (Please round all figures to nearest dollar. Omit cents.)

- Receipts during 2021
 - Regular giving \$ _____
 - Designated giving \$ _____
 - Earned income (any source) \$ _____
 - Grants (any source) \$ _____
 - All other receipts \$ _____
 - TOTAL RECEIPTS** \$ _____
- Assets as of December 31, 2021
 - Church real estate \$ _____
 - Endowment and memorial funds \$ _____
 - Cash, savings, bonds, etc. \$ _____
 - All other assets \$ _____
 - TOTAL ASSETS** \$ _____
- Total indebtedness as of Dec. 31, 2021 \$ _____
- Budgeted/projected 2022 Mission Support \$ _____
- Gifts from the estates of deceased individuals received during 2021
 - Number of gifts received _____
 - TOTAL VALUE of gifts received** \$ _____

- Disbursements during 2021
 - Current operating expenses \$ _____
 - Capital improvements \$ _____
 - Payments on debts \$ _____
 - Mission Support (regular synod benevolence) \$ _____
 - Other benevolence sent directly to the synod (for any synod OR churchwide appeal including ELCA World Hunger, Lutheran Disaster Response, Missionary Sponsorship, etc.) \$ _____
 - Other benevolence sent directly to the churchwide office (for any churchwide appeal including ELCA World Hunger, Disaster Response, Missionary Sponsorship, etc.) \$ _____
 - Benevolence sent directly to any of the following:
 - An activity in another country including a missionary, a congregation, a companion synod, a hunger program, disaster response, etc. \$ _____
 - Camps \$ _____
 - Campus ministry \$ _____
 - Colleges \$ _____
 - Seminaries \$ _____
 - Social service group, agency or institution \$ _____
 - All other benevolence sent directly to the recipient \$ _____
 - Other expenses and realized losses \$ _____
 - TOTAL DISBURSEMENTS** \$ _____



Congregation ID Number:
Online Password:
Synod:

FORM C

30. Did this congregation have Christian education (Sunday school, Bible studies, confirmation) in 2021? Yes No Online? Yes No How many participants? _____
Did this congregation have vacation Bible school in 2021? Yes No Online? Yes No How many participants? _____
31. In this congregation, how frequently did children (age 10 and younger) participate in worship and Christian education/faith formation:
Before the start of the pandemic (early 2020)? Hardly ever Some Frequently
In 2021? Hardly ever Some Frequently
32. Languages in which this congregation regularly conducts liturgies (make 1 the most-used language, 2 the next most-used language, etc.).
Do not include languages used for special services or by others using the building.
1) _____ 3) _____
2) _____ 4) _____
33. What assistance does this congregation provide to people with disabilities? (*check all that apply*)
 Wheelchair access throughout the building(s) Sign language interpreters
 Braille worship materials and signage Mental health ministries
 Large print worship materials Ministry with people with developmental/intellectual disabilities
 Assistive devices for the hard of hearing Specialized faith formation for children or adults (ADHD, autism, dyslexia, etc.)
34. Did this congregation participate in "God's work. Our hands." Sunday, the day of service, in 2021? Yes No
35. Does this congregation have a disaster preparedness plan? Yes No
36. Does this congregation operate a weekday early childhood education center, kindergarten, and/or school? Yes No
37. Describe the frequency of streaming worship services over the internet:
Before the start of the pandemic (early 2020)? Never 1-2 weeks/month 3-4 weeks/month
In 2021? Never 1-2 weeks/month 3-4 weeks/month
In 2022 and beyond (estimated)? Never 1-2 weeks/month 3-4 weeks/month
38. In the past year, approximately what percent of this congregation's total receipts were received through online giving?
 0% 1-10% 11-20% 21-30% 31-50% More than 50%
39. What kinds of online giving options does this congregation offer? (*check all that apply*)
 EFT/ACH SimplyGiving Vanco No online giving option
 PushPay Tithe.ly Other _____
40. What congregation management software/service does this congregation use for tracking membership, contributions, and other administrative tasks? (*check all that apply*)
 ACS Technologies Church Windows Icon Systems Shelby No software used
 Breeze/Tithe.ly Concordia Technology Solutions Servant Keeper Other _____
41. In the past year, did this congregation engage in any of the following practices? (*check all that apply*)
 Integrate Creation Care in education and ministry Invest in sustainable energy Share its land with the community
 Intentionally reduce its energy use Reduce, re-use, and recycle
42. In the past year, has this congregation engaged with more new people than in an average year over the preceding three-year period?
 Yes, many more Yes, a few more About the same No, a few less No, many less

Congregation's mailing address
(corrections can be made below or emailed to gone.info@elca.org)

If you do not file electronically, return Forms A and C
to the synod office at:

Appendix B Summary of Congregation Statistics

Summary of Congregation Statistics as of Dec. 31, 2019

Summary of Membership Statistics	2018	2019	Change	Percent	Statistical Analysis Avgs./Congregation
Total Number of Congregations	9,091	8,972	-119	-1.31	
Baptized Members	3,363,281	3,265,581	-97,700	-2.90	367
Confirmed Members	2,644,146	2,544,840	-99,306	-3.76	287

Analysis of Membership Gains and Losses

<i>Baptized Members—Accessions</i>	2018	2019	Changes	Percent
By Baptism—Children under Age 16	32,943	31,105	-1,838	-5.58
By Baptism—Adults Age 16 and Older	3,376	2,996	-380	-11.26
By Affirmation of Faith	30,510	29,292	-1,218	-3.99
By Transfer	33,893	29,519	-4,374	-12.91
From Other Sources and Statistical Adjustments	13,853	11,932	-1,921	-13.87
Total Accessions—Baptized Members	114,575	104,844	-9,731	-8.49

<i>Baptized Members—Losses</i>	2018	2019	Changes	Percent
By Death	37,153	36,399	-754	-2.03
By Transfer	24,878	24,398	-480	-1.93
From Other Sources and Statistical Adjustments	145,451	129,544	-15,907	-10.94
Total Losses—Baptized Members	207,482	190,341	-17,162	-8.27

<i>Baptized Members—Confirmed</i>	2018	2019	Changes	Percent
Confirmed	28,327	26,392	-1,935	-6.83

<i>Active Participants</i>	2,059,887	2,009,636	-50,251	-2.44
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Congregation Description (average based on scale of 1–5)

a. Worship nurtures people's faith	4.48
b. Clear sense of mission	3.90
c. Excitement about the future	3.88
d. Positive force in the community	4.19
e. Ready to try something new	3.59
f. Works for social justice/advocacy	3.27
g. Helps deepen relationship with God	4.19

Congregation Strengths (average based on scale of 1–5)

a. Building member relationships	4.03
b. Incorporating newcomers	3.81
c. Seeking/using member gifts	3.73
d. Equipping members to share faith	3.34
e. Addressing social concerns	4.11
f. Managing disagreements	3.72
g. Interacting with local community	4.03
h. Live out faith in their daily lives	3.93

**Summary of Congregation Statistics
as of Dec. 31, 2019
Summary of Financial Statistics**

Totals—End of Year	2018	2019	Change	Percent	<i>Statistical Analysis</i> Avg./Congregation
Total Receipts	2,487,388,714	2,503,118,667	15,729,953	0.63	281,407.38
Total Disbursements	2,507,155,491	2,477,553,633	-29,601,858	-1.18	277,472.69
Total Indebtedness on Dec. 31	1,139,427,099	1,086,385,364	-53,041,735	-4.66	434,033.31
Average Total Giving per Baptized Member	609.54	628.97	19.43	3.19	
Average Total Giving per Confirmed Member	775.31	807.10	31.79	4.10	Congregations with no debt
Projected Mission Support	98,350,887	108,862,818	10,511,931	10.69	72.23

Detail of Financial Statistics

<i>Receipts for Regular Operation</i>	2018	2019	Change	Percent
Regular Giving by Members	1,750,445,156	1,749,212,060	-1,233,096	-0.07
Designated Giving by Members	299,600,818	304,728,641	5,127,823	1.71
Earned Income (Any Source)	174,898,669	207,792,065	32,893,396	18.81
Grants (Any Source)	29,823,137	29,288,685	-534,452	-1.79
All Other Receipts	232,620,934	212,097,216	-20,523,718	-8.82

<i>Disbursements for Regular Operation</i>	2018	2019	Change	Percent	<i>Statistical Analysis</i> Percent of Total Disbursements
Current Operating Expenses	1,858,933,609	1,835,957,572	-22,976,037	-1.24	74.12
Capital Improvements	203,781,649	224,227,813	20,446,164	10.03	9.05
Payment on Debts	161,648,634	148,132,690	-13,515,944	-8.36	5.98
Mission Support	94,923,475	93,907,971	-1,015,504	-1.07	3.79
Non-Mission Support Benevolences	110,361,031	106,646,036	-3,714,995	-3.37	4.31
Other Expenses	76,880,946	68,191,910	-8,689,036	-11.30	2.75

Summary of Congregation Statistics as of Dec. 31, 2019

Worship Services	2018	2019	Change	Percent
Total Attendance at Worship Each Week	864,105	831,520	-32,585	-3.77
Average Sunday Attendance per Congregation	95	92	-3	-3.16
Percent of Baptized Members Attending Worship	25.69	25.46	-0.23	-0.90

Congregations Reporting Group Participants	Ethnic	2018	2019	Change	Percent	Statistical Analysis Percent of Congregations Reporting Ethnic Active Participants
African American/Black		3,060	3,153	93	3.04	35.14
African National/ African Caribbean		916	934	18	1.97	10.41
American Indian and Alaska Native		861	872	11	1.28	9.72
Arab/Middle Eastern		528	566	38	7.20	6.31
Asian/Pacific Islander		2,512	2,525	13	0.52	28.14
Latino/Hispanic		2,705	2,760	55	2.03	30.76
Multiracial		2,604	2,748	144	5.53	30.63
White		8,345	8,458	113	1.35	94.27

Total Ethnic Active Participants	2018	2019	Change	Percent	Percent Ethnic Active Participants
African American/Black	29,756	26,356	-3,400	-11.43	1.32
African National/ African Caribbean	7,457	7,547	90	1.21	0.38
American Indian and Alaska Native	4,696	4,762	66	1.41	0.24
Arab/Middle Eastern	2,388	2,282	-106	-4.44	0.11
Asian/Pacific Islander	19,279	16,064	-3,215	-16.68	0.81
Latino/Hispanic	30,004	31,126	1,122	3.74	1.56
Multiracial	26,910	20,887	-6,023	-22.38	1.05
White	1,917,131	1,879,002	-38,129	-1.99	94.45

Summary of Congregation Statistics as of Dec. 31, 2020

Summary of Membership Statistics	2019	2020	Change	Percent	Statistical Analysis Avg./Congregation
Total Number of Congregations	8,972	8,894	-78	-0.87	
Baptized Members	3,265,581	3,142,777	-122,804	-3.76	356
Confirmed Members	2,544,840	2,458,496	-86,344	-3.39	280

Analysis of Membership Gains and Losses

<i>Baptized Members—Accessions</i>	2019	2020	Changes	Percent
By Baptism—Children under Age 16	31,105	19,534	-11,571	-37.20
By Baptism—Adults Age 16 and Older	2,996	2,085	-911	-30.41
By Affirmation of Faith	29,292	15,799	-13,493	-46.06
By Transfer	29,519	17,998	-11,521	-39.03
From Other Sources and Statistical Adjustments	11,932	8,683	-3,249	-27.23
Total Accessions—Baptized Members	104,844	64,099	-40,745	-38.86

<i>Baptized Members—Losses</i>	2019	2020	Changes	Percent
By Death	36,399	38,769	2,370	6.51
By Transfer	24,398	18,400	-5,998	-24.58
From Other Sources and Statistical Adjustments	129,544	125,006	-4,538	-3.50
Total Losses—Baptized Members	190,341	182,175	-8,185	-4.30

<i>Baptized Members—Confirmed</i>	2019	2020	Changes	Percent
Confirmed	26,392	23,977	-2,415	-9.15

<i>Active Participants</i>	2,009,636	1,783,736	-225,900	-11.24
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Congregation Description (average based on scale of 1–5)

a. Excitement about the future	3.79
b. Positive force in the community	4.10
c. Ready to try something new	3.62

Congregation Strengths (average based on scale of 1–5)

a. Seeking/using member gifts	3.54
b. Live out faith in their daily lives	3.73

**Summary of Congregation Statistics
as of Dec. 31, 2020**
Summary of Financial Statistics

Totals—End of Year	2019	2020	Change	Percent	<i>Statistical Analysis</i> Avg./Congregation
Total Receipts	2,503,118,667	2,449,755,624	-53,363,043	-2.13	277,278.51
Total Disbursements	2,477,553,633	2,336,633,348	-140,920,285	-5.69	263,787.91
Total Indebtedness on Dec. 31	1,086,385,364	1,132,010,004	45,624,640	4.20	427,334.84
Average Total Giving per Baptized Member	628.97	627.29	-1.68	-0.27	
Average Total Giving per Confirmed Member	807.10	801.89	-5.21	-0.65	Congregations with no debt
Projected Mission Support	108,862,818	112,404,777	3,541,959	3.25	70.32

Detail of Financial Statistics

<i>Receipts for Regular Operation</i>	2019	2020	Change	Percent
Regular Giving by Members	1,749,212,060	1,703,822,032	-45,390,028	-2.59
Designated Giving by Members	304,728,641	267,621,044	-37,107,597	-12.18
Earned Income (Any Source)	207,792,065	179,317,928	-28,474,137	-13.70
Grants (Any Source)	29,288,685	72,453,843	43,165,158	147.38
All Other Receipts	212,097,216	226,540,777	14,443,561	6.81

<i>Disbursements for Regular Operation</i>	2019	2020	Change	Percent	<i>Statistical Analysis</i> Percent of Total Disbursements
Current Operating Expenses	1,835,957,572	1,738,554,671	-97,402,901	-5.31	74.42
Capital Improvements	224,227,813	194,289,221	-29,938,592	-13.35	8.32
Payment on Debts	148,132,690	142,340,824	-5,791,866	-3.91	6.09
Mission Support	93,907,971	91,141,786	-2,766,185	-2.95	3.90
Non-Mission Support Benevolences	106,646,036	103,198,101	-3,447,935	-3.23	4.42
Other Expenses	68,191,910	66,691,266	-1,500,644	-2.20	2.85

Summary of Congregation Statistics as of Dec. 31, 2020

Worship Services	2019	2020 (on-site)	2020 (online)
Total Average Worship Attendance	831,520	404,611	861,341
Average Attendance per Congregation		67	156
Percentage of Baptized Members Attending Worship		12.87	27.41

Note: 2019 figures for attendance are not reported here, as there was no distinction made between on-site and online attendance in that year. For the same reason, year-to-year change and percent change are also not reported.

Congregations Reporting Ethnic Group Participants	2019	2020	Change	Percent	Statistical Analysis Percent of Congregations Reporting Ethnic Active Participants
African American/Black	3,153	3,002	-151	-4.79	33.75
African National/ African Caribbean	934	883	-51	-5.46	9.93
American Indian and Alaska Native	872	813	-59	-6.77	9.14
Arab/Middle Eastern	566	549	-17	-3.00	6.17
Asian/Pacific Islander	2,525	2,316	-209	-8.28	26.04
Latino/Hispanic	2,760	2,635	-125	-4.53	29.63
Multiracial	2,748	2,593	-155	-5.64	29.15
White	8,458	8,311	-147	-1.74	93.45

Total Ethnic Active Participants	2019	2020	Change	Percent	Percent Ethnic Active Participants
African American/Black	26,356	25,182	-1,174	-4.45	1.43
African National/ African Caribbean	7,547	6,886	-661	-8.76	0.39
American Indian and Alaska Native	4,762	4,398	-364	-7.64	0.25
Arab/Middle Eastern	2,282	2,215	-67	-2.94	0.13
Asian/Pacific Islander	16,064	14,156	-1,908	-11.88	0.81
Latino/Hispanic	31,126	28,054	-3,072	-9.87	1.60
Multiracial	20,887	27,940	7,053	33.77	1.59
White	1,879,002	1,645,617	-233,385	-12.42	93.75

Summary of Congregation Statistics as of Dec. 31, 2021

Summary of Membership Statistics	2020	2021	Change	Percent	Statistical Analysis Avs./Congregation
Total Number of Congregations	8,894	8,781	-113	-1.27	
Baptized Members	3,142,777	3,035,615	-107,162	-3.41	348
Confirmed Members	2,458,496	2,377,298	-81,198	-3.30	273

Analysis of Membership Gains and Losses

<i>Baptized Members—Accessions</i>	2020	2021	Changes	Percent
By Baptism—Children under Age 16	19,534	24,184	4,650	23.80
By Baptism—Adults Age 16 and Older	2,085	2,117	32	1.53
By Affirmation of Faith	15,799	17,091	1,292	8.18
By Transfer	17,998	19,782	1,784	9.91
From Other Sources and Statistical Adjustments	8,683	8,700	17	0.20
Total Accessions—Baptized Members	64,099	71,874	7,775	12.13

<i>Baptized Members—Losses</i>	2020	2021	Changes	Percent
By Death	38,769	37,040	-1,729	-4.46
By Transfer	18,400	20,828	2,428	13.20
From Other Sources and Statistical Adjustments	125,006	121,643	-3,363	-2.69
Total Losses—Baptized Members	182,175	179,511	-2,667	-1.46

<i>Baptized Members—Confirmed</i>	2020	2021	Changes	Percent
Confirmed	23,977	26,754	2,777	11.58

<i>Active Participants</i>	1,783,736	1,652,605	-131,131	-7.35
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Congregation Description (average based on scale of 1–5)

a. Excitement about the future	3.74
b. Positive force in the community	4.05
c. Ready to try something new	3.58

Congregation Strengths (average based on scale of 1–5)

a. Seeking/using member gifts	3.48
b. Live out faith in their daily lives	3.67

**Summary of Congregation Statistics
as of Dec. 31, 2021**
Summary of Financial Statistics

Totals—End of Year	2020	2021	Change	Percent	<i>Statistical Analysis</i> Avg./Congregation
Total Receipts	2,449,755,624	2,443,693,788	-6,061,836	-0.25	279,983.25
Total Disbursements	2,336,633,348	2,339,664,664	3,031,316	0.13	267,512.54
Total Indebtedness on Dec. 31	1,132,010,004	1,053,151,509	-78,858,495	-6.97	463,331.06
Average Total Giving per Baptized Member	627.29	645.37	18.08	2.88	
Average Total Giving per Confirmed Member	801.89	824.08	22.19	2.77	Congregations with no debt
Projected Mission Support	112,404,777	121,193,276	8,788,499	7.82	74.22

Detail of Financial Statistics

<i>Receipts for Regular Operation</i>	2020	2021	Change	Percent
Regular Giving by Members	1,703,822,032	1,678,135,116	-25,686,916	-1.51
Designated Giving by Members	267,621,044	280,957,054	13,336,010	4.98
Earned Income (Any Source)	179,317,928	207,269,564	27,951,636	15.59
Grants (Any Source)	72,453,843	64,120,660	-8,333,183	-11.50
All Other Receipts	226,540,777	213,211,394	-13,329,383	-5.88

<i>Disbursements for Regular Operation</i>	2020	2021	Change	Percent	<i>Statistical Analysis</i> Percent of Total Disbursements
Current Operating Expenses	1,738,554,671	1,754,453,386	15,898,715	0.91	75.00
Capital Improvements	194,289,221	175,596,243	-18,692,978	-9.62	7.51
Payment on Debts	142,340,824	148,030,395	5,689,571	4.00	6.33
Mission Support	91,141,786	89,245,413	-1,896,373	-2.08	3.82
Non-Mission Support Benevolences	103,198,101	106,365,825	3,167,724	3.07	4.55
Other Expenses	66,691,266	65,581,108	-1,110,158	-1.66	2.80

Summary of Congregation Statistics as of Dec. 31, 2021

Worship Services	2020 (on-site)	2020 (online)	2021 (on-site)	2021 (online)
Total Average Worship Attendance	404,611	861,341	392,170	488,470
Average Attendance per Congregation	67	156	57	89
Percentage of Baptized Members Attending Worship	12.87	27.41	12.92	16.09

Congregations Reporting Ethnic Group Participants	2020	2021	Change	Percent	<i>Statistical Analysis</i>
					Percent of Congregations Reporting Ethnic Active Participants
African American/Black	3,002	2,866	-136	-4.53	32.64
African National/ African Caribbean	883	869	-14	-1.59	9.90
American Indian and Alaska Native	813	784	-29	-3.57	8.93
Arab/Middle Eastern	549	500	-49	-8.93	5.69
Asian/Pacific Islander	2,316	2,239	-77	-3.32	25.50
Latino/Hispanic	2,635	2,510	-125	-4.74	28.58
Multiracial	2,593	2,519	-74	-2.85	28.69
White	8,311	8,225	-86	-1.03	93.67

Total Ethnic Active Participants	2020	2021	Change	Percent	Percent Ethnic Active Participants
African American/Black	25,182	25,232	50	0.20	1.57
African National/ African Caribbean	6,886	6,598	-288	-4.18	0.41
American Indian and Alaska Native	4,398	3,953	-445	-10.12	0.25
Arab/Middle Eastern	2,215	1,997	-218	-9.84	0.12
Asian/Pacific Islander	14,156	14,118	-38	-0.27	0.88
Latino/Hispanic	28,054	27,507	-547	-1.95	1.71
Multiracial	27,940	24,440	-3,500	-12.53	1.52
White	1,645,617	1,503,401	-142,216	-8.64	93.52

Appendix C Roster Statistics

The secretary is responsible for maintaining the official rosters of the Evangelical Lutheran Church in America. These include the rosters of congregations, ministers of Word and Service, and ministers of Word and Sacrament.

Roster of Congregations

The ELCA counted 8,894 congregations on December 31, 2020, including 71 congregations under development.

The record of those added to the roster of congregations is indicated in Table 1.

The record of removals from the roster of congregations by categories is shown in Table 2.

The process for withdrawal of a congregation is specified by constitutional provisions 9.62. and 9.71. in the *Constitution, Bylaws, and Continuing Resolutions of the Evangelical Lutheran Church in America*.

“Merged” is defined as involving a congregation giving up its separate identity and uniting with an already existing congregation (i.e., being *merged* into an existing congregation).

“Consolidated” is defined as involving two or more congregations that join together to become a new entity with a new name and a new congregation identification number (i.e., the congregations are *consolidated* to become a new congregation).

The roster of congregations is published online in the [ELCA digital directory](#), prepared by staff of the Office of the Secretary. Congregations that have been received into this church or that have been consolidated, merged, withdrawn, disbanded, or removed are listed online in the digital directory.

Table 1

Congregations	2001	2002	2003	2004	2005	2006	2007	2008	2009	2010
Received by synod action	31	16	9	12	12	16	22	11	2	6
Resulting from consolidations	1	0	2	1	5	5	10	7	4	7
Totals	32	16	11	13	18	21	32	18	6	13

Table 1 (continued)

Congregations	2011	2012	2013	2014	2015	2016	2017	2018	2019	2020	2021
Received by synod action	11	13	18	13	9	6	5	6	4	2	2
Resulting from consolidations	4	7	3	5	2	5	8	4	5	3	1
Totals	15	20	21	18	11	11	13	10	9	5	3

Table 2

Congregations	2001	2002	2003	2004	2005	2006	2007	2008	2009	2010
Withdrawn	6	17	8	26	22	18	7	13	16	299
Disbanded	42	26	39	40	31	38	29	24	38	43
Merged	2	0	9	7	3	10	2	5	9	1
Consolidated	0	0	6	2	5	12	12	8	9	14
Removed	0	0	1	4	1	0	0	1	2	5
Totals	50	43	63	79	62	78	50	51	74	362

Table 2 (continued)

Congregations	2011	2012	2013	2014	2015	2016	2017	2018	2019	2020	2021
Withdrawn	292	43	18	13	9	12	16	9	17	14	25
Disbanded	53	38	39	45	42	43	44	40	50	36	36
Merged	5	5	5	6	8	2	2	6	6	5	4
Consolidated	8	16	6	11	4	12	17	8	12	6	2
Removed	8	4	4	2	5	1	2	2	5	6	6
Totals	366	106	72	77	68	70	81	65	90	67	73

Change of Synod Relationship

Any change in a congregation's synod relationship is to be reported to the Churchwide Assembly. As provided by ELCA bylaw 10.01.03., "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." No synods reported such changes in the 2019–2021 triennium.

Roster of Ministers of Word and Sacrament

As of December 31, 2021, the roster of Ministers of Word and Sacrament of this church listed a total of 15,371 ministers of Word and Sacrament. Included in that number were 4,665 women, six who did not identify on the gender binary, and 785 persons of color or whose primary language is other than English.

Additions to the roster of Ministers of Word and Sacrament take place only in the ways defined by the constitution and bylaws of the ELCA. Those specific ways are:

1. Individuals who are ordained in accord with the constitution and bylaws of this church in effect at the time of their ordinations, after having been approved by a duly constituted synod candidacy committee and having received and accepted a regular, attested Letter of Call to be a pastor.
2. Individuals received:
 - a. Individuals approved by a synod candidacy committee who previously were ordained in another Lutheran church body or another Christian church body, under bylaw 7.31.04., whose ordination is recognized by this church under the policy that addresses such recognition. Others would be ordained by this church under the policy of such reception.
 - b. Individuals received, under bylaw 8.63.05.c., through the candidacy process for the roster of Ministers of Word and Sacrament who were ordained in a full-communion partner church body.
3. Individuals reinstated to the roster of Ministers of Word and Sacrament, under churchwide bylaw 7.31.05., who previously were ordained in this church or one of its predecessor church bodies.

Table 3a: Additions and removals from the roster of Ministers of Word and Sacrament

<i>Additions</i>	2001	2002	2003	2004	2005	2006	2007	2008	2009	2010
Ordained	309	279	308	270	279	283	295	327	294	288
Reinstated	19	9	19	22	11	8	15	2	9	13
Received	25	12	11	9	9	8	18	14	10	22
Totals	353	300	338	301	299	299	328	343	313	323

<i>(continued)</i>	2011	2012	2013	2014	2015	2016	2017	2018	2019	2020	2021
Ordained	279	266	225	251	247	202	211	196	142	158	212
Reinstated	13	11	14	10	11	8	5	7	10	8	3
Received	14	7	15	6	10	7	15	5	11	7	7
Totals	306	284	254	267	268	217	231	208	163	173	222

Table 3b: Removals from the roster of Ministers of Word and Sacrament

<i>Removals by</i>	2001	2002	2003	2004	2005	2006	2007	2008	2009	2010
Death	224	213	246	223	226	208	227	226	274	293
Resignation	57	48	45	63	62	78	48	44	65	300
Removal	36	56	46	50	48	62	45	33	29	108
Transfer to ELCIC*	3	2	4	1	2	3	5	3	0	0
Totals	320	319	341	337	338	351	325	306	371	701

<i>(continued)</i>	2011	2012	2013	2014	2015	2016	2017	2018	2019	2020	2021
Death	262	281	273	282	322	293	270	320	329	377	372
Resignation	265	98	65	49	36	29	47	34	35	30	38
Removal	154	58	42	45	26	35	41	27	33	26	23
Transfer to ELCIC*	4	0	5	4	1	1	0	1	0	0	0
Totals	685	437	385	380	385	358	358	382	397	433	433

The names of people added to and removed from the roster of Ministers of Word and Sacrament are listed in the digital directory. The numbers of additions to the roster of Ministers of Word and Sacrament and removals from that roster are shown in Table 3. In addition to the statistics listed in the above table, the ELCA received four transfers from the ELCIC in 2020 and two transfers in 2021.

Percentages of pastors who are women as part of the whole roster of Ministers of Word and Sacrament for 1998 through 2021 appear in Table 4.

Table 4: Percentage of ministers of Word and Sacrament who are women

	1998	1999	2000	2001	2002	2003	2004	2005	2006	2007	2008	2009
Whole roster	12.7	13.4	14.2	14.9	15.6	16.5	17.0	17.7	18.3	19.1	19.9	21.3
<i>(continued)</i>	2010	2011	2012	2013	2014	2015	2016	2017	2018	2019	2020	2021
Whole roster	21.8	23.1	23.5	25.1	25.5	25.9	26.5	26.7	28.2	29.9	30.1	30.3

Roster of Ministers of Word and Service

As of December 31, 2021, the roster of Ministers of Word and Service numbered 1,193 people, including 981 women and 22 persons of color or whose primary language is other than English (*see Table 5*). In addition to the statistics listed in Table 5, the ELCA received two transfers from the ELCIC in 2020.

Additions to the roster of Ministers of Word and Service take place only in the ways defined by the constitution and bylaws of the ELCA. Those specific ways are:

1. Individuals who are ordained in accord with the constitution and bylaws of this church in effect at the time of their ordinations, after having been approved by a duly constituted synod candidacy committee and having received and accepted a regular, attested Letter of Call to be a deacon.
2. Individuals reinstated to the roster of Ministers of Word and Service, under churchwide bylaw 7.61.07., who previously were rostered in this church or one of its predecessor church bodies.

The names of people added to and removed from the roster of Ministers of Word and Service are listed in the digital directory.

Table 5a: Additions to the roster of Ministers of Word and Service

<i>Additions</i>	1998	1999	2000	2001	2002	2003	2004	2005	2006	2007	2008	2009
Ordination	30	47	55	40	47	39	45	48	43	66	43	47
Reinstatement	0	0	6	2	1	3	0	1	1	1	1	0
Totals	30	47	61	42	48	42	45	49	44	67	44	47
<i>(continued)</i>	2010	2011	2012	2013	2014	2015	2016	2017	2018	2019	2020	2021
Ordination	30	26	30	28	33	21	32	29	17	22	19	20
Reinstatement	2	0	0	1	1	0	0	0	1	0	0	0
Totals	32	26	30	29	34	21	32	29	18	22	19	20

Table 5b: Removals from the roster of Ministers of Word and Service

<i>Removals by</i>	1998	1999	2000	2001	2002	2003	2004	2005	2006	2007	2008	2009
Death	11	20	18	6	12	16	14	13	12	12	16	23
Resignation	9	8	10	3	5	2	2	7	6	5	5	9
Removal	11	16	29	18	17	16	10	9	18	12	7	11
Totals	31	44	57	27	34	34	26	29	36	29	28	43

<i>(continued)</i>	2010	2011	2012	2013	2014	2015	2016	2017	2018	2019	2020	2021
Death	21	15	16	18	13	17	17	15	25	15	15	15
Resignation	9	11	3	3	5	6	4	6	2	1	4	1
Removal	9	8	10	10	5	4	10	3	5	6	3	3
Totals	39	34	29	31	23	27	31	24	32	22	22	19

Appendix D

Additions to the Roster of Ministers of Word and Sacrament

Name	City	State	Date	Synod	Type of addition other than ordination
Achterberg, Amanda G.	Northglenn	Colorado	7/22/2020	2E	
Achterberg, Chelsea L.	Aurora	Colorado	1/27/2021	2E	
Ackleow, Claire T.	Jeffersonville	Indiana	9/19/2020	6C	
Acompanado, Anthony F.	Eagle	Wisconsin	8/16/2020	5J	
Adams, Kimberly J.	Fargo	North Dakota	6/14/2021	3B	
Aivars, Alexander T.	Lansing	Michigan	9/6/2019	6B	
Akhtar, Sohail	Medina	New York	9/5/2020	7D	
Albertsen, Andres R.	Willmar	Minnesota	8/14/2019	3F	Received from Evangelical Lutheran Church of Denmark
Allport-Cohon, Robert N.	Jamestown	New York	10/31/2020	7D	
Alvarado, Courtney A.	Madison	Virginia	12/11/2021	2E	
Alworth, Grace P.	Paducah	Kentucky	8/8/2021	6C	
Andersen Peterson, Margaret D.	Cross Plains	Wisconsin	7/6/2019	5K	
Anderson, Ila E.	Hixson	Tennessee	12/13/2019	9D	
Anderson, James S.	Maytown	Pennsylvania	6/7/2019	8D	
Anderson, Jason M.	Oak Lawn	Illinois	1/20/2020	5A	Transferred from ELCIC
Anderson, Johnathon R.	Waterford	Wisconsin	9/13/2020	5J	
Anderson, Leandra F.	Austin	Minnesota	8/15/2020	3I	
Apel, Dean M.	Assaria	Kansas	3/31/2019	4B	Reinstated
Arends, Adam B.	Etrick	Wisconsin	6/23/2019	5L	
Avery, Sean C.	Eagle River	Alaska	6/11/2021	1A	
Baldwin, Clark	Strawberry Point	Iowa	9/13/2020	5F	
Bango-Sanchez, Isoris	Haines City	Florida	4/24/2021	9E	
Barnes, Wicky L., III	Harrisburg	Pennsylvania	2/17/2019	8D	
Barrios, Moses D.	Honolulu	Hawaii	2/2/2019	2C	
Barton, John R.	Menifee	California	4/13/2019	2C	
Bassett, Deanna K.	Minneapolis	Minnesota	10/24/2020	3G	
Bastian, Michael	Oxford	Massachusetts	10/11/2020	7B	Reinstated
Baumgartner, Andrew J.	Saint Louis	Missouri	7/27/2019	4B	
Baumgartner, Carol R.	Milton	Wisconsin	1/17/2019	5K	
Baurle Kooi, Brittany	Aurora	Colorado	2/2/2019	2E	
Beck, Philip J.	Walkersville	Maryland	9/27/2020	8F	
Becklin, Hans E.	Lititz	Pennsylvania	2/17/2019	8D	
Becklin, Marissa K.	Ephrata	Pennsylvania	6/7/2019	8D	
Beckmann, Christie A.	Cincinnati	Ohio	1/12/2019	6F	
Beckstrand, William A.	Hovland	Minnesota	3/20/2021	3E	
Beebe, Kevin C.	Kenosha	Wisconsin	8/17/2019	5J	
Beenken, Mary E.	Peoria Heights	Illinois	2/22/2019	5C	
Behrens, Roger A.	Elmira	New York	1/6/2019	7D	
Bennett, Dawn M.	Nashville	Tennessee	1/12/2020	9D	
Bennett, Ginger S.	Eldersburg	Maryland	10/11/2020	8F	
Benson, Todd M.	Oakland	California	6/6/2021	2A	
Berbaum, B. Shea	Dallas	North Carolina	12/19/2019	9B	
Berdahl, Andrew E.	York	Pennsylvania	11/14/2021	8D	
Berdahl, Taylor A.	Hanover	Pennsylvania	10/10/2021	8D	
Berger, Amy A.	Flanagan	Illinois	7/26/2019	5C	
Berger, Mathew E.	Pontiac	Illinois	8/2/2019	5C	
Bergeson, Jenna M.	Wenatchee	Washington	9/25/2021	1B	
Bergman, Corey G.	Linthicum Heights	Maryland	10/2/2020	8F	
Bermes-Goller, Miranda P.	Hood River	Oregon	8/21/2021	1E	
Berndt, Elisa M.	Arlington	South Dakota	9/21/2019	3C	
Berns, Denise M.	Gowrie	Iowa	8/29/2021	5E	
Beukelman, Lindsey M.	Franklin	Wisconsin	2/23/2019	5J	
Bevins, William B., III	Plainfield	Indiana	9/8/2020	6C	
Bjertness, Meggie D. D.	East Grand Forks	Minnesota	5/14/2021	3D	
Bjorklund, Ann M.	Sauk Rapids	Minnesota	3/13/2021	3F	
Bjornstad, Halcyon D.	Missoula	Montana	10/5/2019	1F	

Blair, Joshua K.	Duluth	Minnesota	7/26/2019	3E	
Blair, Miriam J.	Omaha	Nebraska	11/3/2019	4A	
Blust, Cody A.	Evansville	Indiana	2/22/2020	6C	
Boland, Kathleen M.	Olney	Illinois	8/9/2020	5C	
Bonine, Maria A.	Altamont	Illinois	10/12/2020	5C	
Boogren, Brenda K.	Glenwood	Minnesota	3/23/2019	3F	
Books, DeAnn R.	Hanover	Pennsylvania	4/11/2021	8D	
Borbon Talamante, Manuel H., Sr.	Silverton	Oregon	6/13/2020	1E	
Borges, Cassandra J.	Maddock	North Dakota	8/7/2021	3B	
Bowman, Timothy D.	Stewartville	Minnesota	8/24/2019	3I	
Boyhont, Stephen J.	West Allis	Wisconsin	4/25/2021	5J	
Brewer, Michael C.	Clinton	Iowa	7/17/2020	5D	Reinstated
Brody, Nancy K.	Harrisburg	Pennsylvania	1/26/2020	8D	
Brooks, Devlyn L.	Wolverton	Minnesota	10/23/2021	3D	
Brown, Kelsey M.	Brooklyn	New York	9/20/2020	7C	
Brown, Ronald W.	Woodsboro	Maryland	9/27/2020	8F	
Brubaker, Scott V.	Lititz	Pennsylvania	11/14/2021	8D	
Brunoehler, Matthew M.	Elizabeth City	North Carolina	5/24/2019	9B	
Buchholz, JoHanna	Devils Lake	North Dakota	1/10/2021	3B	
Buck, Karen R.	Burton	Texas	1/18/2019	4F	Received from United Church of Christ
Buckles, Louise W.	Ocean Park	Washington	6/6/2021	1C	
Bullock, Judy R.	Jacksonville	Florida	5/8/2021	9E	
Burford-Berry, Fanya K.	Chicago	Illinois	8/18/2019	5A	
Buringrud, Daniel J., Sr.	Ellicottville	New York	11/15/2020	7D	Received from Lutheran Church-Missouri Synod
Burke, Amanda M.	Columbia	South Carolina	11/28/2021	9C	
Burns, Michael G.	Tioga	North Dakota	9/30/2019	3A	Reinstated
Burrichter, Todd A.	Nashua	Iowa	6/13/2021	5F	
Burton Edwards, Taylor W.	Warner Robins	Georgia	5/3/2020	9D	Received from The United Methodist Church
Busbey, W. Robert Michael	Chicago	Illinois	8/8/2021	3C	
Busch, Dawn M.	Belfield	North Dakota	6/20/2020	3A	
Busche, Jack D.	Gwinn	Michigan	10/9/2021	5G	
Buschor, Jacqui D.	Columbus	Ohio	5/1/2021	6F	
Butz, Chad A.	Middletown	Pennsylvania	12/13/2020	8D	
Cabello-Salomon, Maria E.	Sioux Falls	South Dakota	1/20/2019	3C	
Cabrera, Victor N.	Providence	Rhode Island	8/29/2020	7B	
Canniff-Kesecker, Matthew S.	Greensboro	North Carolina	12/14/2019	9B	
Carter, Anna E.	Lexington	North Carolina	1/9/2021	9B	
Cartwright, Michael W.	Brunswick	Maine	12/12/2021	7B	Received from Lutheran Church-Missouri Synod
Casey, Emilie C.	Decatur	Georgia	8/23/2020	7B	
Catlin, Birgitte M.	Baudette	Minnesota	1/25/2019	3D	
Cavaleri, Micah A.	Houghton	Michigan	6/12/2021	5G	
Chavez, Cassandra L.	Lawrence	Massachusetts	1/12/2019	7B	
Cherland, Benjamin R.	Red Lodge	Montana	9/19/2020	1F	
Chicka, Jessica A. H.	Watertown	Massachusetts	9/12/2021	7B	
Chilton, D. Lowell	Albany	New York	6/30/2019	7D	
Chirala, Rita W.	Sault Sainte Marie	Michigan	3/21/2020	5G	
Chove, Nicholas S.	Dallas	Texas	7/11/2021	4D	
Christensen, Amanda K.	Milwaukee	Wisconsin	2/23/2020	5J	
Christofferson, Nanette F.	Mesa	Arizona	10/6/2019	2D	
Chu, Linqing	Woodbury	Minnesota	11/16/2021	3H	
Clifford, Dara Q.	Combined Locks	Wisconsin	1/26/2019	5I	
Coen-Frei, Ian W.	Isanti	Minnesota	8/29/2020	3G	
Coffey, Brian T.	Carbondale	Illinois	12/29/2021	5C	
Colon Hernandez, Haydee M.	Passaic	New Jersey	12/19/2021	7A	
Combs, Christopher S.	Greensburg	Pennsylvania	9/12/2021	8B	
Conklin-Dodd, Gabriella M.	Edinburg	Texas	7/17/2021	4E	
Cooper, Kimberly J. S.	Wayne	New Jersey	3/21/2021	7A	
Copeland, Joshua L.	Christiansburg	Virginia	1/6/2021	9A	
Couch, Doug	Somerset	Kentucky	10/12/2019	6C	
Cranmer, Colin S.	Waukegan	Illinois	7/11/2021	5A	

Crawford, Jane M.	Renville	Minnesota	2/16/2019	3F	
Cress, Abigail C.	Libby	Montana	9/15/2020	1F	
Crimi, Catherine	Clarksville	Tennessee	5/22/2021	9D	
Crosthwaite, Mia C.	Boise	Idaho	8/10/2020	1D	
Cruz, Martha M.	Nyack	New York	6/19/2021	7C	
Cuthbertson, Shanitria N.	Charlotte	North Carolina	9/26/2020	9B	
Dahleen, Makayla M. M.	Sterling	Illinois	10/11/2020	5B	
Damon, Eric D.	Latrobe	Pennsylvania	6/14/2019	8B	
Davis, Jason R.	Huntsville	Alabama	9/20/2020	9D	
Davis, Kenneth L.	Encino	California	2/12/2021	2B	Reinstated
De La Cruz, Christina L.	Escondido	California	9/4/2021	2C	
Deason, John P.	Baltimore	Maryland	9/26/2020	8F	
Decker, Jaime M.	Gwinner	North Dakota	10/17/2021	3B	
Delancey, Judson M., III	Wolverine Lake	Michigan	6/14/2020	6A	
Delasin, Luke T.	Riverview	Florida	11/19/2021	9E	
Deng, Philip A.	Saint Joseph	Missouri	3/14/2021	4B	
Denning, C. Taran	Spokane	Washington	10/31/2020	1D	
Derrick, Sarah E.	Huntington	West Virginia	8/16/2019	4D	
Deutsch, Sarah D.	Mankato	Minnesota	1/19/2019	5E	
Devine, Susan K.	Pittsburgh	Pennsylvania	2/15/2020	8B	
Dickman Parris, Mary H.	Ray	North Dakota	12/15/2019	3A	
Dillman, W. Bruce	The Villages	Florida	8/31/2019	9E	Received from Roman Catholic Church
Dolan, Jonathan D.	De Smet	South Dakota	5/25/2019	3C	
Dollinger, Susan A.	Vancouver	Washington	12/15/2019	1C	
Dowd, Adam E. L.	Darien	Illinois	12/4/2021	5A	
Dowd, Danielle B.	Chicago	Illinois	12/4/2021	5A	
Dralle, Perrie S.	Milwaukee	Wisconsin	5/22/2021	5J	
Drees, Paul T.	Granite Falls	Minnesota	11/2/2019	3F	
Drefke, Kathryn E.	Troy	New York	7/5/2019	7D	
Driver, Cory T. P.	Oxford	Ohio	6/2/2019	6C	
Dunklin, Laura J.	Roanoke	Virginia	9/7/2019	9A	
Dziuk, Ronald V. Jr.	Downingtown	Pennsylvania	6/12/2021	7F	
Eastwood, Nicole K.	Vero Beach	Florida	9/21/2019	9E	
Eckman, Elizabeth P.	Shiremanstown	Pennsylvania	6/6/2021	8D	
Eckman, Jay W.	Gettysburg	Pennsylvania	6/7/2019	8D	
Edwards, Marjorie	Trenton	New Jersey	2/17/2019	7A	
Edwardsen, Peter C.	Turnersville	New Jersey	9/15/2019	7A	
Eide, Megan E.	Davenport	Iowa	8/1/2021	5D	
Eller, Robert M.	New Philadelphia	Ohio	7/17/2021	6E	
Engh, Michele E.	Viroqua	Wisconsin	4/17/2021	5L	
Eversoll, Charlotte E.	Emerson	Nebraska	7/26/2020	4A	
Eversoll, Molly B.	Marquette	Michigan	8/3/2019	5G	
Farrow, Kara Y.	Tulsa	Oklahoma	7/28/2019	4C	
Fausser, Kelsey	Colorado Springs	Colorado	9/16/2021	2E	
Feurzeig, Susan	Syracuse	New York	1/4/2020	7D	
Fischer, Mark W.	Portage	Pennsylvania	11/13/2019	8C	
Fisher, Robert W., Jr.	Quakertown	Pennsylvania	4/28/2019	7F	
Fister, Duane J.	Vaughn	Washington	4/11/2021	1C	
Fitch, Ryan T.	Prospect	Pennsylvania	7/17/2021	8B	
Fitzgold, Travis E.	Austin	Texas	9/21/2019	4E	
Flatt-Kuntze, Andrew M.	Falmouth	Maine	9/20/2020	7B	
Fleck, Tara L.	Greensboro	North Carolina	4/30/2021	9B	
Flores, Rudy T.	Aurora	Nebraska	6/27/2021	4A	
Ford, Catherine J.	Three Lakes	Wisconsin	10/23/2021	5G	
Frederking, Kimberly J.	Ellis	Kansas	2/29/2020	4B	
Freudenberger, Richard A.	Dayton	Ohio	7/13/2020	6F	
Freund, Kathryn L.	Woodstock	Virginia	1/5/2019	9A	
Friedlein, Stacey L.	Davenport	Washington	10/26/2019	1D	
Frye, Bradford J.	Vandalia	Illinois	7/17/2021	5C	
Funk, Richard O.	Rockledge	Florida	2/24/2019	9E	
Gallego, Steven D.	Florence	South Carolina	3/16/2019	9C	
Gallen, Elizabeth C.	Fountain Hills	Arizona	3/13/2021	2D	
Garavalia, Matthew J.	Jackson	Minnesota	7/25/2020	3F	
Garcia, Nicole M.	Louisville	Colorado	11/23/2019	2E	

Garrett Krey, Sarah E.	Catonsville	Maryland	7/5/2019	8F	
Gates, Morgan E.	Houston	Texas	11/21/2020	4F	
Gebo, Paul D.	Bayfield	Colorado	6/15/2019	5B	
Gehring, Thomas J.	Box Elder	Montana	11/22/2020	1F	
Geibert, Courtney M.	Redwood City	California	4/11/2021	2A	
Geiger, Jeffrey A.	Spencer	Iowa	2/1/2020	5E	
Gerstenberger, Sonja M.	Ames	Iowa	3/6/2021	5D	
Geyer, Karie M.	Veblen	South Dakota	10/29/2021	3C	
Ghaly, Philipos G. P.	Portland	Oregon	5/31/2020	1E	
Gilbert, Christophor D.	Portland	Maine	10/19/2019	7B	
Girardeau, Christopher D.	Lancaster	South Carolina	11/13/2021	9C	
Gogorza, Cesar B.	Los Angeles	California	12/3/2019	2B	Received from United Evangelical Church/ Argentina
González Gómez, Hildegardo	Tucson	Arizona	3/14/2019	1D	
Gonzalez, Ivan A.	Wichita	Kansas	8/15/2020	4B	Received from Roman Catholic Church
Gorman, Sara H.	Clintonville	Wisconsin	8/26/2020	5I	
Gosnell-Lamb, Judith L.	Anaconda	Montana	3/31/2019	1F	
Grafe, Julia V.	Aurora	Illinois	5/30/2021	5A	
Graham, Tyler J.	Salisbury	Pennsylvania	7/11/2020	8C	
Grainger, Daniel R.	Quincy	Illinois	7/9/2021	5C	
Grant, Ken A.	Detroit	Michigan	1/25/2020	6A	
Graves, Andy J.	Lancaster	Minnesota	6/24/2021	3D	
Greenwald, Brenda L.	Wallace	Michigan	7/14/2019	5G	
Grimaldi, Bonnie L.	Sugarcreek	Ohio	7/31/2021	6E	
Guiliani, Charlene A.	Franklin	Wisconsin	12/5/2020	5J	
Gundell, Kathryn A.	Cozad	Nebraska	3/14/2021	4A	
Gurning, Diakonda L.	Shoreline	Washington	1/25/2019	1B	
Gutman, Daniel J.	Lima	Ohio	8/31/2019	6D	
Haberstroh, Bethany L.	Flasher	North Dakota	5/5/2019	3A	
Hackney, Kevin J.	Middle River	Minnesota	3/1/2020	3D	
Hagerty, Gail H.	Mandan	North Dakota	6/17/2020	3A	
Hagestuen, Kurt N.	Crosslake	Minnesota	6/22/2019	3E	
Halter, Barry W., Jr.	Upper Sandusky	Ohio	9/19/2020	6D	
Hammer, Angela	East Petersburg	Pennsylvania	7/26/2020	8D	
Hammer, Miranda E.	Depew	New York	7/18/2020	7D	
Hanneman-Schoenbach, Julia A.	Royal Oak	Michigan	6/18/2021	6A	Reinstated
Hanson, Kyle D.	Crystal	Minnesota	8/22/2020	3G	
Hanson, Shadoc B. C.	Lennox	South Dakota	5/30/2021	3C	
Hanson-Lynn, Nicole T.	Ironwood	Michigan	1/25/2020	5G	
Harker, Alicia A.	Wheat Ridge	Colorado	4/30/2020	2E	
Harman, Anne M.	Clearwater	Florida	10/30/2021	9E	
Harris-Ferree, Laura E.	Evanston	Illinois	1/27/2020	5A	
Hartman, Gregory	Brunswick	Maryland	5/18/2019	8F	
Harvey, K. Scott	Sayre	Pennsylvania	12/12/2021	7E	
Hatleli, Jennifer E.	Black River Falls	Wisconsin	7/31/2021	5H	
Hawkinson, Hannah J.	Fort Wayne	Indiana	12/11/2021	6C	
Hayward, Bradly	Port Ludlow	Washington	8/30/2020	1C	
Hazuda, Sherry L.	Pittsburgh	Pennsylvania	5/11/2019	8B	
Heaney-Hunter, Joann C.	Hicksville	New York	3/13/2021	7C	
Helmreich, Stephen C.	Hobbs	New Mexico	6/5/2021	2E	
Hennager, Janelle D.	Greenbush	Minnesota	12/7/2019	3D	
Henry, Brenda N.	Duquesne	Pennsylvania	11/3/2019	8B	
Herren, Noah O.	Atlanta	Georgia	2/28/2020	9D	
Hess, Daniel A.	Fort Valley	Virginia	1/18/2020	9A	
Hess, Sarah L.	Fort Valley	Virginia	1/4/2020	9A	
Hett, Phillip R.	Lindsborg	Kansas	10/26/2019	4B	
Hicks, Joel M.	Shreveport	Louisiana	10/4/2020	4D	
Himmelman, Elisabeth R. P.	Kearney	Nebraska	8/7/2020	4A	
Hinck, Joel	Overland Park	Kansas	10/27/2019	4B	
Hoelscher, Lisa M.	San Antonio	Texas	12/7/2019	4E	
Hoewisch, Megan L.	Havre	Montana	2/15/2020	1F	
Hoey, Tyler A.	Tripoli	Iowa	7/24/2021	5F	
Hoffman, Matthew D.	Asheville	North Carolina	12/8/2019	9B	

Holland, Rebecca L. R.	Eau Claire	Wisconsin	10/16/2021	5H	
Holland, Susan B.	Half Moon Bay	California	2/8/2019	2A	
Hollander, W. Luke	Rochester	Minnesota	9/4/2020	3I	
Holmes, Matthew J.	La Grange Park	Illinois	3/15/2020	5A	
Holst, Heidi R.	Circleville	Ohio	6/5/2021	6F	Received from North American Lutheran Church
Holtmeier, Jonathan D.	Hopkins	Minnesota	11/18/2021	3G	
Hopgood, Miles S.	Ewing	New Jersey	2/8/2020	7A	
Houseman, Alexandra J.	Baltimore	Maryland	11/7/2020	8F	
Housholder, Daniel E.	West Des Moines	Iowa	7/15/2020	5D	
Hughes, Mary K.	Rogers City	Michigan	10/3/2021	6B	
Hunter, Todd A.	Camanche	Iowa	7/16/2021	5D	Reinstated
Hurd, Rebel R.	Moorhead	Minnesota	1/30/2021	3D	
Hutson, Travis K.	West Des Moines	Iowa	10/19/2019	5D	
Infante, Rafael	Kissimmee	Florida	5/29/2021	9E	
Irvin-Stellabotte, Marty Jo	Altoona	Pennsylvania	10/3/2021	8C	
Jacobi, Tamera K.	Crown Point	Indiana	7/31/2021	6C	
Jacobsen, Timothy M.	Ankeny	Iowa	7/24/2021	5D	
Jancewicz, Tamika L. M.	Ellicott City	Maryland	5/26/2019	8F	
Janssen, Amy M.	Virginia	Minnesota	7/18/2020	3E	
Jefferson, Jacqueline	Elizaville	New York	11/23/2019	7D	
Jenson, Michele C.	Perley	Minnesota	10/3/2020	3D	
Jimenez-Reyes, Ricardo E.	San Antonio	Texas	8/15/2021	4E	
Johansen, Melissa A.	Livingston	Montana	10/10/2021	1F	
Johnson, Abigail L.	Southbury	Connecticut	10/3/2021	7B	
Johnson, Allison L.	Milwaukee	Wisconsin	2/8/2019	5J	
Johnson, Christina M.	North Myrtle Beach	South Carolina	12/3/2021	9C	
Johnson, Eliza R.	Barrett	Minnesota	3/30/2019	3D	
Johnson, Peter J.	Austin	Minnesota	8/17/2019	3I	
Johnson, Rachel H.	Roosevelt	Minnesota	7/17/2021	3D	
Johnson, Timothy J.	Estherville	Iowa	1/26/2020	5E	
Jones, Cynthia A.	San Diego	California	7/27/2019	2C	
Jones-Barnes, Annie R.	Tacoma	Washington	10/19/2019	1C	
Kadelbach, Christina L.	Iron	Minnesota	11/15/2020	3E	
Kalina, Amber J.	Warren	Minnesota	12/11/2021	3D	
Katz, Bryan J.	Blacksburg	Virginia	1/23/2021	9A	
Kayhart, Matthew A.	Saint Thomas	Pennsylvania	4/10/2021	8D	
Keenan, Caroline S.	Hildreth	Nebraska	7/2/2020	4A	
Keilholtz, Kayla E.	Rural Retreat	Virginia	1/4/2020	5G	
Kennedy, Randy R.	Port Saint Lucie	Florida	6/29/2019	9E	
Kenyon Woods, Laurie F.	Turtle Lake	Wisconsin	11/21/2020	5H	
Keogh, John S.	Attleboro	Massachusetts	1/12/2019	7B	
Keomanivong, Peter B.	Brooklyn Park	Minnesota	9/13/2020	3F	
Kerin, Kathleen A.	Hatboro	Pennsylvania	7/17/2021	7F	
Kieckhafer, Tina T.	Sheboygan	Wisconsin	9/18/2021	5J	
Kierzek, Justin P.	Saint Francis	Wisconsin	12/11/2021	5J	
Kim, Eunyong	Ridgefield	New Jersey	11/18/2021	7A	Received from Presbyterian Church of Korea
Kippen, Amy K.	New Rockford	North Dakota	7/23/2020	3B	
Kittinger, William A., Jr.	Naples	Florida	7/20/2019	9E	
Klemz, Christy L.	Oslo	Minnesota	2/2/2019	3D	
Kline, Laura L.	Gurnee	Illinois	3/15/2020	5A	
Klinker, Fredrick P.	Graniteville	South Carolina	9/9/2021	9C	
Kluever, Halle L.	Slatington	Pennsylvania	8/1/2021	7E	
Knight, Michelle N.	Pearl City	Illinois	7/18/2021	5B	
Knighten, Anne M.	Buffalo	Wyoming	9/3/2021	2E	
Ko, Chulhyuk	Seattle	Washington	2/23/2019	1B	Received from Presbyterian Church of Korea
Ko, Jin Kyung	Suwanee	Georgia	8/28/2021	9D	
Koerner, Elizabeth A.	Stroudsburg	Pennsylvania	4/23/2021	7E	

Kohlmeyer, Aleshia	Broomfield	Colorado	10/2/2021	2E	
Kollar, Kathryn R.	Lucas	Ohio	10/3/2020	6E	
Konop, Calvin P.	Dubuque	Iowa	1/29/2021	5F	
Kopp, Mikayla J.	Luck	Wisconsin	10/5/2019	5H	
Kopsa, Kevin W.	Woodburn	Oregon	4/13/2019	1E	
Kramme, Jason C. D.	Burnsville	Minnesota	8/30/2020	3H	
Kreis, Thomas R., II	Beloit	Wisconsin	7/11/2021	5K	
Krenz, Joshua S.	Conneaut	Ohio	12/17/2021	6E	
Kresse, Kelsey E.	Burke	Virginia	10/9/2021	8G	
Kringstad, Katie M.	Kindred	North Dakota	6/18/2021	3B	
Krnac, Christina M.	Jefferson	Ohio	11/2/2019	6E	
Kuenker, Emily A.	Logan	Utah	1/6/2021	2E	
Kussman, Erich H., Sr.	Trenton	New Jersey	10/24/2020	7A	
Kvamme, Hayden D.	Rochester	Minnesota	7/26/2019	3I	
Kvande, Alexa B.	South Bend	Indiana	6/15/2019	6C	
Labor, Nyahaley J.	Conyers	Georgia	8/16/2020	9D	
Lambing, Kristi A.	Lynnwood	Washington	9/11/2021	1B	
Lankford, Chantell M.	Clitherrall	Minnesota	10/11/2020	3D	
Larsen, Crystal M.	Fairfield	California	4/13/2019	2A	
Larson, Sarah B.	Sartell	Minnesota	9/13/2020	3E	
Le Bas, Frances A.	Livingston	California	2/1/2020	2A	
Le Roy, Paisley C.	Geneva	Illinois	10/25/2020	5A	
LeCrone, Jeffrey L.	Williamsport	Pennsylvania	3/13/2021	8E	Received from The United Methodist Church
Lee, Crystal C.	Fond Du Lac	Wisconsin	1/30/2021	5I	
Lee, Kari L.	Newton	Iowa	2/17/2019	5D	
Lee, Kirsten M. B.	Muscatine	Iowa	9/20/2020	5D	
Leiby, Karla S.	Northumberland	Pennsylvania	8/21/2021	8E	
Leither, Nicholas J.	Aurora	Colorado	6/27/2020	2E	
Lekander, Lucas J.	Outing	Minnesota	1/9/2021	3E	
Lemke, Larry A.	Ferguson	Missouri	1/26/2020	4B	
Link, Heidi A.	Absecon	New Jersey	6/6/2019	7A	
Locke, Sarah C.	Jacksonville	Florida	1/24/2019	9E	
Lynk, Sterling T.	Madison	Wisconsin	11/14/2020	5K	
Mach, Deborah L. H.	Lake Stevens	Washington	8/11/2019	1B	
Madsen, Eric G.	Rochester	New York	6/29/2019	7D	
Mailleue, Samuel J.	Mount Pleasant	North Carolina	7/14/2019	9B	
Malone, Merle I.	St Thomas	Virgin Islands	12/8/2019	9F	
Manwell, Timothy R.	Elk Grove Village	Illinois	6/5/2019	5A	Received from Lutheran Church-Missouri Synod
Markman, Maria R.	Andover	Minnesota	8/22/2020	3G	
Markwell, Michael J.	Escanaba	Michigan	6/5/2021	5G	
Marose, Peg A.	Bricelyn	Minnesota	6/26/2021	3I	
Masters, Korla H.	Prior Lake	Minnesota	10/27/2019	3G	
Matevia, Marilyn	Cleveland	Ohio	10/17/2021	6E	
Mauer, Richard I.	Delta Junction	Alaska	7/12/2020	1A	
Mbatta, John Z.	Rockville	Maryland	4/14/2019	8G	
McAlpine, Wendy J.	Sunburst	Montana	6/15/2021	1F	
McCarthy, Kristin A.	Farmington Hills	Michigan	11/19/2021	6A	
McCay, Alvin D. Sr.	Reynoldsburg	Ohio	1/22/2021	6F	Received from African Methodist Episcopal Church
McCleary, M. Danielle	Secaucus	New Jersey	9/12/2021	7A	
McColley, James R.	Renwick	Iowa	10/25/2020	5E	
McConnell, Ian G.	Edina	Minnesota	2/17/2019	3G	
McEwen, Vera A.	Ann Arbor	Michigan	10/18/2020	1C	
McGlynn, Amanda	Oceanside	California	11/21/2021	2C	
McGlynn, Cole A.	San Clemente	California	11/21/2021	2C	
McKenzie, Jessie A.	Roy	Washington	5/9/2019	1C	
McLaughlin, Meagan C.	Webster Groves	Missouri	1/18/2020	4B	
McMichael, Ian K.	Endicott	Washington	6/29/2019	1D	
McQuillan, Emily A. P.	Overland Park	Kansas	11/3/2019	4B	
McVann, Evan P.	Creston	Iowa	8/15/2021	5E	
Mechler, Deborah	Spencer	Iowa	6/12/2020	5E	

Medina, Ernesto R.	Omaha	Nebraska	4/24/2021	4A	Received from The Episcopal Church
Medlin, Troy E.	Oak Park	Illinois	11/15/2020	5A	
Meeser, Laurel J.	Dows	Iowa	3/30/2019	5F	
Melillo, Caitlyn M.	Arlington	Washington	2/28/2021	1B	
Menke, Joshua J.	Richmond	Virginia	7/2/2020	9A	
Mensing, Lisa M.	Mc Cook	Nebraska	1/16/2021	4A	
Mercurio, David A.	Forest Park	Illinois	7/25/2021	5A	
Metzger, Mary A.	Richmond	Kentucky	3/6/2021	6C	
Mihelich Smith, Amy M.	Mahtomedi	Minnesota	10/2/2021	3H	
Miles, Pamela A.	Mukilteo	Washington	7/12/2019	1B	
Miller, Eric G.	Thief River Falls	Minnesota	10/24/2021	3D	
Miller, Jessica L.	Fargo	North Dakota	7/29/2020	3B	
Miller, Timothy L.	Fremont	Ohio	12/22/2019	6D	
Mitchell, Betsy R.	Charlotte	North Carolina	11/6/2020	9B	
Moehlman, Ella S.	Lisbon	North Dakota	2/14/2021	3B	
Moffat, Douglas G.	Murrieta	California	3/12/2021	2C	
Mohr, Marc M.	Sylmar	California	12/1/2019	2B	
Mollenkopf, Jonathan D.	Nordheim	Texas	8/29/2020	4E	
Mollenkopf-Grill, Richard E.	Akron	New York	8/22/2020	7D	
Monson, Connie L.	Rugby	North Dakota	8/1/2021	3A	
Montas, Jean H.	Brooklyn	New York	3/13/2021	7C	
Moore, Jennifer A.	Fort Myers	Florida	6/27/2021	9E	
Morello, Dawn A.	Bronx	New York	6/19/2021	7C	
Morgan, Gabriel	Tampa	Florida	3/29/2019	9E	
Morris, Cathleen A.	Wilton	Wisconsin	2/23/2019	5L	
Muhlbach, Karl E.	Boonsboro	Maryland	11/14/2020	8F	
Muncy, Cheryl	Joplin	Montana	6/16/2021	1F	
Munger, Scott T.	Mitchell	South Dakota	9/25/2021	3C	
Murinda, Tawanda N.	Fargo	North Dakota	5/29/2019	3B	
Muzzin, Susanna M.	Warren	Michigan	1/30/2021	6A	
Myatt, Cindy L.	Marblemount	Washington	4/22/2021	1B	
Myers, Ruby	Phoenix	Arizona	11/13/2021	2D	
Nekoranec, Jacob A.	Toledo	Ohio	5/8/2021	6D	
Nelson, Anders E.	Wheaton	Illinois	3/15/2020	5A	
Nelson, Eric S. W.	Fridley	Minnesota	1/23/2021	3G	
Nelson, Gayle E.	Ocala	Florida	9/12/2021	9E	
Nelson, Glen H.	Northfield	Minnesota	6/29/2021	3I	Transferred from ELCIC
Ngomuo, Esther G.	Nashville	Tennessee	12/1/2019	9D	Received from Evangelical Lutheran Church, Tanzania
Nichols, Samantha C.	Urbana	Illinois	8/16/2019	4A	
Nickel, Austin C.	Waco	Texas	11/2/2019	4D	
Niedermaier, Kari S.	Titusville	Florida	2/2/2020	9E	
Nielsen, Anne-Grethe K.	Yorba Linda	California	1/26/2019	2C	Received from Evangelical Lutheran Church of Denmark
Norris, Emily H.	Winston Salem	North Carolina	5/22/2020	9B	
Nygaard, Mark W.	Elgin	Texas	10/6/2019	4E	
Odde, Jaimie L.	Glenham	South Dakota	10/8/2021	3C	
Odegard, John M.	Mankato	Minnesota	8/11/2019	3I	
O'Donnell, Karin A.	Hildebran	North Carolina	7/17/2021	9B	
Ogg, Julia T.	Sterling	Virginia	8/17/2019	8G	
O'Leary, T. Tucker	Knoxville	Illinois	9/27/2020	5B	
Olsen, Garth H.	Saranac Lake	New York	11/20/2021	7B	
Olson Weech, Chelsey L.	Prophetstown	Illinois	10/27/2019	5B	
Olson, Jessica L.	Onamia	Minnesota	9/5/2020	3E	
Olson, Michael A.	McGregor	North Dakota	1/6/2019	3A	
Olson, Susan I.	Isanti	Minnesota	8/14/2019	3G	
Oluoch, Jared O.	Hollister	California	2/8/2020	2A	
Onelansy, Phouthaly	Des Moines	Iowa	3/31/2019	5D	
Opfermann, Michael H.	Marysville	Michigan	9/13/2020	6A	
O'Reilly, Shaun P.	Reno	Nevada	7/25/2020	2A	
Orner, Joseph K.	Bloomington	Minnesota	8/18/2019	3G	
O'Shields, Timothy M.	Fairview	Montana	4/29/2021	1F	

Osorto, Hieald E.	Minneapolis	Minnesota	10/30/2021	3G	
Ostlie, Kathryn A.	Edina	Minnesota	1/23/2021	3G	
Ostrem, William T.	Wausau	Wisconsin	7/11/2021	5I	
Otto, Sherri D.	Hopkins	Minnesota	8/20/2020	3G	
Overcash, Ethan S.	High Point	North Carolina	10/23/2020	9B	
Paiva, Maria E.	Gardena	California	5/22/2021	2B	
Pakan, Aimee J.	Brandon	South Dakota	1/16/2021	3C	
Pakan, Joel M.	Sioux Falls	South Dakota	1/16/2021	3C	
Papke-Larson, Emily J.	Bemidji	Minnesota	1/23/2021	3D	
Parkins, Hallie R.	Tacoma	Washington	1/12/2020	1C	
Parks, Elizabeth A.	New England	North Dakota	10/22/2021	3A	
Parris, Joshua R.	Grenora	North Dakota	12/14/2019	3A	
Paterson, Lydia	Vancouver	Washington	9/2/2019	1C	
Patrick, Mack R.	Dekalb	Illinois	9/7/2019	5B	
Patten, Julie L. R.	San Clemente	California	5/22/2021	2C	
Paxton, Joseph K.	Lihue	Hawaii	2/8/2020	2C	
Peñaranda, Nicolette M.	Chicago	Illinois	11/9/2019	5A	
Pencek, David R.	State College	Pennsylvania	8/27/2021	8C	
Periannan, Selvaraj	Hettinger	North Dakota	11/2/2019	3A	Received from Roman Catholic Church
Perret, Samantha S.	Waterbury	Connecticut	8/24/2019	7B	
Peters, Lucas E.	Fairbanks	Alaska	8/16/2020	1A	
Petersen, David J.	Belvidere	Illinois	10/26/2019	5B	
Peterson, Hans D.	Hutchinson	Minnesota	10/23/2021	3F	
Peterson, Kimberly D.	Choteau	Montana	7/13/2019	1F	
Pierce, Sarah C.	Blue Springs	Missouri	9/25/2021	4B	
Pinnegar, Deborah E.	Bellville	Ohio	10/31/2020	6E	
Polsdofer, Matthew D.	Rock Rapids	Iowa	10/16/2021	5E	
Pontious, Joshua D.	Coral Springs	Florida	12/5/2021	9E	
Poole, Patrick W.	Wilkes Barre	Pennsylvania	2/15/2020	7E	Reinstated
Poole-Xiong, Jason R.	Janesville	Wisconsin	11/13/2020	5K	
Potaczek, Phillip D.	Ottawa	Illinois	10/31/2021	5B	
Potsko, Andrew J.	Canton	Ohio	1/26/2020	6E	
Powers, Levi Q.	Rock Springs	Wyoming	1/11/2019	2E	
Prichard, Dianne L.	De Witt	Iowa	7/31/2021	5D	
Prill, Benjamin	Vandalia	Ohio	12/19/2020	6F	
Pryor, Allyson L.	San Antonio	Texas	10/24/2020	4E	
Purtell, Daniel	Sturbridge	Massachusetts	6/1/2019	7B	
Putland, Jessica G.	Beaverton	Oregon	8/16/2019	1E	
Quest, Daniel S.	Park Ridge	Illinois	8/18/2019	5A	
Rademacher, Chad M.	Sidney	Nebraska	8/22/2020	4A	
Rakoczy, Nancy A.	Franklin Square	New York	12/7/2019	7C	
Ramirez, Lianet M.	San Juan	Puerto Rico	11/24/2019	9F	
Reading, Bristol H.	Saint Paul	Minnesota	12/4/2021	3H	
Rebey, David J.	Pewaukee	Wisconsin	9/19/2020	5J	
Redig, Tom J.	Peru	Illinois	7/11/2020	5B	
Reichley, Tami K.	Emmaus	Pennsylvania	2/16/2020	7E	
Reinhardt, Adam C.	Honesdale	Pennsylvania	11/3/2019	7E	
Reising, Jamie I.	Tipton	Iowa	9/24/2021	5D	
Remmers, Emerson R.	Prineville	Oregon	10/10/2020	1E	
Reynolds, Pam A.	Sun City West	Arizona	2/6/2021	2D	
Rhoades, Thomas L.	Baton Rouge	Louisiana	2/28/2020	4F	Received from The United Methodist Church
Rima, William C.	Harlem	Montana	1/13/2021	1F	
Riqueza, Ricardo	Marquette	Nebraska	5/20/2019	4A	
Roberts, Ashton P.	Lilburn	Georgia	9/11/2021	9D	
Robinson, Ralen	Wichita	Kansas	10/31/2020	4B	
Robinson, Sharayah L.	Kathryn	North Dakota	5/25/2019	3B	
Rode, Denise L.	Earlville	Illinois	5/22/2021	5B	
Rodriguez Paez, Jose F.	Oak Park	Illinois	10/11/2020	5A	
Rodriguez, Katherine E.	Denver	Iowa	7/6/2019	5F	
Rodriguez, Sergio E.	Houston	Texas	9/19/2021	4F	
Roegner, Beth C.	Davenport	Nebraska	7/25/2020	4A	
Rojas-Banda, Maria A.	Chicago	Illinois	4/17/2021	5A	

Rosa-Ruggieri, Ashley N.	Wauseon	Ohio	9/12/2021	6D	
Rosa-Ruggieri, Dalton B.	Swanton	Ohio	9/12/2021	6D	
Rosenstiel, Derek G.	Dubuque	Iowa	10/19/2019	5F	
Ross, Alexander J.	Republic	Michigan	6/21/2020	5G	
Rotman, Marla R.	Rochester	Minnesota	5/22/2021	3I	Received from the Reformed Church in America
Rova, Annela R.	Choteau	Montana	12/11/2021	1F	
Rude, Erik M.	Covina	California	10/17/2021	2B	
Ruffatto, Kristine J.	Waukesha	Wisconsin	9/29/2021	5J	Transferred from ELCIC
Rut, James D.	Omaha	Nebraska	2/16/2020	5E	
Saed, W. Eric	Clovis	New Mexico	11/14/2020	4D	
Salomone, Susan S.	Camillus	New York	4/24/2021	7D	
Sandin, Kelly A.	San Jose	California	4/13/2019	3G	
Sannerud, Paul D.	Blair	Wisconsin	1/31/2021	5L	
Santana, German A., Sr.	Durham	North Carolina	6/12/2020	9B	
Saunders, Teleen M.	Harris	Minnesota	6/19/2021	3H	
Saunders-Allen, Kathryn M.	Irving	Texas	6/1/2019	4D	
Schaefer, Eric N.	Round Lake	Illinois	1/12/2019	5A	
Scheible, Rachel A.	Secane	Pennsylvania	11/14/2020	7F	
Schier-Hanson, Sara M.	Tacoma	Washington	1/31/2019	1C	
Schilcher, Sarah L.	Butte	Montana	6/22/2019	1F	
Schmid, Kristen M.	Logansport	Indiana	1/17/2021	6C	
Schmidlin, Nicholas D.	Flower Mound	Texas	12/6/2020	4D	
Schroeder, Timothy J.	Coon Rapids	Minnesota	9/20/2019	3G	
Schultz, Adam C.	Lexington	Virginia	8/17/2019	9A	
Schultz, Michelle L.	Walford	Iowa	8/24/2020	5D	
Schultz, Sara C. H.	El Cerrito	California	1/12/2019	2A	
Schulze, Sharon K.	Durham	North Carolina	10/27/2019	9B	
Schweter, Christian D. E.	Grass Valley	California	12/1/2020	2A	Transferred from ELCIC
Schwirian, Eric W.	Pelican Rapids	Minnesota	8/15/2020	3D	
Schwolert, Thomas W.	Highland Village	Texas	9/12/2020	4D	
Sedlacek, Clare C.	Plymouth	Wisconsin	5/22/2021	5J	
Segar, Travis J.	Des Moines	Iowa	10/20/2019	5D	
Severtson, David M.	Willmar	Minnesota	10/10/2020	3F	
Shaima, Mary L.	Stevenson	Washington	11/22/2020	1C	
Shank, David C.	Fulton	Maryland	9/12/2019	8F	
Shantu, Daniel G.	Hummelstown	Pennsylvania	1/4/2020	8D	
Shapton, Matthew T.	North Fort Myers	Florida	12/12/2020	9E	
Sharon, Gerald D.	Palm Desert	California	10/28/2019	2C	
Sheahan, John P., Jr.	Roland	Iowa	8/15/2020	5F	
Shealy, Christopher D.	Leesville	South Carolina	6/5/2021	9C	
Shelhart, Susan E.	Smithtown	New York	12/7/2019	7C	
Shepherd, Matthew O.	Taylorsville	North Carolina	10/23/2021	9B	
Shipman, Wayne R.	Pocatello	Idaho	9/12/2020	1D	
Sieja, Rachel J.	Ashland	Wisconsin	9/12/2020	5H	
Silco, Aaron M.	Shishmaref	Alaska	9/14/2021	1A	
Silco, Anna E.	Shishmaref	Alaska	9/14/2021	1A	
Simpson-Keelan, Mary	Ringoes	New Jersey	5/22/2021	7A	
Smith, Courtney D.	Oakland	New Jersey	11/13/2021	7A	
Smith, Daniel G.	Narberth	Pennsylvania	8/17/2019	7F	
Smith, Nicole L.	Kalamazoo	Michigan	2/17/2019	6B	
Solberg, Kiri I.	East Bethel	Minnesota	11/7/2020	3G	Reinstated
Sorensen, Lois A.	Lakeland	Florida	6/13/2021	9E	
Spencer, John H., Jr.	Dallas	North Carolina	12/7/2019	9B	
Spitz, Elisabeth G.	Saint Paul	Minnesota	10/19/2019	3H	
Spoden, Matthew T.	Pierre	South Dakota	7/26/2019	3C	
Squires, Deborah K.	Mukilteo	Washington	12/6/2020	1B	
Sseba, Sam N.	University Place	Washington	12/13/2020	1B	
Staats, Carolyn L.	Hudson	Wisconsin	7/20/2019	5H	
Stacy, Timothy C.	Sutton	Nebraska	8/8/2021	4A	
Stall-Ryan, Sara A.	Haddam Neck	Connecticut	6/5/2020	7B	Reinstated
Stark, Robert T.	Mount Carroll	Illinois	5/23/2021	5B	
Stark, Stephanie M.	Cat Spring	Texas	9/27/2020	4F	
Stave, Deborah G. G.	Fargo	North Dakota	1/31/2020	3B	Reinstated

Stave, Douglas W.	Battle Lake	Minnesota	7/31/2020	3D	
Steingraeber, Katrina L.	Rockford	Illinois	8/21/2021	5B	
Steitz, Courtney K.	Inver Grove Heights	Minnesota	11/22/2019	3H	
Stelle, Rebecca J.	Fort Washington	Maryland	5/3/2020	8G	Reinstated
Stelling, Emily K.	Frederic	Wisconsin	3/14/2020	5H	
Sterk, Gina M.	Hermantown	Minnesota	3/10/2019	5E	
Stever, Andrew C.	Los Angeles	California	6/26/2021	2B	
Stockham, Linda K.	Kent	Washington	5/8/2019	1B	
Stockton, Adam N.	Frisco	Texas	8/9/2020	4D	
Strecker-Baseler, Charlotte M.	Olmitz	Kansas	10/15/2020	4B	Transferred from ELCIC
Strecker-Baseler, John G.	Olmitz	Kansas	10/15/2020	4B	Transferred from ELCIC
Strike, Paul M.	Florence	Oregon	11/7/2021	1E	
Stromberg-Wojcik, Josh J.	Burlington	Washington	9/27/2020	1B	
Stufft, Jonathan D.	Ontario	Ohio	6/19/2021	6E	
Stump, Kathleen L.	Somerset	Pennsylvania	6/14/2019	8C	
Stutz, Steve C.	La Porte	Texas	9/20/2019	4F	Received from Lutheran Church-Missouri Synod
Sutherlin, Teresa R.	Russell	Kansas	8/14/2021	4B	
Swenson, Rachel L.	Des Moines	Washington	1/3/2020	1B	
Szydlowski, Michael C., II	Arlington Heights	Illinois	8/23/2020	5A	
Tallman, Madeline J.	Glen Burnie	Maryland	10/18/2020	8F	
Taylor, Carl D.	Columbia	South Carolina	2/27/2021	9C	
Tharp, Timothy W.	Savage	Montana	5/15/2021	1F	
Thomasson-Bless, Athena C.	Cary	North Carolina	2/29/2020	9B	
Thone, Erik O.	Rapid City	South Dakota	6/20/2019	3C	
Tobin Bergh, Erika C.	Anchorage	Alaska	6/30/2019	1A	
Toburen, Jennifer L.	Carlisle	Pennsylvania	12/6/2020	8D	
Tonnesen, Julie L.	Elon	North Carolina	12/12/2020	9B	
Torgerson, Jennifer S.	Saint Paul	Minnesota	2/24/2019	3H	
Torres, Caroline S.	Escalon	California	6/5/2021	2A	
Trice-Culpepper, Wanza D.	Canton	Georgia	12/4/2020	9D	
Triolo, Analyse K.	Bellerose	New York	1/17/2020	7C	
Tuttle, Katherine M.	Wilbur	Washington	6/5/2019	1D	
Vagh, Nouk P.	Saint Paul	Minnesota	9/22/2019	3H	
Vagts, Amalia J.	Tucson	Arizona	10/23/2021	2D	
Van Norman, Susan A.	Duluth	Minnesota	9/10/2019	3E	
Van Valkenburg, Katherine F.	Hudsonville	Michigan	7/25/2020	6B	
Vanderford, M. Grant	Moorhead	Minnesota	10/25/2020	3D	
VanDrasek, Barbara J.	Minneapolis	Minnesota	5/11/2019	3G	
Vasquez, Enedina C.	San Antonio	Texas	11/23/2019	4E	
Vethanayagamony, Peter	Chicago	Illinois	10/1/2020	5B	Received from United Church of South India
Vitale, James A., Jr.	Beavertown	Pennsylvania	10/26/2019	8E	
Voelp, Thomas C.	Santa Barbara	California	1/25/2020	2B	
Wachendorf, Brian	Lincoln	Illinois	7/3/2020	5C	
Wade, Laura L.	Norwich	New York	11/2/2019	7D	
Wagonfield, Corey	Lebanon	Ohio	9/5/2020	6F	
Wald, Evelyn J.	Centre Hall	Pennsylvania	11/9/2019	8C	Reinstated
Walker, Bethany A.	Durand	Wisconsin	6/26/2021	5H	
Walker, Weston H.	Hermiston	Oregon	10/12/2019	1E	
Wamtz, Daniel W. E.	Petersburg	West Virginia	6/14/2019	8H	
Waugh, E. Franklin	Granite Falls	North Carolina	1/27/2019	9B	Reinstated
Weaver, Alyssa L.	Westby	Wisconsin	6/1/2019	5L	
Webb, Kari M.	Belle Fourche	South Dakota	5/22/2021	3C	
Wee, Kirsten E.	Raleigh	North Carolina	10/23/2021	9B	
Wegner, Katherine L. B.	Hutto	Texas	12/14/2019	4E	
Wendt, Sharilyn M.	Hartford City	Indiana	7/24/2021	6C	
West, Rebecca	Johnstown	Pennsylvania	1/30/2021	8C	
White, Paris M.	Lisbon	Iowa	7/25/2019	5D	
White, Stephanie J.	Shelby	Montana	1/13/2019	1F	
Wicker, Rebecca G.	Charleston	South Carolina	2/9/2019	9C	
Wicks, Nathan H.	Gackle	North Dakota	6/24/2019	3B	
Wieties, Marcy L.	Racine	Wisconsin	3/16/2019	5J	
Wilkinson, Tammy L.	Maplewood	Minnesota	4/11/2021	3H	

Williams, Benjamin T.	Black Creek	Wisconsin	6/14/2020	5I	
Wilson, Sara L.	Berkeley	California	8/22/2020	2E	
Windham-Hughes, Colleen E.	Newbury Park	California	10/25/2019	2B	
Wingert, Curt A.	Millmont	Pennsylvania	7/24/2019	8E	
Woepfel, Melissa R.	Florissant	Missouri	7/12/2019	4B	
Wolf, Anna E. M.	Britt	Iowa	8/21/2021	5E	
Wolf, Garrett D.	Fairfax	Virginia	3/1/2020	8G	
Woods, Stephanie A.	Wooster	Ohio	9/26/2021	6E	
Wullenweber, Joshua A.	Mc Lean	Virginia	10/17/2021	8G	
Wyatt, Alf Z. S.	Columbia	Missouri	9/18/2021	4B	
Wynands, Seth H.	Carlton	Minnesota	7/31/2021	3E	
Ylitalo, Kelly J.	Pelkie	Michigan	8/9/2020	5G	
Yocis, David A.	Alexandria	Virginia	6/30/2019	8G	Received from Roman Catholic Church
Young, David L.	Melbourne	Florida	3/20/2021	9E	
Youngquist, Heidi L.	Aberdeen	South Dakota	8/6/2021	3C	

Appendix E

Removals from the Roster of Ministers of Word and Sacrament

	City	State/Country	Date	Synod
Amburn, Nancy D.	Fort Myers	Florida	11/8/2019	9E
Anderson, Nathaniel S.	Williamstown	Massachusetts	10/22/2019	7B
Arends, David A.	Spokane	Washington	3/31/2019	3I
Ariik, Mawien K.	Nairobi	Kenya	2/23/2021	3G
Atkins, Ronald L.	Swanton	Ohio	3/3/2020	6D
Bachman Caulfield, Elizabeth A.	Ames	Iowa	4/16/2019	5D
Baker, Daniel D.	Alexandria	Minnesota	2/27/2020	3D
Batterman, Thomas W.	Xenia	Ohio	6/30/2021	6F
Becker Perez, Amy R.	Libertyville	Illinois	9/19/2021	5J
Beckman, John W.	San Rafael	California	6/13/2019	2A
Benitez-Salgado, Emilio	Mount Vernon	Washington	3/10/2020	1B
Bergman, Jeffrey A.	Saint Francis	Minnesota	10/18/2019	3G
Bey, Zachary Alan	Newton	Iowa	5/1/2020	5D
Blain, Jeffrey J.	Fond Du Lac	Wisconsin	11/22/2021	5I
Boesenecker, Andrew G.	Fort Collins	Colorado	10/12/2020	2E
Bower, Stanley Larue	Milton	Pennsylvania	1/25/2020	8E
Brown, J. Gary	Monroeville	Pennsylvania	5/15/2021	8B
Brown, Kris L.	Selinsgrove	Pennsylvania	3/17/2019	8E
Cadle, Neil P.	Marietta	Ohio	12/20/2019	6F
Camp, Paul J.	Lexington	Kentucky	9/8/2021	6E
Carr, R. Avery	Iron River	Michigan	7/29/2020	5G
Chen, Chu-Wen K.	La Puente	California	2/16/2019	2B
Clark, James A.	Atlanta	Georgia	2/26/2020	9D
Clark, Peter J.	Madison	Wisconsin	1/25/2019	5A
Cunningham, Gerarlynn E.	Fortuna	California	10/25/2021	2A
Dahlvang, Tamara R.	North Mankato	Minnesota	1/1/2020	3I
DeYoung, Lynn A.	Helena	Montana	9/18/2021	1F
Dietzel, Andrew P.	Cedar Park	Texas	7/8/2019	4E
Dietzel, M. Thomas	Rockport	Texas	2/14/2020	4E
Dingle, Ronald A.	Delray Beach	Florida	1/1/2020	9E
Durbin, Daniel J.	Saint Paul	Minnesota	5/22/2019	5A
Echandia, Luis I.	San Antonio	Texas	6/9/2021	4E
Esping, Amanda E.	Olsburg	Kansas	12/16/2019	4C
Evenson Berglund, Sarah L.	Brandon	Minnesota	1/7/2020	3D
Fauth, Stefanie K.	White Bear Lake	Minnesota	3/12/2020	3H
Favorite, Robert K.	Waford City	North Dakota	8/13/2020	3A
Ferguson, Dennis J.	Gibsonia	Pennsylvania	2/2/2020	8B
Freund, Patrick J.	Waukegan	Illinois	11/1/2021	9A
Fryer, Carol E. A.	New York	New York	7/31/2019	7C
Gallimore, Galen D.	Ukiah	California	9/15/2021	1C
Galloway, Charles A.	Beulah	North Dakota	6/24/2019	3A
George-Guiser, Asha M.	Collegeville	Pennsylvania	6/8/2019	7F
Gibson, William Seth	Columbia	South Carolina	6/20/2021	9C
Gjerde, Steven K.	Wausau	Wisconsin	7/8/2020	5I
Glade, Mary Jean	Plover	Wisconsin	10/22/2020	5I
Goad, Terrence W.	Millersville	Pennsylvania	3/13/2021	8D
Gore, Franklin J.	Bagdad	Florida	8/2/2019	9E
Graef, Russell P.	Camp Lejeune	North Carolina	7/23/2020	3I
Grier, Dean G.	Sabin	Minnesota	10/7/2021	3D
Gruebmeier, Mark H.	Pflugerville	Texas	10/14/2021	4E
Guiser, Kim D.	Collegeville	Pennsylvania	6/8/2019	7F
Gulhaugen, Theodore B.	Wausau	Wisconsin	7/28/2020	5I
Haaland, Nathaniel G.	Phoenix	Arizona	6/16/2021	2D
Hackbarth, Timothy J.	White Bear Lake	Minnesota	6/1/2019	3H
Han, Sung Bae	Duluth	Georgia	3/31/2021	9D
Hartikainen, Seppo Juhani	West Palm Beach	Florida	4/16/2019	9E
Heidberger, Janice E.	Krum	Texas	11/10/2020	4A
Heine, Paul W.	Dayton	Ohio	9/20/2021	6F
Hinderlie, Peder Donald	Fargo	North Dakota	2/9/2019	3B
Hoelz, Dean L.	Beaufort	South Carolina	1/17/2021	8E

Holland, Heather K.	New Era	Michigan	2/10/2021	6A
Honstein, Mark E.	Wattford City	North Dakota	8/13/2020	3A
Huff, Thomas W.	Howell	Michigan	7/15/2020	6A
Hummel, Ted A.	Lebanon	Pennsylvania	11/21/2020	8D
Hutchens, Sandra K.	Sarasota	Florida	11/4/2021	9E
Johnson, Christopher S.	Wausau	Wisconsin	7/8/2020	5I
Johnson, Nathan L. G.	Peoria Heights	Illinois	12/6/2021	5C
Johnson, Nichole A.	Glendora	California	9/20/2021	2B
Keller, David E.	Charlotte	Michigan	9/23/2019	6B
Kemp, Natacha D.	Rochester	Minnesota	6/1/2019	3I
Kenea, Thomas D.	Silver Spring	Maryland	9/1/2019	8G
Keplinger, Robert A.	Fombell	Pennsylvania	12/11/2020	8B
Kilgore, Carol A.	Lucas	Ohio	8/15/2021	6E
Kincaid, Darla J.	Newport News	Virginia	6/1/2021	9A
Koch, Michael E.	Medina	Ohio	2/25/2019	6E
Koenig, Timothy W.	Goshen	Kentucky	2/10/2020	4E
Kragness, James L.	Rockford	Illinois	9/14/2019	5B
Kramer, Gerald P.	Easton	Pennsylvania	2/4/2021	7A
Kulp, Gerald (Jerry) S.	Allentown	Pennsylvania	2/24/2021	7E
Larson LaRue, Jennifer S.	New Auburn	Wisconsin	2/27/2021	5H
Larson, Kurt D.	Menomonie	Wisconsin	9/23/2019	5H
Lauricella, Stephen L.	Minneapolis	Minnesota	6/1/2019	3C
Leese, Benjamin E.	Dillsburg	Pennsylvania	2/22/2019	8D
Liepe, Alexandra	Ithaca	New York	3/20/2019	7D
Liu, Zhenchuan	Lynnwood	Washington	3/16/2019	1B
Loree, Patrick W.	Fargo	North Dakota	4/27/2019	3B
Louder, David K.	Red Bank	New Jersey	2/1/2020	6B
Ludder, Carsten J.	Orlando	Florida	12/23/2019	9E
Luna, Alfredo R.	Bayamon	Puerto Rico	1/1/2020	9E
Maas, Matthew A.	Beaverton	Oregon	6/30/2019	1B
Maddox, David O., II	Philadelphia	Pennsylvania	12/31/2020	7F
Malin, Stephanie A. W.	Cedar Rapids	Iowa	3/4/2019	5D
Malm, Elliott R. C.	Mabel	Minnesota	7/15/2021	3I
Marrero, Ángel D.	Watertown	Massachusetts	9/1/2020	7B
Marz, David Michael	Phoenix	Arizona	8/29/2021	2D
Mass-Eck, Dawn M.	Barrington	Illinois	12/17/2019	5A
Mathews, George J., Jr.	South Abington Township	Pennsylvania	2/10/2020	7E
Maurer, Kerry P.	Bloomsburg	Pennsylvania	5/1/2019	8E
Mayen, Jacob M.	Fargo	North Dakota	5/1/2021	3B
McGinley, Steven D.	Saint Charles	Minnesota	1/3/2019	3I
Medwid, John M.	Amsterdam	New York	10/15/2021	7D
Mendez, Mariana L.	Laredo	Texas	7/1/2020	4E
Meyer, Timothy K.	Wichita	Kansas	11/1/2021	4B
Michaelson, Paul L.	San Carlos	California	4/1/2021	2A
Miletti, Eric M.	San Antonio	Texas	7/31/2019	4E
Miller, David L.	Downers Grove	Illinois	8/11/2021	5A
Miller, Julia A.	Austin	Texas	1/1/2019	4F
Miranda Rowland, Carmen E.	Amarillo	Texas	7/13/2020	2E
Muller, Timothy I.	Columbus	Ohio	9/12/2020	6F
Neal, James F.	Ford City	Pennsylvania	5/8/2019	8B
Neel, Katherine A. M.	Yorkville	Illinois	5/15/2021	5B
Nelson, Kelle L.	Lake Oswego	Oregon	3/24/2021	1E
Nilier, Sandra M	Tuscaloosa	Alabama	5/7/2021	9D
Nilsen, Robert J.	Kalispell	Montana	12/4/2019	1F
Olson, Laura M.	Wharton	Texas	2/4/2020	4F
Orstad, Amy E.	Shoreview	Minnesota	8/1/2021	3G
Ouchakof, Katya Elizabeth	Fitchburg	Wisconsin	3/9/2019	5K
Paetzold, Ryan R.	Marlton	New Jersey	10/15/2020	7A
Palacios, Kristina N.	Greensboro	North Carolina	6/23/2020	9B
Parsell, Julie L.	Napoleon	Ohio	7/1/2021	6D
Paskowsky, Norman	Minot	North Dakota	8/13/2020	3A
Pennington, Daniel I.	Amery	Wisconsin	11/1/2021	5H
Pennington, Katherine M.	Amery	Wisconsin	11/1/2021	5H
Perron, Amy J.	Plover	Wisconsin	7/12/2021	5I
Peterson, Durward K.	Carver	Minnesota	11/26/2019	5H

Peterson, Paul A.	Siren	Wisconsin	10/8/2019	3F
Pipho, Steven L.	Henrico	North Carolina	8/24/2021	9A
Quast, Adolf	Coon Valley	Wisconsin	2/2/2021	5L
Ramirez, Eliexer	Hialeah Gardens	Florida	5/18/2019	9E
Range, Amanda K.	Glen Allen	Virginia	2/7/2020	9B
Remillard, Amber R.	Waterford	New York	12/31/2020	2C
Rice, Steven D.	Miles City	Montana	1/13/2019	1F
Rigg, Mark R.	West Lawn	Pennsylvania	8/11/2020	7E
Robinson-Makarov, Janai E.	Grand Blanc	Michigan	6/1/2021	6B
Ruffcorn, Kevin E.	Surprise	Arizona	10/7/2019	2D
Sabin, Steven P.	San Francisco	California	4/1/2021	2A
Saler, Robert C.	New Palestine	Indiana	11/1/2019	6C
Schaefer, Daniel M., Sr.	Schwenksville	Pennsylvania	1/14/2019	7F
Schedler, Donald E.	Cameron Park	California	11/21/2019	2A
Schulte, Steven P.	Savannah	Georgia	8/9/2021	9D
Seemann, Marvin J.	Reddick	Florida	5/5/2020	9E
Shackelford, Stephen P.	Blue Ridge	Virginia	3/20/2021	9A
Shim, Hyuk Tae	Scotland	Pennsylvania	10/1/2021	5A
Shipman, W. Stevens, Jr.	Dillsburg	Pennsylvania	2/16/2019	8E
Short, Raymond E.	Bedford	Pennsylvania	6/15/2020	8C
Sinclair, Robert G.	Athol	Kansas	3/1/2020	1C
Skrade, Kristofer A.	St Anthony	Minnesota	9/12/2019	3H
Skram, Kelli J.	Bloomington	Indiana	8/31/2019	6C
Smee, Carleton E.	Ridgecrest	California	7/1/2021	3D
Smith, R. Dean	Frederick	Colorado	10/1/2019	5J
Smyth, Dominic S.	Great Falls	Montana	5/26/2021	7B
Sorwar-Randall, Naomi S.	Syracuse	New York	1/1/2019	7D
Steen, James M.	Sioux Falls	South Dakota	7/14/2020	3C
Stephenson, Karen A.	Atlanta	Georgia	10/13/2020	2C
Stevensen, Grant M.	Saint Paul	Minnesota	1/15/2021	3H
Storm, William M.	Kirksville	Missouri	5/17/2021	4F
Strandjord, Joseph A.	Scotlamet	Washington	3/14/2019	1E
Telyea, Wesley C.	Snoqualmie	Washington	2/15/2020	1B
Thompson, John R.	Spring Hill	Florida	8/12/2021	9E
Tibbetts, Steven P.	Godfrey	Illinois	7/1/2020	5C
Tillman, Louis R., IV	Baltimore	Maryland	5/2/2021	8F
Ulmanis, Kristen A.	Midland	Michigan	7/15/2021	6A
Vannavong, Phetsamone C.	Milwaukee	Wisconsin	1/1/2019	5J
von Schlichten, David P.	Greensburg	Pennsylvania	11/13/2020	8B
Voris, William L.	Moscow	Idaho	12/20/2021	1D
Wallace, James A.	Atlanta	Georgia	9/14/2019	5B
Wang, Charlie	Monterey Park	California	2/17/2019	2B
Wangen-Hoch, Rachel M.	Sedro Woolley	Washington	4/1/2019	1B
Waterman, William D.	Kane	Pennsylvania	11/26/2019	8A
Weaver, C. Nelson	Hickory	North Carolina	1/1/2020	9E
Weetman, Jennifer P.	Toronto	Ontario, Canada	10/21/2019	9D
Weinhold, David M.	Bedford	Pennsylvania	6/15/2020	8C
Weisner, Andrew F.	Hickory	North Carolina	12/4/2020	9B
Weyer, Kellan	Eden Prairie	Minnesota	9/14/2019	5G
Whitton, Brian A.	Columbus	Ohio	10/3/2021	6F
Wiegand, Andrea A.	Rock Hill	South Carolina	7/10/2019	9E
Williams, Scott A.	New Richland	Minnesota	7/21/2019	3I
Wilson, Kent V.	Jenera	Ohio	9/7/2019	6D
Wilson, William J.	Golden Valley	Minnesota	9/21/2019	3G
Wollman Nesseth, Aimee Q.	Menomonie	Wisconsin	2/25/2020	5H
Wollman, Daniel M.	Westby	Wisconsin	2/17/2020	5L
Woyen, Steven P. A.	Albert Lea	Minnesota	2/25/2021	3I
Wunsch, David C.	Oak Park	Illinois	3/24/2020	5A
Yoak, Russel T.	Ontario	Ohio	4/15/2020	6E
Young, Janet P.	Hot Springs	Montana	4/3/2021	1F

Appendix F

Additions to the Roster of Ministers of Word and Service

Name	City	State	Date	Synod
Ahearn, Lynette C.	Bloomington	Illinois	9/20/2019	5C
Alexander, Laura C.	Greensboro	North Carolina	11/17/2019	9B
Allgeyer, Luke M.	Seattle	Washington	6/13/2021	1B
Anderson, Stephanie E.	Mahtomedi	Minnesota	6/16/2020	3H
Bacher, Jennifer J.	Newland	North Carolina	4/14/2021	9B
Barnes, Kristen M.	Harrisburg	Pennsylvania	12/12/2020	8D
Beadles-Bohling, Bonnie J.	Portland	Oregon	5/19/2019	1E
Behling, David H. R.	Chippewa Falls	Wisconsin	11/23/2019	5H
Benson, Alexandra R.	Mandan	North Dakota	10/20/2019	3A
Bernu, Colleen M. H.	Duluth	Minnesota	6/19/2021	3E
Bielenberg, Daniel R.	Minneapolis	Minnesota	6/6/2021	3G
Bjornebo, Sarah M.	Centennial	Colorado	2/29/2020	2E
Bobbitt, Linda D.	Thornton	Colorado	9/22/2019	2E
Brandes, Leona K.	Bothell	Washington	11/28/2020	1B
Burns, Scott M.	Rice Lake	Wisconsin	9/18/2021	5H
Buss, Kristen H.	Worthington	Ohio	7/31/2021	6F
Cameron, Katharine M. R.	Brenham	Texas	8/9/2020	4F
Carpenter, Amanda	Defiance	Ohio	3/23/2019	6D
Champagne, Kenneth M.	Fairfax	Virginia	9/6/2020	8G
Cox, Phyllis C.	Greenville	Virginia	10/9/2021	9A
Cronshaw, Ryan P.	Denver	Colorado	1/12/2020	2E
Folkemer, Margaret M. B.	York	Pennsylvania	11/14/2021	8D
Forst, Rebekah L.	Belmont	North Carolina	7/16/2021	9B
Fritch-Gallatin, Peter D.	Mankato	Minnesota	8/23/2020	3I
Garcia, Nicole E.	Morrisville	North Carolina	10/5/2019	4F
Gardner, Amanda I.	Durango	Colorado	5/23/2021	2E
Gifford, Laura J.	Portland	Oregon	3/31/2019	1E
Gonzalez, Josue A.	Richfield	Minnesota	12/5/2020	3G
Gorton, Laura E.	Belvidere	Illinois	8/30/2020	5B
Hague, Janie M.	Bismarck	North Dakota	6/21/2020	3A
Hiner, Michael S.	Easton	Maryland	4/7/2019	8F
Johnsen, William A.	Oregon City	Oregon	12/1/2019	1E
Justice, A. Kate	Beaufort	South Carolina	6/14/2020	9C
Kline, Katherine C.	Fort Collins	Colorado	10/31/2020	2E
Larsen, Christine M.	Bryan	Texas	12/8/2019	4F
Liles, Jessica L.	Bentonville	Arkansas	3/14/2021	4C
Lindley, Koren B.	Omaha	Nebraska	5/17/2020	4A
Lyons, Nichole E.	Omaha	Nebraska	7/13/2020	4A
McClinton, Megan R.	York	Pennsylvania	1/26/2020	8D
Meagher, Patrick S.	Seattle	Washington	8/10/2021	1B
Mehan, Michelle	Port Richey	Florida	1/12/2020	9E
Mills, Bradley M.	Mounds View	Minnesota	11/15/2020	3H
Olson, Kari M.	Cook	Minnesota	11/2/2019	3E
Phillips, Megan L.	Tacoma	Washington	10/13/2019	1C
Randall, Amanda A.	Sioux Falls	South Dakota	11/13/2021	3C
Rose, Cora L.	Brookings	Oregon	7/25/2021	1E
Saathoff, Kristen N. S.	Pueblo	Colorado	3/9/2019	2E
Salley, Lora	Chicago	Illinois	6/13/2021	5A
Sebree, Kathleen J.	Yakima	Washington	8/14/2021	1D
Shultz, Ann K.	Gig Harbor	Washington	11/10/2019	1C
Simonson, Jennifer L.	Duluth	Minnesota	10/26/2019	3E
Svenulski, Lydia J.	Saint Louis Park	Minnesota	6/30/2019	3G
Tangen-Greenwood, Ashley H.	Bismarck	North Dakota	12/18/2021	3A
Travick-Jackson, Ceceilia J.	Camarillo	California	12/12/2021	2B
Van Ramshorst, Donna	Sturgeon Bay	Wisconsin	1/12/2020	5I
Wall, Deidre L.	Minot	North Dakota	7/25/2021	3A
Ward, Lori	Norway	Michigan	2/7/2021	5G

Webb, Courtney L.	Houston	Texas	11/23/2019	4F
Wicks, Billie Jo B.	Mankato	Minnesota	3/30/2019	3I
Wolf, Rachel L.	Ballwin	Missouri	5/11/2019	4B
Woodfield, G. Travis	Macungie	Pennsylvania	6/2/2019	7E

Appendix G

Removals from the Roster of Ministers of Word and Service

Name	City	State	Country	Date	Synod
Amiotte, Jane M.	Saskatoon	Saskatchewan	Canada	2/4/2020	Transferred to ELCIC 8B
Arnold, Jennifer T.	Jacksonville Beach	Florida		10/1/2019	9E
Clamser, Emily M.	Covington	Louisiana		1/31/2021	4F
Collins, Michelle R.	Winnipeg	Manitoba	Canada	4/1/2020	Transferred to ELCIC 9E
Dales, Rachael A.	Tempe	Arizona		3/12/2019	2D
Ells, Brooke R.	Kalispell	Montana		3/15/2019	1F
Feltes, Elizabeth A.	Sioux Falls	South Dakota		1/20/2020	3H
Fisher, Ashley Cozart	Mooreville	North Carolina		3/19/2019	9B
Graves, Lexanne K.	Blythewood	South Carolina		10/1/2021	9C
Guard, Carol E.	Monticello	Iowa		4/18/2020	5D
Hartman, Amy L.	Saint Paul	Minnesota		6/1/2020	3G
Henning, Brian R.	Mound	Minnesota		12/31/2020	3G
Hurni, Maria K.	Prior Lake	Minnesota		1/1/2021	3H
Jabre, Jarrod A.	Silver Spring	Maryland		5/20/2021	8D
Penn, Susan J.	Ava	Missouri		2/8/2020	1F
Runyan, Diane H.	Belleville	Illinois		9/24/2020	5C
Smith, Charles F.	Newport News	Virginia		1/26/2019	9A
Tade, Melissa K.	Seattle	Washington		7/1/2019	1C
Tamburello, Pamela J.	Conroe	Texas		8/16/2020	4F
Vytlačil, Clarianna G.	Racine	Wisconsin		11/19/2019	5J

Appendix H

Necrology 2019–2021

Rostered Ministers of Word and Sacrament

Name	City	State/Country	Death Date	Synod
Aaker, David A.	Waconia	Minnesota	10/12/2021	3I
Aase, Charles E.	Saint Paul	Minnesota	9/11/2019	3H
Adamcik, David J.	Mariposa	California	5/7/2021	2A
Adams, Darryl W.	Menifee	California	8/14/2019	6F
Adamson, Bruce T.	Joshua	Texas	5/29/2020	4B
Addison, Duane L.	Minneapolis	Minnesota	4/17/2019	3G
Addison, Floyd, Jr.	Roanoke	Virginia	7/28/2021	9A
Aga, Rhuben O., Jr.	Apple Valley	Minnesota	8/20/2019	3H
Ager, Charles D.	Strawberry Point	Iowa	8/11/2019	5F
Aho, Edsel W.	Sun City	Arizona	11/26/2021	2D
Albers, Dwight D.	Postville	Iowa	1/25/2020	5F
Alderfer, David L.	Wheaton	Illinois	6/30/2020	5A
Allen, Douglas W.	Lincoln	Nebraska	1/16/2021	4A
Almlie, John L.	Roseville	Minnesota	6/24/2021	3G
Alutius, Joseph F., Jr.	Eagle River	Alaska	7/28/2021	1A
Ambrose, Alfred A.	Mount Dora	Florida	10/15/2019	8D
Amend, Edward W.	Cedar Falls	Iowa	6/6/2020	5F
Anders, Charles R.	Venice	Florida	4/1/2020	9E
Andersen, Robert W.	Napa	California	6/30/2021	2A
Anderson, Delbert E.	Arlington Heights	Illinois	10/4/2020	5A
Anderson, Dennis A.	Omaha	Nebraska	9/23/2021	4A
Anderson, Elmo W.	Fargo	North Dakota	4/15/2019	3B
Anderson, Eugene C.	Tacoma	Washington	2/15/2020	1C
Anderson, Gene V.	Indianola	Iowa	3/16/2020	5D
Anderson, Harvey A.	San Clemente	California	6/20/2019	2C
Anderson, Jack W.	Santa Fe	New Mexico	6/14/2021	1C
Anderson, James R.	Bloomington	Minnesota	5/21/2019	2A
Anderson, John W.	Chatham	Illinois	4/20/2020	5C
Anderson, L. Jerome	Maple Grove	Minnesota	11/10/2020	3G
Anderson, Marbury E.	Bonita Springs	Florida	4/14/2020	3H
Anderson, Mark M.	Edina	Minnesota	11/5/2020	3G
Anderson, Roderick D.	Eau Claire	Wisconsin	12/25/2019	5H
Anfinrud, Arlyn M.	Fargo	North Dakota	3/31/2019	3B
Arbaugh, William C.	Tacoma	Washington	2/28/2021	1E
Ault, David J.	South Bend	Indiana	2/28/2020	6C
Avers, James W.	Fremont	Ohio	9/2/2021	6D
Baar, Kenneth D.	Bradenton	Florida	8/3/2020	9E
Babington, Harry S.	Woodinville	Washington	11/21/2019	1D
Bagley, Robert L.	Oakdale	Minnesota	11/23/2020	3H
Bandle, Horst H.	Pittsburgh	Pennsylvania	1/16/2020	8B
Barcus, Frank L.	Tarpon Springs	Florida	2/4/2019	6C
Barnet, David M.	Seaside	Oregon	2/17/2021	1E
Bary, Edward A.	Fort Lauderdale	Florida	2/7/2019	6F
Bauers, Robert M.	Philadelphia	Pennsylvania	1/14/2020	7C
Bauman, Frank A.	Jackson	Wisconsin	9/24/2019	5J
Baun, G. Duane	Detroit Lakes	Minnesota	3/5/2021	3D
Bay, Dennis A.	Mount Lake Terrace	Washington	10/20/2021	1D
Beal, Donald B.	Spring	Texas	11/17/2019	9E
Beard, Robert Q.	Lenoir	North Carolina	3/8/2021	9B
Beato, Juan L.	Miami	Florida	6/22/2019	9E
Beaver, Roger L.	Hickory	North Carolina	2/7/2021	9B
Beckmen, Richard J.	Northfield	Minnesota	11/15/2020	3G
Beckstrom, Edward A.	Crossville	Tennessee	12/1/2021	9D
Beckwith, Dean H.	Grand Junction	Michigan	10/18/2021	6B
Beekmann, Darold H.	St Louis Park	Minnesota	1/13/2021	3G
Behlendorf, Jack R.	Williamsburg	Virginia	4/19/2021	9A
Belanger, Allen W.	South Elgin	Illinois	7/13/2020	5A
Bell, Bonnie J. LeRud	Scotts Valley	California	12/17/2019	2A
Bell, Jon M.	Monclova	Ohio	9/28/2021	6D

Bell, Patrick M.	Atlantic Beach	Florida	10/10/2021	9E
Bemiller, Thomas M.	Louisville	Kentucky	9/5/2021	6C
Benson, Curtis E.	Holstein	Iowa	8/6/2020	5E
Benson, Debra R. H.	Anacortes	Washington	3/2/2021	1B
Benson, V. Theodore	Kane	Pennsylvania	10/24/2021	8A
Bentz, Carl E.	Savannah	Georgia	7/29/2019	8D
Berg, Donald L.	Decorah	Iowa	1/10/2021	3I
Berg, Duane A.	Laguna Woods	California	5/12/2020	2C
Berg, Harvey M.	Neenah	Wisconsin	3/3/2021	5I
Berg, John R.	Lakeville	Minnesota	11/25/2019	5H
Berg, Lloyd A.	Staten Island	New York	4/26/2021	7C
Berger, John E.	Maumee	Ohio	6/20/2020	6D
Bergh, Johan A.	Oviedo	Florida	9/16/2021	9E
Bergquist, James A.	St Louis Park	Minnesota	2/3/2021	3D
Bergstraesser, Elwin C.	Lindsborg	Kansas	10/22/2021	4B
Berkobin, Carl	Austell	Georgia	7/28/2020	9D
Berntson, Gordon N.	Fargo	North Dakota	4/25/2019	3B
Berry, Philip J.	Alpharetta	Georgia	3/15/2020	2C
Berthinee, Janice A.	Saint Peters	Missouri	8/16/2021	6E
Bessert, Ronald C.	Allegan	Michigan	8/30/2021	4E
Billeck, Donald R.	East Stroudsburg	Pennsylvania	12/1/2020	7E
Bishop, Hollis E.	Long Prairie	Minnesota	3/8/2021	3D
Blackard, Robert D.	Brooklyn	Connecticut	10/18/2020	7B
Blake, David W.	Pinckney	Michigan	3/9/2019	6A
Blake, Donald J.	Port Charlotte	Florida	9/9/2019	9E
Bleazard, Sharron R.	Havre De Grace	Maryland	7/10/2021	8F
Blumenkamp, Edwin W.	Quincy	Illinois	11/15/2021	5A
Bodnyk, Michael J.	Orefield	Pennsylvania	11/7/2019	7E
Bogholtz, William E.	Cape Coral	Florida	5/27/2019	9E
Boliek, Partee	Phoenix	Maryland	1/6/2020	8F
Bollinger, John H.	Sugar Grove	North Carolina	12/1/2021	9B
Bolton, Karen L.	Sharon	Wisconsin	11/29/2019	5K
Bongers, Harvey A. A.	Cypress	Texas	10/17/2020	4F
Boomhower, Charles E.	Coldwater	Ohio	11/30/2020	6D
Borchardt, August R.	Sioux Falls	South Dakota	7/29/2020	3C
Boudewyns, Robert L.	Des Moines	Iowa	10/17/2020	5D
Bowers, James W.	Easton	Pennsylvania	1/23/2019	7E
Boxrud, Robert L.	Hettinger	North Dakota	3/18/2021	3A
Boyce, Bruce W.	White Bear Lake	Minnesota	2/28/2021	3H
Boyce, Dolores M.	Kissimmee	Florida	5/14/2019	9E
Boyer, Brenda J.	Allentown	Pennsylvania	8/29/2021	7E
Boyer, Richard R.	Reading	Pennsylvania	7/25/2021	7E
Braaten, Arndt F.	Duluth	Minnesota	1/17/2021	3I
Braaten, James E.	Bellingham	Washington	9/25/2021	1B
Bracklein, David F.	Tecumseh	Michigan	4/22/2021	6A
Brand, Dale L.	San Antonio	Texas	8/31/2021	4E
Brei, Harlan A.	Omaha	Nebraska	2/7/2019	4A
Breimhorst, Craig R.	Faribault	Minnesota	4/16/2020	3I
Breitkreutz, Vernon E.	Boerne	Texas	12/23/2020	4E
Brendel, Richard T.	Belleville	Illinois	11/30/2020	5C
Brodeen, Eugene A.	Clearwater	Florida	4/2/2020	9E
Brokering, Harold H.	Windsor	Colorado	2/18/2019	2E
Brooks, C. Earnest	Gilroy	California	5/11/2021	2A
Brown Thunder, Joseph	Kyle	South Dakota	9/23/2020	4A
Brown, Edward E.	Des Moines	Iowa	1/11/2019	5D
Brown, Mary Louise	Rileyville	Virginia	3/27/2020	9A
Bruce, Gene W.	Salisbury	North Carolina	4/6/2020	9B
Brunkhorst, Bruce H.	Swissvale	Pennsylvania	2/24/2021	8B
Bryson, Timothy D.	Myrtle Beach	South Carolina	4/29/2021	9C
Bucher, William M.	Lawrenceburg	Kentucky	11/25/2021	6C
Buechner, George E.	Harrisburg	Pennsylvania	2/15/2020	8D
Buehrle, Paul L.	Allentown	Pennsylvania	1/5/2020	7E
Buettemeier, Carl H.	Hugo	Minnesota	2/16/2019	3H
Bundenthal, Theodore K.	Stone Mountain	Georgia	4/1/2019	9D
Burkett, William F.	Elyria	Ohio	10/31/2020	6E

Busch, Edward E.	Pasadena	California	2/9/2019	2B
Buschbom, William E.	McPherson	Kansas	6/28/2019	4B
Campbell, James W., Jr.	Prosperity	South Carolina	8/22/2021	9C
Carlsen, Harry A., Jr.	California	Maryland	10/8/2020	9D
Carlson, Bryn A.	Green Bay	Wisconsin	7/31/2019	5I
Carlson, David F.	Lindstrom	Minnesota	2/3/2021	3G
Carlson, David H.	Sioux City	Iowa	5/4/2020	5E
Carlson, Delmar D.	Cherokee	Iowa	1/18/2020	5E
Carlson, Earl W.	Chippewa Falls	Wisconsin	4/12/2020	3E
Carlson, Oliver C.	Saint Paul	Minnesota	7/15/2020	3H
Carlson, Walter D.	Lancaster	Pennsylvania	10/25/2020	8D
Caron, Franklyn A.	Prescott	Arizona	3/19/2021	2D
Carstensen, James J.	Raymond	Mississippi	10/22/2020	5F
Castello, James L.	Napoleon	Ohio	2/21/2020	6D
Chalstrom, Robert A.	Cheyenne	Wyoming	8/18/2019	2E
Chamberlain, Linwood H., Jr.	Amherst	Ohio	8/16/2021	6E
Chandler, Rowland L.	Oxnard	California	1/19/2021	2B
Chellberg, Walter M.	Paxton	Illinois	7/23/2021	5C
Chilstrom, Herbert W.	Green Valley	Arizona	1/19/2020	2D
Christ, Paul E.	Hickory	North Carolina	4/1/2019	9B
Christensen, A. Gordon	Port Orchard	Washington	2/18/2021	1C
Christensen, James D.	Gurnee	Illinois	6/21/2019	5A
Christenson, J. Rolland	Lindsborg	Kansas	10/23/2021	4B
Christianson, Brent D.	Northfield	Minnesota	5/13/2020	3I
Clark, David W.	Biglerville	Pennsylvania	9/28/2021	8D
Clark, Richard D.	Vero Beach	Florida	4/8/2020	9E
Cline, James S.	Scottsdale	Arizona	2/7/2019	6E
Clinton, Donald A.	Gig Harbor	Washington	8/9/2019	1C
Coates, A. Bernard	Royal Oak	Maryland	4/9/2021	8F
Cochran, Edwin T., Jr.	Ocala	Florida	1/12/2021	9E
Cochran, John R.	Oxford	Michigan	3/26/2021	8B
Cockram, John Q.	Springfield	Oregon	5/23/2019	1E
Coles-Lloyd, Estelle	Ronkonkoma	New York	3/31/2019	7C
Conrad, Donald L.	Lawrence	Kansas	6/4/2020	4B
Coon, Charles R.	Willow River	Minnesota	5/31/2020	5L
Copenhaver, W. Eugene	Clemson	South Carolina	8/16/2020	9A
Corgee, James R., Jr.	Pompano Beach	Florida	7/20/2020	9E
Corkish, William S.	The Villages	Florida	1/23/2020	9E
Corneilson, Edward N.	Ocala	Florida	6/18/2019	9E
Craig, David C.	Canal Fulton	Ohio	1/2/2021	6E
Crilley, John H., Jr.	Montpelier	Ohio	8/23/2019	6D
Crump, Amy B.	Boonville	North Carolina	3/11/2020	9B
Culp, Elwood J.	Sarasota	Florida	11/26/2020	9E
Curtis, Sherrill D.	Lowell	Massachusetts	6/24/2020	9B
Custer, Robert E.	Bedford	Pennsylvania	3/8/2020	8D
Daehler, Dwayne P.	West Lafayette	Indiana	1/25/2019	6C
Dahl, Erno J.	San Antonio	Texas	3/12/2019	4E
Dahl, George M.	Battle Lake	Minnesota	9/16/2021	3D
Dahl, W. Bruce	Palos Hills	Illinois	5/21/2019	5A
Dahle, Norman A.	Warrenton	Oregon	7/14/2020	1E
Dahlstrom, Kenneth R.	Cathedral City	California	2/28/2021	2B
Daines, Gary L.	Westby	Wisconsin	8/31/2020	5L
Dallman, Lowell R.	Matthews	North Carolina	8/8/2020	9B
Damm, John S.	New York	New York	5/4/2019	7C
Danielson, Harriet F.	Decorah	Iowa	11/15/2020	5F
Davick, Wade E.	Winona	Minnesota	6/6/2019	3I
Davis, James, Jr.	Milwaukee	Wisconsin	4/3/2020	5J
Defassio, Daniel R.	Sun City	Arizona	1/22/2021	2D
DeMoss, Paul W., Jr.	Findlay	Ohio	7/5/2021	6D
Denison, B. Jane	Cleveland	Ohio	1/10/2021	6E
Dewald, Oliver F.	W Saint Paul	Minnesota	12/10/2020	3A
DeWalt, Marvin E.	Wyomissing	Pennsylvania	9/25/2021	7E
Diable, Kenneth M.	Williamsburg	Pennsylvania	9/27/2019	8C
Dickson, Charles W.	Hickory	North Carolina	3/17/2019	9B
Diduangleuth, Benjamin B.	Olathe	Kansas	5/9/2020	4B

Dietz, Allen G.	Springfield	Ohio	5/4/2021	6F
Dion, William S.	Broomfield	Colorado	5/29/2019	2E
Dixen, Arvid D.	Circle Pines	Minnesota	5/20/2020	3G
Dobbe, LeRoy J.	Lincoln	Nebraska	6/14/2020	4A
Doerfer, Donovan E.	Lakeville	Ohio	5/13/2021	6E
Doermann, Ralph W.	Columbus	Ohio	11/6/2020	6F
Doerr, Wilbert E.	Seguin	Texas	7/16/2020	4E
Dohrmann, Donna J.	Bismarck	North Dakota	9/23/2021	3A
Dooley, Marvin L.	Eagle Grove	Iowa	7/20/2019	5E
Doyle, C. Kay	Sacramento	California	12/22/2021	2A
Drewes, Robert E.	Tacoma	Washington	9/2/2021	1C
Drews, Roger P.	Oak Creek	Wisconsin	3/9/2020	6C
Duea, Robert E.	Surprise	Arizona	6/27/2019	2D
Ebel, Richard T.	Patton	Pennsylvania	10/18/2021	7G
Edwins, Michael L.	Minneapolis	Minnesota	3/14/2020	3G
Eiss, Charles H., Jr.	Topton	Pennsylvania	3/1/2020	7F
Ellertson, Rodney L.	Vancouver	Washington	12/18/2021	1C
Elliott, Clarence W.	Gasport	New York	3/25/2021	7D
Elliott, John H.	Oakland	California	12/13/2020	2A
Elness, S. Jerome	Livonia	Michigan	12/10/2020	3E
Endter, Charles A.	Mission Viejo	California	4/9/2019	2C
Engelhardt, Bernard F.	Berwick	Pennsylvania	10/1/2020	8E
Engesser, Thomas A.	Mankato	Minnesota	4/13/2019	5H
Engh, Raymond H.	Sioux Falls	South Dakota	6/7/2020	3C
Engler, Dennis J.	Massillon	Ohio	8/5/2019	6E
Englund, Ronald T.	Falmouth	Massachusetts	11/12/2019	7B
Engwall, Robert P.	Golden Valley	Minnesota	5/10/2019	3G
Ennis, William W. J.	Allentown	Pennsylvania	9/19/2020	7E
Enslin, Jon S.	Madison	Wisconsin	4/14/2021	5K
Ensinger, Kenneth S.	Harleysville	Pennsylvania	8/22/2019	7F
Erdahl, Lowell O.	Arden Hills	Minnesota	12/14/2021	3H
Ericksen, Leonard C.	Ferndale	Washington	9/23/2019	1B
Erickson, Albert E.	Las Vegas	Nevada	9/3/2021	3C
Ericson, Jack L.	Sparks	Nevada	12/6/2020	2A
Ericson, Wilbert M.	Aurora	Illinois	1/30/2021	5A
Erlandson, LeRoy A.	Minneapolis	Minnesota	4/5/2020	3G
Essinger, Jerome D.	Swartz Creek	Michigan	4/21/2019	6A
Estergren, Noel C.	San Diego	California	4/10/2020	2C
Evans, John H.	Lakewood	Ohio	10/4/2020	6E
Evant, Patricia A.	Floral Park	New York	1/30/2020	7C
Evavold, Charles A.	Woodbury	Minnesota	10/3/2019	3H
Evenson, Emil W., Jr.	Eau Claire	Wisconsin	8/17/2021	5H
Eyberg, Stanley E.	Burnsville	Minnesota	2/19/2019	4C
Faggart, Brady Y., Jr.	Greensboro	North Carolina	11/29/2020	9B
Faillietz, Vernon P.	Northfield	Minnesota	1/19/2020	3I
Fehr, Roger H.	Eau Claire	Wisconsin	2/27/2020	5H
Fehringer, John W., Jr.	Gettysburg	Pennsylvania	2/14/2020	7D
Fergin, James A.	Mercer Island	Washington	8/14/2021	1B
Feuerhak, Donald L.	Cedar Falls	Iowa	2/13/2020	5F
Feustel, Harvey E., Jr.	Findlay	Ohio	12/7/2020	5A
Fink, Russell E.	Annapolis	Maryland	3/10/2019	8F
Fischer, Roger R.	Washington	Pennsylvania	7/1/2021	8B
Fisher, Paul S.	Houston	Texas	2/28/2020	7E
Fiske, Arland O.	Hopkins	Minnesota	6/16/2020	3B
Fjelstad, Orning B.	Milwaukie	Oregon	2/7/2019	1D
Flaa, Richard M.	Turtle Lake	Wisconsin	8/10/2019	5H
Flatgard, Gary E.	Minneapolis	Minnesota	6/21/2020	3G
Flathman, Gerald M.	Pine City	Minnesota	3/7/2019	3E
Flock, Richard H.	Greensburg	Pennsylvania	11/13/2020	8B
Flugstad, Joel M.	Oklahoma City	Oklahoma	10/15/2020	4C
Fogarty, W. Phillip	Frederick	Maryland	3/29/2019	8F
Fohs, Walter B., Jr.	Las Vegas	Nevada	3/2/2019	2D
Fondrliak, John G.	Charleston	West Virginia	3/9/2021	8H
Forstrom, Ray L.	Pittsfield	Pennsylvania	12/21/2020	8A
Foster, Robert D.	Iowa City	Iowa	6/20/2019	5D

Foutz, Martin F., Jr.	Yukon	Oklahoma	6/17/2019	4E
Francis, Judith A.	Mound	Minnesota	10/12/2020	3G
Franke, Merle G.	Austin	Texas	1/28/2020	4E
Frederick, Carl J.	Lancaster	Pennsylvania	9/3/2019	8D
Fredrickson, Carl A.	San Antonio	Texas	1/9/2020	4E
Free, Robert A.	Greensburg	Pennsylvania	1/2/2019	8B
Frerichs, Arno L.	Bella Vista	Arkansas	5/20/2021	4C
Frerking, Paul R.	Conroe	Texas	10/14/2019	4D
Fretheim, Terence E.	Park Ridge	Illinois	11/16/2020	1C
Freund, Norman L.	Fremont	Nebraska	9/24/2019	4A
Fritschel, Ted C.	Centennial	Colorado	7/1/2019	2E
Fritz, Donald C., Sr.	Kingsport	Tennessee	2/9/2019	9D
Fritz, Earl M.	Columbus	Ohio	11/7/2021	6F
Fritz, R. Douglas	Savannah	Georgia	7/28/2020	9C
Fuerst, Jeremy John	Everett	Washington	9/11/2021	1B
Fullarton, Kathleen R.	Eau Claire	Wisconsin	2/4/2021	3I
Fuller, Donald L. R.	New Smyrna Beach	Florida	9/15/2021	9E
Furno, John M.	Barberton	Ohio	4/20/2020	6E
Gaasedelen, Owen M.	Northfield	Minnesota	11/1/2020	3I
Gabrielsen, Paul T.	Kirkland	Washington	8/25/2019	1B
Gall, Clarence L.	Sturgeon Bay	Wisconsin	10/25/2021	5I
Gamelin, Timothy R.	Highlands Ranch	Colorado	6/30/2021	2E
Ganzel, Roger A.	Fernandina Beach	Florida	4/25/2019	9E
García, José L. Jr.	Blanco	Texas	12/26/2020	4E
Garrett, Ronald P.	Pittsburgh	Pennsylvania	6/26/2021	8B
Gateman, Paul F.	Ferndale	Michigan	5/4/2021	6A
Gatzke, Rodney A.	Baltimore	Maryland	11/22/2019	8F
Gearhart, Franklin S.	Carlsbad	California	3/16/2019	2C
Gebert, Donald R.	The Woodlands	Texas	3/15/2021	4F
Gehr, Frederic B.	North Wales	Pennsylvania	9/9/2019	7F
Gegel, Brian K.	Campbell Hill	Illinois	4/10/2021	5C
Geib, Richard E.	Harrisburg	Pennsylvania	6/24/2021	8D
Geist, Raymond D.	New Brighton	Minnesota	12/15/2021	3H
Gentz, Brian W.	Washington	Iowa	4/1/2021	5D
Germann, Terry G.	Ranchos De Taos	New Mexico	12/5/2019	4D
Gesler, Albert U., Jr.	Erie	Pennsylvania	12/5/2021	8A
Gildseth, Richard D.	Wittenberg	Wisconsin	3/15/2019	5I
Gilman, Richard H.	Sioux Falls	South Dakota	12/1/2020	3C
Gjerde, M. Kenneth	Fairfield	Montana	12/22/2019	1F
Glad, Johnnie	Oslo	Norway	10/3/2020	8G
Goins, Samuel E.	Leesburg	Florida	4/1/2020	9E
Goldammer, Albert C.	Corsica	South Dakota	8/25/2021	3C
Gonnerman, Frederick H.	Northfield	Minnesota	8/28/2019	3I
Gould, Gary T.	Selma	California	6/21/2021	2A
Graetz, Robert S., Jr.	Montgomery	Alabama	9/20/2020	9D
Grant, Alan W.	Taunton	Massachusetts	8/1/2019	7B
Grant, James T.	Medical Lake	Washington	4/28/2019	1D
Greene, Russell B., Jr.	Norwalk	Connecticut	3/7/2021	7B
Greiner, Emil D.	Rapid City	South Dakota	7/18/2020	3C
Griffin, Dennis V.	Woodbury	Minnesota	7/3/2019	3G
Grimm, Gordon R.	Center City	Minnesota	1/5/2020	3H
Grinvalds, Vitatus	Omaha	Nebraska	3/29/2020	4A
Groce, Louisa D.	Willingboro	New Jersey	3/1/2021	7A
Groehler, Reuben D.	Edina	Minnesota	4/5/2021	3G
Gronneberg, Irvin C.	Bozeman	Montana	4/26/2021	1F
Groop, Edward M.	Annandale	Minnesota	7/10/2020	3F
Groskreutz, Donald A.	Lyons	Colorado	10/21/2021	2E
Gross, Fredrick R.	Allen Park	Michigan	4/21/2021	6A
Grumm, Roland E.	Reno	Nevada	11/29/2020	2A
Guenzel, David F.	Hugo	Minnesota	4/5/2019	3H
Guetzlaff, Conrad C.	Sheldon	Iowa	1/19/2020	5E
Guetzlaff, Theodore E.	Waverly	Iowa	6/11/2020	3H
Guinn, Thomas L.	Arvada	Colorado	1/18/2020	2E
Guldseth, Paul O.	Wadena	Minnesota	6/21/2019	3D
Gullickson, Randal K.	Butler	Pennsylvania	11/10/2019	8B

Gunderman, Ivan D.	Madison	Wisconsin	3/29/2021	7C
Guss, J. Vincent, Jr.	Alexandria	Virginia	11/14/2021	8G
Gustafson, Charles H.	Palm Harbor	Florida	1/1/2021	7D
Guy, Frederick P.	Huntersville	North Carolina	10/23/2019	9B
Gysan, Paul F.	Clermont	Florida	11/30/2021	9E
Haas, Wayne O.	Nampa	Idaho	1/10/2021	1E
Hadley, Betty Lou	Fremont	Nebraska	2/24/2019	4A
Hagen, John H.	Faribault	Minnesota	9/25/2021	3I
Hager, Joseph W.	Sugarloaf	Pennsylvania	12/23/2019	7E
Hagestuen, Richard M.	Mandan	North Dakota	10/28/2020	3A
Hagey, Donald C.	Bethlehem	Pennsylvania	12/20/2019	7F
Haggmark, Steven A.	Fresno	California	4/28/2020	2A
Hagstrom, Heidi J.	Buffalo	Minnesota	11/26/2021	3F
Hahn, Delwayne H.	Stanchfield	Minnesota	1/24/2021	3G
Haines, Donald O.	Minneapolis	Minnesota	12/19/2020	5J
Hake, Donald D.	West Middlesex	Pennsylvania	12/28/2020	8A
Halmers, David E.	Surprise	Arizona	5/27/2021	2D
Hals, Ronald M.	Pataskala	Ohio	2/23/2019	9D
Halvorson, Lowell H. J.	Eau Claire	Wisconsin	10/20/2021	5H
Halvorson, Paul J.	Phoenix	Arizona	12/9/2019	2D
Haman, Frederick G., Jr.	Seneca	South Carolina	6/29/2019	4F
Hamlin, Daniel L.	Fort Wayne	Indiana	3/9/2019	6C
Hamlin, Dick E.	Scottsdale	Arizona	5/3/2021	2D
Hammarberg, Paul R.	Saint Petersburg	Florida	4/30/2020	3G
Hamre, James S.	Edina	Minnesota	1/3/2021	3G
Handley, George E.	Winchester	Virginia	12/20/2019	8G
Handwerk, Gene E.	New Tripoli	Pennsylvania	10/2/2020	7E
Hane, Richard C.	Hermantown	Minnesota	11/11/2019	3E
Hanna, Stanley V.	Milwaukee	Wisconsin	6/24/2020	5J
Hannemann, August M.	San Antonio	Texas	3/17/2020	4E
Hansen, Arnold	Reading	Pennsylvania	4/25/2019	7E
Hanson, Andrew A.	Minneapolis	Minnesota	4/22/2020	3D
Hanson, Charles L.	Topeka	Kansas	9/15/2019	4B
Harding, Donald D.	Bettendorf	Iowa	9/30/2019	5D
Harman, Charles L.	Aurora	Colorado	8/11/2019	2E
Harman, John P.	Greensburg	Pennsylvania	11/18/2021	8B
Harris, Gary A.	South Sioux City	Nebraska	12/14/2021	4A
Harris, Robert W.	North East	Pennsylvania	10/16/2020	8A
Harrison, C. Dale	Eau Claire	Wisconsin	7/20/2019	5H
Hartenfeld, Robert L.	Crossville	Tennessee	11/28/2019	9D
Hartman, Henry J.	Nickerson	Kansas	9/25/2019	4B
Hartmann, Marvin L.	Fargo	North Dakota	1/10/2019	3B
Harum, William P.	Champaign	Illinois	4/26/2019	5C
Haseley, Louis C.	Dunedin	Florida	9/2/2019	9E
Hasenauer, Harold L.	Canal Winchester	Ohio	4/23/2021	6F
Hassler, Larry R.	Pine Grove	Pennsylvania	11/29/2020	7E
Hatcher, Marie F	Knoxville	Tennessee	1/8/2021	9D
Haugland, Raymond B.	Waconia	Minnesota	3/31/2020	3I
Hay, Jean M.	Saint Paul	Minnesota	4/21/2020	1F
Hayes, James R.	Spring Hill	Florida	4/18/2020	9E
Hayes, Margaret L.	Dumont	New Jersey	9/8/2019	7A
Haynes, Fredrick L.	Russell Springs	Kentucky	5/27/2019	6C
Hed, Walter G.	Cambridge	Minnesota	2/9/2021	3G
Hedrick, Troy C.	Rockford	Illinois	9/28/2019	5B
Hefner, Lori A.	Salisbury	North Carolina	5/20/2020	9B
Hefty, Gerald N.	Stanwood	Washington	4/16/2020	1B
Hegdal, Jill H.	Hazel Park	Michigan	12/20/2020	6A
Heglund, Gene H.	Columbia	Missouri	3/10/2019	3G
Heidmann, Rex W.	Clackamas	Oregon	1/17/2019	1E
Hein, George E., Jr.	Lebanon	Pennsylvania	4/16/2021	7E
Heineke, James O.	San Antonio	Texas	10/5/2020	4E
Helgen, C. David	Plymouth	Minnesota	4/7/2020	3G
Helm, Judith B.	Cary	North Carolina	6/25/2019	9B
Helman, James W.	Traverse City	Michigan	12/11/2019	6B
Helstedt, Lowell L.	Los Osos	California	3/9/2021	3H

Henkel, R. John	Frankfort	Kentucky	4/14/2020	6C
Henne, Arthur J.	Staunton	Virginia	8/19/2020	9A
Henriksen, Veryle A.	New Brighton	Minnesota	12/21/2019	3H
Henry, Paul E., Jr.	Rochdale	Massachusetts	3/9/2019	7B
Herdman, Donald W.	Battle Creek	Michigan	12/9/2021	6B
Herman, Ralph B.	Modesto	California	6/6/2020	2A
Hermansen, Louis	Roseau	Minnesota	6/10/2019	3D
Hermanson, Sheldon E.	Aurora	Colorado	6/4/2019	2E
Hernstrom, Jack E.	Pittsburgh	Pennsylvania	2/10/2020	8B
Herrlinger, John H.	Pacific Grove	California	8/31/2021	2A
Hertler, Carol A.	Chillicothe	Ohio	1/30/2020	6F
Heruth, Bernard G., Jr.	Stickney	South Dakota	11/26/2020	3C
Heskin, Erik D.	Escanaba	Michigan	5/5/2019	5G
Hess, Raymond S.	Rowland Heights	California	9/9/2019	2B
Hess, Richard E.	Morrisville	Pennsylvania	10/24/2021	7F
Hesterman, Donald F.	Cleveland	Ohio	8/10/2020	6E
Hetland, Glenn C.	Clatskanie	Oregon	7/23/2020	2B
Hett, Phillip R.	Lindsborg	Kansas	5/30/2021	4B
Hetzler, Donald F.	Appleton	Wisconsin	2/23/2019	5I
Heupel, Herman W.	Blue Earth	Minnesota	9/26/2019	3I
Hibbert, Kathryn A.	Watertown	South Dakota	6/27/2019	3C
Hilger, Thomas E.	Stewartville	Minnesota	8/3/2021	4C
Hill, Dennis	Orange City	Florida	11/19/2021	5B
Hill, James R.	Portage	Wisconsin	12/5/2019	5B
Hills, Gordon C.	Palmerton	Pennsylvania	1/4/2020	8B
Hilton, James K.	Baldwinsville	New York	5/5/2019	7D
Himmeler, David L.	Desert Hot Springs	California	2/20/2020	8F
Hinkeldey, Howard W.	Chambersburg	Pennsylvania	2/15/2021	8D
Hjelle, Roger A.	Onalaska	Wisconsin	3/30/2020	5L
Hoch, Loren E.	Sarasota	Florida	8/28/2020	6D
Hofrenning, James B.	Saint Paul	Minnesota	3/30/2020	3G
Hoifield, Clair B.	Southampton	Pennsylvania	9/25/2019	7F
Holck, Albert W.	West Lake Hills	Texas	3/24/2020	4E
Holck, Frederick H. G.	Columbus	North Carolina	1/15/2020	6E
Hold, Winston C.	Bryan	Texas	9/11/2020	4F
Hollands, Sandra K.	Fargo	North Dakota	7/30/2021	3D
Holman, John N.	Abington	Pennsylvania	6/28/2019	7F
Holmlund, James W.	Billings	Montana	8/16/2019	1F
Holter, O. Trygve	Holmen	Wisconsin	10/12/2019	6C
Holz, Gerald J.	Sharon	Wisconsin	12/22/2021	5J
Homdrom, Theodore	Saint Paul	Minnesota	4/3/2019	3H
Horn, Walton R.	Wyomissing	Pennsylvania	8/19/2019	7E
Horn, William M.	Allentown	Pennsylvania	1/14/2021	7E
Hoss, William N.	Oak Island	North Carolina	8/28/2019	9B
Houff, Larry J.	Vermilion	Ohio	11/23/2019	6E
Housman, Richard B.	Moline	Illinois	7/15/2019	5B
Hoven, Duane C.	Rochester	Minnesota	12/24/2020	3I
Hovick, Ronald D.	Apple Valley	Minnesota	2/20/2020	2C
Huddle, B. Paul	Roanoke	Virginia	10/28/2020	9A
Huddle, L. Crockett	Woodstock	Virginia	1/11/2021	9A
Hunt, J. Richard	Fishers	Indiana	3/31/2020	6C
Hurty, David L.	Oakland	California	5/7/2021	2A
Huth, Marvin O.	Loveland	Colorado	6/21/2021	2E
Huwe, Orlyn G.	Rockford	Illinois	6/20/2021	5B
Imbrock, Norman H.	Napoleon	Ohio	11/29/2019	6D
Inman, Richard C.	Swansea	South Carolina	9/6/2021	9C
Ireland, Henry A., Jr.	Woodbine	New Jersey	8/16/2020	7A
Jackson, Ronald E.	Worcester	Massachusetts	5/8/2021	7B
Jacobson, Howard W.	North Liberty	Iowa	11/29/2019	5B
Jacobson, Orville A.	Port Orchard	Washington	12/27/2019	1C
Jamieson, Robert G.	Edina	Minnesota	1/12/2020	3H
Jansen, E. Harold	Gainesville	Virginia	1/2/2021	8G
Jensen, Carl A.	Bellingham	Washington	6/8/2020	1B
Jerdee, Sylvia A.	Red Wing	Minnesota	1/21/2020	3D
Johannes, Allen B.	Clifton	Texas	6/18/2021	4D

Johns, Theodore C.	Rancho Mirage	California	9/19/2021	2C
Johnson, Bernard W.	Maple Grove	Minnesota	5/15/2019	3E
Johnson, Curtis H.	Kasson	Minnesota	10/10/2020	3I
Johnson, Etlar A.	Eau Claire	Wisconsin	10/4/2019	5H
Johnson, George S.	Irvine	California	10/9/2020	2C
Johnson, Gordon L.	Dadeville	Alabama	8/24/2021	9D
Johnson, Harvey M.	Hilton Head Island	South Carolina	10/26/2021	3H
Johnson, Herbert N., Jr.	Lindsborg	Kansas	3/6/2020	4B
Johnson, John L.	Ankeny	Iowa	1/1/2019	3H
Johnson, Justin Erik	Hazen	North Dakota	9/4/2021	3A
Johnson, Leonard N.	Cicero	New York	1/30/2020	7D
Johnson, Luther E.	Boyertown	Pennsylvania	6/7/2021	7F
Johnson, Manuel D.	Minneapolis	Minnesota	1/27/2021	3G
Johnson, Richard N.	Brewster	Massachusetts	4/5/2019	7B
Johnson, Robert E.	Ferndale	Washington	12/24/2021	1B
Johnson, Roger S.	San Francisco	California	1/29/2019	2A
Johnson, Victor N.	Wall Lake	Iowa	2/21/2020	5E
Johnsrud, Leroy A.	Blue Mounds	Wisconsin	11/13/2019	5K
Johnston, Joyce A.	Brown City	Michigan	11/5/2020	6A
Jones, Janet C.	Glen Ellyn	Illinois	1/10/2021	5A
Jones, Paul A.	Mechanicsburg	Pennsylvania	4/24/2020	8D
Jones, Richard C.	Mechanicsburg	Pennsylvania	1/6/2020	8D
Jordan, Walter F.	Navarre	Ohio	10/11/2020	6E
Jordheim, Kjell	Columbia	Missouri	1/16/2020	7C
Joslyn, Paul D.	Glenfield	New York	2/13/2019	7D
Juliot, Virgil F.	Geneseo	Illinois	4/15/2020	5B
Jurgens, William L.	Beatrice	Nebraska	7/18/2021	4A
Just, Donald R.	Blowing Rock	North Carolina	4/27/2020	9B
Kalkwarf, Theodore P.	New Brighton	Minnesota	5/19/2020	3H
Kallas, James G.	Thousand Oaks	California	10/9/2021	2B
Kaltreider, Carl F.	Venice	Florida	11/6/2019	9E
Kaste, Hubert R.	Northfield	Minnesota	7/4/2019	3H
Keck, Bruce W.	Beloit	Kansas	9/29/2021	4B
Keister, John D.	Strasburg	Virginia	11/24/2021	9A
Keller, John E.	Pewaukee	Wisconsin	12/21/2020	5J
Kelley, Bruce M.	Perry Hall	Maryland	10/12/2020	8F
Kemppainen, Dale J.	Durham	North Carolina	6/2/2019	9B
Kepler, Paul F.	Irvine	California	10/14/2020	6A
Kerr, John E.	Otsego	Minnesota	2/1/2021	3G
Kersten, Linda A.	Saint Charles	Illinois	5/24/2020	5B
Kessler, Martin	Danville	Pennsylvania	2/26/2021	8E
Key, Earl A.	West Chester	Ohio	12/5/2019	6D
Kilps, Grant A.	Grant	Florida	7/5/2019	9E
Kimble, Melvin A.	Edina	Minnesota	9/18/2019	3G
Kindem, Roald A.	Burnsville	Minnesota	4/28/2021	3H
Kindschuh, John L.	Rock Island	Illinois	2/15/2019	5B
Kingman, Donald H.	Clifton	Texas	10/22/2020	4D
Kinney, Christopher P.	Oakdale	Minnesota	12/28/2019	3H
Kinney, Gene L.	Fort Wayne	Indiana	10/30/2021	6C
Kinney, Terry D.	Sturgeon Bay	Wisconsin	11/5/2021	5I
Klatt, John R.	Lyndonville	New York	11/13/2019	7D
Klein, Elmer J.	Baltimore	Maryland	2/28/2020	8F
Klein, Ralph W.	Chicago	Illinois	12/29/2021	5C
Klepzig, Don P.	Shumway	Illinois	2/26/2020	5C
Klover, F. Delmar	Geneva	Nebraska	2/14/2021	4A
Kluppp, David J.	Austin	Texas	1/12/2020	4E
Knabe, Gary E.	Grand Forks	North Dakota	10/14/2021	3B
Knauff, Luther L.	Conover	North Carolina	2/11/2020	9B
Knauff, Merlin H.	Columbiana	Ohio	2/16/2021	7D
Kniep, Loren H.	Ault	Colorado	2/15/2019	2E
Knitter, Carl L., III	Branchport	New York	11/26/2020	7D
Knotts, William C.	Gettysburg	Pennsylvania	3/30/2021	8D
Knutson, Mark S.	Olympia	Washington	10/4/2021	1C
Koch, Gary F., Sr.	Coopersburg	Pennsylvania	6/3/2020	7E
Koehnke, Jaelyn	Atwater	California	4/23/2019	2A

Koenig, Thomas H. A.	Oshkosh	Wisconsin	5/1/2019	5I
Kopperud, Barbara J.	Red Wing	Minnesota	10/21/2021	5E
Kraft, Kathleen M.	Antigo	Wisconsin	2/27/2020	5I
Kramer, David A.	Rochester	Minnesota	10/23/2021	5E
Kramp, Paul F., Jr.	Allentown	Pennsylvania	12/21/2021	7E
Kraus, Richard T.	Fort Wayne	Indiana	11/14/2020	6C
Krause, Hilmer C.	Austin	Texas	2/15/2021	4E
Krautwurst, Frederick P.	Cartersville	Georgia	4/29/2020	9D
Krentz, Edgar M.	Chicago	Illinois	10/31/2021	5F
Krewson, David G., Jr.	Upper Chichester	Pennsylvania	2/23/2021	7F
Krueger, Donald L.	Rocky River	Ohio	11/24/2020	6E
Krueger, John G.	Perham	Minnesota	11/18/2020	3D
Krueger, Robert L.	Sabula	Iowa	3/29/2021	5D
Kruempel, Robert H.	Missouri Valley	Iowa	9/23/2021	5E
Kruger, Paul A.	Cutler Bay	Florida	5/7/2021	9E
Krumrey, George E.	Des Moines	Iowa	4/4/2021	5D
Kruse, Donald R.	Gresham	Oregon	11/2/2020	1E
Krynik, Sandra M.	Berlin	Wisconsin	7/9/2021	5E
Kuchinsky, Michael T.	Derwood	Maryland	5/22/2021	8G
Kuder, Calvin D.	Williams Bay	Wisconsin	3/15/2019	5K
Kuemmerle, Melissa F.	Chicago	Illinois	5/18/2019	7G
Kuenning, Paul P.	Milwaukee	Wisconsin	3/9/2020	5J
Kuo, Charles C.	San Francisco	California	2/12/2020	2A
Kuse, Loretta S.	Medford	Wisconsin	1/11/2020	5H
Kvern, Neil S.	Aurora	Colorado	12/25/2020	2E
Kyllo, Susan L.	Spring Park	Minnesota	12/16/2020	1E
Laber, J. Kenneth	Monterey	California	1/17/2020	2A
Lack, Arnold E.	Rockford	Illinois	7/9/2019	5A
Lamb, John E.	Allentown	Pennsylvania	8/3/2020	7E
Landahl, Paul R.	La Grange	Illinois	8/31/2020	5A
Landis, D. Craig	Quakertown	Pennsylvania	3/30/2019	7F
Landsness, Gary P.	Le Mars	Iowa	1/17/2020	5E
Lange, Herbert L.	Sun City Center	Florida	12/2/2020	9E
Langholz, Ervin P.	Sun City	Arizona	7/9/2020	2D
Lantz, Ernest A.	San Antonio	Texas	5/8/2020	4E
Larsen, Ernest A.	Yuma	Arizona	2/6/2021	1F
Larsgaard, John O.	Summer	Washington	1/27/2019	1C
Larson, David Frans	Florence	Oregon	6/29/2021	1E
Larson, David G.	Sioux Falls	South Dakota	10/9/2019	3C
Larson, Lowell O.	Claremont	California	5/10/2020	2C
Larson, Luther J.	Sparta	Wisconsin	7/6/2020	5L
Larson, Robert C.	Grand Island	Nebraska	1/12/2019	4A
Larson, Robert L.	Medford	Oregon	7/8/2020	1E
Larson, Ross H.	Atlanta	Georgia	9/3/2021	5J
Larsen, Harold J.	Kearney	Nebraska	3/9/2020	4A
Lautenschlager, Luther W.	Canton	Ohio	3/12/2020	6E
Lauterbach, Kermit R.	West Bend	Wisconsin	12/26/2020	5J
Lawson, Floyd L.	Torrance	California	11/14/2020	2B
Leaf, John M.	Moline	Illinois	1/5/2021	5B
Lee, Gary K.	Decorah	Iowa	12/17/2020	5F
Lee, Hartley F.	Redding	California	6/25/2019	2A
Leer, Lincoln L.	Scottsdale	Arizona	1/14/2020	2D
Lentz, Walter L. O.	Odessa	Texas	3/9/2021	4E
Leptak, Creighton P., Jr.	Batesville	Indiana	12/24/2021	6C
Leshner, Robert R., Jr.	Huntley	Illinois	9/6/2021	5A
Light, Thomas E., Jr.	Lebanon	Pennsylvania	10/31/2019	8D
Limburg, James W.	Rochester	Minnesota	11/29/2021	3E
Lindau, Paul W.	Beaver Dam	Wisconsin	9/14/2019	5K
Lindberg, David L.	Newport Beach	California	11/16/2020	2C
Lindgren, Lance R.	Sioux Falls	South Dakota	11/3/2020	3C
Lindholm, William C.	Livonia	Michigan	5/9/2020	6A
Lindquist, Jack E.	San Diego	California	5/20/2020	2C
Lindstrom, C. Daniel	Eugene	Oregon	5/29/2021	1E
Lindstrom, Paul T.	Kittery	Maine	5/1/2020	7B
Line, Laurie	El Cajon	California	7/31/2020	2C

Lingen, John R.	Brooklyn Park	Minnesota	4/29/2021	3G
Lins, Wilhelm C.	Naperville	Illinois	9/25/2021	4A
Linstrom, Robert E.	Elgin	Illinois	7/30/2021	5B
Lippert, Muriel J.	Bismarck	North Dakota	6/25/2020	3A
Liskey, Henry H.	Topeka	Kansas	2/9/2019	4B
Listug, Carl J.	Glenwood	Minnesota	10/24/2019	3F
Little, John D.	Warwick	Maryland	7/20/2021	8F
Livernois, Thomas F.	Highland Village	Texas	11/18/2019	8E
Loftus, Thomas F.	Madison	Wisconsin	11/27/2020	5K
Lohr, Harold R.	Berlin	Massachusetts	7/4/2021	7B
Longan, Leo E., Jr.	Middle Village	New York	8/28/2019	7C
Lorenz, Robert F.	Loveland	Colorado	3/11/2021	2E
Lose, John F.	Cornwall	Pennsylvania	1/1/2021	8D
Lott, Jeffrey K.	Clarksville	Tennessee	1/13/2021	9D
Loughmiller, William H.	Savage	Minnesota	7/29/2021	3H
Love, Donald G.	Kansas City	Missouri	11/18/2021	4B
Ludwig, Theodore M.	Valparaiso	Indiana	8/11/2020	6C
Lueders, Fredrick G.	Waupaca	Wisconsin	6/30/2020	5I
Lueneburg, Keith L.	Hudson	Wisconsin	7/16/2019	5H
Luger, William G.	Brunswick	Maine	1/27/2020	7B
Lund, George A.	Steamboat Springs	Colorado	5/4/2021	2E
Lundin, John O.	Springfield	South Dakota	7/2/2021	3C
Lunow, Ulf B.	Bronx	New York	6/28/2019	7C
Luttio, Philip R.	San Pedro	California	12/7/2020	3G
Lyerly, Frank E.	Prosperity	South Carolina	12/6/2021	9C
Mack, Carey G.	Saline	Michigan	10/15/2021	6A
MacKinnon, Barbara R.	Waconia	Minnesota	7/27/2021	3G
MacLennan, Ronald B.	Lindsborg	Kansas	2/13/2021	4B
Mader, Robert E.	Saint Cloud	Minnesota	12/13/2020	3F
Madsen, Robert C.	Fayetteville	Arkansas	4/17/2021	2D
Mai, Raymond A.	Lindsborg	Kansas	3/28/2019	4B
Mann, John M.	Ballwin	Missouri	2/19/2019	4B
Marshall, Donald E. H.	Mannford	Oklahoma	12/22/2021	4C
Marshall, Ronald F.	Seattle	Washington	11/9/2021	1B
Mart, Lloyd J.	Roseville	Minnesota	8/19/2020	3H
Martinson, Paul K.	Hudson	Wisconsin	9/26/2020	5H
Matevia, David P.	Eaton	Ohio	8/5/2021	6F
Mathison, Richard H.	Indio	California	1/7/2021	2A
Matson, Earl E.	Colorado Springs	Colorado	10/20/2020	2E
Maxim, John F.	Ellsworth	Maine	8/1/2020	7B
Mayer, Charles H.	Tacoma	Washington	5/23/2020	9A
McBride, James V.	Maple Grove	Minnesota	1/23/2021	3D
McCabe, William J.	Hickory	North Carolina	5/10/2020	9B
McCarney, Howard J.	Camp Hill	Pennsylvania	11/13/2019	8D
McCasky, Wilbur H.	Crescent City	Illinois	10/3/2021	5C
McChesney, Jane V.	Rockford	Illinois	2/10/2021	5B
McComas, H. G., IV	Ocean Pines	Maryland	9/30/2020	2C
McCracken, Ben. A.	Arvada	Colorado	2/17/2019	2E
McDowell, Harry W., II	Glenside	Pennsylvania	10/11/2020	7F
McElderry, Frederick L.	West Hempstead	New York	3/4/2020	7C
McKay, Henry M., Jr.	Raleigh	North Carolina	8/28/2021	9B
McKechnie, Raymond Wyatt	Clackamas	Oregon	3/22/2020	1E
McLagan, Mark R.	Meridian	Idaho	10/10/2019	2E
McLeary, George W.	Canyon Country	California	6/4/2020	2B
McLeroy, Richard W.	Senoia	Georgia	5/2/2021	9D
McPhail, Clark B.	Green Cove Springs	Florida	8/3/2020	9E
Mehl, John C.	Fargo	North Dakota	4/19/2020	3B
Meidinger, Adam	Gold Canyon	Arizona	1/23/2019	2D
Meissner, Earl H.	Overland Park	Kansas	9/27/2020	4B
Meissner, Lew A.	Fort Collins	Colorado	7/25/2021	2E
Menter, Theodore L.	Pickerington	Ohio	1/8/2020	6F
Mertz, Gerald J.	Peoria	Arizona	2/21/2019	2D
Meyer, John D.	La Crosse	Wisconsin	10/20/2020	5C
Meyer, Lester V.	Sartell	Minnesota	6/1/2019	3F
Meyer, Ralph L.	Bakerstown	Pennsylvania	2/24/2021	8B

Meyers, Donald E.	Angola	Indiana	12/7/2019	6C
Meyers, Theodore D.	Auburn	California	10/31/2021	2B
Michel, Herbert H.	Breinigsville	Pennsylvania	1/31/2020	7E
Michnay, Kenneth T.	Norton Shores	Michigan	12/4/2020	7G
Miller, Curtis H.	Eau Claire	Wisconsin	9/15/2020	5H
Miller, David E.	Chicago	Illinois	12/12/2019	5A
Miller, H. Thomas, Jr.	Fulton	Maryland	9/27/2019	8F
Miller, Marlo B.	Saint Michael	Minnesota	5/24/2021	3G
Miller, Richard W.	Evansville	Indiana	7/20/2021	6C
Miller, Vernon J.	Du Bois	Pennsylvania	2/18/2021	8C
Miller, William W.	New London	Minnesota	8/31/2021	3F
Mintel, Richard H.	Canal Winchester	Ohio	6/6/2021	6F
Mix, Robert F.	Napoleon	Ohio	2/19/2021	6D
Mocko, George P.	Baltimore	Maryland	4/17/2021	8F
Modean, Earl R.	Bend	Oregon	11/4/2019	1E
Moe, Richard A.	East Lansing	Michigan	1/27/2021	6B
Moehring, Glenn E.	Bandera	Texas	5/22/2021	4E
Moen, Marshall D.	Crystal	Minnesota	10/3/2021	3E
Mohring, Ruth E.	Pompton Lakes	New Jersey	4/20/2020	7A
Molzahn, Klaus G. W.	Hanover	Pennsylvania	11/4/2019	7E
Monroe, Carlton	Sacramento	California	9/18/2020	2A
Monsen, David E.	Hoquiam	Washington	1/21/2021	1C
Moore, Robert W.	Columbia	Maryland	5/3/2019	8F
Mosbo, J. Orville	Bend	Oregon	5/23/2020	1E
Mutzenberger, Marvin	Bismarck	North Dakota	7/19/2021	3A
Muus, Herman A.	Grand Marais	Minnesota	12/18/2020	3G
Myers, Bryan L.	Branford	Connecticut	9/29/2021	7B
Nack, Rose M.	Osage	Iowa	11/24/2019	5F
Nakamura, Paul T.	Gardena	California	11/11/2021	2B
Napoli, Todd C.	Darien	Illinois	6/26/2020	5A
Nash, Peter T.	Waverly	Iowa	4/15/2019	5F
Neeb, Larry W.	Ballwin	Missouri	10/20/2019	4B
Neeb, Martin J.	Tacoma	Washington	10/20/2020	1C
Neiderhiser, Edward A.	North Wales	Pennsylvania	4/17/2019	7F
Nelson, Allan O. P.	Northfield	Minnesota	1/20/2020	3I
Nelson, Benard A.	Sun City West	Arizona	4/11/2019	4A
Nelson, Darrel C.	Naples	Florida	11/6/2019	5E
Nelson, Duane J.	Vadnais Heights	Minnesota	7/23/2021	3H
Nelson, Earl F.	West St Paul	Minnesota	9/10/2019	3H
Nelson, Gaylor F.	Baraboo	Wisconsin	5/26/2019	5K
Nelson, John F.	Saint Paul	Minnesota	1/31/2019	3G
Nelson, Katie J.	Columbia Heights	Minnesota	2/8/2020	3H
Nelson, Norman K.	Norfolk	Nebraska	8/31/2020	4A
Nelson, Roger A.	Charlottesville	Virginia	1/29/2021	5A
Nelson, Sigurd J.	Aurora	Colorado	1/22/2019	2E
Ness, LeRoy T.	New Canaan	Connecticut	2/20/2020	7C
Nessel, Scott D.	Amherst	Massachusetts	8/21/2020	7B
Nestingen-Lundeen, Beverly E.	Northfield	Minnesota	9/29/2021	3I
Neubauer, Robert R., III	Las Vegas	Nevada	8/23/2020	2D
Neves, Darrell A.	East Lansing	Michigan	10/1/2020	6B
Nevin, LeRoy E.	Sioux Falls	South Dakota	6/7/2020	3C
Newcomer, Herbert C.	Portland	Oregon	12/26/2019	1E
Newpher, Robert J.	Gibsonia	Pennsylvania	4/4/2021	8B
Nice, Donald G.	Pottstown	Pennsylvania	6/14/2021	8E
Nielsen, John W.	Blair	Nebraska	5/12/2021	4A
Nielsen, W. Clayton	Solvang	California	7/19/2020	2B
Nielson, George E.	Sioux Falls	South Dakota	1/7/2021	3C
Nies, William L.	Westerville	Ohio	7/3/2019	9E
Nissen, Eugene W.	Ann Arbor	Michigan	9/27/2021	6A
Nitz, Jack T.	Omaha	Nebraska	10/25/2021	4A
Nordin, Ronald J.	Holmen	Wisconsin	9/29/2021	5L
Norlie, James L.	Monmouth	Oregon	7/3/2019	1E
Norris, Merlin K.	Lake Mills	Iowa	5/29/2020	5F
North, Debra Ann	Blakeslee	Pennsylvania	6/1/2021	7E
Novak, J. William	Indianapolis	Indiana	4/16/2021	6C

Nyblade, Orville W.	Gettysburg	Pennsylvania	12/16/2020	8B
Nyhus, Edward O. V.	Minneapolis	Minnesota	4/30/2021	3G
Nyman, Amy	Rockford	Illinois	11/19/2021	5B
Nystuen, Joseph P.	Cold Spring	Minnesota	11/10/2019	3F
Oas, Paul C.	San Juan Capistrano	California	1/25/2020	2C
Odland, Loren A.	Sioux Falls	South Dakota	7/28/2019	3C
Odland, Marvin D.	Edina	Minnesota	11/11/2019	3A
Ofstedal, Paul E.	Saint Paul	Minnesota	10/13/2019	3H
Ofstehage, Daniel B.	Watertown	South Dakota	10/6/2021	3C
Ohsiek, John H., Jr.	Savannah	Georgia	10/17/2021	9D
Olander, Edward A.	Port Angeles	Washington	11/3/2020	1C
Olson, Edward J.	Mauston	Wisconsin	1/3/2019	5L
Olson, Eldon L.	Seattle	Washington	6/18/2020	1B
Olson, James B.	Sioux Falls	South Dakota	3/13/2021	3C
Olson, Jerry R.	Clancy	Montana	11/3/2020	1F
Olson, Lester G.	Lake Tapps	Washington	5/8/2019	1C
Olson, Norman I.	Plymouth	Minnesota	6/25/2020	3G
Olson, Orville L.	Burnsville	Minnesota	6/3/2020	3G
Olson, Phillip E.	Ossian	Iowa	7/21/2021	5F
Olson, Richard A.	Richmond	Virginia	8/26/2019	9A
Onkka, Robert A.	Rochester	Minnesota	10/9/2020	3I
Oppedahl, Andrew G., Jr.	Dubuque	Iowa	11/26/2020	5F
Orth, Raymond E.	Pigeon	Michigan	3/7/2020	6B
Osterloh, Martin D.	Rapid City	South Dakota	9/5/2020	3C
Otterstad, R. Marcus	Houston	Texas	12/20/2019	4F
Overdier, Frederick G.	Traverse City	Michigan	4/13/2019	6B
Pankuch, Leonard E.	Apple Valley	Minnesota	1/13/2019	3H
Pannkuk, John B., Jr.	Fort Wayne	Indiana	4/28/2019	6C
Pape, William R.	Kansas City	Missouri	11/13/2021	4B
Park, Harold F.	Chapin	South Carolina	4/28/2019	9C
Park, Paul S.	Golden	Illinois	12/29/2019	5C
Paul, William N., Jr.	Temperance	Michigan	10/26/2021	6A
Pauluhn, Cuthbert B.	South Bend	Indiana	11/28/2021	6C
Pearce, John E.	Woodbine	Georgia	8/17/2021	7A
Pederson, Donald R.	York	Pennsylvania	11/29/2019	8D
Peisker, Gene K.	Ottawa	Illinois	9/6/2020	5B
Pekarek, Franklyn	Salina	Kansas	7/10/2021	4B
Pentz, Donald J.	Minerva	Ohio	9/3/2021	6E
Pero, Cheryl Stewart	Chicago	Illinois	10/28/2020	5A
Perry, Frank C.	Burlington	North Carolina	9/5/2020	9B
Peters, Philip G.	Albert Lea	Minnesota	11/3/2021	3I
Peterson, Alvin M.	Green Bay	Wisconsin	10/27/2020	5I
Peterson, Jack A.	Armstrong	Iowa	2/16/2019	5E
Peterson, Julius L.	Red Oak	Iowa	9/4/2021	5E
Peterson, Magnus A.	Alexandria	Minnesota	2/22/2021	3F
Peterson, Paul C.	Dorchester Center	Massachusetts	10/13/2021	7B
Peterson, Theodore B.	Bemidji	Minnesota	1/15/2021	3D
Peterson, Trudy A.	Titonia	Iowa	6/6/2019	5E
Peterson, Wayne E.	Palm City	Florida	11/14/2020	9E
Petrasko, Philip E.	Ferndale	Washington	4/27/2019	1B
Pfateicher, Philip H.	Melrose	Massachusetts	6/22/2021	8B
Pfotenhauer, Frederick W.	South Bend	Indiana	6/29/2021	6C
Pickett, Clinton A., III	Tiverton	Rhode Island	1/9/2020	7B
Piper, Dean J.	The Villages	Florida	10/11/2021	9E
Plessner, John H.	Pasadena	California	9/11/2019	2B
Poffinbarger, John N.	Plover	Wisconsin	2/5/2021	5I
Pohlman, Douglas K.	Marquette	Michigan	6/19/2020	5G
Polenz, Lester F.	Powell	Ohio	1/12/2020	9B
Pollock, John H., Jr.	Springfield	Ohio	3/23/2021	6F
Pool, Terry L.	Longview	Texas	2/28/2019	4A
Preus, David W.	Arden Hills	Minnesota	7/23/2021	3G
Price, Everett R.	West Columbia	South Carolina	12/20/2021	9C
Putt, Valerie L.	Chinook	Montana	5/19/2021	1F
Quam, Robert L.	Billings	Montana	3/7/2021	1F
Quanbeck, Philip A.	Minneapolis	Minnesota	12/1/2020	3G

Raabe, Robert M.	Sioux Falls	South Dakota	8/26/2019	3C
Raedeker, Gerald V.	Enterprise	Oregon	5/13/2019	1E
Ramnarine, Roshandeen J.	Yucaipa	California	4/20/2020	2C
Ramsey, J. Christopher	Hagerstown	Maryland	1/2/2019	8F
Ramsey, Philip L.	Lombard	Illinois	5/27/2020	5A
Rand, Howard F.	Minnetonka	Minnesota	4/14/2021	3G
Rasmussen, David R.	Belvidere	Illinois	1/3/2020	5B
Rathkamp, Hugo M., Jr.	Williamsburg	Virginia	9/20/2021	9A
Rave, James A.	Ormond Beach	Florida	2/17/2021	9E
Ray, Cindy L.	Philadelphia	Pennsylvania	3/29/2020	7F
Ray, Gordon P.	White Oak	Pennsylvania	8/7/2019	8B
Redman, William	Madison	Wisconsin	12/18/2020	5K
Reed, Carol J.	Coolidge	Arizona	9/16/2019	2C
Reid, David S.	Chama	New Mexico	12/6/2020	2D
Reitz, Armin Henry	Louisville	Kentucky	10/19/2021	6C
Rengstorf, Fred E.	Rochester	Minnesota	10/4/2021	3I
Resmer, Delbert E.	Columbia Cross Roads	Pennsylvania	11/8/2021	9E
Reyelts, Paul F.	Sevierville	Tennessee	3/21/2019	9D
Ribe, Kenneth H.	Katy	Texas	6/8/2019	4F
Rice, Donald P.	Paris	Ohio	7/9/2019	6E
Ridenhour, David E.	Hiddenite	North Carolina	10/29/2021	9B
Riechers, Donald F.	North Liberty	Iowa	1/26/2020	4C
Riedel, Robert E.	Port Huron	Michigan	12/8/2021	6B
Riley, Sue Ann	Barrington	New Jersey	7/24/2019	7A
Rimmereid, Arthur V.	Maplewood	Minnesota	6/24/2019	3H
Rinde, John L.	Council Bluffs	Iowa	8/14/2020	5E
Rinnert, Willard C.	Colorado Springs	Colorado	1/24/2020	2E
Risch, David R.	Columbus	Ohio	11/19/2021	6F
Rische, Gerhardt G., Sr.	Lakeway	Texas	2/21/2019	9D
Rist, Tanya R.	Alma	Wisconsin	10/27/2019	5L
Ristad, Robert N., Jr.	Napa	California	9/16/2021	2A
Ritchie, Carl L.	Summerville	South Carolina	10/23/2019	9C
Rittmann, Mark D.	Warren	Minnesota	11/28/2019	3D
Robinson, Antoinette A.	Memphis	Tennessee	4/3/2020	9D
Robinson, C. Scott	Oakland	Maryland	12/8/2021	8H
Rodning, Richard A.	Tacoma	Washington	3/2/2021	1C
Roesch, Gordon A.	Olathe	Kansas	2/21/2020	4D
Rogers, Willie R., Sr.	Atlanta	Georgia	11/30/2019	9D
Rohde, Emery T.	Arlington	Washington	12/10/2020	1E
Roholt, Lloyd P.	Milwaukie	Oregon	1/12/2019	1E
Roleder, Edwin S.	Lincoln	Nebraska	7/8/2019	4A
Roller, Lawrence H.	Mililani	Hawaii	11/28/2020	2C
Romberg, Theodore H.	Pewaukee	Wisconsin	2/27/2019	5J
Ronsberg, Lynn R.	Grand Forks	North Dakota	4/19/2021	3B
Roem, Lawrence L.	Juneau	Alaska	12/22/2020	1A
Rosenow, William L.	Harrisonburg	Virginia	10/2/2019	9A
Roser, Timothy A.	Worcester	Massachusetts	2/15/2021	7B
Rotvig, Roger A.	Yarmouth	Maine	9/10/2021	7B
Roufs, Henry W.	San Diego	California	10/10/2019	2D
Rowley, P. Edwin	Chester	Illinois	5/16/2019	5C
Rudolf, Russell	Owatonna	Minnesota	3/25/2021	3I
Ruths, Arthur L.	Hanover	Pennsylvania	3/2/2021	8D
Rutkauskas, Richard P., Jr.	Baltimore	Maryland	12/1/2021	8F
Ryding, Norman V.	Chicago	Illinois	11/5/2020	6C
Sachs, Jonathan L.	Waupaca	Wisconsin	11/1/2019	5I
Safstrom, Karen B.	Wilbraham	Massachusetts	6/11/2020	7B
Salness, Duane O.	Saint Paul	Minnesota	8/20/2020	3H
Sanders, John N.	Louisville	Kentucky	12/5/2021	6C
Sandin, Lawrence C.	Oak Creek	Wisconsin	10/13/2020	5J
Sandvik, James A.	Arvada	Colorado	4/20/2019	5F
Satterwhite, John L., III	Chapin	South Carolina	3/9/2020	9C
Sauer, Kenneth H.	Columbus	Ohio	12/25/2021	6F
Saylor, Gwendolyn B.	Dubuque	Iowa	11/11/2019	5K
Schaeffer, David B.	Summerville	South Carolina	3/2/2019	7E
Schafer, Leah K.	Canton	Ohio	3/1/2021	6E

Schaff, Robert J.	Omaha	Nebraska	1/3/2021	4A
Scheel, Russell D.	Penn Yan	New York	10/22/2019	7D
Scherer, David M.	Chanhassen	Minnesota	5/19/2019	3G
Scheuermann, Robert R.	Milwaukee	Wisconsin	2/8/2020	5J
Schildbach, Rudolf K.	Belgium	Wisconsin	6/8/2019	6F
Schiller, Herbert W.	Eagle Grove	Iowa	3/16/2020	5E
Schlichtenhaufen, Joel T.	Neenah	Wisconsin	9/6/2019	5I
Schlack, Theodore C.	Allentown	Pennsylvania	8/26/2021	7E
Schlak, Richard A.	Attleboro	Massachusetts	6/19/2020	7B
Schlotterbeck, Herbert M.	Indianapolis	Indiana	8/18/2019	6C
Schmeling, John P.	Vincennes	Indiana	3/26/2021	5C
Schmidt, Edwin R.	Oak Park Hts	Minnesota	6/14/2021	3H
Schmidt, William F., Jr.	Columbus	Ohio	3/11/2019	6F
Schmitt, Otto W.	West Fargo	North Dakota	7/17/2020	3B
Schnaidt, Del R.	Coon Rapids	Minnesota	12/11/2021	3G
Schoenfish, Marvin R.	Fargo	North Dakota	4/2/2019	3B
Schroeder, Edward H.	Saint Louis	Missouri	3/1/2019	4B
Schroeder, Richard C.	Appleton	Wisconsin	12/24/2020	5I
Schroeder, Theodore W.	Kansas City	Missouri	4/15/2020	4B
Schultz, Jerry	Amery	Wisconsin	2/19/2019	5H
Schultz, Richard K.	Erie	Pennsylvania	5/9/2020	8A
Schulz, Leon E.	Menno	South Dakota	11/25/2020	3C
Schulz, Stephen J.	Lynchburg	Virginia	6/8/2021	9A
Schumacher, Paul J.	Indianapolis	Indiana	8/19/2021	6C
Schutt, Thomas E. H.	Findlay	Ohio	3/2/2021	6D
Schwindler, Karen L.	Hartwell	Georgia	6/7/2020	9D
Scott, Geoffrey L.	Wheeler	Wisconsin	1/28/2020	5H
Scoville, Dennis R.	Peoria	Illinois	3/28/2021	5C
Scullion, Gordon D.	Defiance	Ohio	12/7/2019	6D
Seffrood, Dale G.	Milbank	South Dakota	4/7/2019	5H
Seibert, John F., II	Lexington	Kentucky	9/4/2019	6C
Seim, James E.	King	Wisconsin	12/6/2019	5I
Sell, Stuart A.	Bruning	Nebraska	10/31/2021	4A
Senft, Kenneth C.	Harrisburg	Pennsylvania	9/21/2019	8D
Serocka, Raymond P.	Port Clinton	Ohio	12/5/2021	6D
Setzer, C. Peter	Cornelius	North Carolina	12/30/2020	9B
Setzer, Dennis L., Jr.	Myrtle Beach	South Carolina	2/4/2020	9C
Shaffer, Floyd T.	Saginaw	Michigan	2/5/2021	6B
Sharon, A. Carl	New Haven	Connecticut	6/29/2021	7B
Sheaffer, Sterlen S.	Carlisle	Pennsylvania	1/27/2021	8D
Shealy, E. Armand	Irmo	South Carolina	9/5/2019	9C
Shep, John J.	Stoughton	Wisconsin	6/25/2020	5K
Sherer, Joel A.	Bismarck	North Dakota	5/4/2021	3A
Sherman, Franklin E.	Bethlehem	Pennsylvania	8/31/2021	7E
Shores, Samuel W., II	Greensboro	North Carolina	8/24/2020	9B
Shull, D. Murray, Jr.	Moore	South Carolina	9/16/2021	9C
Sifford, Clarence E., Jr.	Lincolnton	North Carolina	6/9/2020	9B
Sigmon, Calvin L.	Saint Clairsville	Ohio	11/17/2020	6F
Silvius, Justin L.	Kenosha	Wisconsin	5/18/2019	5J
Simmons, Martin J.	Fargo	North Dakota	3/1/2021	3B
Sims, Robert F.	Marietta	Georgia	8/4/2021	9D
Singleton, R. Ray	Saint Paul	Minnesota	3/5/2020	3H
Skeie, Thoralf J.	Hutchinson	Minnesota	4/25/2019	3F
Skibbe, Eugene M.	Edina	Minnesota	9/12/2019	3G
Skillrud, Harold C.	Bloomington	Illinois	1/5/2021	5C
Skinner, Harold G.	Hickory	North Carolina	5/8/2020	9B
Skogman, Dale R.	Gladstone	Michigan	6/16/2021	5G
Slocum, Kay	Cedar Rapids	Iowa	6/6/2021	5D
Sloop, Perry L.	Lincolnton	North Carolina	10/19/2020	9B
Smith, A. Richard	Winchester	Tennessee	8/25/2020	9D
Smith, Donald W.	Lynnwood	Washington	4/8/2020	1B
Smith, Michele M.	Lindenwold	New Jersey	5/25/2021	7A
Smith, Ronald G.	Newberry	South Carolina	7/6/2019	9C
Smith, Thomas A.	Munhall	Pennsylvania	1/15/2019	8B
Smuda, Erwin M.	North Canton	Ohio	5/24/2020	6E

Snyder, William R.	Rio Verde	Arizona	12/23/2020	3G
Soine, Ronald O.	Shoreline	Washington	6/26/2020	1B
Sonnenberg, Timothy J.	Wauseon	Ohio	2/25/2021	6D
Sorensen, Robert L.	Sealy	Texas	5/17/2019	4F
Spencer, John L.	Oak Park Heights	Minnesota	2/1/2020	3F
Spice, Gerald A.	Evanston	Illinois	6/23/2020	6A
Spieker, George F.	Catasauqua	Pennsylvania	4/10/2021	7E
Spohn, Paul H.	Allentown	Pennsylvania	11/12/2019	7E
Stadum, Ernest	Fargo	North Dakota	12/10/2019	3B
Staley, Maurice E.	Salisbury	North Carolina	11/19/2020	9B
Stark, Elwood L. R.	Home	Pennsylvania	9/19/2020	7B
Starr, Richard B.	Friendswood	Texas	6/2/2020	8D
Stauffer, Andrew J.	Boyertown	Pennsylvania	4/22/2021	7E
Steele, Isabelle J.	Dayton	Ohio	7/8/2020	6F
Stees, Arthur R.	Freeport	Illinois	2/15/2021	5B
Stein, Scott R.	Payson	Arizona	4/15/2021	2D
Steinbrecher, John T.	Fond Du Lac	Wisconsin	10/18/2019	5I
Steinke, Charles E.	Sterling	Illinois	11/19/2019	5B
Stender, James D.	Vancouver	Washington	2/8/2019	1C
Stevens, David N.	Breezy Point	Minnesota	6/12/2020	3E
Steward, Charles C.	Upper Sandusky	Ohio	11/18/2020	6D
Stewart, Howard L.	Detroit Lakes	Minnesota	4/28/2019	3D
Stewart, William M.	West Bend	Wisconsin	11/4/2019	5H
Stouffer, Jack E.	Bristol	Rhode Island	12/5/2021	7C
Stoyer, Kenneth A.	Groveland	Florida	12/28/2019	9E
Strachan, Douglas H.	Baltimore	Maryland	4/2/2019	8F
Straw, Gordon J.	Chicago	Illinois	1/5/2019	5K
Straw, Irvin E., Jr.	Lititz	Pennsylvania	9/6/2019	8D
Strebe, Edward L.	Bernalillo	New Mexico	8/21/2021	2E
Strecker, Kenneth E.	Milwaukee	Wisconsin	12/9/2020	5D
Strickler, L. Warren	Gaithersburg	Maryland	4/27/2019	9A
Strobel, Daniel M.	Indianapolis	Indiana	7/6/2020	6C
Strommen, Merton P.	Minneapolis	Minnesota	9/2/2019	3G
Strozensky, Milo A.	West Milton	Ohio	6/28/2020	6F
Stuck, John F.	Fort Wayne	Indiana	8/18/2019	6C
Studtmann, Robert H.	Amarillo	Texas	2/16/2021	4C
Stuenkel, Omar T.	Spokane Valley	Washington	6/12/2020	1D
Stumme, Carol D.	Saint Paul	Minnesota	7/10/2020	3H
Sundet, Kimberly K.	Beloit	Wisconsin	10/18/2019	5K
Sundheim, Marlyn E.	New London	Minnesota	10/3/2019	3F
Sutter, Richard B.	Columbus	Ohio	3/3/2020	6D
Swanberg, Kenneth H.	Moline	Illinois	9/18/2020	5B
Swasko, Thomas D.	Louisville	Kentucky	4/17/2019	6C
Swedberg, Paul L.	Oldsmar	Florida	8/22/2021	9E
Sweitzer, Jennifer L.	Absecon	New Jersey	10/16/2021	7A
Swenson, David E.	St Petersburg	Florida	6/23/2020	9E
Swenson, Edwin W.	Omaha	Nebraska	9/12/2020	2E
Swenson, Keith M.	Gig Harbor	Washington	4/18/2019	1B
Swick, Kenneth G.	Wachapreague	Virginia	2/17/2019	8D
Swiccichowski, James E.	Milwaukee	Wisconsin	7/28/2020	5J
Swoyer, Melvin G.	Round Rock	Texas	10/10/2020	4E
Syverson, Gordon L.	Fosston	Minnesota	11/25/2021	3F
Tafesse, Abebe	Chantilly	Virginia	12/16/2020	8G
Taylor, John F., Jr.	Edinburg	Virginia	4/5/2021	9A
Taylor, John R.	Kennett Square	Pennsylvania	7/19/2019	7C
Taylor, Vaughn E.	Indiana	Pennsylvania	4/22/2020	8B
Teig, Mons A.	Wayzata	Minnesota	5/11/2019	3G
Templar, H. Gene	Lexington	Kentucky	4/11/2020	6C
Tetzlaff, Andrew J.	Asheville	North Carolina	1/8/2021	5H
Thomas, Charles J.	Guyton	Georgia	12/24/2021	9D
Thomas, Don F.	Brighton	Michigan	3/24/2021	6A
Thomas, Donald R.	Addison	Pennsylvania	7/12/2021	8H
Thorberg, Henry E.	Lincoln	Nebraska	6/6/2020	4A
Thoreson, Ronald D.	Sacramento	California	7/6/2019	2A
Thorson, H. Arvid	Dallas	Texas	5/14/2019	4D

Thorson, John A.	Sparta	Michigan	9/22/2019	6B
Thune, George N.	Henderson	Nevada	2/17/2020	2A
Thurber, Marilyn J.	New Richmond	Wisconsin	12/26/2021	5H
Tidemann, Janet R.	Saint Paul	Minnesota	2/20/2019	3G
Tietbohl, Augustus V.	Maricopa	Arizona	10/22/2021	7E
Timm, Daniel E.	Brenham	Texas	8/11/2021	4F
Tirado Carrasquillo, Lorenzo	Mayaguez	Puerto Rico	9/1/2020	9F
Tollefson, Carrol A.	Fargo	North Dakota	7/15/2021	3B
Tomberlin, Jeffrey M.	Delavan	Wisconsin	6/26/2019	5K
Torgerson, Sheldon L.	Minneapolis	Minnesota	5/26/2019	3G
Torkko, Stephen A.	Seattle	Washington	10/27/2019	1B
Trantham, Jerry L.	Newberry	South Carolina	1/16/2020	9C
Trelstad, Jerome C.	Santa Maria	California	4/24/2021	2B
Trelstad, John P.	Edina	Minnesota	3/19/2020	3G
Tribe, Roy M.	Keizer	Oregon	6/30/2019	1E
Truby, William H.	Oostburg	Wisconsin	3/9/2020	5J
Tveite, Allan P.	Burnsville	Minnesota	11/18/2020	3I
Uden, Leland G.	Chatham	Illinois	12/8/2019	5C
Uhl, Harold J.	Traverse City	Michigan	8/6/2019	6B
Uhler, Willard J., Jr.	Douglassville	Pennsylvania	11/27/2020	7E
Underdahl, John L.	Niceville	Florida	2/24/2021	9E
Unmacht, Thomas J.	Elk Grove	California	10/30/2020	2A
Valen, David L.	Plymouth	Minnesota	8/2/2021	3G
VanBrussel, James R.	Temperance	Michigan	7/20/2020	6D
VandeMark, Gerald B.	Port Orange	Florida	6/23/2019	9E
Vanderslice, William A.	Oreland	Pennsylvania	3/24/2021	7F
Vannorsdall, John W.	Medina	Ohio	4/5/2020	7B
Vasquez, Enequina C.	San Antonio	Texas	8/16/2021	4E
Vick, Oliver K.	Platteville	Wisconsin	3/22/2019	5K
Viereck, Wayne R.	Tucson	Arizona	3/24/2021	2D
Vigen, David C.	Plymouth	Minnesota	5/9/2019	5D
Vinson, Lawrence G.	Cody	Wyoming	1/13/2021	1F
Vogel, Joel R.	Avon	Indiana	12/6/2021	6C
Vold, Noel T.	Stephenson	Virginia	8/12/2021	3C
Vollenweider, Donald E.	Valdosta	Georgia	7/18/2019	9D
Volz, Jerry N.	Clinton Township	Michigan	8/13/2021	6A
von Schritlz, James L.	Billings	Montana	11/12/2020	1F
von Sicard, Sigvard	Birmingham	United Kingdom	4/21/2021	7B
Vriesman, Dar W.	Westminster	Colorado	10/11/2019	2E
Wagner, Joseph M.	Olympia	Washington	10/21/2021	1C
Wahlberg, Philip L.	Austin	Texas	5/9/2021	4E
Walston, Richard O.	Westerville	Ohio	2/24/2020	6F
Walter, Ralph, Jr.	Essex	Massachusetts	11/11/2019	7B
Waltonen, Timothy F.	Fredericksburg	Virginia	9/24/2020	9A
Walz, Erwin G.	Cupertino	California	12/3/2020	2A
Wambheim, Ivan G.	Alexandria	Minnesota	3/4/2019	3F
Wang, Peter L.	Apple Valley	California	5/13/2021	2B
Wangerin, Walter M., Jr.	Valparaiso	Indiana	8/5/2021	6C
Wanner-Schaunaman, Robin R.	Aberdeen	South Dakota	12/20/2021	3C
Warne, Thomas M.	Moneta	Virginia	3/17/2021	9A
Wames, Ronald M.	Warren	Minnesota	7/3/2020	3D
Warren, Theodore W.	Saugerties	New York	12/24/2020	7C
Wasgatt, David P., Jr.	Newark	Delaware	7/19/2021	8F
Washill, Roy P.	Erie	Pennsylvania	12/9/2021	8A
Wassberg, Leslie G.	Fargo	North Dakota	6/18/2021	3B
Wayne, Robert J.	Del Mar	California	10/16/2019	2C
Weaver, Carl C.	Greenport	New York	8/15/2020	7C
Webb, Ann E.	Canton	South Dakota	3/16/2019	3C
Weber, Anton P., Jr.	Lake Barrington	Illinois	7/25/2019	5A
Weber, Donald M.	Crown Point	Indiana	12/22/2021	6C
Weber, Gloria R.	Fenton	Missouri	1/21/2020	4B
Weber, Harold H.	Walsh	Illinois	5/21/2020	5C
Webster, David J.	Willmar	Minnesota	12/21/2019	3F
Wedul, Otto E.	Youngtown	Arizona	1/4/2019	2D
Wees, Gary M.	Pine Island	Minnesota	2/21/2021	5L

Weidemoyer, Howard W.	Frederick	Pennsylvania	11/12/2020	7F
Weiser, William H.	Robesonia	Pennsylvania	2/18/2021	7E
Weist, James E.	Darrouzett	Texas	9/11/2021	4C
Wendelin, Robert A.	Caledonia	Michigan	1/31/2019	7D
Wente, Norman G.	Golden Valley	Minnesota	12/30/2021	3G
Werger, Paul M.	Urbandale	Iowa	5/11/2020	5D
Wesley, Lee H.	La Mesa	California	7/14/2019	7C
Wessel, James H.	San Diego	California	7/16/2019	6F
Westby, Frithjof O. M.	St Louis Park	Minnesota	1/21/2019	3G
Westerhoff, Robert R.	Fremont	California	10/30/2021	2A
Westermann, Dwayne J.	Roanoke	Virginia	6/4/2020	9A
Westhoff, Barbara J.	Fargo	North Dakota	4/18/2021	1F
Wickoren, Wayne H.	Fargo	North Dakota	7/7/2019	4F
Wiechers, Frederick E.	Norwalk	Ohio	4/12/2020	6D
Wiegman, Eugene W.	Tacoma	Washington	7/1/2020	1C
Wiekert, N. Richard	Burnsville	Minnesota	3/18/2021	3C
Wigstrom, Dean J., II	Lacey	Washington	10/13/2019	1C
Wiker, Edgar G.	Bridgeton	New Jersey	12/23/2019	7A
Wilch, Daniel R.	Marion	Ohio	3/9/2020	6D
Wilch, James L.	Waukesha	Wisconsin	6/5/2021	5J
Wilken, Don A.	Elwood	Nebraska	12/25/2019	4A
Willis, George T.	Deland	Florida	7/14/2019	9E
Willman, Donald E.	Akron	New York	3/22/2020	7D
Wilson, Lloyd T.	Johnstown	Pennsylvania	10/11/2021	8C
Winemiller, Paul L., Jr.	Venice	Florida	7/19/2020	9E
Winey, Barbara J.	New Oxford	Pennsylvania	2/10/2020	8D
Winterhoff, Norman E.	Wausau	Wisconsin	11/30/2020	5I
Wittig, William M.	Rockford	Illinois	7/23/2019	5B
Wittrock, Kenneth R., Jr.	Bennington	Nebraska	1/1/2019	4A
Wolff, Paul F.	Moline	Illinois	2/25/2020	5B
Wolford, Phyllis J.	Tamaqua	Pennsylvania	1/4/2021	7E
Wood, Tamara	Defiance	Ohio	1/17/2019	6D
Worth, Donald S.	Monroeville	Pennsylvania	11/29/2021	8B
Wright, Dennis W.	Marion	Iowa	5/12/2021	5D
Wuebbens, Peter J.	Princeton	Massachusetts	11/7/2020	9B
Yesse, William C.	Debary	Florida	6/20/2021	9E
Yost, John, Jr.	Baltimore	Maryland	8/11/2020	8F
Yount, Glenn A., Sr.	Atlantic Beach	North Carolina	10/10/2019	9B
Youra, Fredric H.	Clatskanie	Oregon	2/14/2021	1A
Yungerberg, John T.	La Crosse	Wisconsin	10/18/2021	5L
Zanton, William C.	Avalon	Wisconsin	2/27/2019	5K
Zoellner, Jack H.	Scottsdale	Arizona	12/23/2021	2D
Zuber, Richard S.	Port Saint Lucie	Florida	1/18/2021	9E
Zwanziger, Otto A.	Cedar Rapids	Iowa	7/2/2019	5D

Rostered Ministers of Word and Service

Name	City	State	Death Date	Synod
Albers, June W.	Ephrata	Pennsylvania	11/8/2020	8D
Anderson, Martha S.	St Louis Park	Minnesota	10/14/2019	3G
Baringer, F. Denise W.	Largo	Florida	1/4/2020	9E
Bets, Linda L. F.	San Tan Valley	Arizona	2/29/2020	5D
Bouman, Paul B.	Oak Park	Illinois	4/28/2019	5A
Coiner, Judith R.	Lacon	Illinois	4/28/2020	5C
Cragg, Randina J.	Minneapolis	Minnesota	10/18/2021	3G
Erlandson, Charlotte J.	Minneapolis	Minnesota	11/30/2021	3G
Freeman, Marillyn I.	Neenah	Wisconsin	3/24/2020	5I
Hanson, Olive E.	Arlington Heights	Illinois	1/31/2021	5A
Harding, Emerson F.	Allentown	Pennsylvania	9/24/2019	7E
Hickman-Besch, Sharon E.	Ocala	Florida	11/11/2020	9E
Hoiun, Bernice A.	Minneapolis	Minnesota	5/12/2020	3G
Holte, Roselyn I.	Fergus Falls	Minnesota	4/20/2020	3D
Kahn, M. Bernard	Terrebonne	Oregon	6/10/2020	1B
Kindem, Shirley L.	Burnsville	Minnesota	3/24/2019	3H

Knueppel, Virginia A.	Tucker	Georgia	5/23/2020	9D
Koenig, Gerald L.	River Forest	Illinois	12/23/2021	5A
Kohler, Ann G.	Baldwinsville	New York	8/2/2019	7D
Korn, Dorothy L.	Chicago	Illinois	1/11/2020	5A
Kraus, Rose Ann	Fort Wayne	Indiana	8/13/2019	6C
Laube, Deloris I.	Waverly	Iowa	12/19/2019	5F
Lockhart, Lloyd W.	Story City	Iowa	1/26/2021	5D
Mair, Glenn E.	Austin	Minnesota	10/9/2019	3I
Malueg, Willadean J.	Clintonville	Wisconsin	3/1/2021	5I
Manke, Louise K.	Newport	North Carolina	9/6/2019	6E
Mondeng, June L.	North Olmsted	Ohio	12/7/2019	3G
Poppen, Vera F. H.	Clarksville	Iowa	5/18/2021	5F
Pranke, Jeanette	Jefferson	Wisconsin	1/27/2021	5K
Shackelford, Laura K.	Greeneville	Tennessee	5/30/2020	9D
Smillie, Barbara E.	Selinsgrove	Pennsylvania	6/6/2021	8E
Smith, Louis H.	Lafayette	California	7/4/2021	2A
Stein, Dorothy M.	Wheaton	Illinois	9/11/2021	5A
Swanson, Gloria J.	Rosemount	Minnesota	4/26/2021	3H
Swanson, Ruth L.	Coeur D Alene	Idaho	1/29/2020	2A
Theiss, Betty L.	Leetonia	Ohio	10/29/2020	6E
Thoreson, Elaine C.	Mantorville	Minnesota	2/1/2019	3I
Twiton, Dorothy E.	Sturgeon Bay	Wisconsin	4/27/2021	5I
Vaughn, Nancy L.	Arlington Heights	Illinois	3/19/2021	5A
Werges, Elayne J.	Osage	Iowa	9/17/2019	5F
Wilcox, Virginia H.	Rio Rancho	New Mexico	6/25/2020	4E
Wilkowski, Geraldine K.	Van Nuys	California	11/3/2019	2B
Wills, Alicia R.	San Antonio	Texas	5/22/2019	4E
Wise, James Henry	Hershey	Pennsylvania	8/26/2021	8D
Young, Cynthia A.	Des Moines	Iowa	5/1/2019	5D

Appendix I Congregations Organized or Received

Synod	State	City	Congregation and Number	Action	Date
1D	Idaho	Idaho Falls	New Day Lutheran Church (30942)	Organized	05/05/2019
2B	California	Torrance	Glory Lutheran Church (30835)	Organized	08/01/2021
2C	California	San Bernadino	Lutheran Church of Our Savior–Spirit of Hope (31399)	Organized	09/01/2021
3G	Minnesota	Minneapolis	Christ The River of Life Lutheran Church (31372)	Organized	06/01/2020
3G	Minnesota	St Louis Park	Vista Lutheran Church (31332)	Organized	06/01/2019
4A	Nebraska	Holdrege	Spirit of Grace Lutheran Church (30951)	Organized	05/05/2019
5H	Wisconsin	Centuria	Joy Lutheran Church of Centuria (31352)	Organized	04/01/2020
5J	Wisconsin	Kenosha	Lakeside Lutheran Church (31360)	Organized	03/15/2020
5K	Wisconsin	Argyle	Argyle-Apple Grove Lutheran Church (31331)	Organized	06/28/2019
5K	Wisconsin	Lodi	Common Ground Church (31371)	Organized	08/29/2020
6A	Michigan	Detroit	Love Rising Lutheran Church (31334)	Organized	09/01/2019
6B	Michigan	Muskegon	Harbor of Grace Lutheran Church (31342)	Organized	11/24/2019
6C	Indiana	Noblesville	Roots of Life (31085)	Organized	06/11/2021
6D	Ohio	Toledo	Faith United Lutheran Church (31307)	Organized	01/06/2019
6F	Ohio	Lancaster	Trinity Lutheran Church (04511)	Reinstated	04/25/2020
7D	New York	Allegany	St John’s Lutheran Church (31308)	Received	01/12/2019
7D	New York	Ellicottville	St Paul’s Lutheran Church (31309)	Received	01/12/2019

Appendix J

Congregations Removed, Disbanded, Withdrawn, Consolidated, or Merged 2019–2021

Synod	City	State	Name	Status	Date
1B	Bellevue	Washington	Grace Lutheran Church	Disbanded	03/03/2019
1C	Tacoma	Washington	Emmanuel Lutheran Church	Withdrawn	06/02/2019
1C	Tacoma	Washington	Salishan Lutheran Church	Disbanded	07/01/2019
1D	Connell	Washington	Gideon Lutheran Church	Withdrawn	10/03/2021
1D	Spokane	Washington	Bethlehem Lutheran Church	Disbanded	12/29/2019
1E	Astoria	Oregon	Peace Lutheran Church	Merged to form Peace First Lutheran Church (12792)	08/16/2020
1E	Enterprise	Oregon	Grace Lutheran Church	Withdrawn	01/01/2020
1E	Warren	Oregon	Bethany Lutheran Church	Withdrawn	01/01/2020
1F	Miles City	Montana	First Lutheran Church	Withdrawn	01/13/2019
2B	Lancaster	California	Our Savior Lutheran Church	Disbanded	06/09/2019
2C	La Habra	California	Lutheran Church of the Master	Disbanded	08/29/2021
2C	San Bernardino	California	Lutheran Church of Our Savior	Consolidated to form Lutheran Church of Our Savior–Spirit of Hope (31399)	09/01/2021
2C	San Bernardino	California	Spirit of Hope	Consolidated to form Lutheran Church of Our Savior–Spirit of Hope (31399)	09/01/2021
2D	Phoenix	Arizona	Shepherd of the Valley Lutheran Church	Withdrawn	10/09/2021
2D	Safford	Arizona	Faith Lutheran Church	Disbanded	04/18/2021
2D	Surprise	Arizona	Desert Streams Lutheran Church	Disbanded	12/27/2020
2E	Boulder	Colorado	Mount Calvary Lutheran Church	Disbanded	11/11/2019
2E	Burlington	Colorado	First St Paul Lutheran Church	Withdrawn	10/17/2021
2E	Cheyenne	Wyoming	Christ Lutheran Church	Disbanded	05/17/2019
3A	Glenburn	North Dakota	Hope Lutheran Church	Removed	10/16/2021
3A	Rugby	North Dakota	Bethany Lutheran Church	Merged to form First Lutheran Church (12507)	09/01/2019
3B	Fordville	North Dakota	Fordville Lutheran Church	Withdrawn	04/25/2020
3B	Hatton	North Dakota	Goose River Lutheran Church	Disbanded	12/31/2020
3B	Mekinock	North Dakota	Ness Lutheran Church	Withdrawn	02/08/2019
3B	Saint Thomas	North Dakota	St John Lutheran Church	Disbanded	08/14/2019
3B	Thompson	North Dakota	East Walle Lutheran Church	Withdrawn	11/04/2020
3C	Bradley	South Dakota	St John Lutheran Church	Disbanded	11/22/2020
3C	Frederick	South Dakota	Savo Lutheran Church	Withdrawn	07/25/2021
3C	Frederick	South Dakota	St Paul’s Lutheran Church	Withdrawn	07/25/2021
3C	New Effington	South Dakota	Walla Lutheran Church	Removed	03/19/2021
3C	Newell	South Dakota	First Lutheran Church	Disbanded	04/30/2021
3C	Rosholt	South Dakota	St Joseph Lutheran Church	Removed	03/19/2021
3C	Salem	South Dakota	Salem Lutheran Church	Withdrawn	06/01/2019
3C	Toronto	South Dakota	Wood Lake Lutheran Church	Disbanded	08/30/2020
3C	Viborg	South Dakota	Our Savior Lutheran Church	Withdrawn	03/19/2021
3C	Viborg	South Dakota	Spring Valley Lutheran Church	Withdrawn	04/25/2021
3D	Detroit Lakes	Minnesota	Bakke Lutheran Church	Withdrawn	10/18/2020
3D	Gatzke	Minnesota	United Lutheran Church	Removed	08/22/2019
3D	Karlstad	Minnesota	Bethel Lutheran Church	Disbanded	01/26/2020
3D	Osage	Minnesota	Immanuel Lutheran Church	Removed	06/07/2019
3D	Stephen	Minnesota	Salem Lutheran Church	Disbanded	06/30/2019
3E	McGregor	Minnesota	Grace Lutheran Church	Withdrawn	09/18/2021
3F	Appleton	Minnesota	St John Lutheran Church	Disbanded	09/13/2020

3F	Buffalo Lake	Minnesota	Zion Lutheran Church	Withdrawn	12/01/2021
3F	Dunnell	Minnesota	Immanuel Lutheran Church	Withdrawn	04/29/2021
3F	Jeffers	Minnesota	Trinity Lutheran Church	Withdrawn	11/03/2019
3F	Lake Crystal	Minnesota	Our Saviour Lutheran Church	Disbanded	08/31/2020
3F	Montevideo	Minnesota	Jevnaker Lutheran Church	Disbanded	05/03/2020
3F	Sacred Heart	Minnesota	Opdal Lutheran Church	Disbanded	04/21/2019
3F	Storden	Minnesota	Bethany Lutheran Church	Withdrawn	11/03/2019
3G	Minneapolis	Minnesota	Bethany Lutheran Church	Disbanded	09/12/2021
3G	Minneapolis	Minnesota	Christ English Lutheran Church	Consolidated to form Christ the River of Life Lutheran Church (31372)	06/01/2020
3G	Minneapolis	Minnesota	River of Life Lutheran Church	Consolidated to form Christ the River of Life Lutheran Church (31372)	06/01/2020
3G	Oak Grove	Minnesota	New Life Lutheran Church	Withdrawn	06/17/2021
3G	St Louis Park	Minnesota	Prince of Peace Lutheran Church	Consolidated to form Vista Lutheran Church (31332)	06/01/2019
3G	St Louis Park	Minnesota	Wooddale Lutheran Church	Consolidated to form Vista Lutheran Church (31332)	06/01/2019
3I	Frost	Minnesota	United Lutheran Church	Removed	09/25/2021
3I	Lyle	Minnesota	Our Savior Lutheran Church	Removed	07/23/2019
3I	Mapleton	Minnesota	Medo Lutheran Church	Disbanded	05/19/2019
3I	New Richland	Minnesota	St Peter Evangelical Lutheran Church	Withdrawn	07/21/2019
3I	Otisco	Minnesota	St Peter Lutheran Church	Withdrawn	07/18/2019
4A	Auburn	Nebraska	St John Lutheran Church	Disbanded	04/25/2021
4A	Newman Grove	Nebraska	Salem Lutheran Church	Disbanded	04/18/2021
4B	Hutchinson	Kansas	Zion Lutheran Church	Withdrawn	10/23/2020
4B	Russell	Kansas	United Emmanuel Lutheran Church	Withdrawn	07/14/2019
4D	Fort Worth	Texas	San Miguel Lutheran Church	Removed	09/26/2020
4D	Garland	Texas	Ascension Lutheran Church	Disbanded	06/27/2021
4D	Glenn Heights	Texas	Lord of Life Lutheran Church	Disbanded	12/27/2020
4D	Haltom City	Texas	Christ the King Lutheran Church	Disbanded	05/16/2021
4D	Meridian	Texas	Faith Lutheran Church	Disbanded	02/24/2019
4D	Richardson	Texas	Dallas Oromo Evangelical Lutheran Church	Withdrawn	02/24/2019
4D	Spearman	Texas	Faith Lutheran Church	Disbanded	11/30/2020
4E	Austin	Texas	Messiah Lutheran Church	Disbanded	07/04/2021
4E	Cameron	Texas	Abiding Savior Lutheran Church	Withdrawn	01/31/2021
4E	Cuero	Texas	St John Lutheran Church	Withdrawn	10/31/2021
4E	Doss	Texas	St Peter Lutheran Church	Withdrawn	05/09/2021
4E	Hondo	Texas	Bethlehem Lutheran Church	Withdrawn	02/02/2021
4E	Kingsville	Texas	Trinity Lutheran Church	Withdrawn	01/31/2021
4E	Laredo	Texas	Misión Luterana Agua Viva El Cenizo	Disbanded	07/01/2020
4E	Westhoff	Texas	St John Lutheran Church	Withdrawn	10/31/2021
4F	Brenham	Texas	Salem Lutheran Church	Withdrawn	02/28/2021
4F	Brenham	Texas	St John Lutheran Church	Withdrawn	08/01/2021
4F	Houston	Texas	Holy Trinity Lutheran Church	Disbanded	03/16/2019
4F	La Marque	Texas	Trinity Lutheran Church	Disbanded	09/15/2019
5A	Blue Island	Illinois	St Philip Lutheran Church	Disbanded	05/23/2021
5A	Chicago	Illinois	Bethel-Imani Lutheran Church	Disbanded	01/30/2021
5A	Chicago	Illinois	Calvary Evangelical Lutheran Church	Disbanded	02/17/2019
5A	Chicago	Illinois	Martin Luther Lutheran Church	Disbanded	04/04/2021

5A	Chicago	Illinois	Norwegian Lutheran Memorial	Removed	06/03/2021
5A	Chicago	Illinois	Reformation Evangelical Lutheran Church	Disbanded	10/24/2020
5A	Chicago	Illinois	St James Lutheran Church	Disbanded	05/08/2021
5A	Hanover Park	Illinois	Living Christ Lutheran Church	Disbanded	05/19/2019
5A	Westchester	Illinois	Grace Lutheran Church	Disbanded	05/13/2021
5B	Ashton	Illinois	St John's Lutheran Church	Withdrawn	09/19/2021
5B	Bolingbrook	Illinois	Joyful Spirit Lutheran Church	Disbanded	11/15/2020
5B	Creston	Illinois	St John's Lutheran Church	Withdrawn	02/07/2021
5B	Ophiem	Illinois	Grace Lutheran Church	Disbanded	06/30/2019
5B	Oregon	Illinois	Freedom Lutheran Church	Disbanded	11/07/2021
5B	Port Byron	Illinois	Peace Lutheran Church	Disbanded	12/26/2021
5C	Cullom	Illinois	St John Lutheran Church	Withdrawn	09/22/2019
5C	Glasford	Illinois	Zion-Penn Ridge Lutheran Church	Withdrawn	01/19/2019
5C	Peoria	Illinois	Zion Evangelical Lutheran Church	Disbanded	01/27/2019
5E	Akron	Iowa	Trinity Lutheran Church	Withdrawn	07/25/2021
5E	Kimballton	Iowa	Bethany Lutheran Church	Removed	10/17/2020
5E	Kimballton	Iowa	Immanuel Lutheran Church	Removed	10/17/2020
5E	Ottosen	Iowa	Trinity Lutheran Church	Disbanded	06/30/2019
5E	Rutland	Iowa	Trinity Lutheran Church	Disbanded	09/29/2019
5E	Sibley	Iowa	Trinity Evangelical Lutheran Church	Withdrawn	06/28/2020
5E	Spencer	Iowa	Trinity Lutheran Church	Removed	05/01/2021
5F	Coulter	Iowa	Nazareth Lutheran Church	Disbanded	05/25/2019
5F	Radcliffe	Iowa	Our Savior's Lutheran Church	Withdrawn	01/20/2019
5G	Dollar Bay	Michigan	First Lutheran Church	Disbanded	09/15/2019
5H	Centuria	Wisconsin	Fristad Lutheran Church	Consolidated to form Joy Lutheran Church of Centuria (31352)	04/01/2020
5H	Dallas	Wisconsin	Dallas Lutheran Church	Withdrawn	11/02/2021
5H	Milltown	Wisconsin	Milltown Lutheran Church	Consolidated to form Joy Lutheran Church of Centuria (31352)	04/01/2020
5H	Ridgeland	Wisconsin	Hay River Lutheran Church	Removed	09/21/2019
5I	Antigo	Wisconsin	St John Lutheran Church	Disbanded	12/15/2019
5I	Pulaski	Wisconsin	Our Savior Lutheran Church	Withdrawn	02/02/2020
5I	Wausau	Wisconsin	Zion Lutheran Church	Removed	09/10/2020
5J	Kenosha	Wisconsin	Holy Nativity Lutheran Church	Consolidated to form Lakeside Lutheran Church (31360)	03/15/2020
5J	Kenosha	Wisconsin	St John Lutheran Church	Consolidated to form Lakeside Lutheran Church (31360)	03/15/2020
5J	Milwaukee	Wisconsin	Abiding Savior Lutheran Church	Disbanded	03/07/2021
5J	Milwaukee	Wisconsin	Our Savior Lutheran Church	Disbanded	07/26/2020
5K	Argyle	Wisconsin	Apple Grove Lutheran Church	Consolidated to form Argyle-Apple Grove Lutheran Church (31331)	06/28/2019
5K	Argyle	Wisconsin	Argyle Lutheran Church	Consolidated to form Argyle-Apple Grove Lutheran Church (31331)	06/28/2019
5K	Bagley	Wisconsin	Zion Lutheran Church	Withdrawn	07/13/2019
5K	Beloit	Wisconsin	Atonement Lutheran Church	Disbanded	10/03/2020
5K	Lodi	Wisconsin	First Lutheran Church	Disbanded	08/29/2020
5K	Markesan	Wisconsin	County Line Lutheran Church	Withdrawn	01/20/2019
5L	La Crosse	Wisconsin	St Paul's Lutheran Church	Disbanded	08/25/2019
6A	Bloomfield Hills	Michigan	St Andrew Lutheran Church	Disbanded	12/26/2021
6A	Dearborn Heights	Michigan	Christus Victor Lutheran Church	Disbanded	02/23/2020

6A	Detroit	Michigan	Cross Of Glory Lutheran Church	Disbanded	04/11/2021
6A	Detroit	Michigan	Immanuel Lutheran Church	Consolidated to form Love Rising Lutheran Church (31334)	09/01/2019
6A	Detroit	Michigan	Salem Memorial Lutheran Church	Consolidated to form Love Rising Lutheran Church (31334)	09/01/2019
6B	Leroy	Michigan	Zion-Emanuel Evangelical Lutheran Church	Merged to form Augustana Lutheran Church (02880)	01/01/2019
6B	Ludington	Michigan	Bethany Lutheran Church	Disbanded	03/17/2019
6B	Muskegon	Michigan	Immanuel Lutheran Church	Consolidated to form Harbor of Grace Lutheran Church (31342)	11/24/2019
6B	Muskegon	Michigan	Our Saviors Lutheran Church	Consolidated to form Harbor of Grace Lutheran Church (31342)	11/24/2019
6B	Muskegon	Michigan	Samuel Lutheran Church	Consolidated to form Harbor of Grace Lutheran Church (31342)	11/24/2019
6B	Norton Shores	Michigan	St Luke's Lutheran Church	Consolidated to form Harbor of Grace Lutheran Church (31342)	11/24/2019
6C	Bellevue	Kentucky	Prince of Peace Lutheran Church	Disbanded	12/29/2019
6C	Butler	Indiana	St Mark Lutheran Church	Disbanded	01/19/2020
6C	Fort Wayne	Indiana	Risen Savior Lutheran Church	Merged to form St John Lutheran Church (10662)	06/20/2021
6C	Linton	Indiana	Trinity Lutheran Church	Disbanded	09/08/2019
6C	Richmond	Indiana	St John Lutheran Church	Merged to form St Paul's Lutheran Church (02316)	05/19/2019
6C	Terre Haute	Indiana	Christ Lutheran Church	Merged to form Trinity Lutheran Church (02230)	11/10/2019
6D	Toledo	Ohio	Bethany Lutheran Church	Consolidated to form Faith United Lutheran Church (31307)	01/06/2019
6D	Toledo	Ohio	Reformation Lutheran Church	Consolidated to form Faith United Lutheran Church (31307)	01/06/2019
6E	East Palestine	Ohio	Grace Lutheran Church	Disbanded	01/24/2021
6E	Eastlake	Ohio	Reformation Lutheran Church	Disbanded	07/19/2020
6E	Louisville	Ohio	Kountze Memorial Lutheran Church	Merged to form St Stephen Martyr Lutheran Church (04478)	11/07/2021
6E	Malvern	Ohio	St Martin Lutheran Church	Disbanded	06/02/2019
6E	Mansfield	Ohio	Clay Memorial Lutheran Church	Withdrawn	08/21/2021
6E	Shelby	Ohio	First Lutheran Church	Withdrawn	04/25/2020
6E	Zoarville	Ohio	Good Hope Lutheran Church	Withdrawn	10/19/2019
6F	Columbus	Ohio	North Community Lutheran Church	Disbanded	06/02/2019
6F	Englewood	Ohio	Trinity Lutheran Church	Merged to form North Riverdale Lutheran Church (04748)	12/01/2019
6F	Fairborn	Ohio	St Mark Lutheran Church	Disbanded	09/30/2020
6F	Pleasant City	Ohio	St Paul Lutheran Church	Disbanded	04/25/2020
6F	Portsmouth	Ohio	First Lutheran Church	Disbanded	01/23/2021

6F	Yorkshire	Ohio	St Paul Lutheran Church	Disbanded	04/14/2019
7A	Dumont	New Jersey	Our Redeemer Lutheran Church	Disbanded	06/02/2019
7A	Edison	New Jersey	Our Savior's Evangelical Lutheran Church	Disbanded	12/24/2020
7A	Garfield	New Jersey	Zion Lutheran Church	Disbanded	05/05/2019
7A	New Milford	New Jersey	Gloria Dei Lutheran Church	Disbanded	04/11/2021
7A	Union City	New Jersey	St John Lutheran Church	Removed	04/30/2020
7B	Abington	Massachusetts	Joy In Christ Lutheran Church	Disbanded	06/14/2020
7B	Claremont	New Hampshire	Prince Of Peace Lutheran Church	Disbanded	01/03/2021
7B	Danielson	Connecticut	St John Lutheran Church	Disbanded	04/25/2021
7B	Hamden	Connecticut	Christ Lutheran Church	Merged to form Christ the Good Shepherd Lutheran Church (20025)	01/01/2021
7B	Orange	Massachusetts	Bethany Lutheran Church	Disbanded	01/27/2019
7B	Shrewsbury	Massachusetts	Mount Olivet Lutheran Church	Disbanded	06/30/2019
7B	Stamford	Connecticut	Zion Lutheran Church	Disbanded	05/23/2021
7B	West Boylston	Massachusetts	Christ Lutheran Church	Disbanded	03/03/2019
7B	Windsor	Connecticut	Christ the King Lutheran Church	Disbanded	12/26/2021
7C	New York	New York	Zion Lutheran Church	Merged to form St Peter's Lutheran Church of Manhattan (03846)	01/12/2020
7D	Amherst	New York	Crossroads Lutheran Church	Disbanded	07/25/2021
7D	Endicott	New York	Holy Nativity Lutheran Church	Disbanded	12/24/2020
7D	Lakewood	New York	Gloria Dei Lutheran Church	Disbanded	10/10/2021
7E	Allentown	Pennsylvania	Grace Evangelical Lutheran Church	Disbanded	04/28/2019
7E	Allentown	Pennsylvania	St Matthew Evangelical Lutheran Church	Disbanded	06/30/2019
7E	Catasauqua	Pennsylvania	St Paul Lutheran Church	Disbanded	06/02/2019
7E	New Ringgold	Pennsylvania	Advent Lutheran Church	Disbanded	05/12/2019
7E	Noxen	Pennsylvania	St Luke Reformation Lutheran Church	Disbanded	01/06/2019
7E	Wilkes Barre	Pennsylvania	St Mark Lutheran Church	Disbanded	09/28/2020
7F	Norristown	Pennsylvania	Grace Lutheran Church	Disbanded	01/12/2020
7F	Quakertown	Pennsylvania	St John Lutheran Church	Disbanded	01/13/2019
7G	Torrington	Connecticut	Ascension Lutheran Church	Disbanded	07/15/2019
8A	Conneaut Lake	Pennsylvania	Lake Lutheran Church	Disbanded	08/25/2019
8A	Erie	Pennsylvania	Christ the Redeemer Lutheran Church	Merged to form Faith Lutheran Church (06281)	02/23/2020
8A	Erie	Pennsylvania	St Matthew Lutheran Church	Merged to form Luther Memorial Lutheran Church (06286)	07/01/2019
8A	Kane	Pennsylvania	Lebanon Lutheran Church	Merged to form Tabor Evangelical Lutheran Church (06315)	06/21/2020
8A	St Petersburg	Pennsylvania	St Peter Lutheran Church	Disbanded	09/26/2021
8B	Crescent	Pennsylvania	Grace Lutheran Church	Disbanded	04/12/2020
8B	Mc Kees Rocks	Pennsylvania	Good Shepherd Lutheran Church	Merged to form Ascension Lutheran Church (06531)	09/26/2021
8B	New Brighton	Pennsylvania	Trinity Evangelical Lutheran Church	Disbanded	12/04/2020
8B	Pittsburgh	Pennsylvania	First English Lutheran Church	Disbanded	04/04/2021
8B	Pittsburgh	Pennsylvania	Messiah Lutheran Church	Disbanded	12/31/2021
8B	Pittsburgh	Pennsylvania	Redeemer Lutheran Church	Disbanded	07/25/2020
8B	Pittsburgh	Pennsylvania	St Paul's Lutheran Church	Disbanded	12/31/2019
8B	Pittsburgh	Pennsylvania	Trinity Evangelical Lutheran Church	Disbanded	08/01/2020

8B	Verona	Pennsylvania	Apostles Lutheran Church	Disbanded	01/13/2019
8B	Zelienople	Pennsylvania	English Lutheran Church	Withdrawn	12/31/2021
8C	Bedford	Pennsylvania	Trinity Lutheran Church	Withdrawn	06/17/2020
8C	Johnstown	Pennsylvania	St Paul Evangelical Lutheran Church	Removed	07/27/2019
8D	Chambersburg	Pennsylvania	Second Evangelical Lutheran Church	Disbanded	01/19/2020
8D	Dillsburg	Pennsylvania	Barrens United Lutheran Church	Disbanded	10/27/2019
8D	Emigsville	Pennsylvania	St Mark Lutheran Church	Disbanded	12/27/2020
8D	Gettysburg	Pennsylvania	Grace Lutheran Church	Disbanded	12/31/2019
8D	Jonestown	Pennsylvania	Sattazahn Lutheran Church	Withdrawn	11/21/2020
8E	Aristes	Pennsylvania	St Peter Lutheran Church	Disbanded	10/04/2020
8E	Bloomsburg	Pennsylvania	Canby Lutheran Church	Removed	01/25/2020
8E	Bloomsburg	Pennsylvania	St Luke Lutheran Church	Withdrawn	04/05/2019
8E	Mount Carmel	Pennsylvania	Grace Lutheran Church	Disbanded	02/16/2019
8E	Sunbury	Pennsylvania	Trinity Lutheran Church	Disbanded	03/21/2020
8F	Edgewood	Maryland	Lord of Life Lutheran Church	Disbanded	03/31/2019
8G	Alexandria	Virginia	Messiah Lutheran Church	Disbanded	05/23/2021
9B	Gibsonville	North Carolina	Peace Lutheran Church	Withdrawn	09/12/2020
9B	Kannapolis	North Carolina	New Hope Lutheran Church	Withdrawn	05/30/2020
9B	Stokesdale	North Carolina	Community Lutheran Church	Disbanded	07/06/2019
9C	Columbia	South Carolina	Christ the King Lutheran Church	Disbanded	11/21/2021
9C	Prosperity	South Carolina	Mount Olivet Lutheran Church	Disbanded	07/11/2021
9D	Cullman	Alabama	Christ Lutheran Church	Withdrawn	01/10/2020
9D	Decatur	Georgia	Lutheran Church of The Messiah D/B/A The Common Table	Disbanded	12/26/2021
9D	Hiram	Georgia	Holy Cross Lutheran Church	Disbanded	02/23/2020
9E	Coral Gables	Florida	St James/Santiago Apostol Evangelical Lutheran Church	Disbanded	05/02/2019
9E	Fort Myers	Florida	Redeemer Lutheran Church	Disbanded	08/29/2021
9E	Orlando	Florida	Iglesia Luterana Cristo Rey	Merged to form Trinity Lutheran Church (10398)	07/19/2020
9E	Port St Lucie	Florida	Hope Lutheran Church	Disbanded	12/15/2020

Report of the Treasurer

Part One: Work of the Office

Responsibilities

The treasurer of the Evangelical Lutheran Church in America (ELCA) proposes policies, and within such policies provides for the implementation of the financial, accounting, audit, granting, banking, investment, property, and information technology systems of the churchwide organization. The governing description of the Office of the Treasurer appears in the *Constitution, Bylaws, and Continuing Resolutions of the Evangelical Lutheran Church in America*, continuing resolutions **15.14.A20.** and **15.14.B21.**

Budget development and financial analysis

In the area of budgeting, the Office of the Treasurer estimates revenue, recommends spending authorization levels, and advises the Office of the Presiding Bishop regarding financial sustainability. Working closely with the Office of the Presiding Bishop, including the Development team, this office engages in collaborative efforts to monitor and align spending with anticipated income. The Budgeting team also oversees the capital expenditures and related budget of the churchwide organization. See Section V for more details on the FY23–25 budget.

Accounting services

The Financial Accounting and Reporting team is responsible for processing financial transactions, performing month-end closings, and reporting results of the churchwide organization, including the annual audit performed by external auditors. Financial statements are prepared both monthly and annually. Collaboration with internal programmatic home areas and offices is an important aspect of this team's work as they manage projects, taking into account the resources available and the spending authorized by the Churchwide Assembly and/or the Church Council. Oversight of the financial statements also includes maintenance of a general ledger, accounting for both receipts and spending for unrestricted, restricted, and designated funds. The accounts receivable and accounts payable functions are also performed by the Financial Accounting team. This group provides various accounting services for the ELCA Foundation, Lutheran Men in Mission, and Women of the ELCA as well as services for special events including the Youth Gathering and the Churchwide Assembly.

Banking and investments

The Office of the Treasurer is responsible for safeguarding organizational assets and for recommending policies to the ELCA Church Council for managing cash balances and monitoring the activities of investment managers. Investment strategies are designed to meet the objectives and needs of the operating funds. Operational banking and investment relationships continued with BMO Harris Bank until December 2021, when BMO Harris sold their asset management business to Columbia Threadneedle Investments, the global asset management business of Ameriprise Financial, Inc. After interviews and review of capabilities, the churchwide organization and the Mission Investment Fund both elected to

transition to Columbia Threadneedle Investments. The team for Columbia Threadneedle met with the Budget and Finance Committee of the Church Council for the first time in April 2022.

BMO Harris Bank continues to provide treasury management services for churchwide programs. Endowment assets and other deferred gift investments are managed by the ELCA Foundation.

Grants management

The grants management team transitioned to the Office of the Treasurer as part of the Future Church reorganization effective Feb. 1, 2021. Due to the financial significance of grants distributed annually by the churchwide organization, the goal was to create enhanced integration between the grants management system (Grantmaker) and the financial system. The Grants Management team supports, consults, and collaborates with program staff in the development of efficient and effective processes for all grant/scholarship distributions of the ELCA churchwide office. In fiscal year 2021, there was a total of 55 different active grant processes, distributing \$42.7 million. The Grants Management team has created several resources for grantees, employees, and reviewers to assist with achieving the goal of more fluid and standardized processes, along with developing a variety of avenues for both external and internal reporting on all churchwide organization grants.

Audit

The Office of the Treasurer is responsible for designing the system of internal controls to safeguard the organization's resources, including the coordination of internal audit services. In 2020, in conjunction with the Audit Committee of the Church Council, the Office of the Treasurer received proposals for outsourced internal audit services from three independent accounting firms and selected Forvis (formerly known as BKD) for a three-year contract to provide internal audit services.

Forvis' work provides a third-party assessment of the churchwide organization's risk matrix, financial controls, and best practices. The internal audit function reports directly to the ELCA Audit Committee. Forvis also performs internal audit services for the ELCA Foundation and the Mission Investment Fund of the ELCA.

Crowe LLP provides external audit services for the churchwide organization and meets with the ELCA Audit Committee twice a year. During the triennium, audit processes have resulted in unmodified opinions and no proposed adjustments or material weaknesses in internal controls. During the triennium, in addition to the audit of the churchwide organization financial statements, Crowe LLP also performed audit procedures and issued a report with respect to the Expenditure of Federal Awards. This was applicable because the ELCA (through Lutheran Disaster Response) was the recipient of federal grant money related to 2018 hurricane relief work from the Federal Emergency Management Agency (FEMA). The audit reports for the churchwide organization are attached as an addendum to this report.

Information Technology

ELCA Information Technology (IT) creates impact and value through modern product solutions for organizational efficiency, automation, and continuous improvement. The churchwide organization IT team provides contemporary business software, hardware, and technology systems that enhance the effectiveness of how the ELCA carries out ministry through the churchwide organization and other expressions of this church. Our mission is to deliver and support purposeful technology solutions in a secure, user-friendly,

consistent, impactful, and cost-effective manner and to assist people in accomplishing the shared purpose and vision of the ELCA.

Highlights during the triennium 2020–2022

2019–2021 was certainly filled with unprecedented times and changes. Yet through all these challenges, people were reminded that God provides for all our needs. We witnessed the faithfulness and resilience of the members of this church, congregations, and synods, and give thanks for each of you. In the Office of the Treasurer, staff increased their focus on the tools that support the ability to provide leadership with timely and accurate information to make sound financial decisions. Office of the Treasurer staff also provided IT solutions to simplify and enhance coordinated efforts in ministry across the ecology. Accomplishments include:

- **Financial system replacement:** The Finance team, in collaboration with IT and the ELCA Foundation, conducted a yearlong analysis on the changing people, process, and technology needed to provide a more modern, scalable, and reliable financial system that would streamline financial operations, allow expense reporting through mobile devices, and automate workflow by integrating with other enterprise systems. As a result of this analysis, the Office of the Treasurer migrated from a 24-year-old financial accounting system to Workday, effective July 2020. This new system facilitated the centralization of financial operations management and continues to drive the core church financial processes and reporting for both organizations.
- **Enhanced budgeting, forecasting, and planning:** There is a need to streamline, simplify the budgeting process, and add the ability to do financial forecasting across revenue, capital, workforce, balance sheet, and cash flow planning. Workday’s budgeting module will help develop models that will be planned monthly and/or yearly with granularity. The project will validate and deploy the technology and improved processes needed to optimize budgeting and forecasting as well as handling “what if” situations and scenarios. Staff are currently in the design process phase for the budgeting module of Workday and expect to begin using the tool as part of the detailed 2023 budget work across the organization.
- **Resource Development Committee:** At its November 2019 meeting, the Church Council voted to form a new subcommittee of the Budget and Finance Committee—the Resource Development Committee—to continue developing strategies related to growing funding for unrestricted revenue streams, including Mission Support, as well as future churchwide appeals. The Office of the Treasurer, along with the Development team in the Office of the Presiding Bishop, provides resource support to the committee. This committee meets quarterly.
- **Paycheck Protection Program loan:** As a result of the economic uncertainty stemming from the impact of the COVID-19 pandemic, the churchwide organization applied for and received a Paycheck Protection Program (PPP) loan from the United States Small Business Administration. The funds were shared with the separately incorporated ministries and organizations that fall under the personnel policies of the churchwide organization, including the ELCA Foundation, Mission Investment Fund of the ELCA, Women of the ELCA, and Lutheran Men in Mission. The loan proceeds were expended for the purposes outlined by the government and forgiveness of the loan was granted in 2021.
- **Cost savings:** Working with Portico Benefit Services, the churchwide organization shifted its standard health insurance benefits from the Gold+ plan to the higher-

deductible Silver+ plan and developed a cost sharing program in which employees contribute to the cost of health insurance for spouses and dependents. Staff may also choose to “buy up” to the Gold+ plan. Financial incentives are provided for those employees who can transition coverage to a spouse’s plan. Even factoring in the cost of contributing to the Health Savings Accounts (HSA) of employees on the Silver+ plan, the churchwide organization has realized savings in health insurance costs.

- **Open Doors:** The Grants and Accounts Payable teams worked with the Innovation home area to quickly set up and process Open Doors grants for 135 congregations that submitted ideas for engaging new people as congregations transitioned into a time of re-gathering in physical spaces.
- **Future Church remapping:** In 2020, the strategic work around the Future Church reorganization was completed. One of the outcomes was that responsibility for certain work and the related personnel and spending was transitioned to different areas of the organization. Together, finance and IT led the organization in remapping the accounts, funds, and activities in Workday into the new structure.
- **Sustainable fundraising model:** In collaboration with the Development team, a model was put in place to allocate a percentage of gifts given to the churchwide organization to create a fund to ensure that funds are available to support fundraising initiatives in the future.
- **Post-retirement medical benefits:** The trust that covers payment of future medical benefits for members with service in predecessor church bodies was fully funded during the triennium.
- **Modern collaboration tools:** Key to the work of the church is being able to communicate and collaborate with the ELCA ecology. Cloud technology enabled the churchwide organization, bishops, synods, rostered ministers, council members, missionaries, and those external to the organization to meet, govern, document share, and continue ministry remotely at the start of the pandemic. During the pandemic, technology components were migrated to a new system to allow for worldwide collaboration and further support the “work from anywhere” model.
- **Digital technology upgrades:** The pandemic and remote work of the church demanded a shift in the way the churchwide organization provides ministry to its constituents. Digital technologies are essential to the churchwide organization being able to provide electronic and digital services for donations, grants, and resources to serve the needs of the church. During this triennium, multiple investments and upgrades were made to the digital ecosystem provided to congregations and constituents. These include implementing a single online identity and login to ELCA systems that enhances security and simplicity of use, upgrading the ELCA resource store for a better user experience, launching several new digital properties in conjunction with Strategic Communications and ministry partners, and enabling file digitization for numerous business processes to streamline work, reduce paper waste, and better enable work from anywhere. Finally, digital signature technology was integrated, enabling improved efficiency for timely approvals and reducing the need to exchange paper-based documentation.
- **Churchwide Assembly Event Guide mobile application:** A new vendor was selected to provide all the mobile features needed to support physical and virtual events across this church. This new technology is powering the ELCA Guide for the 2022 Churchwide Assembly. It was selected as the event-management solution for the Youth Gathering and will facilitate future synod and churchwide events as well.

- **COVID-19 response enablement:** At the onset of COVID-19, IT helped the churchwide organization transition to remote work over a single weekend. This rapid transition was facilitated by previous investments and strategies enabled by the team. As strategic needs shifted due to the pandemic, new technologies were introduced to assist the organization in continuing to worship, support members, and respond to the pandemic. The IT team established dedicated toll-free call menus and routing, created a responsive chat bot to automate question assistance, enabled digital signatures for COVID-19-related grant approvals, launched a digital site to deliver current information to churchwide staff, and provided for the Here to Serve initiative.

Plans for 2023–2025

Throughout the next triennium, IT will have opportunities across the expressions of this church to analyze, assess, and deliver improved technical solutions for mission growth. Some of these opportunities include:

- **Affordable advanced ministry technology:** Plans will continue to be focused on building partnered relationships to assist congregations and synods in using technology solutions to advance their ministries and reach new, young, and diverse people. Focus areas will include church management systems (e.g., membership, administration), finances, websites, and communication tools that are best-in-class at affordable prices for bishops, rostered ministers, congregations, and synods.
- **Digital advancements:** In partnership with Marketing and Strategic Communications and other parts of the churchwide organization, IT will deliver world-class, easy-to-use online and digital solutions for existing members that will aid in reaching new, young, and diverse individuals. These solutions will be intended to align with ways younger generations choose to worship and engage with functions of the church in an online, virtual setting. IT also plans to deliver new, modern email management and an online fundraising toolkit.
- **Business process workflow automation and information management:** Projects will be prioritized toward fostering improved information management by providing integration, determination of what needs to be managed, security, and accessibility to the vast amounts of information that the organization creates, retains, and deletes. Priority will be given to processes creating the most efficiency for interaction and management across this church and within the churchwide organization.
- **Enterprise risk management and security:** As part of the churchwide organization’s increasing prioritization of enterprise risk management, this office will implement additional prevention and mitigation strategies for risks identified as related to the operations of the Office of the Treasurer.
- **Analytics and automation:** Building upon capabilities of software systems implemented during 2019–2022, priority will be given to optimizing the user experience, automating processes, integrating technologies, leveraging single points of entry for constituent information, and enhancing data analytics to assist with engagement strategies for new, young, and diverse people.
- **Enhanced budgeting, forecasting, and planning:** There is a need to streamline and simplify budgeting processes and add an ability to do financial forecasting across revenue, capital, workforce, balance sheet, and cash flow planning. Workday’s budgeting module will help develop models that will be planned monthly and/or yearly with granularity. The project will validate and deploy technology, and improved processes are needed to optimize budgeting, forecasting, and handling of “what if”

scenarios. Staff are currently in the design process phase for the budgeting module of Workday and expect to begin using the tool as part of the detailed 2023 budget work across the churchwide organization.

Part Two: 2019, 2020, and 2021 financial report

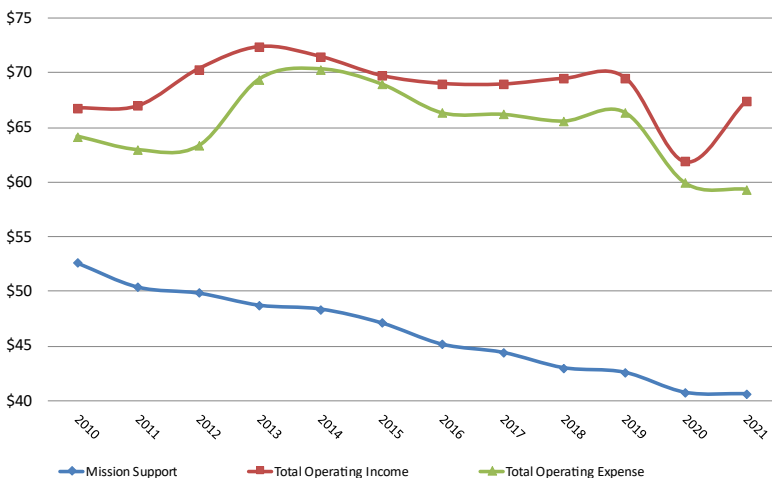
The audited financial statements of the ELCA churchwide organization for the fiscal years ended Jan. 31, 2020, Jan. 31, 2021, and Jan. 31, 2022, are attached as Appendices A–C of this report. These statements include the activities of all units and offices of the churchwide organization for each of the three years. Financial statements are prepared by management, audited by Crowe LLP, and reviewed by the Audit Committee of the ELCA.

Current Fund operating results for 2019, 2020, and 2021

Net operating results of the churchwide organization were positive (revenues exceeded expenses) in each of the three years of the triennium. Net revenue was \$3.2 million, \$1.9 million, and \$6.0 million favorable for 2019, 2020, and 2021, respectively, prior to the transfer of excess bequest income to an endowment fund as per the endowment guidelines. In addition, the remaining excess in 2019 and 2020 was designated by the Church Council to offset budget deficits in future years. The 2021 excess was designated by the Church Council to establish a fund to be used to assess the feasibility of a fundraising campaign at a future date as well as to support losses incurred by the Youth Gathering related to the cancellation of the 2022 event and to provide startup funds for future events. The favorability of results in all three years was driven primarily by reduced expenditures with the spending ranging from 89% to 97%, as a percent of authorized spending. Generally speaking, these expenditure reductions related to “operating expenses” rather than grants and support for ministries.

Mission Support, which represents the share of income passed from congregations to synods to the churchwide organization, decreased from \$42.6 million in 2019 to \$40.7 million in 2020 to \$40.6 million in 2021. This church was richly blessed by the continued generosity of members, congregations, and synods during this pandemic. Over the triennium, revenues related to fundraising efforts have increased, and the organization has also benefitted from strong investment returns.

Current Fund Income vs. Expense 2010 – 2021 (In Millions)



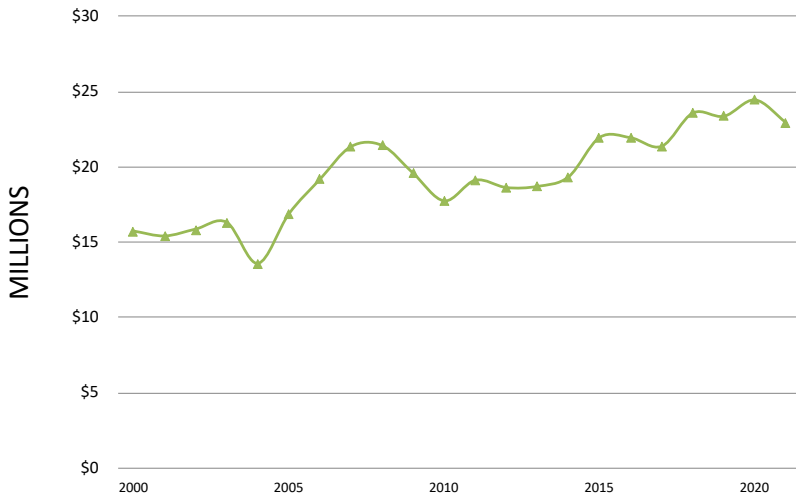
ELCA World Hunger

As reflected in the graph below, total revenue for ELCA World Hunger during the triennium exceeded \$70 million (over the three years 2019–2021), of which gifts from individuals, congregations, and synods accounted for \$59.2 million. This church celebrates three giving milestones in the history of ELCA World Hunger which occurred during 2019–2021.

- 1) A \$2 million bequest received in 2020 representing the single largest bequest received.
- 2) A record year of \$20.762 million in direct gifts received in 2021.
- 3) Total revenues of \$24.2 million in 2020.

This generosity allows the ELCA to support hunger initiatives including food security, health and housing, hunger education, agriculture and income generation, migration, and human rights in 66 countries. Over the same three-year period, approximately \$34.5 million was received and \$35.1 million distributed to provide relief in response to disasters in 47 countries and 17 states and territories.

World Hunger Revenue 2000 – 2021



COVID-19 Appeal

In April 2020, a fundraising appeal was launched to offer direct operational ministry support to congregations, synods, and local ministries. Over \$1.8 million was received with \$1.6 million distributed through 190 block grants to 63 synods, serving the needs of over 400,000 people and funding more than 830 ministries across the United States. In addition, over \$3.1 million was distributed to international partners through Lutheran Disaster Response during 2020 and 2021.

Summary

Despite challenges presented by the pandemic, the financial position of the organization remains strong. James 1:17 says, “Every generous act of giving, with every

perfect gift, is from above, coming down from the Father of lights, with whom there is no variation or shadow due to change.” We are grateful for your financial support which funds the work of the churchwide organization; staff take very seriously our responsibility to faithfully steward these resources. We appreciate your prayers and continued support as we work toward our purpose “to activate each of us so more people know the way of Jesus and discover community, justice, and love.”

Ms. Lori S. Fedyk, *treasurer of the ELCA*, together with

Mr. Jonathan Beyer, *executive for information technology & digital solutions*

Ms. Cecilia Favella, *finance director*

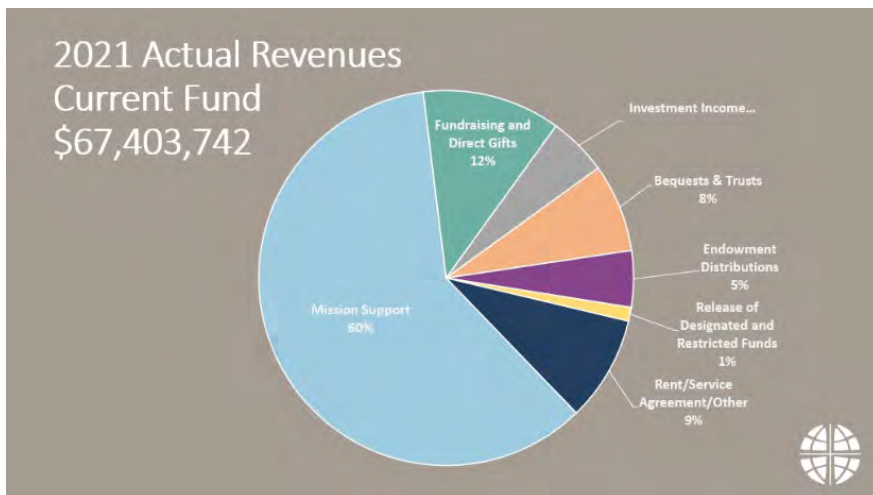
Mr. Santiago Padilla, *director, planning, budgeting & system optimization*

Ms. Annette Roman, *executive for financial controls and policy, finance director*

Part Three: Churchwide Assembly Presentation

“Wow! How awesome it is to be together. Good afternoon! My name is Lori Fedyk and it is my privilege to serve as the treasurer of the ELCA.

“I must admit that, as an accountant, I am sometime challenged by Philippians 4:19 which says, ‘And my God will supply every need of yours according to his riches in glory in Christ Jesus.’ But today we can celebrate that even through the pandemic, God provided richly. I hope that all of you will share with your congregations our sincere gratitude for your steadfastness and generosity over the past 3 years. We were able to faithfully continue our work because of you. Thank you!



“To begin, I thought it might be helpful to share our sources of unrestricted revenue. As you will see on this graph, Mission Support continues to represent the largest component of our revenue stream. For those of you not familiar with that term, I will explain. Based on 2021 offerings, about 5½ cents of every dollar that you share with your congregation or worshipping community is passed along to your synod. The synod in turn keeps about 3 cents of every dollar to support their work and passes along about 2½ cents to the churchwide organization. That 2½ cents that comes to us from each of your gifts totaled over \$40.6 million in 2021 and is what we call ‘Mission Support.’

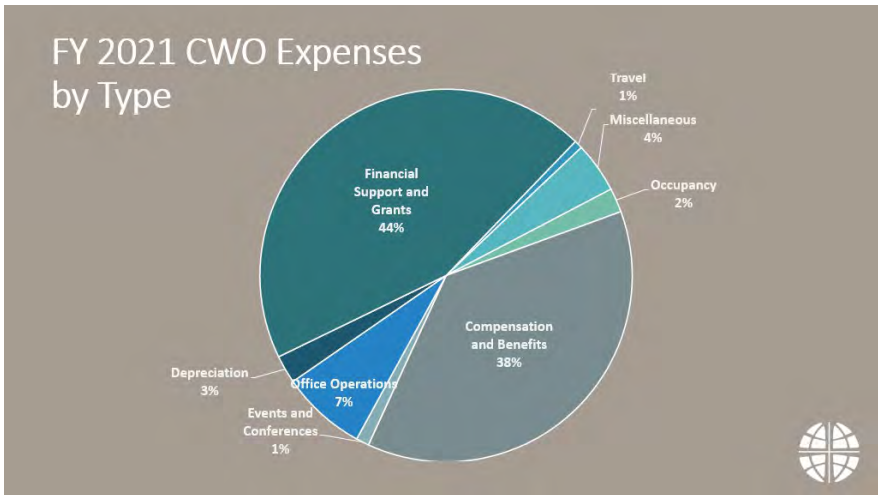
“The next largest area of support for the current fund budget is direct giving, revenue that is stewarded by the development team in response to appeals, major gift work, congregational generosity, and designated gifts from synods. Gifts in support of ‘where needed most,’ ‘Young Adults in Global Mission,’ ‘missionaries,’ and other current fund activities are included in this category.

Current Fund Operating Results (in \$000s)

	2019	% of Budget	2020	% of Budget	2021	% of Budget
REVENUES	\$69,567	105%	\$61,880	96%	\$67,404	107%
EXPENSES	66,386	97%	\$59,927	89%	\$61,361	90%
Net Rev over Exp	\$3,181		\$1,953		\$6,043	

“These are the revenues and expenses for 2019–2021 for unrestricted funds. These numbers are shown in thousands which means you need to add three zeroes to the end. So, the 2019 revenue is \$69,567,000.

“For the triennium, total revenues performance was 103% of budget. For the same period, expenditures were 93% of budget. The result is net revenues over expenses of \$11.1 million. It is important to note that, as a nonprofit, our goal is to spend resources to further our mission. These savings were generated by open positions, reduced travel, and operational efficiencies, not reductions in the programmatic work. We reinvested those favorable variances into future spending by contributing to designated funds to support innovation, future budgets, the Youth Gathering, and much more.



“As you think about the work of the churchwide organization, it is people who do the work and financial support through grants to synods, congregations, new starts, seminaries, international companions, and much more. This represents over 80% of our expenditures.

“I’m excited to introduce Daniel Kirschbaum, program director for young adult ministries. Daniel is going to share a bit about one of his programs, Abide.

[Mr. Kirschbaum addressed the assembly, followed by applause.]

“Thank you, Daniel, for your extraordinary work with young adults. I look forward to hearing more about Abide in the future!”

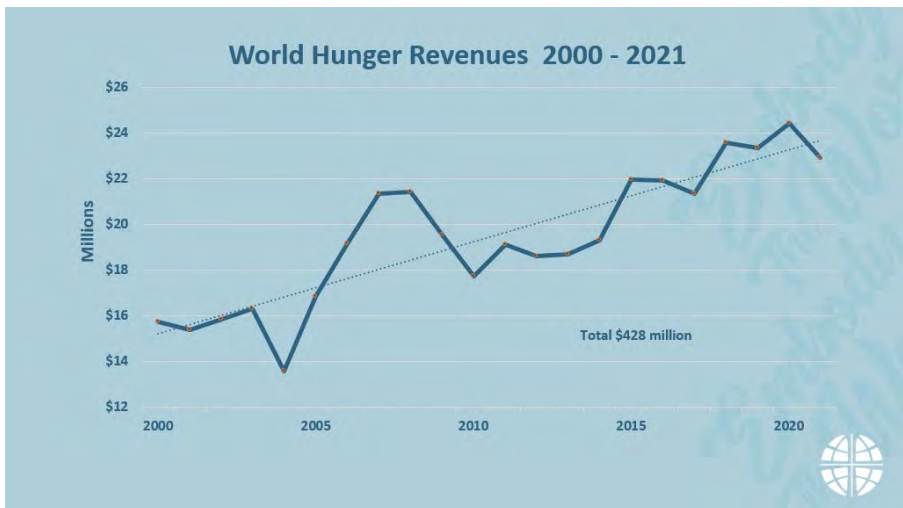


“Did you know that we have 240 missionaries in 40 countries? This work, like Daniel’s work, are beautiful examples of your gifts at work in the world.”

“Rahel Williams, mission funding director, is here to tell you about two of our missionaries, Mark and Linda Jacobson.”

[Mr. Williams addressed the assembly, followed by applause.]

“Rahel, thank you for sharing such an inspiring story. These are the stories that remind me of how generous people are and the importance of us all being in relationship.”



“I’d like to turn your attention now to World Hunger. Total revenue for ELCA World Hunger during the triennium exceeded \$70 million over the three years (2019–2021), of which gifts from individuals, congregations, and synods totaled \$59.2 million. We

celebrate three giving milestones in the 47-year history of ELCA World Hunger which occurred during 2019–2021. First, a \$2 million bequest received in 2020, representing the single largest bequest; second, a record year of \$20.762 million in direct gifts received in 2021; and, third, total revenues of \$24.2 million in 2020. This generosity allows the ELCA to support hunger initiatives including food security, health and housing, hunger education, agriculture and income generation, migration, and human rights in 66 countries. Over the same three-year period, approximately \$34.5 million was received and \$35.1 million distributed to support a variety of disasters in 47 countries and 17 states and territories.

UKRAINE CRISIS: YOUR IMPACT THROUGH LUTHERAN DISASTER RESPONSE
 Your gifts of over **\$10 million** to support relief for those impacted by the crisis in Eastern Europe are already at work.*

Thank you!

EXAMPLES OF RESPONSE PROJECTS

- Cash support for refugees and displaced people
- Emergency items such as beds, blankets and shelter
- Food, clean water and hygiene items
- Protection and safeguarding of vulnerable individuals and groups
- Psychosocial care, pastoral support
- Gender justice and the prevention of sexual exploitation and abuse

Poland
Partners: International Orthodox Christian Charities, L'Arche, Lutheran World Federation, Evangelical Church of the Augsburg Confession in Poland

Czech Republic
Partner: Lutheran World Federation

Lithuania
Partner: L'Arche

Ukraine
Partners: International Orthodox Christian Charities, L'Arche, Lutheran World Federation, German Evangelical Lutheran Church of Ukraine

Slovakia
Partners: Lutheran World Federation, Evangelical Church of the Augsburg Confession in Slovakia

Moldova
Partner: Church World Service

Hungary
Partners: ACT Alliance, RIGOTIS-Praven America, Evangelical Lutheran Church in Hungary

Romania
Partners: International Orthodox Christian Charities, Lutheran World Federation, Evangelical Church of the Augsburg Confession in Romania, Evangelical Lutheran Church in Romania

Lutheran Disaster Response
Evangelical Lutheran Church in America
Go with us, we'll help.

*Map is current as of 7/6/2022

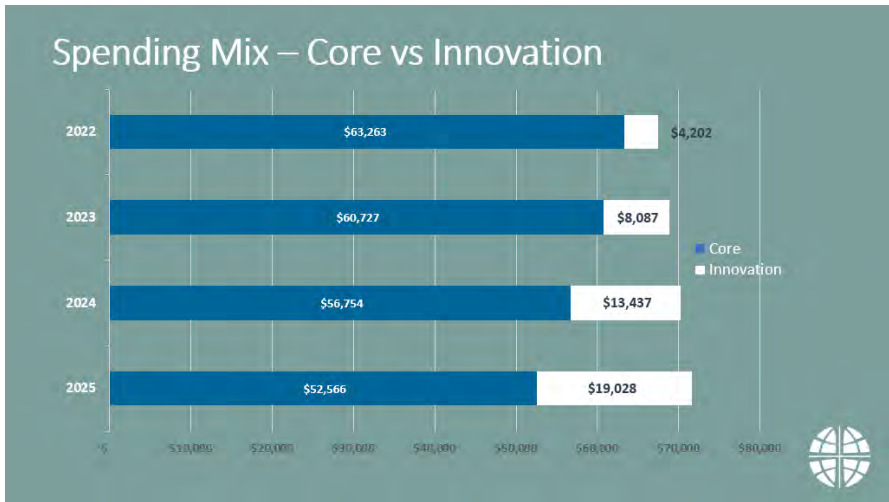
Additional responses with partners in these countries and others in the region are expected in the coming weeks and months. Learn more and give by visiting [ELCA.org/ukraine](https://elca.org/ukraine).

“Did you know this church has raised more than \$10 million dollars to support relief for those impacted by the crisis in Eastern Europe? That amount climbs more every day, allowing the work of our Lutheran Disaster Response team to provide additional resources and support to our many partners in the region.

“Thank you does not seem like enough. Your gifts make our work possible and allow us as a church body to impact millions of lives. Thank you.

“Now I would like to introduce the 2023–2025 Budget Proposal found in the ‘Pre-assembly Recommendations of Church Council,’ Section 5e, and I invite the Rev. Louise Johnson, executive for administration, to begin.

[Pastor Johnson addressed the assembly, followed by applause.]



“Thank you, Louise. Our plans provide for a breakeven budget, where revenues equal expenses in each year. On this graph, the blue lines represent our core work while the white represents innovation.

“As Louise mentioned, our goal is to get to 30% over 3 years. In other words, in 2022, we are investing about \$4.2 million in Innovation compared to \$19 million in 2025. The spending authorization for 2023 includes a 2% increase over 2022.

Proposed Triennial Revenue

	2022	Proposed		
		2023	2024	2025
REVENUES	\$67,466	\$68,814	\$70,191	\$71,594
Key Changes				
Mission Support		↓ 2.1%	↓ 2.1%	↓ 2.2%
Fundraising Gifts		↑ \$1.1 M	↑ \$635K	↑ \$453K
Rent		↓ \$544K	↓ \$224K	↑ \$14K
To be identified			\$4.8M	\$6.6M

“The next slide illustrates the total projected revenue for 2023–2025. Key areas for discussion include:

“Mission Support is projected to decrease based on historical trends.

“Gifts are projected to increase each year by 4–11%, based on post-campaign performance and future plans.

“Rent is projected to decrease based on one tenant that has provided notice to vacate beginning during 2023. While we will aggressively pursue a new tenant, to be conservative, we reduced the rent revenue.

“Finally, you will notice a budget gap of 7–9% in 2024 and 2025. This means that our expenditures are projected to exceed the revenues. We recognize the need to balance the budget and expect to close this gap through additional sources of revenue or reduced expenses. Some donors have already expressed interest in supporting innovation.




“Let’s take a look at ELCA World Hunger. As you can see, we are planning for expenditures to equal revenues. Your continued generous support of World Hunger allows us to provide aid for 67 countries and 43 states and territories. 2021 was a record year in direct giving, and because of this, we are able to do even more programmatic work in 2022. Budgeted revenues show modest growth over the recent record years at over \$22 million (excluding the special adjustment in 2022 for carryover 2021 support for delayed grants). I turn it back to Louise for a closing story.

[Pastor Johnson addressed the assembly, concluding the Report of the Treasurer, which was followed by applause.]

Appendix A: Audited Financial Statements of the ELCA Churchwide Organization for the Fiscal Year Ended January 31, 2020

EVANGELICAL LUTHERAN CHURCH IN AMERICA CHURCHWIDE ORGANIZATION FINANCIAL STATEMENTS January 31, 2020 and 2019	CONTENTS
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EVANGELICAL LUTHERAN CHURCH IN AMERICA
CHURCHWIDE ORGANIZATION
FINANCIAL STATEMENTS
January 31, 2020 and 2019





Crowe LLP
MEMBERSHIP FIRM (NYSE LISTED)

INDEPENDENT AUDITOR'S REPORT

The Church Council
Churchwide Organization
Churchwide Organization

Report on the Financial Statements

We have audited the accompanying financial statements of the Churchwide Organization of the Evangelical Lutheran Church in America (the Church), which comprise the statements of financial position as of January 31, 2020 and 2019, and the statements of net assets or liabilities and cash flows for the years then ended, and the related notes to the financial statements.

Management's Responsibility for the Financial Statements

Management is responsible for the preparation and fair presentation of these financial statements in accordance with accounting principles generally accepted in the United States of America; this includes the design, implementation, and maintenance of internal control that is relevant to the preparation and fair presentation of financial statements that are free from material misstatement, whether due to fraud or error.

Auditor's Responsibility

Our responsibility is to express an opinion on these financial statements based on our audits. We conducted our audits in accordance with auditing standards generally accepted in the United States of America. Those standards require that we plan and perform the audit to obtain reasonable assurance about whether the financial statements are free from material misstatement.

An audit involves performing procedures to obtain audit evidence about the amounts and disclosures in the financial statements. The procedures selected depend on the auditor's judgment, including the assessment of the risks of material misstatement of the financial statements, whether due to fraud or error. In making those risk assessments, the auditor considers internal control relevant to the entity's preparation and fair presentation of the financial statements in order to design audit procedures that are appropriate in the circumstances. An audit is not designed to detect and prevent fraud. In addition, an audit does not provide a high level of assurance. Accordingly, we express no such opinion. An audit also includes evaluating the appropriateness of accounting policies used and the reasonableness of significant accounting estimates made by management, as well as evaluating the overall presentation of the financial statements.

We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our audit opinion.

(Continued)

Opinion

In our opinion, the financial statements referred to above present fairly, in all material respects, the financial position of the Churchwide Organization of the Evangelical Lutheran Church in America as of January 31, 2020 and 2019, and the changes in net assets or liabilities and cash flows for the years then ended in accordance with accounting principles generally accepted in the United States of America.

Emphasis of Matters

As discussed in Note 1, the financial statements being presented are only for the Churchwide Organization of the Evangelical Lutheran Church in America and do not include the assets, liabilities and net assets, and the revenue and expenses of the entire Evangelical Lutheran Church in America that are recorded in the accompanying financial statements. Our opinion is not intended to present the financial position of the entire Evangelical Lutheran Church in America as of January 31, 2020 and 2019, or the change in its net assets and its cash flows for the years then ended in conformity with accounting principles generally accepted in the United States of America. Our opinion is not intended with respect to this matter.

As discussed in Note 1 to the financial statements, the Church has adopted ASU 2014-09, Revenue from Contracts with Customers, effective for the year ended January 31, 2020. The Church has adopted the new Scope and Accounting Guidance for Contributions Received and Contributions Made. Our opinion is not modified with respect to these matters.

Crowe LLP

Crowe LLP

Chicago, Illinois
September 2, 2020

EVANGELICAL LUTHERAN CHURCH IN AMERICA
CHURCHWIDE ORGANIZATION
STATEMENTS OF FINANCIAL POSITION
January 31, 2020 and 2019

	2020	2019
ASSETS		
Cash and cash equivalents	\$ 42,162,041	\$ 49,041,878
Accounts receivable (Note 2)	7,636,607	8,476,200
Interest receivable	250,760	186,641
Due from related organizations (Note 3)	4,410,349	5,827,271
Due from other organizations	487	465
Prepaid expenses and other assets	8,844,238	8,759,589
Multiyear and other (Note 4)	400,069	337,590
Unexpended contributions (Note 5)	500,325	395,532
Property, land, and equipment, net (Note 6)	22,742,438	23,702,780
Other assets (Note 7)	18,356,436	16,799,318
Shareholder interest in perpetual trusts (Note 8)	19,017,845	19,257,133
Total assets	\$ 112,359,311	\$ 151,248,155
LIABILITIES AND NET ASSETS		
Accounts payable	\$ 5,274,033	\$ 6,090,712
Deferred revenue	892,894	912,657
Due to related organizations (Note 6)	5,790,097	4,487,679
Accrued liabilities	4,343,752	4,002,079
Other liabilities (Note 9)	8,270,334	10,522,299
Funds held for others in perpetuity (Note 1)	30,213,552	84,235,254
Total liabilities	54,684,662	110,250,574
Net assets	57,674,649	41,000,381
Without donor restrictions (Note 10)	270,144,836	260,144,836
With donor restrictions (Note 11)	488,702,237	489,709,724
Total liabilities and net assets	\$ 112,359,311	\$ 151,248,155

See accompanying notes to financial statements.

EVANGELICAL LUTHERAN CHURCH IN AMERICA
CHURCHWIDE ORGANIZATION
STATEMENTS OF ACTIVITIES
Years ended January 31, 2020 and 2019

	2020	2019
Operating revenue and support:		
Worship (Note 10)	\$ 43,364,108	\$ 42,269,708
Special events support (Note 14)	19,384,403	19,270,819
World Hunger Appeal	—	1,000,000
Other contributions	2,074,444	2,096,961
Donations receivable	—	9,096,367
Deferred contributions	1,860,254	1,369,254
Other (Note 10)	4,886,792	4,791,648
Multiyear and other (Note 4)	50,000	1,689,841
Missions and outreach fund	17,808,876	17,133,000
Bequests, grants, and endowments	4,554,422	6,402,241
Other (Note 10)	3,822,400	7,165,269
Total operating revenue	103,303,802	113,084,037
Operating expenses:		
Administrative expenses (including salaries)	4,200,555	5,419,271
Worship (Note 10)	487,044	626,254
Special events (Note 14)	10,606	1,847,668
World Hunger Appeal	1,094,499	1,000,000
Other (Note 10)	11,239,701	11,251,411
Total operating expenses	17,228,405	19,144,604
Net assets and liabilities (Note 11)	4,000,225	140,922,770
Shareholder interest in perpetual trusts (Note 8)	34,149,438	34,149,438
Net assets and liabilities (Note 11)	30,148,668	20,130,600
Total operating revenue less operating expenses	86,075,397	93,939,433
Operating expenses:		
Program services	48,138,892	48,138,892
Administrative expenses	2,079,627	82,794,242
Capital construction	6,000,225	5,988,643
Other (Note 10)	2,010,199	2,170,108
Other gifts and support (Note 10)	479,262	479,262
Net assets and liabilities (Note 11)	2,000,600	2,000,600
Total operating revenue less operating expenses	58,696,415	106,345,072

(Continued)

EVANGELICAL LUTHERAN CHURCH IN AMERICA
 CONFERENCE OF MINISTERS
 STATEMENTS OF ACTIVITIES
 Year ended January 31, 2020 and 2019

	2020	2019
	Amount	Amount
Operating revenues (Contributed)		
Membership fees (net)	\$ 2,576,548	\$ 2,913,800
Gifts and offerings (net)	1,901,058	9,488,848
Interest income	1,122,827	1,212,827
Missions Administration	2,041,000	2,117,689
Total in support of our programs	5,641,433	5,733,164
Operating expenses	(4,756,000)	(5,122,004)
Net operating revenue and (expenditure)	885,433	611,160
Total operating revenue and (expenditure)	1,148,000	1,324,324
Operating expenses	(1,148,000)	(1,324,324)
Net operating revenue and (expenditure)	0	0
Non-operating revenues	1,923,091	1,991,217
Net operating revenue and (expenditure)	1,923,091	1,991,217
Change in net assets of business interest and other interest (net)	1,644,721	1,644,721
Change in net assets of other interest (net)	349,065	349,065
Change in net assets of all interest (net)	2,000,000	2,000,000
Operating revenue and (expenditure)	3,923,091	3,923,091
Net operating revenue and (expenditure)	3,923,091	3,923,091
Change in net assets	3,923,091	3,923,091
Operating revenue and (expenditure)	3,923,091	3,923,091
Net operating revenue and (expenditure)	3,923,091	3,923,091
Change in net assets	3,923,091	3,923,091

See accompanying notes to financial statements.

EVANGELICAL LUTHERAN CHURCH IN AMERICA
 CONFERENCE OF MINISTERS
 STATEMENTS OF ACTIVITIES
 Year ended January 31, 2019

	2018	2017
	Amount	Amount
Operating revenues (Contributed)		
Membership fees (net)	\$ 2,576,548	\$ 2,913,800
Gifts and offerings (net)	1,901,058	9,488,848
Interest income	1,122,827	1,212,827
Missions Administration	2,041,000	2,117,689
Total in support of our programs	5,641,433	5,733,164
Operating expenses	(4,756,000)	(5,122,004)
Net operating revenue and (expenditure)	885,433	611,160
Total operating revenue and (expenditure)	1,148,000	1,324,324
Operating expenses	(1,148,000)	(1,324,324)
Net operating revenue and (expenditure)	0	0
Non-operating revenues	1,923,091	1,991,217
Net operating revenue and (expenditure)	1,923,091	1,991,217
Change in net assets of business interest and other interest (net)	1,644,721	1,644,721
Change in net assets of other interest (net)	349,065	349,065
Change in net assets of all interest (net)	2,000,000	2,000,000
Operating revenue and (expenditure)	3,923,091	3,923,091
Net operating revenue and (expenditure)	3,923,091	3,923,091
Change in net assets	3,923,091	3,923,091
Operating revenue and (expenditure)	3,923,091	3,923,091
Net operating revenue and (expenditure)	3,923,091	3,923,091
Change in net assets	3,923,091	3,923,091

(Continued)

NOTE 1 - NATURE OF BUSINESS AND SIGNIFICANT ACCOUNTING POLICIES (Continued)

Funds Held for Others: Funds held for others consist of commissions received on behalf of and other resources held for other Lutheran organizations that are separate, nonconsolidated entities. The Church does not have any financial interest in these funds. The Church's share of the net assets of these funds and earnings are distributed per the donor's specifications, but the corpus or principal are held in perpetuity or until they are reflected as a liability of the Church.

Deferred Revenue: Deferred revenue consists of funds received, pending the receipt of subsequent periodic income fund agreements and life income fund agreements as contribution revenue in the future in connection with the sale of real estate. Revenue is recognized when the cash is received. The revenue recognized is recorded as deferred revenue, representing the amount of the donation for future interest.

Vacation Pay: The Church recognizes vacation pay expense when earned by its non-unionized personnel. The liability for vacation pay of missionary personnel cannot be reasonably estimated, and such amounts are recognized when paid.

Revenues and Expenses: Revenues are reported as increases in net assets without donor restrictions unless use of the related assets is limited by donor-imposed restrictions. Expenses are reported as decreases in net assets without donor restrictions. Gains and losses on investments and other assets are reported as increases or decreases in net assets without donor restrictions. Revenues and expenses are reported as increases or decreases in net assets with donor restrictions when the donor stipulated purposes have been fulfilled and/or the stipulated time period has elapsed and reported as reclassifications between applicable classes of net assets.

Contributed Support: Contributions, including unconditional promises to give, are recognized in the period received. Conditional contributions are not recognized until the conditions on which they depend are met with the risk involved. Amortization of discount is recorded as additional contribution revenue in accordance with donor-imposed restrictions, if any, on the contributions.

Contributions received with donor-imposed restrictions are reported as revenue of the net asset class with donor restrictions as appropriate. Contributions of land, buildings, and equipment without donor-imposed restrictions concerning the use of such long-lived assets are reported as revenue of net assets without donor restrictions.

SALES AND OTHER REVENUES: Revenues from separately incorporated activities and unincorporated activities supporting ministries for services provided by the Church (e.g., human resources, information technology, and other ministries) are reported as revenues of the net asset class with donor restrictions. Revenues from annual fairs. These revenues are recognized throughout the year as those services are performed. Subscription revenue relates to publications and is recognized as the related publications are distributed. Registration revenue relates to events and is recognized as the events are held. Amounts paid for events that have not yet been held at January 31 are included in deferred revenues.

Income Tax: The Church has received a determination letter from the Internal Revenue Service indicating that it is a tax-exempt organization under Section 501(c)(3) of the Internal Revenue Code. There were no significant unrelated business income activities during the years ended January 31, 2020 and 2019.

(Continued)

NOTE 1 - NATURE OF BUSINESS AND SIGNIFICANT ACCOUNTING POLICIES (Continued)

UNRECORDED LIABILITIES: The ELCA follows guidance issued by the Financial Accounting Standards Board (FASB) with respect to accounting for uncertainty in income taxes. A tax position is recognized as a liability only if the amount of tax to be paid is more likely than not to be realized. The amount recognized is the largest amount of tax benefit that is greater than 50% likelihood of being realized on examination. For tax positions not meeting the more likely than not test, no tax benefit is recorded.

The Church recognizes interest and penalties related to unrecognized tax benefits in interest and income tax expenses, respectively. The Church has no amounts accrued for interest or penalties as of January 31, 2020 and 2019.

Due to its tax-exempt status, the Church is not subject to U.S. federal income tax or state income tax. The Church is no longer subject to examination by U.S. federal or state taxing authorities for years before 2009. The Church does not expect the total amount of unrecognized tax benefits to significantly change in the next 12 months.

Use of Estimates: The preparation of financial statements in conformity with accounting principles generally accepted in the United States requires the use of estimates. The reported amounts of assets and liabilities and disclosures of contingent assets and liabilities at the date of the financial statements and the reported amounts of revenue and expenses during the reporting period. Actual results could differ from estimates.

Reclassifications: Certain amounts in the prior year financial statements have been reclassified, with no effect on net assets or change in net assets, to conform to the current year presentation.

Recently Adopted Accounting Guidance: In May 2014, the FASB issued Accounting Standards Update (ASU) 2014-09, *Revenue from Contracts with Customers*, Topic 606. This ASU affects any entity that either enters into contracts with customers to transfer goods or services or enters into contracts to license intellectual property. The ASU requires an entity to recognize revenue to depict the transfer of promised goods or services to customers in an amount that reflects the consideration to which the entity expects to be entitled in exchange for those goods or services. The ASU is effective for the reporting period beginning after December 15, 2018. The Church has implemented the provisions of this ASU for the year ended January 31, 2020 using the modified retrospective approach. There were no material changes to the application of ASU 2014-09. Updated disclosures can be found in Note 10 to the financial statements.

In June 2018, the FASB issued ASU 2018-08, *Net Debt-Payable Zeros*, Topic 320. The amendments in this ASU require an issuer of a debt instrument to recognize a liability for the fair value of the debt instrument at the time of issuance, unless the instrument is accounted for as an exchange transaction accounted for under Subtopic 320-05, or as an exchange transaction accounted for under other guidance (for example, Topic 626). The amendments also provided additional guidance for the determination of whether a contribution is conditional. The Church adopted this ASU for the year ended January 31, 2020 with a contribution conditional. The Church adopted this ASU for the year ended January 31, 2020 with a contribution conditional. The amendments in this ASU are effective for the reporting period beginning after December 15, 2018. The Church has implemented the provisions of this ASU for the year ended January 31, 2020 using the modified retrospective approach. There were no material changes to the application of ASU 2018-08. Updated disclosures can be found in Note 10 to the financial statements.

(Continued)

EVANGELICAL LUTHERAN CHURCH IN AMERICA
 FINANCIAL STATEMENTS
 NOTES TO FINANCIAL STATEMENTS
 January 31, 2020 and 2019

NOTE 2 - ACCOUNTS RECEIVABLE

Included in accounts receivable at January 31, 2020 and 2019 were \$6,607,334 and \$7,497,703, respectively, relating to synods' contributions for mission support, world hunger appeal, global church sponsorship, and other programs that have been collected subsequent to year end. Interest is not normally accrued on these receivables. Management's assessment of the collectability of these receivables is based on the historical experience of the Church in collecting such receivables. Management considers all accounts receivable to be collectible.

NOTE 3 - INVESTMENTS AND FAIR VALUE MEASUREMENTS

Investments at January 31, 2020 and 2019, consist of the following:

	2020	2019
Equity-linked fund	\$ 11,854,104	\$ 10,042,404
Fixed income fund	18,248,648	18,024,658
Real estate fund	1,245,448	1,245,448
Corporate bond	23,852,400	21,061,170
Money market	2,445,500	3,025,918
Equity securities and mutual fund sold at loss at end	1,836,741	1,408,179
Investments in goods	45,878,008	302,007,803
Other and other investment	3,022,421	2,934,401
	\$ 47,142,400	\$ 450,635,322

The following schedule summarizes the investment return reported in the statement of activities for the years ended January 31, 2020 and 2019:

	2020	2019
Realized investment gain	\$ 10,889,045	\$ 6,994,728
Unrealized investment gain/losses	35,709,200	(62,504,242)
Dividend and interest income	1,528,652	2,263,025
Investment return, net	\$ 48,126,900	\$ (53,246,489)

The Church is a pass-through entity for investment income related to certain deferred gift investments managed and distributed by an external financial institution. In relation to these investments, there were net unrealized gains of approximately \$10,889,045 in 2020 and \$6,994,728 in 2019. Unrealized gains for the years ended January 31, 2020 and 2019 with offsetting increases in certain liabilities reported.

Also, net realized gains of approximately \$248,008 and net realized losses of \$23,000 on these investments with offsetting changes in certain liabilities were reported for the years ended January 31, 2020 and 2019.

(Continued)

EVANGELICAL LUTHERAN CHURCH IN AMERICA
 FINANCIAL STATEMENTS
 NOTES TO FINANCIAL STATEMENTS
 January 31, 2020 and 2019

NOTE 3 - INVESTMENTS AND FAIR VALUE MEASUREMENTS (Continued)

Investments are reported at fair value except for certain equity securities and certain investments in real estate which are reported at cost. Investments carried at fair value consist primarily of corporate and government obligations, inflation-protected and high-yield securities and investments in ELCA Endowment Fund Pooled Trust.

Fair value is the price that would be received for an asset (or net price) in the principal or most advantageous market for the asset in an orderly transaction between market participants on the measurement date. Fair value is based on the assumptions that market participants would use in pricing the asset or liability. Fair values are determined using quoted market close prices for similar assets, dealer quotes, appraisals, or pricing models utilizing market-observable inputs from comparable securities.

The fair value hierarchy is based on maximizing observable inputs and minimizing unobservable inputs when measuring fair value. Three levels of inputs may be used to measure fair value.

Level 1: Quoted prices (unadjusted) for identical assets in active markets that the Church has the ability to access as of the measurement date.

Level 2: Significant other observable inputs other than Level 1 prices, such as quoted prices for similar assets, quoted prices in markets that are not active, or other inputs that are observable for the asset or liability, either directly or indirectly, through corroboration with observable market data.

Level 3: Significant unobservable inputs that reflect the Church's own assumptions that the market participants would use in pricing an asset.

In many assets, a valuation technique used to measure fair value includes inputs from multiple levels of the hierarchy. The measurement of fair value is based on the lowest level of input that is significant to the fair value measurement.

(Continued)

EVANGELICAL LUTHERAN CHURCH IN AMERICA
CHURCHWIDE ORGANIZATION
NOTES TO FINANCIAL STATEMENTS
January 31, 2020 and 2019

NOTE 3 - INVESTMENTS AND FAIR VALUE MEASUREMENTS (Continued)

The Church's investments which are reported at fair value are valued using the following inputs and valuation techniques:

Equity mutual fund: The fair values of equity mutual fund investments reflect quoted prices on nationally recognized securities exchanges (Level 1 inputs).

Fixed income accounts: Fair values of U.S. Government securities reflect closing prices reported in the active markets in which the securities are traded (Level 1 inputs). Fair values of corporate bonds are determined based on quoted prices for similar instruments in active markets, quoted prices for identical or similar instruments in inactive markets, or prices based on recent transactions in the market, such as bid prices, yield curves and matrix pricing (Level 2 inputs - market approach).

Term investments: Demand accounts are estimated to approximate deposit-account balances, based on the current market value of the investments. Term investments, such as certificates and certificates having varying maturity dates, may be redeemed prior to maturity at the discretion of the Mission Investment Fund, and are subject to an early redemption penalty. (Level 2 inputs - income approach).

Investments Held in Portfolio Pools: The underlying investments within the ELCA Endowment Fund are valued at fair value based on the underlying market prices of the securities in the Trust. The Church has the ability to realize the investment with the ELCA Endowment Fund Pooled Trust at any time at the monthly per unit net asset value (NAV).

Beneficial interests in Trusts: The fair value of beneficial interests in trusts is determined based upon the Church's proportional interest in the fair value of the underlying trust assets. The underlying trust assets are readily marketable and have fair values which are determined by independent appraisers. The fair value of the underlying trust assets is determined based on the present value of future distributed income. The liquidation of these assets is contingent upon circumstances that are out of the Church's control and cannot be liquidated on a periodic basis (Level 3 inputs).

Beneficial interest in irrevocable split-interest agreements: Held by ELCA Foundation. The beneficial interest in these agreements is measured at the present value of future cash flows based on the expected future cash flows and the interest rate in effect at the time of the agreement and the Church's ownership interest in the split-interest agreement (Level 3 inputs - income approach).

(Continued)

EVANGELICAL LUTHERAN CHURCH IN AMERICA
CHURCHWIDE ORGANIZATION
NOTES TO FINANCIAL STATEMENTS
January 31, 2020 and 2019

NOTE 3 - INVESTMENTS AND FAIR VALUE MEASUREMENTS (Continued)

The following table sets forth, by level within the fair value hierarchy, financial instruments owned at fair value as of January 31, 2020 and 2019:

	2020	2019
Equity mutual funds	\$ 12,981,524	\$ 12,981,524
Fixed income mutual funds	18,473,347	19,167,367
U.S. Government securities	22,023,000	22,023,000
Term investments	6,481,826	7,441,455
CFO and cash investments	3,303,232	3,303,232
Investments of the Churchwide Fund	2,212,122	2,212,122
Investments of the World Relief Fund	18,549,229	18,549,229
Investments of the World Council of Churches	4,020,275	4,020,275
Equity investments per Portfolio Pooled Trust at 2020*	185,265,852	185,265,852
Total investments	\$ 207,125,207	\$ 207,125,207
Beneficial interest in irrevocable split-interest agreements, held by ELCA Foundation, for value	18,831,366	18,831,366
Total	\$ 225,956,573	\$ 225,956,573
Equity mutual funds	\$ 10,870,915	\$ 10,870,915
U.S. Government securities	13,224,889	13,224,889
Fixed income mutual funds	20,564,100	20,786,427
Term investments	3,038,919	3,038,919
CFO and cash investments	3,824,221	3,824,221
Investments of the Churchwide Fund	2,212,122	2,212,122
Investments of the World Council of Churches	18,549,229	18,549,229
Investments of the World Relief Fund at 2019*	187,857,402	187,857,402
Equity investments per Portfolio Pooled Trust at 2019*	187,857,402	187,857,402
Total investments	\$ 210,277,395	\$ 210,277,395
Beneficial interest in irrevocable split-interest agreements, held by ELCA Foundation, for value	18,831,366	18,831,366
Total	\$ 229,108,761	\$ 229,108,761

* Physical net asset investments, comprised of land and buildings, held by the Church at each year end 2020 and \$500,850 as of January 31, 2020 and 2019, respectively, were not included in the fair value tables above. Additionally, equity securities, comprised of closely held stock held by the Church at cost of \$1,195,370 at both January 31, 2020 and 2019, was not included in the fair value tables above.

(Continued)

EVANGELICAL LUTHERAN CHURCH IN AMERICA
 NOTES TO FINANCIAL STATEMENTS
 January 31, 2020 and 2019

NOTE 3 - INVESTMENTS AND FAIR VALUE MEASUREMENTS (Continued)

The table below sets forward balances for Level 3 beneficial interest in perpetual trusts from February 1, 2015, through January 31, 2020:

Balance as of February 1, 2015	\$ 2,109,763
Income	166,043
Capital gains/losses	(223,810)
Charitable contributions	13,267,346
Balance as of January 31, 2020	\$ 19,299,342
Income	8,893
Capital gains/losses	(420,000)
Charitable contributions	\$ 19,887,235

The table below sets forward balances for Level 3 beneficial interest in split-interest agreements from February 1, 2015, through January 31, 2020:

Balance as of February 1, 2015	\$ -
Increases in beneficial interest resulting from transfers to split-interest by 10% contribution	16,229,147
Balance as of January 31, 2020	16,229,147
Increases in beneficial interest resulting from transfers to split-interest by 10% contributions	2,256,102
Balance as of January 31, 2020	\$ 18,485,249

Surrogate Endorsers for Advertisers, Objectors of ELCA Endowment Fund Prohibit Trust. Investments held by the Surrogate Endorsers for Advertisers, Objectors of ELCA Endowment Fund Prohibit Trust are in the ELCA Endowment Fund Prohibit Trust (EFTPT) administered under the terms of a Trust by its Trustee. The EFTPT investment objective is to provide participants with a stable stream of attributable investment income with long-term capital appreciation, while assuming a moderate level of investment risk. The assets of the EFTPT are invested in a diversified portfolio that places an emphasis on equity-based and fixed income investments that are consistent with the criteria of social responsibility that is consistent with the values and programs of the ELCA.

(Continued)

EVANGELICAL LUTHERAN CHURCH IN AMERICA
 NOTES TO FINANCIAL STATEMENTS
 January 31, 2020 and 2019

NOTE 3 - INVESTMENTS AND FAIR VALUE MEASUREMENTS (Continued)

The target asset allocation ranges are 22% to 32% in U.S. equity securities, 20% to 35% in non-U.S. equity securities, 4% to 14% in investment grade fixed income securities, 0.0% to 10.0% in high yield fixed income securities, 0% to 10% in global real estate securities, 0% to 8% in hedge funds, 0% to 8% in infrastructure, 0% to 10% in private equity, and 0% to 15% in U.S. inflation-linked securities, with the balance in cash and cash equivalents.

Consistent therewith, the EFTPT are initially assigned through utilization of participants' investment elections. The fair value of the EFTPT net assets at the end of each month is used to determine the number of units allocated to participants' additions placed in the EFTPT and to value withdrawals from the pool. Distributions from the pool are first made from dividends and interest income and net realized gains. If there are no net realized gains, the excess is distributed first from accumulated undistributed earnings and gains, then from capital.

Quarterly distributions from the EFTPT are made at a rate established annually by the Trustee of the EFTPT that reflects the Trustee's consideration of anticipated returns of the EFTPT and anticipated changes in the purchasing power of the EFTPT. The rate established for the years ended December 31, 2019 and 2018 was 0%. It was applied each year to the average unit value of the assets in the EFTPT at December 31 of the two preceding years. The rate established for 2020 is 4%.

NOTE 4 - MORTGAGES AND NOTES

Mortgages, notes, and contracts for deed as of January 31, 2020 are summarized as follows:

FINANCE	2,000	201.3
CONTRACTS	3,248	-
Participating in certificates to congregations	5%	\$ 200,000
		\$ 1,171,500

There is one segment and one class in this portfolio.

Participating in certificates to congregations is to Participants' Special grants, which are given by the Board of Trustees and approved by the Board of Finance and Administration. Congregations that receive these grants sign a covenant where they agree to return the funds if the congregation leaves the Church.

Contingencies of Church Debt. There are no contingencies with the mortgage notes as of January 31, 2020 and 2019. The Church does not believe that an allowance is necessary for these mortgage notes. If a Congregation decides to leave and is not able to pay the full amount received, the Church provides the opportunity for them to repay in installments.

NOTE 5 - OVERSEAS CHURCH CONSTRUCTION LOANS

Overseas church construction loans bear interest at rates ranging from 2% to 5% and mature at various dates through October 15, 2029. The balances of overseas church construction loans outstanding as of January 31, 2020 and 2019 are \$500,205 and \$306,537, respectively.

(Continued)

EVANGELICAL LUTHERAN CHURCH IN AMERICA
CHURCHWIDE ORGANIZATION
NOTES TO FINANCIAL STATEMENTS
January 31, 2020 and 2019

NOTE 5 - OVERSEAS CHURCH CONSTRUCTION LOANS (Continued)

Consolidation of Credit Risk: The loan portfolio consists of one segmented and one class. ELCA's overseas ministry activities are primarily conducted with companion churches in the United States. The annual principal payments are due for the period from January 1 to December 31, 2020. The following is a summary of notes by region for the years ended January 31:

	2020	2019
Latin America	\$ 153,702	\$ 193,102
Other Overseas Countries	\$ 1,702	\$ 148,832
Total	\$ 155,404	\$ 341,934

The overseas construction loans:

NOTE 6 - PROPERTY, FURNITURE, AND EQUIPMENT

Property, furniture, and equipment are recorded at cost less accumulated depreciation. Details relating to these assets as of January 31, 2020 and 2019 is presented below:

	2020	2019
Buildings and improvements	\$ 138,000	\$ 143,000
Furniture and equipment	\$ 1,584,890	\$ 1,422,890
Transportation equipment	\$ 12,442,098	\$ 12,991,790
Motor vehicles	\$ 1,237,000	\$ 1,237,000
Leasehold improvements	\$ 1,150,000	\$ 1,150,000
Less accumulated depreciation	\$ (12,150,321)	\$ (10,947,130)
Total	\$ 2,073,667	\$ 2,797,560

Depreciation expense for the years ended January 31, 2020 and 2019 was \$2,488,036 and \$2,854,216, respectively.

NOTE 7 - SPLIT-INTEREST AGREEMENTS

CHURCHWIDE ORGANIZATIONS: Churchwide gift annuities are arrangements between a donor and the Church in which the donor contributes assets to the Church in exchange for a promise by the Church to pay a fixed amount for the life of the donor or other individuals designated by the donor. Due to the insurance nature of the gift annuity, the assets are recognized at fair value on the date of the contribution. An annuity payment liability is recognized for the present value of future cash flows expected to be paid to the donor or to the designated beneficiaries. The liability is measured using the interest rate in effect on the date of the contribution. The 2012 IAR Tables are used to calculate the life expectancies of the annuity beneficiaries. At the death of the donor or designated individual, the book value of the contract is distributed to the Church or related organization either with or without donor restricted use depending upon the donor restrictions.

(Continued)

EVANGELICAL LUTHERAN CHURCH IN AMERICA
CHURCHWIDE ORGANIZATION
NOTES TO FINANCIAL STATEMENTS
January 31, 2020 and 2019

NOTE 7 - SPLIT-INTEREST AGREEMENTS (Continued)

Endowed Income Funds and Life Income Contracts: Donors contribute assets to an investment pool and are assigned a specific number of units based on the proportion of the fair value of their contribution to the total value of the pool. The donor or designated beneficiary is paid the actual ordinary income earned on the donor's units. Realized gains or losses are added to each unit's principal. Upon the donor's death, the value of the units is released to the Church or a related organization to be used as specified by the donor.

The contributed assets are recorded at fair value. A contribution is recorded at the fair value of the assets discounted for the estimated time period until the donor's death. The appropriate risk-adjusted rate at the time of the contribution is used to discount the contribution. The fair value of the assets received and the amount recognized as deferred revenue, representing the amount of the discount for future revenue.

A summary of received amounts related to these arrangements as of January 31, 2020 and 2019, is as follows:

	2020	2019
Quarterly Annuities	\$ 622,145	\$ 611,788
Life Income Contracts	\$ 3,337,600	\$ 3,713,878
Total	\$ 3,959,745	\$ 4,325,666

Adjustments to the liability to reflect amortization of the discount and changes in actuarial assumptions are recognized in the statements of activities as a change in the value of split-interest agreements in net assets with donor restrictions.

NOTE 8 - RELATED-PARTY TRANSACTIONS

The ELCA Churchwide Organizations is the beneficiary of endowment trust and annuity accounts with a fair value of \$40,754,228 and \$41,892,647 at January 31, 2020 and 2019. These are managed by the ELCA Foundation.

The Church had a net payable due to related organizations in the amount of \$1,344,338 at January 31, 2020 and a net receivable due from related organizations of \$2,163,596 at January 31, 2019. The net payable represents monies owed to the ELCA Foundation, related to the transfer to the Charitable Office of the ELCA of the ELCA Foundation's net assets. The net receivable represents monies owed to related organizations for auditing, accounting and management services performed on their behalf.

(Continued)

EVANGELICAL LUTHERAN CHURCH IN AMERICA
 FINANCIAL STATEMENTS
 NOTES TO FINANCIAL STATEMENTS
 January 31, 2020 and 2019

NOTE 9 - DEFINED-CONTRIBUTION PENSION PLAN

Substantially all active employees of the Church are enrolled in the noncontributory defined-contribution pension plan administered by Pacific Benefit Services. The employer contributions to the plan for the years ended January 31, 2020 and 2019 were \$3,039,620 and \$3,563,522, respectively. All contributions to the plan are funded on a current basis.

NOTE 10 - PENSION AND POST-RETIREMENT MEDICAL BENEFITS

Executive Benefits: The Church has established minimum pension levels, assumed from predecessor church organizations, for certain clergy who retired prior to January 1, 1980. The Church provides funding for these pension benefits through the Pension Plan. The Church also provides for post-retirement medical payments to fund the plan. During the years ended January 31, 2020 and 2019, the Church made no payments to Pacific Benefit Services to cover the cost of retirees' pension benefits.

In November 2016, ELCA, Christ Church approved to terminate the ELCA Supplemental Retirement Benefits Trust ("Trust") and the ELCA Continuation of the ALC and LCA Minimum and Non-Contributory Pension Plan ("Pension Plan"), including satisfaction of the Pension Plan's liabilities. The liability payout for the Pension Plan was approximately \$1,000,000. The remainder of the excess of plan assets over actuarial liabilities was distributed in 2017 and early 2018.

Royal Reformed Medical Benefits: Medical and dental benefits for participating organizations may be a right to receive a post-retirement health contribution subsidy from Pacific Benefit Services and, in some cases, monthly reimbursement of their SMI (Medicare Part B) premiums. These subsidies are expressed as a percentage of the monthly cost for coverage paid by eligible retirees under the Church Medical and Dental Plan. The total amount of the subsidy for 2019 was approximately \$,300,000. Active and retired members and spouses are eligible for potentially eligible for these subsidies.

These post-retirement medical subsidies are funded through local funds set aside for the bishops. The trust funds are held and managed by Pacific and participating employers. The full actuarial valuation of the obligation is reported on the financial statements of Pacific. Pacific financial statements include the Royal Reformed Medical Benefits Trust. The Royal Reformed Medical Benefits Trust is a qualified pension plan (ERISA) as defined in the Internal Revenue Code. The Royal Reformed Medical Benefits Trust (ERISA) as defined in the Internal Revenue Code. The Royal Reformed Medical Benefits Trust (ERISA) as defined in the Internal Revenue Code. The Royal Reformed Medical Benefits Trust (ERISA) as defined in the Internal Revenue Code.

The Church combined \$2,000,000 during the fiscal years ended January 31, 2020 and 2019 toward the funding of this post-retirement health care benefit and expects to contribute \$1,150,000 during the fiscal year ending January 31, 2021. During the fiscal years ended January 31, 2020 and 2019, other ELCA organizations contributed approximately \$1,000,000 and \$1,000,000, respectively, toward the funding of this benefit. The Royal Reformed Medical Benefits Trust (ERISA) as defined in the Internal Revenue Code. The Royal Reformed Medical Benefits Trust (ERISA) as defined in the Internal Revenue Code. The Royal Reformed Medical Benefits Trust (ERISA) as defined in the Internal Revenue Code.

(Continued)

EVANGELICAL LUTHERAN CHURCH IN AMERICA
 FINANCIAL STATEMENTS
 NOTES TO FINANCIAL STATEMENTS
 January 31, 2020 and 2019

NOTE 11 - LEASES

Operating Leases: The Church leases certain office facilities and equipment under various operating leases. The facility leases generally provide for renewal options and include escalator clauses based on increases in real estate taxes and operating expenses. Total rent expenses for operating leases was approximately \$62,600 and \$53,000 for the years ended January 31, 2020 and 2019, respectively.

Minimum annual rental commitments under non-cancelable leases for the years ending January 31 are as follows:

2021	\$ 170,204
2022	130,200
2023	130,200
2024	130,200
2025	130,200
	<u>\$ 560,800</u>

NOTE 12 - COLLECTIONS

The Church's art collections, which were acquired through purchases and contributions, are not recognized as assets on the statement of financial position. The collections represent a wide variety of art mediums: calligraphic, etching, engravings, drypoint, engraving, sculpture, woodcut, oil, serigraph, silk-screen, stained glass, tapestry, and watercolor. The collections are held in trust for the Church and are not to be sold without donor restrictions in the year in which the items are acquired. Contributed collection items, if any, are not reflected on the financial statements. Proceeds from de-accessions or insurance recoveries, if any, are reflected as increases in the appropriate net asset category.

NOTE 13 - LINE OF CREDIT

At January 31, 2020 and 2019, the Church had a \$10,000,000 unsecured and uncommitted line of credit with no termination date. Interest on outstanding borrowings is charged at the greatest of (i) the bank's prime rate plus 0.75%, (ii) the bank's quoted rate for commercial loans, or (iii) the plan's cost of funds plus 0.75%. The line of credit has a maximum borrowing capacity of \$10,000,000. The line of credit has a 2.0% interest rate. There were no borrowings outstanding under the line of credit at January 31, 2020 and 2019, or during the years then ended.

(Continued)

EVANGELICAL LUTHERAN CHURCH IN AMERICA
CHURCH-WIDE ORGANIZATION
NOTES TO FINANCIAL STATEMENTS
January 31, 2020 and 2019

NOTE 14 - CONCENTRATIONS OF RISK

The Church's primary source of revenue are contributions from synods. The synod contributions are dependent upon contributions from the membership of congregations of the Church. There are 9 regions in the Church and the following is a summary of the contributions by synod in each of the regions during the years ended January 31:

	2020	2019
Region 1 - Midwest	\$ 2,114,171	\$ 2,101,542
Region 2 - Southeast	\$ 3,812,605	\$ 3,695,254
Region 3 - Midwest	\$ 8,094,451	\$ 8,000,200
Region 4 - Southeast	\$ 4,852,289	\$ 4,006,210
Region 5 - Midwest	\$ 1,115,550	\$ 1,115,550
Region 6 - Midwest	\$ 2,023,060	\$ 2,000,880
Region 7 - Midwest	\$ 4,250,011	\$ 4,303,792
Region 8 - West	\$ 4,087,462	\$ 4,172,572
Region 9 - Southeast	\$ 4,320,630	\$ 4,274,258
Total synod (minus impact)	\$ 42,296,106	\$ 41,076,111

NOTE 15 - NET ASSETS RELEASED FROM RESTRICTIONS

Net assets that were released from donor restrictions by incurring expenses satisfying the restricted purpose or by occurrence of other events specified by donors were as follows during the years ended January 31:

	2020	2019
Ball & Ball LLP program (see Note 1)	\$ 10,272,664	\$ 22,578,200
World Hunger	\$ 15,846,291	\$ 12,670,301
Executive Relief	\$ 851,560	\$ 3,000,400
Compassion Mission	\$ 1,200,000	\$ 1,200,000
Office of the Presiding Bishop	\$ 554,459	\$ 3,144,400
Other programs	\$ 7,574,368	\$ 3,247,631
Total release of Program restrictions	\$ 45,873,712	\$ 46,449,632
Amount of contributions (donations) held in perpetuity	\$ 363,445	\$ 341,932
Total amount from restriction	\$ 50,048,889	\$ 50,731,708

(Continued)

EVANGELICAL LUTHERAN CHURCH IN AMERICA
CHURCH-WIDE ORGANIZATION
NOTES TO FINANCIAL STATEMENTS
January 31, 2020 and 2019

NOTE 16 - NET ASSETS WITHOUT DONOR RESTRICTIONS

Net assets without donor restrictions consist of the following at January 31:

	2020	2019
General	\$ 90,316,545	\$ 84,272,423
Fundraising (including an endowment (Note 16))	\$ 27,560,423	\$ 4,471,065
Net investment in property, leasehold improvements and building	\$ 2,242,450	\$ 8,000,200
	\$ 110,119,418	\$ 103,643,617

NOTE 17 - NET ASSETS WITH DONOR RESTRICTION

Net assets with donor restrictions are available for the following purposes or periods at January 31:

	2020	2019
Programs in progress	\$ 25,545,746	\$ 28,445,000
Deferred donor	1,200,707	9,309,600
World Hunger	1,047,034	1,450,218
Office of the Presiding Bishop	9,108,397	6,044,009
Compassion Mission	100,000	100,000
Ball & Ball LLP	5,100,444	2,206,444
Other programs	\$ 2,202,372	\$ 1,222,105
Total program restricted	\$ 55,201,698	\$ 69,024,246
Trusts (to be held, as described in Note 16) over 10 years	\$ 146,239,244	\$ 109,540,061
Total	\$ 171,000,036	\$ 168,459,100
Total net assets available upon satisfaction of donor restricted restrictions	\$ 192,279,014	\$ 198,088,063
Deferred gifts that were received previously, but not yet available	\$ 2,194,000	\$ 2,250,004
Deferred gifts that were received previously, but not yet available for a planned endowment	—	—
Amount of restricted net assets that will provide proceeds for acquisition of real estate	\$ 1,181,706	\$ 1,181,706
Total net assets with donor restrictions in perpetuity	\$ 204,144,010	\$ 202,039,417
Total net assets with donor restrictions	\$ 204,144,010	\$ 202,039,417

(Continued)

NOTE 15 - ENDOWMENT FUNDS

Interpretation of Relevant Law: The Uniform Prudent Management of Institutional Funds Act (UPMIFA) modernizes the laws governing a not-for-profit organization's investment and management of donor-restricted endowment funds. The Board of Trustees of the ELCA Foundation, serving as the body responsible for the ELCA's endowment funds, has adopted the UPMIFA to ensure the preservation of the historic dollar value of the original gift of donor-restricted endowment funds, absent explicit donor stipulations to the contrary. As a result of this interpretation, the Church has chosen to classify all net assets with donor restrictions at the original value of gifts donated to the permanent endowment, and the permanent endowment made in accordance with the direction of the applicable donor gift instrument at the time the accumulation is added to the fund.

In accordance with accounting principles governing not-for-profit organizations subject to an enacted version of UPMIFA, the portions of donor-restricted endowments not classified as net assets with donor restrictions are classified as net assets with donor restrictions until appropriated for expenditure. Net assets with donor restrictions are reported as net assets with donor restrictions, except for unrealized gains and losses on deferred gifts that will provide proceeds upon death of the annuitant for a permanent endowment.

The Church classifies as net assets without donor restrictions all donor-restricted endowment funds where donor stipulation allows for the release of such funds, according to an event or time restriction. In the absence of such stipulation, the Church classifies as net assets without donor restrictions all donor-restricted endowment funds where the donor stipulation requires the donor-restricted endowment have reduce net assets with donor restrictions to the extent that the donor-restricted endowment restrictions on net appreciation of the fund have not been met before the loss occurs. Any remaining loss is recorded as a reduction of net assets without donor restrictions.

There were no funds for which the fair value of the assets held was less than the level required by donor stipulation or law at January 31, 2020 and 2019. At January 31, 2020 and 2019, \$27,500,421 and \$63,329,850 had been released from net assets with donor restrictions to net assets without donor restrictions.

Endowment Spending Policy: Endowment net contributions are made quarterly at a rate established annually by the Trustee. The distribution rate reflects the Trustee's combination of the anticipated returns of the Trust and anticipated changes in the purchasing power of the Trust. The value established for fiscal year 2020 is 4.00%. The distribution rate is subject to adjustment based on the actual returns of the anticipated total return of the Trust. The distribution unit value is equal to the average of the unit value on December 31 of the five preceding years multiplied by the annual distribution rate.

Earnings in excess of the distribution rate are allocated among the endowment accounts in proportion to the number of units assigned to each account as undistributed earnings. If the quarterly distribution exceeds the actual dividend interest and net realized gains earned in the quarter, the excess is distributed to the account with the lowest balance. For the years ended January 31, 2020 and 2019, the accounts had accumulated undistributed earnings of \$1,205,161 and \$1,205,161, respectively.

In consideration of donor request or intent, certain donor-restricted endowments are invested through instruments held outside of the Trust. Investment income is distributed or reinvested according to the donor-imposed restrictions for the usage of endowment distributions.

(Continued)

NOTE 16 - ENDOWMENT FUNDS (Continued)

Endowment Investment Policies: The Trust's investment objective is to provide a stable stream of investment income with long-term capital appreciation, while assuming a moderate level of investment risk in accordance with guidelines approved by the Trustee. The Trust's assets are invested in a manner that is designed to produce results that exceed the investment's benchmark by 40 basis points over rolling five-year time periods. Actual returns in any given year may vary from this objective.

Certain donor-restricted endowments that are held outside of the Trust are generally invested in arm length investments that provide interest income and preserve principal amount while assuming a low level of investment risk.

Net asset composition by type of endowment fund as of January 31, 2020 and 2019:

	2020		2019	
	With Donor Restrictions	Without Donor Restrictions	With Donor Restrictions	Without Donor Restrictions
Donor-restricted net assets*	\$ 300,815,743	\$ 2,688,915,743	\$ 300,815,743	\$ 2,688,915,743
Assets not restricted by endowment	27,500,321	63,329,850	27,500,321	63,329,850
Total	\$ 328,316,064	\$ 3,322,245,593	\$ 328,316,064	\$ 3,322,245,593

* With the exception of certain investments held by outside funds, certain net assets with donor restrictions are based on the historic dollar value of donor-distributed net assets with donor restrictions.

(Continued)

EVANGELICAL LUTHERAN CHURCH IN AMERICA
 NOTES TO FINANCIAL STATEMENTS
 January 31, 2020 and 2019

NOTE 21 - LIQUIDITY AND AVAILABILITY

The Church's financial assets available within one year of the statement of financial position date for general expenditures are as follows:

	2020	2019
Cash and cash equivalents	\$ 42,188,341	\$ 49,267,870
Available Investments	29,825,172	47,070,349
	\$ 72,013,513	\$ 96,338,219

As a part of the Church's liquidity management, the Church funds a portion of its financial assets to be available as its general expenditures, liabilities, and other obligations come due. The Church had \$27,500,427 and \$24,871,085 in board designated endowments without donor restriction at January 31, 2020 and 2019. While the Church does not have any intention of liquidating the board designated endowments, they are generally available for general expenditure; these funds could be made available with Church Council approval.

NOTE 22 - SUBSEQUENT EVENTS

A novel strain of coronavirus has surfaced and spread around the world, with resulting business and social disruption. The coronavirus was declared a public health emergency of international concern by the World Health Organization on January 30, 2020. The health emergency of international concern with the World Organization of the Evangelical Lutheran Church in America could be materially adversely affected. The extent to which the coronavirus (or any other disease or epidemic) may impact business activity will depend on the course of the disease and the actions taken by governments and individuals. Management has received new information which may emerge concerning the severity of the coronavirus and the actions required to contain the coronavirus or treat its impact, among others.

Management has performed an analysis of the activities and transactions subsequent to January 31, 2020, to determine the need for any adjustments to and/or disclosures within the audited financial statements for the year ended January 31, 2020. Management has performed their analysis through September 2, 2020. At the date the financial statements were available to be issued, no Adjustments subsequent to this date have not been evaluated by management.

Appendix B: Audited Financial Statements of the ELCA Churchwide Organization for the Fiscal Year Ended January 31, 2021

EVANGELICAL LUTHERAN CHURCH IN AMERICA
CHURCHWIDE ORGANIZATION
FINANCIAL STATEMENTS
January 31, 2021 and 2020

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EVANGELICAL LUTHERAN CHURCH IN AMERICA
CHURCHWIDE ORGANIZATION
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Crowe LLP
Chicago, Illinois

INDEPENDENT AUDITOR'S REPORT

The Church Council
Evangelical Lutheran Church in America
Churchwide Organization

Report on the Financial Statements

We have audited the accompanying financial statements of the Churchwide Organization of the Evangelical Lutheran Church in America, consisting of the balance sheet as of January 31, 2021 and 2020, and the related statements of activities and cash flows for the years then ended, and the related notes to the financial statements.

Management's Responsibility for the Financial Statements

Management is responsible for the preparation and fair presentation of these financial statements in accordance with accounting principles generally accepted in the United States of America. This includes the design, implementation, and maintenance of internal control that may be required to prevent or detect and correct misstatements that are free from material misstatement, whether due to fraud or error.

Auditor's Responsibility

Our responsibility is to express an opinion on these financial statements based on our audits. We conducted our audit in accordance with auditing standards generally accepted in the United States of America. Those standards require that we obtain reasonable assurance about whether the financial statements are free from material misstatement.

An audit involves performing procedures to obtain audit evidence about the amounts and disclosures in the financial statements. The procedures selected depend on the auditor's judgment, including the assessment of the risks of material misstatement of the financial statements, whether due to fraud or error. In making those risk assessments, the auditor considers internal control relevant to the entity's preparation and fair presentation of the financial statements for the purposes of the audit, but not for the purpose of expressing an opinion on the effectiveness of the entity's internal control. Accordingly, we express no such opinion. An audit also includes evaluating the appropriateness of accounting policies used and the reasonableness of significant accounting estimates made by management, as well as evaluating the overall presentation of the financial statements.

We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our audit opinion.

(Continued)

Opinion

In our opinion, the financial statements referred to above present fairly, in all material respects, the financial position of the Churchwide Organization of the Evangelical Lutheran Church in America as of January 31, 2021 and 2020, and the related statements of activities and cash flows for the years then ended in accordance with accounting principles generally accepted in the United States of America.

Emphasis of Matter

As discussed in Note 1, the financial statements being presented are only for the Churchwide Organization of the Evangelical Lutheran Church in America and do not include the assets, liabilities and net assets, and the revenue and expenses of the entire Evangelical Lutheran Church in America that are recorded in the consolidated financial statements of the Evangelical Lutheran Church in America. The financial statements and accompanying financial statements are not intended to present the financial position of the entire Evangelical Lutheran Church in America as of January 31, 2021 and 2020, or the change in its net assets and its cash flows for the years then ended in conformity with accounting principles generally accepted in the United States of America. Our opinion is not intended with respect to this matter.

Crowe LLP
Chicago, Illinois

Chicago, Illinois
December 20, 2021

EVANGELICAL LUTHERAN CHURCH IN AMERICA
 CONFERENCE OF SOUTHERN DISTRICTS
 STATEMENTS OF ACTIVITIES
 Years ended January 31, 2021 and 2020

	2021	2020
	With Donor Restrictions	With Donor Restrictions
Operating revenues (continued)		
Management and General	\$ 3,564,662	\$ 3,526,362
Office of the Secretary	9,405,081	9,358,362
Office of the Secretary	3,205,118	3,275,170
Mission Administration	1,285,275	1,285,275
Trust Management & Support	13,448,172	13,448,172
Funding		
Mission Administration	3,113,042	3,113,042
Trust Administration	3,113,042	3,113,042
Total operating revenue	192,196,296	192,196,296
Total operating revenue and funded activities	9,871,325	41,287,144
Operating expenses		
Operating expenses		
Management and General	(9,118,991)	(9,118,991)
Office of the Secretary	(7,681,261)	(7,681,261)
Office of the Secretary	(2,481,251)	(2,481,251)
Mission Administration	(2,052,220)	(2,052,220)
Trust Administration	(3,052,525)	(3,052,525)
Change in net assets	(12,660,126)	(25,091,120)
Net assets at beginning of year	13,045,286	38,136,246
Net assets at end of year	\$ 3,385,160	\$ 13,045,126

Change in net assets of operations is due to the following:

Change in net assets of operations	(12,660,126)
Change in net assets of operations	(25,091,120)
Change in net assets of operations	(3,052,525)
Change in net assets of operations	(2,052,220)
Change in net assets of operations	(7,681,261)
Change in net assets of operations	(9,118,991)
Change in net assets of operations	(13,045,286)
Change in net assets of operations	(192,196,296)
Change in net assets of operations	(192,196,296)

EVANGELICAL LUTHERAN CHURCH IN AMERICA
 CONFERENCE OF SOUTHERN DISTRICTS
 STATEMENTS OF ACTIVITIES
 Year ended January 31, 2020

	2020	Total
	With Donor Restrictions	With Donor Restrictions
Operating revenue and support		
Concordia support	\$ 42,559,168	\$ 42,559,168
Synod mission support (page 14)	19,269,403	19,269,403
Wendlinger-Pepper	1,000,000	1,000,000
Other support	2,614,443	2,614,443
Charitable contributions	6,088,007	6,088,007
Declared gifts contributions	1,900,254	1,900,254
Endowment distributions	4,508,847	4,508,847
Mission Investment Fund	1,890,411	1,890,411
Other income	3,235,810	3,235,810
Other—operating and other	3,624,003	3,624,003
Other gifts	3,468,410	3,468,410
Total operating revenue	85,110,003	85,110,003
Operating expenses		
Net investment return on operating investments	(5,295,625)	(5,295,625)
SFFIO—Bible, mission	457,004	457,004
Services and other revenue	3,542,183	3,542,183
License income	1,694,450	1,694,450
Miscellaneous income	27,292	27,292
Total other revenue	11,228,178	11,228,178
Net assets released from restricted fund	45,837,270	45,837,270
Net assets released from restricted fund	(4,301,419)	(4,301,419)
Income reported from restricted fund to perpetuity	(50,166,008)	(50,166,008)
Net assets released from restricted fund	118,597,421	118,597,421
Total operating revenue and support		102,221,428
Operating expenses		
Program income:		
Concordia Mission	16,118,825	16,118,825
Concordia Mission	35,028,465	35,028,465
Mission Administration	6,940,429	6,940,429
Church partnerships	2,127,698	2,127,698
Office of the Presiding Bishop	2,679,100	2,679,100
Office of the Secretary	2,000,000	2,000,000
Field-related health care services (Note 10)	59,889,183	59,889,183
Total program services		88,823,115

Change in net assets of operations is due to the following:

Change in net assets of operations	(12,660,126)
Change in net assets of operations	(25,091,120)
Change in net assets of operations	(3,052,525)
Change in net assets of operations	(2,052,220)
Change in net assets of operations	(7,681,261)
Change in net assets of operations	(9,118,991)
Change in net assets of operations	(13,045,286)
Change in net assets of operations	(192,196,296)
Change in net assets of operations	(192,196,296)

See accompanying notes to financial statements.

(Continued)

EVANGELICAL LUTHERAN CHURCH IN AMERICA
CHURCHWIDE ORGANIZATION
STATEMENTS OF ACTIVITIES
Year ended January 31, 2020

	2020	2019
Operating expenses (Continued)		
Membership and general		
Office of the Presidency (Bishop)	\$ 2,070,568	\$ 2,576,568
Office of the Treasurer	9,801,059	9,801,059
Office of the Secretary	5,810,238	5,810,838
Other administrative	2,222,252	2,222,252
Total administrative and general	20,904,117	20,410,717
Missionary	4,256,853	4,256,853
Total (including	8,796,652	8,796,652
Total (including	14,879,362	14,879,362
Total operating expenses	4,008,059	4,008,059
Non-operating transactions		
Exchange rate fluctuations	1,251,159	1,013,419
Change in fair value of investments	3,045,271	22,200,476
Change in fair value of investments	450,000	450,000
Change in value of other assets	22,000,000	22,000,000
Total non-operating transactions	4,746,430	23,663,895
Change in net assets	8,807,029	29,425,520
Net assets at beginning of year	01,846,347	356,630,807
Net assets at end of year	\$ 10,653,376	\$ 386,056,327

See accompanying notes to financial statements.

EVANGELICAL LUTHERAN CHURCH IN AMERICA
CHURCHWIDE ORGANIZATION
STATEMENTS OF CASH FLOWS
Year ended January 31, 2021 and 2020

	2021	2020
Cash flows from operating activities		
Change in net assets	\$ 38,595,645	\$ 28,425,043
Adjustments to reconcile change in net assets:		
Depreciation and amortization	2,449,427	2,469,884
Change in fair value of investments	(54,288,083)	(54,706,216)
Gain on sale of real estate	(545,000)	(2,000,177)
Change in (by) value of gift received	(942,241)	-
Accounts receivable	(92,753)	638,263
Prepaid expenses	408,121	24,158
Accounts payable and other liabilities	13,415,093	(1,559,459)
Deferred revenue	(85,877)	3,512,227
Donations received in prior periods	3,242,245	3,242,245
Net cash used in operating activities	(10,602,117)	(3,341,242)
Cash flows from investing activities		
Payments received on mortgages and lease	(755,300)	(1,527,666)
Payments of assets: Church construction loan, net of payments	45,117	27,497
Proceeds from sale of investments	(91,925)	(194,486)
Proceeds from sale of real estate	12,410,617	16,052,549
Net cash provided by (used in) investing activities	11,608,409	(13,462,156)
Cash flows from financing activities		
Net cash provided by (used in) financing activities	92,743	(870,442)
Net cash provided by (used in) financing activities	7,506,200	(870,442)
Increase (decrease) in cash and cash equivalents	3,012,742	(7,776,645)
Cash and cash equivalents at beginning of year	42,353,004	49,890,675
Cash and cash equivalents at end of year	\$ 45,365,746	\$ 42,114,030

See accompanying notes to financial statements.

NOTE 1 - NATURE OF BUSINESS AND SIGNIFICANT ACCOUNTING POLICIES

Organization. The Evangelical Lutheran Church in America (the ELCA) is a Minnesota nonprofit corporation that functions interparochially with the congregations and synods of the ELCA. The ELCA serves on behalf of and in support of the ELCA's members, congregations, and synods. To fulfill its purpose, the ELCA has adopted a mission statement and supporting congregational and synodal policies as well as mission strategies. The ELCA has support from congregations and synods necessary to carry out its mission. The ELCA's principal source of revenue is contributions.

The accompanying financial statements include all administrative and program efforts and units of the Churchwide Organization of the Evangelical Lutheran Church in America (collectively, the Church). These financial statements do not include the accounts of organizations, such as the ELCA Foundation, Board of Pensions (Pension Benefit Services), Mission Investment Fund of the Evangelical Lutheran Church in America (MIF), Lutheran Social Services (LSS), Lutheran Social Services of the United States (LSSUS), (1917 Medical), Lutheran Men to Mission, Women of the Evangelical Lutheran Church in America, ELCA Federal Credit Union (Credit Union), congregations, synods, schools, seminaries, homes, seminaries, or any other institution owned or operated by religious orders of men or women, except insofar as financial assets of such institutions are included in the financial statements of the Church. Financial assets of other organizations may or may not be separate corporations under civil law and may or may not be under the control of the ELCA, however, each is an operating entity distinct from the Church, maintains separate accounts, carries on its own services and programs, and reports annually to its respective constituency.

Effective January 1, 2018, the Endowment Fund of the Evangelical Lutheran Church in America, along with the ELCA Foundation (ELCA Foundation), is a separately incorporated nonprofit corporation of business and the Churchwide Gift Annuity (CGA) program. The Church's beneficial interest in ORTE and CGA are included in the Church financial statements for the years ended January 31, 2021, and 2020. TUESHIP is a trust established by the ELCA and the Church in 2005. The trust's assets are held in trust for the benefit of the Church and are managed in accordance with applicable state regulations.

Basic of Consolidation. The accompanying financial statements have been prepared on the accrual basis of accounting.

To assure the concurrence of investments and restrictions placed on the use of resources available, the Church maintains its financial accounts in accordance with the principles and practices of fund accounting. The financial statements focus on the organization as a whole and present balances and transactions classified based upon the existence or absence of donor-imposed restrictions. Net assets, revenue, and expenses are reported in the financial statements and are classified into three asset classes based on these donor-imposed restrictions. A description of each net asset class follows:

Without Donor Restrictions. Net assets that are not subject to donor-imposed restrictions including the net value of investments, cash, and other assets that are not subject to donor-imposed restrictions include contributions and bequests without donor restrictions, contributions with donor restrictions and bequests whose donor-imposed restrictions were met during the fiscal year, and investment income from investments that are not subject to donor-imposed restrictions. These assets are reported as operations of the Church. Certain funds, generally held aside by Church Council action, function as endowments and are included in net assets without donor restrictions.

(Continued)

NOTE 1 - NATURE OF BUSINESS AND SIGNIFICANT ACCOUNTING POLICIES (Continued)

With Donor Restrictions. Net assets subject to donor-imposed restrictions that will be met either by actions of the Church or the passage of time. Items in this net asset category are contributions, bequests, and investment income whose use is limited to specific purposes by the donor. These amounts are recognized when such restrictions are met or when time restrictions have expired.

Also included are net assets that are subject to donor-imposed restrictions which require them to be maintained permanently by the Church. Items in this net asset category include gifts wherein donors have specified that the assets are to be held in perpetuity and are not to be expended. Assets in this category without donor restrictions or with donor restrictions primarily gifts for endowments and gifts solicited by the Church that will fund perpetual endowments.

Cash and Cash Equivalents. Cash and cash equivalents exclude investments in money market accounts, commercial paper, and other short-term investments with original maturities of three months or less from the date of purchase. Cash and cash equivalents used by the Church in managing its investments are reported in investments. The Church maintains cash balances at several financial institutions in excess of the insured limits provided by the Federal Deposit Insurance Corporation.

Beneficial Interest in Irrevocable Split-Interest Agreements, held by ELCA Foundation. The Church holds irrevocable split-interest agreements with donors. The donor provides the principal amount, which is referred to as split-interest agreements. These agreements are administered by the ELCA Foundation on behalf of the Church and other beneficiaries. The Church records the fair value of the beneficial interest as receivable and as revenue when occupation of the beneficial interest is received.

Beneficial Interest in Episcopal Trusts Administered by Outside Organizations. The Church has been granted a beneficial interest in various irrevocable trust accounts created under wills or deeds of trust. These trust accounts are administered and held by outside trustees. The Church records the fair value of the beneficial interest as receivable and as revenue when occupation of the beneficial interest is received.

Investments and Restricted Income, Gifts, and Loans. Investments are recorded at the value accepted for their cost and net asset investments, which are reported as contributions, are recorded at their cost. Investments in equity mutual funds, corporate and government obligations, term deposit accounts, and investments in pools. The cost of securities sold is based on either the specific-identification or average-cost method. The Church records the fair value of investments less as charges to net assets without donor restrictions in the statement of activities unless their use is restricted by explicit donor stipulations.

Depreciation, Furniture, Equipment and Dispositions. Property, furniture, and equipment are recorded at cost less accumulated depreciation to date. On an ongoing basis, the Church reviews long-lived assets for impairment whenever events or circumstances indicate that the carrying amount may be exceeded. Depreciation is provided over the following useful lives on a straight-line basis:

Building	50 years
Building improvements	10-25 years
Equipment	5-7 years
Furniture, fixtures and improvements	5-7 years
Travel improvements	Letter of length of use
Transportation	5+ years

(Continued)

EVANGELICAL LUTHERAN CHURCH IN AMERICA
 CHURCHWIDE ORGANIZATION
 NOTES TO THE FINANCIAL STATEMENTS
 January 31, 2021 and 2020

NOTE 1 - NATURE OF BUSINESS AND SIGNIFICANT ACCOUNTING POLICIES (Continued)

Funds Held for Others: Funds held for others consist of contributions received on behalf of and other resources held for other Lutheran organizations that are separate, nonconsolidated entities. The Church does not have any financial interest in these funds. The Church's share of the net assets of these funds, including earnings are distributed per the donor's specifications, but the corpus or principal are held in perpetuity or until a liability of the Church.

Deferred Revenue: Deferred revenue consists of funds received relating to subsequent periods. Additionally, the Church also recognizes its remainder interest in the assets received from donors under profit-sharing agreements and life income fund agreements as contribution revenue in the period in which the donor has received the asset. The Church also recognizes the amount of the portion for future revenue recognized as deferred revenue, representing the amount of the portion for future interest.

Vacation Pay: The Church recognizes vacation pay expense when earned by its non-unionized personnel. The liability for vacation pay of missionary personnel cannot be reasonably estimated, and such amounts are recognized when paid.

Revaluations and Expenses: Revenues are reported as increases in net assets without donor restrictions unless use of the related assets is limited by donor-imposed restrictions. Expenses are reported as decreases in net assets without donor restrictions. Gains and losses on investments and other assets are reported as increases or decreases in net assets without donor restrictions. Revaluations of net assets held for restricted purposes that have been fulfilled and/or the stipulated time period has elapsed are reported as reclassifications between applicable classes of net assets.

Contributed Support: Contributions including unconditional promises to give, are recognized in the period received. Conditional contributions are not recognized until the conditions on which they depend are met with the risk involved. Amortization of discount is recorded as additional contribution revenue in accordance with donor-imposed restrictions, if any, on the contributions.

Contributors received with donor-imposed restrictions are reported as revenue of the net asset class with donor restrictions as appropriate. Contributions of land, buildings, and equipment without donor-imposed restrictions concerning the use of such long-lived assets are reported as revenue of net assets without donor restrictions.

Services and Other Revenues: Revenues from separately incorporated activities and unincorporated activities supporting ministries for services provided by the Church (e.g., human resources, information technology, and other ministries) are reported as revenues of net assets without donor restrictions. Revenues from annual bazaars. These revenues are recognized throughout the year as these services are performed. Subscription revenue relates to publications and is recognized as the related publications are distributed. Registration revenue relates to events and is recognized as the events are held. Amounts paid for events that have not yet been held at January 31 are included in deferred revenues.

Income Tax: The Church has received a determination letter from the Internal Revenue Service indicating that the Church is a qualified religious organization under Section 501(c)(29) of the Internal Revenue Code. There were no significant unrelated business income activities during the years ended January 31, 2021 and 2020.

(Continued)

EVANGELICAL LUTHERAN CHURCH IN AMERICA
 CHURCHWIDE ORGANIZATION
 NOTES TO THE FINANCIAL STATEMENTS
 January 31, 2021 and 2020

NOTE 1 - NATURE OF BUSINESS AND SIGNIFICANT ACCOUNTING POLICIES (Continued)

Immediate and Indirect Effects: The ELCA follows guidance issued by the Financial Accounting Standards Board (FASB) with respect to accounting for uncertainty in income taxes. A tax position is recognized as a liability only if the likelihood of its being sustained is greater than 50%. The amount recognized is the largest amount of tax benefit that is more likely than not to be realized on examination. For tax positions not meeting the more likely than not test, no tax benefit is recorded.

The Church recognizes interest and penalties related to unrecognized tax benefits in interest and income tax expenses, respectively. The Church has no amounts accrued for interest or penalties as of January 31, 2021 and 2020.

Due to its tax-exempt status, the Church is not subject to U.S. federal income tax or state income tax. The Church is no longer subject to examination by U.S. federal or state taxing authorities for years before 2017. The Church does not expect the total amount of unrecognized tax benefits to significantly change in the next 12 months.

Use of Estimates: The preparation of financial statements in conformity with accounting principles generally accepted in the United States requires the use of estimates. The most significant estimates that affect the reported amounts of assets and liabilities and disclosures of contingent assets and liabilities at the date of the financial statements and the reported amounts of revenue and expenses during the reporting period. Actual results could differ from estimates.

Reclassifications: Certain amounts in the prior year financial statements have been reclassified, with no effect on net assets or change in net assets, to conform to the current year presentation.

Adoption of New Accounting Standards: During the year ended January 31, 2021, the Church adopted Accounting Standards Update (ASU) 2018-13, Fair Value Measurement (Topic 820): Disclosure Framework—Changes to the Disclosure Requirements for Fair Value Measurement issued by the Financial Accounting Standards Board. The update is intended to improve the effectiveness of disclosures related to fair value measurement.

Liabilities Assisting Collection: In February 2016, the FASB issued ASU 2016-02, Leases. The ASU affects financial statements of lessees with contracts or arrangements that are, or contain, leases. The ASU requires lessees to recognize a lease liability and a lease asset for leases that are not classified as operating leases under previous GAAP. This ASU is the recognition of lease assets and lease liabilities for leases that were classified as operating leases under previous GAAP. This ASU is effective for the Church's first year ended January 31, 2022. The Church has not yet implemented the ASU and is in the process of assessing the effect on the Church's financial statements.

(Continued)

EVANGELICAL LUTHERAN CHURCH IN AMERICA
 NOTES TO THE FINANCIAL STATEMENTS
 January 31, 2021 and 2020

NOTE 2 - ACCOUNTS RECEIVABLE

Included in accounts receivable at January 31, 2021 and 2020 were \$6,983,036 and \$6,407,234, respectively, relating to synods' contributions for mission support, world hunger appeal, global church sponsorship and other programs that have been collected subsequent to year end. Interest is not normally accrued on these receivables. Management reviews all off-balance sheet receivables for collectibility and determines whether any allowances for bad debts that have been established because management considers all accounts receivable to be collectible.

NOTE 3 - INVESTMENTS AND FAIR VALUE MEASUREMENTS

Investments at January 31, 2021 and 2020, consist of the following:

	2021	2020
State Treasuries	\$ 13,802,228	\$ 11,284,004
Fund Income Investments	11,120,818	11,400,800
U.S. Government Obligations	2,000,000	2,000,000
International Bonds	833,300	2,484,200
Equity Securities and Physical Assets (at fair value)	1,820,248	1,820,248
Investments held in trust for gifts	4,020,423	4,380,000
Gift and Loan Investments	1,000,000	1,000,000
	\$ 32,003,037	\$ 40,269,252

The following schedule summarizes the investment return reported in the statement of activities for the years ended January 31, 2021 and 2020:

	2021	2020
Investment Income	\$ 7,641,671	\$ 10,066,015
Investment Expenses	(8,796,523)	(8,780,207)
Investment Gain (Loss)	\$ (1,154,852)	\$ 1,285,808

The Church is a pass-through entity for investment income related to certain defined gift investments managed and distributed by an external financial institution. In relation to these investments, there were realized gains of approximately \$2,572 and \$10,000 respectively, on investments with donor restrictions for the years ended January 31, 2021 and 2020 with unrealized increases in certain liabilities reported. Also, unrealized gains of approximately \$19,239 and \$249,000, on these investments with offsetting charges in certain liabilities were reported for the years ended January 31, 2021 and 2020.

(Continued)

EVANGELICAL LUTHERAN CHURCH IN AMERICA
 NOTES TO THE FINANCIAL STATEMENTS
 January 31, 2021 and 2020

NOTE 3 - INVESTMENTS AND FAIR VALUE MEASUREMENTS (Continued)

Investments are reported at fair value except for certain equity securities and certain investments in real estate which are reported at cost. Investments carried at fair value consist primarily of corporate and government obligations, inflation-protected and high-yield securities and investments in ELCA Endowment Fund Pooled Trust.

Fair value is the price that would be received for an asset (or an exit price) in the principal or most advantageous market for the asset in an orderly transaction between market participants on the measurement date. Fair value is based on the assumptions that market participants would use in determining the price. Fair values of investments for which market prices are not readily available are determined based upon quoted market close prices for similar issues, dealer quotes, appraisals, or pricing models utilizing market-observable inputs from comparable securities.

The fair value hierarchy is based on maximizing observable inputs and minimizing unobservable inputs when measuring fair value. Three levels of inputs may be used to measure fair value.

- Level 1: Quoted prices (unadjusted) for identical assets in active markets that the Church has the ability to access as of the measurement date.
- Level 2: Significant other observable inputs other than Level 1 prices, such as quoted prices for similar assets, quoted prices in markets that are not active, or other inputs that are observable or can be corroborated by observable market data.
- Level 3: Significant unobservable inputs that reflect the Church's own assumptions that the market participants would use in pricing an asset.

In many cases, a valuation technique used to measure fair value includes inputs from multiple levels of the hierarchy and is categorized in this summary based on the lowest level of input that is significant to the fair value measurement.

(Continued)

EVANGELICAL LUTHERAN CHURCH IN AMERICA
CHURCHWIDE ORGANIZATION
NOTES TO THE FINANCIAL STATEMENTS
January 31, 2021 and 2020

NOTE 3 - INVESTMENTS AND FAIR VALUE MEASUREMENTS (Continued)

The Church's investments which are reported at fair value are valued using the following inputs and valuation techniques:

Equity mutual fund: The fair values of equity mutual fund investments reflect quoted prices on nationally recognized securities exchanges (Level 1 inputs).

Fixed income accounts: Fair values of U.S. Government securities reflect closing prices reported in the active markets in which the securities are traded (Level 1 inputs). Fair values of corporate bonds are determined based on quoted prices for similar instruments in active markets, quoted prices for identical or similar instruments in inactive markets, or fair values determined using discounted sources, such as industry yield curves and matrix pricing (Level 2 inputs - market approach).

Term investments: Demand accounts are estimated to approximate spot-account balances. The fair value of term investments is determined based on the current market price of the investments and the remaining term. No discounts for credit quality or liquidity were determined to be applicable. Term certificates have varying maturity dates, may be redeemed prior to maturity at the discretion of the Mission Investment Fund, and are subject to an early redemption penalty (Level 2 inputs - income approach).

Investments Held in Portfolio Pools: The underlying investments within the ELCA Endowment Fund are valued at the current market price of the securities in the Trust. The Church has the ability to make the investment with the ELCA Endowment Fund Pooled Trust at any time at the monthly per unit net asset value (NAV).

Beneficial interests in Trusts: The fair value of beneficial interests in trusts is determined based upon the Church's proportional interest in the fair value of the underlying trust assets. The underlying trust assets are readily marketable and have fair values which are determined by independent appraisers. The fair value of the underlying trust assets is determined based on the present value of future distributed income. The liquidation of these assets is contingent upon circumstances that are out of the Church's control and cannot be liquidated on a periodic basis (Level 3 inputs).

Beneficial interest in irrevocable split-interest agreements, held by the Church: The beneficial interest in these agreements are measured at the present value of future cash flows considering the expected timing of the cash flows. The fair value of these investments is determined using the agreement and the Church's ownership interest in the split-interest agreement (Level 3 inputs - income approach).

(Continued)

EVANGELICAL LUTHERAN CHURCH IN AMERICA
CHURCHWIDE ORGANIZATION
NOTES TO THE FINANCIAL STATEMENTS
January 31, 2021 and 2020

NOTE 3 - INVESTMENTS AND FAIR VALUE MEASUREMENTS (Continued)

The following table sets forth, by level within the fair value hierarchy, financial instruments owned, at fair value as of January 31, 2021 and 2020:

	2021	2020
Group which use:		
Fixed income securities	\$ 1,382,043	\$ 1,789,942
Equity mutual funds	15,234,018	15,234,018
Term investments	58,415,486	27,417,286
Beneficial interest in trusts	553,829	553,829
Beneficial interest in irrevocable split-interest agreements	23,288,000	50,165,022
Beneficial interest in portfolio pools	2,000,000	2,000,000
Beneficial interest in irrevocable split-interest agreements, held by the Church	1,184,543	1,184,543
Beneficial interest in irrevocable split-interest agreements, held by ELCA Endowment for value	1,024,200	1,024,200
Total	\$ 102,132,119	\$ 102,132,119
Group which use:		
Fixed income securities	\$ 1,382,043	\$ 1,789,942
Equity mutual funds	15,234,018	15,234,018
Term investments	58,415,486	27,417,286
Beneficial interest in trusts	553,829	553,829
Beneficial interest in irrevocable split-interest agreements	23,288,000	50,165,022
Beneficial interest in portfolio pools	2,000,000	2,000,000
Beneficial interest in irrevocable split-interest agreements, held by the Church	1,184,543	1,184,543
Beneficial interest in irrevocable split-interest agreements, held by ELCA Endowment for value	1,024,200	1,024,200
Total	\$ 102,132,119	\$ 102,132,119

Physical real estate investments, composed of land and buildings held by the Church at cost, was \$1,024,200 as of January 31, 2021 and 2020. Additionally, equity securities, composed of closely held stock held by the Church at cost of \$1,184,543 as of January 31, 2021 and 2020 was not included in the fair value tables above.

(Continued)

EVANGELICAL LUTHERAN CHURCH IN AMERICA
 NOTES TO THE FINANCIAL STATEMENTS
 January 31, 2021 and 2020

NOTE 3 - INVESTMENTS AND FAIR VALUE MEASUREMENTS (Continued)

The table below sets forward balances for Level 3 beneficial interest in perpetual trusts from February 1, 2019, through January 31, 2021:

Balance as of February 1, 2019	\$ 19,357,188
Unrealized gains	9,793
Funds held for others	450,865
Outside trusts held in perpetuity	19,817,946
Balance as of January 31, 2020	20,626,792
Unrealized gains	10,228
Funds held for others	233,225
Outside trusts held in perpetuity	20,870,245
Balance as of January 31, 2021	\$ 20,881,207

The table below sets forward balances for Level 3 beneficial interest in split-interest agreements from February 1, 2019, through January 31, 2021.

Balance as of February 1, 2019	\$ 16,528,317
Increase in beneficial interest resulting from	
- transfer of trust assets and liabilities	2,436,119
Balance as of January 31, 2020	18,964,436
Increase in beneficial interest resulting from	
- transfer of trust assets and liabilities	286,618
Balance as of January 31, 2021	\$ 19,251,054

Subsidiary Endowment for Achieving Objectives of ELCA Endowment Fund Pooled Trust: Investments held in endowment funds are stated at fair value. All such endowment funds are classified by the Church as Level 3 investments. The Church's investment manager is the ELCA Endowment Fund Pooled Trust (EPFT) administered under the terms of a Trust by its Trustee.

The EPFT investment objective is to provide participants with a stable stream of distributable investment income. The EPFT is invested in a diversified portfolio that places an emphasis on equity-based and fixed income investments selected in accordance with the criteria of social responsibility that is consistent with the values and programs of the ELCA.

(Continued)

EVANGELICAL LUTHERAN CHURCH IN AMERICA
 NOTES TO THE FINANCIAL STATEMENTS
 January 31, 2021 and 2020

NOTE 3 - INVESTMENTS AND FAIR VALUE MEASUREMENTS (Continued)

The total asset allocation ranges are 22% to 32% in U.S. equity securities, 20% to 35% in Non-U.S. equity securities, 4% to 14% in investment grade fixed income securities, 0.0% to 10.0% in high yield fixed income securities, 0% to 10% in global real estate securities, 0% to 8% in hedge funds, 0% to 6% in infrastructure, 0% to 20% in private markets and 0% to 10% to U.S. inflation-indexed securities, with the balance in cash and cash equivalents.

Overweight interests in the EPFT are initially assigned through utilization of participants' investment preferences. The EPFT's investment manager may also purchase and sell securities and other investments of units allocated to participants' additional dollars placed in the EPFT, and to value withdrawals from the pool. Distributions from the pool are first made from dividend and interest income and, net realized gains. If distributions exceed the actual dividend, interest, and realized gains, the excess is distributed first from accumulated undistributed earnings and gains, then from capital.

Quarterly distributions from the EPFT are made at a rate established annually by the Trustee of the EPFT that reduces the Trustee's estimation of anticipated returns on the EPFT and anticipated earnings on the EPFT to 5.0% through 6.0% each year. Each year, the EPFT's investment manager will determine the average rate of return for the five preceding years. The rate established for 2021 is 4%.

NOTE 4 - MORTGAGES AND NOTES

Mortgages, notes, and contracts to deed as of January 31, 2021 are summarized as follows:

Interest	2021	2020
	\$	\$
	260,000	300,000

Partnership support loans to congregations:

There is one segment and one class in this portfolio. Prospective support loans to congregations relate to Redeemly Support grants, which are loans for new starts, strategic renewal and transformation. Congregations that receive these grants sign a covenant where they agree to return the funds to the congregation that receives these grants sign a covenant.

Contingencies of Church EPF: There are no contingencies with the mortgage notes as of January 31, 2021 and 2020. The Church does not believe that an allowance is necessary for these mortgage notes. If a congregation decides to leave and is not able to pay the full amount received, the Church provides the opportunity for them to repay in installments.

NOTE 5 - OVERSEAS CHURCH CONSTRUCTION LOANS

Overseas church construction loans bear interest at rates ranging from 2% to 5% and mature at various dates through October 15, 2029. The balances of overseas church construction loans outstanding as of January 31, 2021 and 2020 is \$532,210 and \$508,235, respectively.

(Continued)

EVANGELICAL LUTHERAN CHURCH IN AMERICA
CHURCHWIDE ORGANIZATION
NOTES TO THE FINANCIAL STATEMENTS
January 31, 2021 and 2020

NOTE 5 - OVERSEAS CHURCH CONSTRUCTION LOANS (Continued)

Concentration of Credit Risk. The loan portfolio consists of one segment and one class. The Church's overseas lending activities are primarily conducted with companion churches. Loans receivable are categorized by geographic region. The following table summarizes the Church's credit risk by region for 2021 and 2020. There was no amount past due for a period greater than one year. The following is a summary of notes by region for the years ended January 31.

	2021	2020
Africa	\$ 249,232	\$ 112,262
Latin America/Caribbean	945,978	387,362
Total overseas construction loans	\$ 1,195,210	\$ 500,210

NOTE 6 - PROPERTY, FURNITURE, AND EQUIPMENT

Property, furniture, and equipment are recorded at cost less accumulated depreciation. Details relating to these assets as of January 31, 2021 and 2020 is presented below.

	2021	2020
Land	\$ 13,000	\$ 130,000
Buildings and improvements	51,844,595	51,594,266
Furniture and equipment	14,558,070	12,947,598
Work in progress	152,820	1,227,828
Less accumulated depreciation	(48,604,280)	(43,155,820)
Totals	\$ 21,046,205	\$ 22,742,420

Depreciation expense for the years ended January 31, 2021 and 2020 was \$2,483,277 and \$2,488,004, respectively.

NOTE 7 - SPLIT-INTEREST AGREEMENTS

Charitable Gift Annuities. Charitable gift annuities are arrangements between a donor and the Church in which the donor contributes assets to the Church in exchange for a promise by the Church to pay a fixed amount for the life of the donor or other individuals designated by the donor. Due to state insurance laws, the Church's split-interest agreements are not recognized as insurance contracts. An annuity payment liability is recognized for the present value of future cash flows expected to be paid to the donor or to the designated beneficiaries. The liability is measured using the actuarial tables published by the IRS. The 2012 IAR tables are used to calculate the life expectancies of the annuity beneficiaries. At the death of the donor or designated individual, the book value of the contract is distributed to the Church or related organization either with or without donor restricted use depending upon the donor restrictions.

(Continued)

EVANGELICAL LUTHERAN CHURCH IN AMERICA
CHURCHWIDE ORGANIZATION
NOTES TO THE FINANCIAL STATEMENTS
January 31, 2021 and 2020

NOTE 7 - SPLIT-INTEREST AGREEMENTS (Continued)

Endowment Income and Life Income Contracts. Donors contribute assets to an investment pool and are assigned a specific number of units based on the proportion of the fair value of their contribution to the total value of the investment pool. The units are sold to the donor or designated beneficiary upon the donor's death. The donor or designated beneficiary is paid the actual ordinary income earned on the donor's units. Required gains or losses are added to each unit's principal. Upon the donor's death, the value of the units is released to the Church or a related organization to be used as specified by the donor.

The contributed assets are recorded at fair value. A contribution is recorded at the fair value of the assets discounted for the estimated time period until the donor's death. The appropriate risk adjusted rate at the time of contribution is used to determine the present value of the assets. The amount of the contribution is recorded as deferred revenue, representing the amount of the discount for future revenue.

A summary of recorded amounts related to these arrangements as of January 31, 2021 and 2020, is set below:

	2021		2020	
	Deferred Revenue	Accrued Payable	Deferred Revenue	Accrued Payable
Charitable remainder annuity trusts	\$ -	\$ -	\$ -	\$ 286,161
Charitable remainder trusts	-	1,578,894	-	2,216,042
Charitable gift annuities	-	4,660,027	-	6,723,700
Pooled income funds	497,382	-	470,334	-
Life income funds	52,123	-	53,304	-
Life income annuities	86,676	-	89,676	-
Totals	\$ 636,181	\$ 6,138,120	\$ 622,314	\$ 9,327,902

Adjustments to the liability to reflect amortization of the discount and changes in actuarial assumptions are recognized with the statements of activities as a change in the value of split-interest agreements in trust assets and other institutions.

NOTE 8 - RELATED-PARTY TRANSACTIONS

The ELCA Churchwide Organization is the beneficiary of endowment, trust and annuity accounts with a fair value of \$48,377,732 and \$40,764,228 at January 31, 2021 and 2020. These are managed by the ELCA Foundation.

The Church had a net receivable due from related organizations in the amount of \$4,884,938, at January 31, 2021, and a net payable due to related organizations in the amount of \$1,344,038 at January 31, 2020. The 2021 and 2020 net receivable and net payable are related to ELCA Churchwide Organization's Charitable Gift Annuities. Other by contract relates to service level agreements between the Church and certain affiliated organizations for building space, accounting and management services performed on their behalf.

(Continued)

EVANGELICAL LUTHERAN CHURCH IN AMERICA
NOTES TO THE FINANCIAL STATEMENTS
January 31, 2021 and 2020

NOTE 9 - DEFINED-CONTRIBUTION PENSION PLAN

Substantially all active employees of the Church are enrolled in the noncontributory defined-contribution pension plan administered by Perforco Benefit Services. The employer contributions to the plan for the years ended January 31, 2021 and 2020 were \$3,085,409 and \$3,850,820, respectively. All contributions to the plan are funded on a current basis.

NOTE 10 - PENSION AND POST-RETIREMENT MEDICAL BENEFITS

Qualified Medical Benefits: Members with service in a predecessor organization may be eligible to receive a post-administered health contribution subsidy from Perforco Benefit Services and in some cases a monthly reimbursement of their 50% (Medicare Part B) premiums. These subsidies are expressed as a percentage of the member's salary and are subject to the terms of the plan. Approximately 5,400 active or retired members and spouses are eligible or potentially eligible for these subsidies.

These post-retirement medical subsidies are funded through trust funds set aside for that purpose. The trust funds are held and reported by Perforco; additional contributions are made by ELCA entities pursuant to a funding agreement with Perforco and participating employers. The full actuarial valuation of the trust funds as of January 31, 2021 and 2020 was \$27,458,000 and \$30,345,000, as well as Estimated Post-Retirement Benefit Obligation (EPRO) as actuarial liabilities of approximately \$80,293,000 and \$82,258,000 at December 31, 2020 and 2019, respectively.

The Church contributed \$917,718 and \$2,000,000 during the fiscal years ended January 31, 2021 and 2020, respectively, to fund the post-retirement health care benefit. No additional funding in the future is expected at this time based on current projections.

NOTE 11 - LEASES

Operating Leases: The Church leases certain office facilities and equipment under various operating leases. The facilities leases typically provide for renewal options and include escalator clauses based on increases in real estate taxes and operating expenses. Total net expenses for operating leases was approximately \$38,520 and \$24,825 for the years ended January 31, 2021 and 2020, respectively.

Minimum annual rental commitments under non-cancelable leases for the years ending January 31 are as follows:

	Office Facilities	Office Equipment	Total
2021	\$ 205,396	\$ 64,504	\$ 269,900
2022	205,398	109,189	314,587
2023	194,787	108,787	303,574
2024	231,256	108,795	340,051
2025	—	72,792	72,792
Total	\$ 736,736	\$ 464,867	\$ 1,201,603

(Continued)

EVANGELICAL LUTHERAN CHURCH IN AMERICA
NOTES TO THE FINANCIAL STATEMENTS
January 31, 2021 and 2020

NOTE 12 - COLLECTIONS

The Church's art collections, which were acquired through purchases and donations, are not recognized as assets on the statement of financial position. The collections represent a wide variety of art mediums: calligraphy, stitching, etching, dry-point engraving, linocut, linoleum, oil, paper/pencil-on-canvas, stained glass, watercolor, and woodcut. The Church is committed to sharing the collections with the public and has made donor restrictions in the year in which the items are acquired. Contributed collection items, if any, are not reflected on the financial statements. Proceeds from de-accessions or insurance recoveries, if any, are reflected at increases in the appropriate net asset class.

NOTE 13 - LINE OF CREDIT

At January 31, 2021 and 2020, the Church had a \$10,000,000 unsecured and uncommitted line of credit with no limitation date, interest on outstanding borrowings is charged at the greater of: (i) the bank's prime commercial rate plus 1.00% or (ii) the quoted national future rate in the secondary market plus 1.50%, or 3.75% (whichever is lower) for the term of the line of credit. The line of credit was outstanding under the line of credit at January 31, 2021, 2021 and 2020, or during the years that ended.

NOTE 14 - CONCENTRATIONS OF RISK

The Church's primary source of revenue are contributions from synods. The synod contributions are computed on a regional basis. The following is a summary of the contributions by synod in each of the regions during the years ended January 31:

	2021	2020
Region 1 - Midwest	\$ 2,081,499	\$ 2,198,171
Region 2 - Southwest	3,030,872	3,813,365
Region 3 - Northwest Midwest	6,795,196	8,862,431
Region 4 - Midwest	8,810,095	9,745,680
Region 5 - Southwest Midwest	3,878,531	3,792,989
Region 7 - Midwest	3,869,002	4,258,011
Region 8 - East	3,733,389	4,086,462
Region 9 - Southeast	4,627,793	4,839,320
Total synod mission support	\$ 40,737,461	\$ 42,899,109

(Continued)

EVANGELICAL LUTHERAN CHURCH IN AMERICA
CHURCHWIDE ORGANIZATION
NOTES TO THE FINANCIAL STATEMENTS
January 31, 2021 and 2020

NOTE 15 - NET ASSETS RELEASED FROM RESTRICTIONS

Net assets that were released from donor restrictions by incurring expenses satisfying the restricted purpose or by occurrence of other events specified by donors were as follows during the years ended January 31:

	2021	2020
Satisfaction of program restrictions:		
World Hunger	\$ 20,111,613	\$ 19,272,884
Disaster Relief	12,083,189	16,444,201
Domestic Mission	1,158,796	938,989
Global Mission	2,688,975	2,077,899
Office of the Presiding Bishop	75,422	304,499
Other programs	9,395,120	7,374,369
Satisfaction of program restrictions	45,442,945	40,817,270
Income expended from investments held in perpetuity	3,883,044	4,351,479
Total release from restriction	\$ 49,325,989	\$ 45,168,749

NOTE 16 - NET ASSETS WITHOUT DONOR RESTRICTIONS

Net assets without donor restrictions consist of the following at January 31:

	2021	2020
General	\$ 71,514,046	\$ 60,310,949
Funds functioning as endowment (note 1b)	30,653,973	27,500,421
Furniture, fixtures, equipment, and building (note 6)	21,045,283	22,742,420
	\$ 123,213,302	\$ 110,553,790

(Continued)

EVANGELICAL LUTHERAN CHURCH IN AMERICA
CHURCHWIDE ORGANIZATION
NOTES TO THE FINANCIAL STATEMENTS
January 31, 2021 and 2020

NOTE 17 - NET ASSETS WITH DONOR RESTRICTION

Net assets with donor restrictions are available for the following purposes or periods at January 31:

	2021	2020
Program-restricted:		
Disaster Relief	\$ 21,968,433	\$ 25,548,716
World Hunger	10,107,049	7,226,737
Disaster Relief	885,161	1,046,324
Domestic Mission	7,000,000	6,000,000
Global Mission	9,285,564	8,026,662
Mission Advancement	2,848,777	3,930,636
Other Programs	2,152,990	2,297,973
	54,331,113	58,268,084
Time-restricted, expirable in subsequent years	137,763,810	115,739,781
	192,094,923	174,007,865
Investments in perpetuity, the income from which is expendable	197,797,817	192,379,814
Deferred gifts that will provide proceeds upon death of annuitant for a permanent endowment	9,843,950	9,619,403
Hold-up life insurance policies that will provide proceeds upon death of insured for permanent endowments	2,348,312	2,140,728
	209,989,142	204,149,016
Total net assets with donor restriction	\$ 402,084,065	\$ 378,146,881

NOTE 18 - ENDOWMENT FUNDS

Intaglietta of Foresters Trust: The Uniform Prudent Management of Institutional Funds Act (UPMIFA) mandates the laws governing a not-for-profit organization's investment and management of donor-restricted assets. The Trust is a trust established by the donor and the Church. The Trust is managed by a trustee designated to manage the Church's endowment trust established UPMIFA. As a result, the Trust is subject to the preservation of the historic dollar value of the original gift of donor-restricted endowment funds, absent any donor stipulations to the contrary. As a result of this interpretation, the Church has chosen to classify the Intaglietta of Foresters Trust as a permanent endowment. The original value of the endowment is \$1,000,000. (b) The original value of subsequent gifts to the permanent endowment, and (c) accumulations to the permanent endowment made in accordance with the direction of the applicable donor gift instrument at the time the accumulation is added to the fund.

(Continued)

EVANGELICAL LUTHERAN CHURCH IN AMERICA
 NOTES TO THE FINANCIAL STATEMENTS
 JANUARY 31, 2021 and 2020

NOTE 19 - ENDOWMENT FUNDS (Continued)

In accordance with accounting principles governing not-for-profit organizations subject to an amended version of UPMIFA, the portions of donor-restricted endowments not classified as net assets with donor restrictions are classified as net assets with donor restrictions until appropriated for expenditure. Realized and unrealized gains and losses on investments and other assets with donor restrictions are being recognized in net assets with donor restrictions until sold or otherwise disposed of in accordance with the net proceeds process upon death of the grantor for a permanent endowment.

The Church maintains an all assets without donor restrictions or donor-restricted investment funds where donor stipulation allows for the release of such funds according to an event or time restriction. In the absence of donor stipulations to the contrary, losses on the investment of such a donor-restricted endowment fund reduce net assets with donor restrictions to the extent that the donor-imposed temporary restriction expires or lapses. Losses on investments are recognized as a reduction of net assets without donor restrictions.

There were no funds for which the fair value of the assets held was less than the fund restricted by donor restrictions as of January 31, 2021, and 2020. During the year ended January 31, 2020, \$30,659,973 and \$27,509,421 were reported in net assets without donor restrictions. During the year, \$4,114,507 and \$4,635,622 has been released from net assets with donor restrictions to net assets without donor restrictions.

Endowment Stipulation Pooled: Endowment pool distributions are made quarterly at a rate established annually by the Trustee. The distribution rate reflects the Trustee's consideration of the anticipated return on the investments of the Trust. The distribution rate for the years ended January 31, 2021 and 2020 were 4%, respectively, and is normally less than the anticipated total return of the Trust. The distribution unit value is equal to the average of the unit value on December 31 of the five preceding years multiplied by the annual distribution rate.

Earnings in excess of the distribution rate are allocated among the endowment accounts in proportion to the number of units assigned to each account as undistributed earnings. If the quarterly distribution exceeds the net assets with donor restrictions, the excess is distributed to the net assets without donor restrictions from accumulated undistributed earnings. At January 31, 2021, 20 of 1039 accounts had accumulated undistributed earnings.

In consideration of donor request or intent, certain donor-restricted endowments are invested through endowments held outside of the Trust. Investment income is distributed or reinvested according to the donor-imposed restrictions for the usage of endowment distributions.

(Continued)

EVANGELICAL LUTHERAN CHURCH IN AMERICA
 NOTES TO THE FINANCIAL STATEMENTS
 JANUARY 31, 2021 and 2020

NOTE 19 - ENDOWMENT FUNDS (Continued)

Endowment Investment Pooled: The Trust's investment objective is to provide a stable stream of investment income with long-term capital appreciation, while assuming a moderate level of investment risk. In accordance with guidelines approved by the Trustee, the Trust's assets are invested in a manner that is intended to produce results that exceed the investment's benchmark by 40 basis points over rolling five-year periods. Actual results to any given year may vary from this objective.

Certain donor-restricted endowments that are held outside of the Trust are generally invested in term securities that provide interest income and preserve principal amounts while assuming a low level of investment risk.

Net asset composition by type of endowment fund as of January 31, 2021 and 2020:

	2021		Total
	Without Donor Restrictions	With Donor Restrictions	
Donor-restricted funds*	\$ -	\$ 338,317,338	\$ 338,317,338
Funds functioning as endowment	\$ 30,659,973	-	\$ 30,659,973
	\$ 30,659,973	\$ 338,317,338	\$ 368,977,309
	2020		Total
	Without Donor Restrictions	With Donor Restrictions	
Donor-restricted funds*	\$ -	\$ 306,915,742	\$ 306,915,742
Funds functioning as endowment	\$ 27,509,421	-	\$ 27,509,421
	\$ 27,509,421	\$ 306,915,742	\$ 334,425,163

* With the exception of certain investments held by outside trusts, Church net assets with donor restrictions are based on the historic dollar value of donor-deduplicated net assets with donor restrictions.

(Continued)

EVANGELICAL LUTHERAN CHURCH IN AMERICA
 NOTES TO THE FINANCIAL STATEMENTS
 January 31, 2021 and 2020

NOTE 21 - LIQUIDITY AND AVAILABILITY

The Church's financial assets available within one year of the statement of financial position date for general expenditure are as follows:

	2021	2020
Cash and cash equivalents	\$ 45,970,823	\$ 42,183,041
Operating investments	52,832,772	52,829,372
	\$ 98,803,595	\$ 95,012,413

As part of the Church's liquidity management, the Church invests a portion of its financial assets in be fixed income investments. The Church's investments are primarily in fixed income investments with a maturity of 2021 and 2020. While the Church does not have any intention of liquidating the board designated investments and they are not currently available for general expenditure, these funds could be made available for Church related purposes.

NOTE 22 - PAYCHECK PROTECTION PROGRAM LOAN (NOTES PAYABLE)

As a result of the economic uncertainty stemming from the impact of the COVID-19 pandemic, in April 2020, the Church received a Paycheck Protection Program (PPP) loan in the principal amount of \$1,000,000. The loan is guaranteed by the U.S. Small Business Administration (SBA) and bears an interest rate of 1% per annum and requires equal monthly payments of principal commencing August 16, 2021 through the contractual maturity date of April 15, 2022.

Under the terms of the Paycheck Protection Program, a PPP loan provides for conditional forgiveness if the Church utilizes the loan proceeds on admissible expenses, including qualifying payroll, rent, and utility expenses, and maintains employment and compensation levels for a specified period of time. Although the Church has not yet received a final determination from the SBA regarding the forgiveness of the loan, upon the SBA's determination, the Church's position is that the current economic uncertainty will make the loan request necessary to support ongoing operations and the loan proceeds were used for admissible expenses if the Church is able to determine to have violated the provisions of the Payroll Protection Program. The Church may be required to repay the PPP loan in its entirety and/or subject to additional penalties.

The Church has elected to account for its PPP loan in accordance with ASC 470 and ASC 450. Under ASC 470, the Church has elected to account for the PPP loan as a loan with a deferral period. The Church recognized an increase upon repayment of the loan balance or upon legal release. At January 31, 2021, the Church has not repaid the loan balance and there has been no legal release and, therefore, the loan is classified as a liability. The Church has not yet received a final determination from the SBA regarding the forgiveness of the loan which subject to meet these conditions and apply for forgiveness during the year ending January 31, 2022.

On July 27, 2021, the Church received notification that the United States Small Business Administration has approved the Church's application for forgiveness of the PPP loan. The amount of the loan that was approved is \$1,000,000. The income from this loan forgiveness will be recognized in the year ended January 31, 2022.

(Continued)

EVANGELICAL LUTHERAN CHURCH IN AMERICA
 NOTES TO THE FINANCIAL STATEMENTS
 January 31, 2021 and 2020

NOTE 23 - PAYCHECK PROTECTION PROGRAM LOAN (NOTES PAYABLE) (Continued)

A rapid strain of coronavirus has surfaced and spread across the world, with resulting business and social disruption. The coronavirus was declared a Public Health Emergency of International Concern by the World Health Organization on January 30, 2020. The operations and business results of the Church could be impacted as a result of the coronavirus. The Church has not yet received a final determination from the SBA regarding the forgiveness of the loan which subject to meet these conditions and apply for forgiveness during the year ending January 31, 2022. Future developments are highly uncertain and cannot be predicted, including new information which may emerge concerning the severity of the coronavirus and the actions and the actions required to contain the coronavirus or limit its impact, among others.

NOTE 23 - SUBSEQUENT EVENTS

Management has performed an analysis of the activities and transactions subsequent to January 31, 2021, to determine if there are any adjustments to audit disclosures within the audited financial statements for the year ended January 31, 2021. Management has performed the analysis through December 30, 2021, and no adjustments were deemed necessary. Adjustments subsequent to this date have not been evaluated by management.

Appendix C: Audited Financial Statements of the ELCA Churchwide Organization for the Fiscal Year Ended January 31, 2022

EVANGELICAL LUTHERAN CHURCH IN AMERICA
CHURCHWIDE ORGANIZATION
FINANCIAL STATEMENTS
January 31, 2022 and 2021

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EVANGELICAL LUTHERAN CHURCH IN AMERICA
CHURCHWIDE ORGANIZATION
FINANCIAL STATEMENTS
January 31, 2022 and 2021





Crowe LLP
111 W. Wacker Drive, 18th Fl.
Chicago, IL 60601

INDEPENDENT AUDITOR'S REPORT

The Church Council
Evangelical Lutheran Church in America
Churchwide Organization

Opinion

We have audited the financial statements of the Churchwide Organization of the Evangelical Lutheran Church in America for the years ended January 31, 2022 and 2021, and the related statements of activities, and cash flows for the years then ended, and the related notes to the financial statements.

In our opinion, the accompanying financial statements present fairly, in all material respects, the financial position of the Church as of January 31, 2022 and 2021, and the changes in its net assets and its cash flows for the years then ended in accordance with accounting principles generally accepted in the United States of America.

Basis for Opinion

We conducted our audits in accordance with auditing standards generally accepted in the United States of America (GAAS). Our responsibilities under those standards are further described in the Auditors' Responsibilities for the Audit of the Financial Statements section of our report. We are required to be independent of the Church and to meet all other ethical responsibilities in accordance with the relevant professional codes of conduct applicable to our practice. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our audit opinion.

Emphasis of Matter

As discussed in Note 1, the financial statements being presented are only for the Churchwide Organization of the Evangelical Lutheran Church in America and do not include the assets, liabilities and net assets, and cash flows of the Churchwide Organization of the Evangelical Lutheran Church in America, or the accounts of the other organizations of the Evangelical Lutheran Church in America. Accordingly, the accompanying financial statements are not intended to present the financial position of the entire Evangelical Lutheran Church in America as of January 31, 2022 and 2021, or the change in its net assets for the years then ended. Our opinion is not intended to be construed as an opinion on the financial statements of the United States of America. Our opinion is not modified with respect to this matter.

Responsibilities of Management for the Financial Statements

Management is responsible for the preparation and fair presentation of the financial statements in accordance with accounting principles generally accepted in the United States of America, and for the design, implementation, and maintenance of adequate internal control that may reduce the risk of material misstatement of financial statements that are free from material misstatement, whether due to fraud or error.

In preparing the financial statements, management is required to evaluate whether there are conditions or events, considered in the aggregate, that raise substantial doubt about the Churchwide Organization's ability to continue as a going concern for one year from the date the financial statements are available to be issued.

Auditor's Responsibilities for the Audit of the Financial Statements

Our objectives are to obtain reasonable assurance about whether the financial statements as a whole are free from material misstatements, whether due to fraud or error, and to issue an auditor's report that includes our opinion. Reasonable assurance is not a guarantee that an audit conducted in accordance with GAAS will always detect a material misstatement when it exists. The risk of not detecting a material misstatement resulting from fraud is higher than for one resulting from error, as fraud may involve collusion, forgery, intentional omissions, and other actions designed to circumvent internal control. In addition, the detection of fraud often requires a substantial likelihood that, individually or in the aggregate, they would influence the judgment, made by a reasonable user based on the financial statements.

In performing an audit in accordance with GAAS, we:

- Exercise professional judgment and maintain professional skepticism throughout the audit.
- Identify and assess the risks of material misstatement of the financial statements, whether due to fraud or error, that may be material to the Churchwide Organization. Such risks include examining, on a test basis, evidence regarding the amounts and disclosures in the financial statements.
- Obtain an understanding of internal control relevant to the audit in order to design audit procedures that are appropriate in the circumstances, but not for the purpose of expressing an opinion on the effectiveness of the Churchwide Organization's internal control. Accordingly, no such opinion is expressed.
- Evaluate the appropriateness of accounting policies used and the reasonableness of significant financial statements estimates and related disclosures made by management, as well as evaluate the overall presentation of the financial statements.
- Conclude whether, in our judgment, there are conditions or events, considered in the aggregate, that raise substantial doubt about the Churchwide Organization's ability to continue as a going concern for a reasonable period of time.

We are required to communicate with those charged with governance regarding, among other matters, the planned scope and timing of the audit, significant audit findings, and certain internal control-related matters that we identified during the audit.

Crowe LLP
Crowe LLP

Chicago, Illinois
July 29, 2022

(Continued)

EVANGELICAL LUTHERAN CHURCH IN AMERICA
CHURCHWIDE ORGANIZATION
STATEMENTS OF FINANCIAL POSITION
January 31, 2022 and 2021

	2022	2021
ASSETS		
Cash (net) (with liabilities)	\$ 18,512,968	\$ 45,070,813
Accounts receivable (Note 2)	8,304,215	8,309,383
Prepaid insurance	13,074	202,952
Investments (Note 3)	53,972,722	53,972,722
Investments (Note 3)	525,089,347	525,089,347
Prepaid expenses and other assets	7,700,918	8,164,207
Intangibles and other (Note 4)	109,110	250,262
Prepaid church liquidation loans (Note 5)	18,252,092	592,210
Prepaid church liquidation loans (Note 5)	38,252,114	3,049,284
Banknotes received from insurance companies (Note 6)	19,871,091	19,841,051
Banknotes received from insurance companies (Note 6)	21,750,945	20,981,297
Total assets	\$ 123,546,274	\$ 456,846,324
LIABILITIES AND NET ASSETS		
LIABILITIES		
Accounts payable	\$ 2,190,699	\$ 1,959,407
Accrued interest	2,249,877	2,249,877
Deferred contributions (Note 7)	3,259,991	3,259,991
Accrued liabilities	7,549,402	7,549,402
Accrued pension (Note 8)	3,889,371	8,598,130
Trade payable (Note 2)	7,500,000	7,500,000
Due to churchwide assembly (Note 9)	8,230,000	8,230,000
Prepaid for others in capacity (Note 1)	107,977,028	401,847,284
Total liabilities	125,652,368	421,336,120
NET ASSET		
Without donor restrictions (Note 10)	\$ 43,883,022	\$ 125,509,204
With donor restrictions (Note 11)	4,100,000	4,100,000
From the asset	749,524,252	327,237,120
Total liabilities and net assets	\$ 782,556,276	\$ 656,646,074

See accompanying notes to financial statements.

EVANGELICAL LUTHERAN CHURCH IN AMERICA
CHURCHWIDE ORGANIZATION
STATEMENTS OF ACTIVITIES
Years ended January 31, 2022 and 2021

	2022	2021
	Without Donor Restrictions	With Donor Restrictions
Contributions made and support	\$ 40,919,122	\$ 40,815,722
Grants from support (Note 1)	1,897,684	2,056,715
Special Dutch assistance	14,371,460	14,271,460
Other income	4,381,228	3,867,766
Disbursements at program	4,079,101	4,020,886
Disbursements at administrative	47,747	194,453
Depreciation and other	3,823,008	3,222,222
Other gifts	2,389,239	2,029,013
Total contributed income	82,030,114	85,913,112
Other income	1,517,843	1,814,207
SPIC office revenue	454,762	484,762
Interest on investments	102,288	296,892
Income tax refund	1,381,611	3,471,611
Gain on sale of building (Note 4)	8,099,314	3,696,714
Loss (expense) income	15,297,422	183,339
Total other income	15,297,422	13,963,026
Net assets received from supporters	97,327,536	99,876,138
Disbursement of expenses (Note 1)	41,824,106	148,924,106
Disbursement of expenses (Note 1)	44,085,794	44,085,794
Net assets disbursement (Note 1)	86,909,900	193,009,900
Total operating expense and support	116,222,312	111,132,560
Operating expenses		
Costs of Community Leadership	\$ 4,381,228	\$ 4,381,228
Office and salary	4,100,000	4,100,000
Other expenses	1,068,656	1,068,656
Programs and Publishing (Note 1)	1,422,998	1,422,998
SPIC office expense	403,848	403,848
Disbursement made to supporters (Note 1)	75,236,982	75,236,982
Total expenses (Note 1)	82,603,692	86,643,692
Change in net assets	10,705,224	7,042,578
Net assets at beginning of year	86,622,312	89,833,560
Net assets at end of year	97,327,536	96,876,138

(Continued)

EVANGELICAL LUTHERAN CHURCH IN AMERICA
 CONFERENCE OF MINISTERS
 STATEMENTS OF ACTIVITIES
 Years ended January 31, 2022 and 2021

	2022		2021	
	Without Center Substructure	Total	Without Center Substructure	Total
Operating revenues (continue)				
Management and grants	\$ 1,453,804	\$ 4,168,384	\$ 2,671,614	\$ 7,297,614
Office of the Secretary	9,882,394	9,882,394	9,225,046	9,225,046
Office of the Secretary	9,447,416	9,447,416	4,275,888	4,275,888
Office of Development	1,100,000	1,100,000	1,100,000	1,100,000
Office of the Secretary	22,401,026	22,401,026	19,114,928	19,114,928
Churchwide				
Development	2,314,666	3,114,666	3,114,666	3,114,666
Churchwide	3,319,062	3,319,062	3,114,666	3,114,666
Total operating revenues	101,033,729	101,033,729	107,184,328	107,184,328
Net operating revenues and related expenses	19,427,289	19,427,289	17,914,604	17,914,604
Non-recurring transactions	742	742	2,944,293	2,944,293
Equipment contributions	2,116,282	2,116,282	19,698,399	19,698,399
Change in value of investments			77,314,194	77,314,194
Change in value of assets in transit			1,028,844	1,028,844
Total non-recurring transactions	2,116,282	2,116,282	80,935,630	80,935,630
Change in net assets	21,543,571	21,543,571	98,850,234	98,850,234
Net assets at beginning of year	123,222,215	123,222,215	68,204,342	68,204,342
Net assets at end of year	144,765,786	144,765,786	167,054,576	167,054,576

See accompanying notes to financial statements.

EVANGELICAL LUTHERAN CHURCH IN AMERICA
 CONFERENCE OF MINISTERS
 STATEMENTS OF ACTIVITIES
 Year ended January 31, 2021

	2021	
	Without Center Substructure	Total
Operating revenues and support:		
Contributions	\$ 40,737,461	\$ 40,737,461
Special mission support (FICA, MA)	12,266,443	12,266,443
Office of the Secretary	2,116,407	2,116,407
Office of Development	8,546,438	8,546,438
Disaster response	1,354,468	1,354,468
Delivered gifts contributions	2,450,000	2,450,000
Mission and ministry funds	2,490,506	2,490,506
Evangelical Society, Inc. (700-3-8081)	7,564,169	7,564,169
Grants—corporation was filer	7,000	7,000
Other gifts	4,362,969	4,362,969
Total contributed revenues	84,809,032	84,809,032
Other revenues	590,959	590,959
Net investment return on operating investments	4,624,222	4,624,222
Service and other income	1,843,969	1,843,969
License income	325,136	325,136
Miscellaneous income	7,639,012	7,639,012
Total other revenues	14,027,298	14,027,298
Net assets transferred from investments	46,447,585	46,447,585
Net assets transferred from investments held in perpetuity	2,863,044	2,863,044
Net assets retained from investments	49,310,629	49,310,629
Total operating revenues and support	111,703,606	111,703,606
Operating expenses:		
Program services	34,486,406	34,486,406
Administration (including Leadership)	41,831,798	41,831,798
Service and Justice	6,395,242	6,395,242
OB Development	4,069,747	4,069,747
Church personnel	1,100,000	1,100,000
Office of the Presiding Bishop	1,116,622	1,116,622
SPDP office's expense	221,604	221,604
Post-employment health care benefits (or 6% li)	917,718	917,718
Total program services	79,652,229	79,652,229

(Continued)

EVANGELICAL LUTHERAN CHURCH IN AMERICA
CHURCHWIDE ORGANIZATION
STATEMENT OF ACTIVITIES
Year ended January 31, 2021

	2021	2020
Opening expenses (continued)		
Management and general		
Office of the President/ Director	\$ 3,537,214	\$ 3,537,214
Office of the Treasurer	9,202,185	9,202,185
Office of the Secretary	2,200,980	2,200,980
Office Development	2,130,078	2,130,078
Travel management and general	10,442,024	10,442,024
Franchise/ Royalty		
Mission advancement	3,115,042	3,115,042
Total fundraising	8,115,042	8,115,042
Total operating expenses	103,148,120	102,106,126
Total operating revenue and support fees	19,971,272	14,257,311
Operating expenses		
Non-sponsoring individuals	111,301	7,831,803
Employment contributions	2,644,351	34,605,343
Total investment return on volunteered and paid investments	(7,247,265)	17,314,734
Change in value of biblical artwork and other related agreements	3,129,020	30,130,001
Total non-sponsoring transportation	10,605,825	25,446,129
Changes in net assets	119,253,345	376,145,850
Net assets at beginning of year	138,220,311	4,027,467,271
Net assets at end of year	\$ 527,473,656	\$ 4,403,613,121

See accompanying notes to financial statements.

EVANGELICAL LUTHERAN CHURCH IN AMERICA
CHURCHWIDE ORGANIZATION
STATEMENTS OF CASH FLOWS
Year ended January 31, 2022 and 2021

	2022	2021
Cash flows from operating activities		
Change in net assets	\$ 44,271,112	\$ 31,626,645
Adjustments to reconcile change in net assets:		
Depreciation and amortization	2,472,239	2,440,427
Change in fair value of investments	(17,781,275)	(24,246,003)
Gain on biblical artwork at purchase/trust	11,249,709	(549,006)
Change in value of deferred gifts	(1,249,309)	(242,301)
Change in non-sponsoring support	(7,596,200)	
Accounts receivable	96,145	1,602,701
Accounts payable	465,578	10,128
Accounts receivable and other assets	385,279	(1,415,029)
Deferred revenue	2,821,114	1,953,571
Due from related organizations	(1,544,301)	(1,544,301)
Total cash provided by (used in) operating activities	13,688,701	(1,042,131)
Cash flows from investing activities		
Net change in mortgages, loans and construction loans	1,829,000	1,753,000
Proceeds from investments	11,592,269	12,858
Proceeds from sale of investments	9,248,000	17,594,549
Net cash provided by investing activities	12,669,269	14,363,857
Cash flows from financing activities		
Net proceeds from notes payable	605,549	31,743
Net cash provided by financing activities	605,549	31,743
Change in cash and cash equivalents	\$ 17,963,521	\$ 20,346,369
Cash and cash equivalents at beginning of year	45,279,223	43,133,024
Cash and cash equivalents at end of year	\$ 63,242,744	\$ 63,479,393
Non-cash transactions:		
Transfer of assets related to charitable gift annuities to the ELCA Foundation	\$ -	\$ 3,381,825
Transfer of obligations related to charitable gift annuities to the ELCA Foundation	\$ -	\$ 3,381,825

See accompanying notes to financial statements.

EVANGELICAL LUTHERAN CHURCH IN AMERICA
 NOTES TO THE FINANCIAL STATEMENTS
 January 31, 2022 and 2021

NOTE 1 - NATURE OF BUSINESS AND SIGNIFICANT ACCOUNTING POLICIES

The accompanying financial statements include all administrative and program efforts and units of the Churchwide Organization of the Evangelical Lutheran Church in America (collectively, the Church). These financial statements do not include the accounts of organizations, such as the ELCA Foundation, Board of Pensions, Pension Benefit Services, Mission Investment Fund of the Evangelical Lutheran Church in America, Lutheran Social Services, Lutheran Social Services of the United States, Lutheran Social Services (1977 Model), Lutheran Men to Mission, Women of the Evangelical Lutheran Church in America, ELCA Federal Credit Union (Credit Union), congregations, synods, schools, seminaries, homes, seminaries, or any other institution owned or operated by religious orders of men or women, except insofar as financial organizations may or may not be separate corporations under civil law and may or may not be under the control of the ELCA. However, each is an operating entity derived from the Church, maintains separate accounts, carries on its own services and programs, and reports annually to its respective constituency.

Effective January 1, 2018, the Endowment Fund of the Evangelical Lutheran Church in America, along with certain other assets, was transferred to the ELCA Foundation, a separately incorporated non-profit corporation organized under the laws of the State of Minnesota. The ELCA Foundation is a charitable organization and the charitable gift annuity (CGA) program. The Church's beneficial interests in ORTE and CGA are included in the Church financial statements for the years ended January 31, 2022 and 2021. Trusteeship of the ELCA Foundation has been transferred from the Church to the ELCA Foundation, effective February 1, 2022. The ELCA Foundation is a charitable organization under the laws of the State of Minnesota and is subject to applicable state regulations.

Basic of Accrual Basis: The accompanying financial statements have been prepared on the accrual basis of accounting. To assure the concurrence of investments and restrictions placed on the use of resources available, the Church maintains its financial accounts in accordance with the principles and practices of fund accounting. The financial statements focus on the organization as a whole and present balances and transactions classified based upon the existence or absence of donor-imposed restrictions. All assets, revenue, and expenses are reported net of any donor-imposed restrictions. Financial statements are prepared on these donor-imposed restrictions. A description of each net asset class follows:

Without Donor Restrictions—All assets that are not subject to donor-imposed restrictions, including the net value of the Church's investments, are included in this category. These assets include contributions and bequests without donor restrictions, contributions with donor restrictions and bequests whose donor-imposed restrictions were met during the fiscal year, and investment income from the Church's investments. These assets are generally held aside by Church Council action, function as endowments and are included in net assets without donor restrictions.

(Continued)

EVANGELICAL LUTHERAN CHURCH IN AMERICA
 NOTES TO THE FINANCIAL STATEMENTS
 January 31, 2022 and 2021

NOTE 1 - NATURE OF BUSINESS AND SIGNIFICANT ACCOUNTING POLICIES (Continued)

With Donor Restrictions—Net assets subject to donor-imposed restrictions that will be met either by actions of the Church or the passage of time. Items in this net asset category are contributions, bequests, and investment income whose use is limited to specific purposes by the donor. These amounts are recognized when such restrictions are met or when time restrictions have expired.

Also included are net assets that are subject to donor-imposed restrictions which require them to be maintained permanently by the Church. Items in this net asset category include gifts when donors specify that the assets are to be held in perpetuity. These assets are reported in net assets without donor restrictions or with donor restrictions (primarily gifts for endowments and gifts solicited by the Church that will fund perpetual endowments).

Cash and Cash Equivalents: Cash and cash equivalents exclude investments in money market accounts, commercial paper, and other short-term investments with original maturities of three months or less from the date of purchase. Cash and cash equivalents used by the Church in managing its investments are reported in investments. The Church maintains cash balances at several financial institutions in excess of the insured limits provided by the Federal Deposit Insurance Corporation.

Beneficial Interest in Irrevocable Split-Interest Agreements, held by ELCA Foundation: The Church holds beneficial interests in split-interest agreements. These agreements are administered by the ELCA Foundation on behalf of the Church and other beneficiaries. The Church records the fair value of the beneficial interest as receivable and as revenue when occupation of the beneficial interest is received.

Beneficial Interest in Episcopal Trusts Administered by Outside Organizations: The Church has been granted a beneficial interest in various irrevocable trust accounts created under wills or deeds of trust. These trust accounts are administered and held by outside trustees. The Church records the fair value of the beneficial interest as receivable and as revenue when occupation of the beneficial interest is received.

Investments and Restricted Income, Gifts, and Loans: Investments are recorded at the value accepted for their fair value and net asset measurements, which are reported as contributions and income. The Church's investments consist primarily of equity mutual funds, corporate and government obligations, term deposit accounts and investments in pools. The cost of securities sold is based on either the specific-identification or average-cost method. The Church records the fair value of investments less as charges to net assets without donor restrictions in the statement of activities unless their use is restricted by explicit donor stipulations.

Depreciation, Furniture, Equipment and Dispositions, Property, Furniture, and equipment are recorded at cost less accumulated depreciation to date. On an ongoing basis, the Church reviews long-lived assets for impairment whenever events or circumstances indicate that the carrying amount may be exceeded. Depreciation is provided over the following useful lives on a straight-line basis:

Building	50 years
Building improvements	10-25 years
Furniture, fixtures and improvements	5-7 years
Transportation	Letter of length of less or useful life
	5+ years

(Continued)

EVANGELICAL LUTHERAN CHURCH IN AMERICA
CHURCHWIDE ORGANIZATION
NOTES TO THE FINANCIAL STATEMENTS
January 31, 2022 and 2021

NOTE 1 - NATURE OF BUSINESS AND SIGNIFICANT ACCOUNTING POLICIES (Continued)

Funds Held by Others: Funds held for others consist of commissions received on behalf of and other resources held for other Lutheran organizations that are separate, nonconsolidated entities. The Church does not have any significant investments in other entities. The Church's investments in other entities are reported as investments on the balance sheet and the related income is reported as investment income. The Church's investments in other entities are held in perpetuity or until a liability of the Church.

Deferred Revenue: Deferred revenue consists of funds received relating to subsequent periods. Additionally, the Church also recognizes its remainder interest in the assets received from donors under periodic income fund agreements and life income fund agreements as contribution revenue in the period in which the donor has made the contribution. The Church also recognizes the amount of the periodic future revenue recognized as deferred revenue, representing the amount of the portion for future interest.

Vacation Pay: The Church recognizes vacation pay expense when earned by its non-unionized personnel. The liability for vacation pay of missionary personnel cannot be reasonably estimated, and such amounts are recognized when paid.

Rebates and Expenses: Rebates are reported as increases in net assets without donor restrictions unless use of the related assets is limited by donor-imposed restrictions. Expenses are reported as decreases in net assets without donor restrictions. Gains and losses on investments and other assets are reported as increases or decreases in net assets without donor restrictions. Expenses are reported as decreases in net assets without donor restrictions. The Church's investments in other entities are held in perpetuity or until a liability of the Church. The Church's investments in other entities are held in perpetuity or until a liability of the Church. The Church's investments in other entities are held in perpetuity or until a liability of the Church. The Church's investments in other entities are held in perpetuity or until a liability of the Church.

Contributed Support: Contributions including unconditional promises to give, are recognized in the period received. Conditional contributions are not recognized until the conditions on which they depend are met. Contributions to be received after one year are accounted for as receivable discount table commitments with the risk involved. Allocation of discount is reported as additional contribution revenue in accordance with donor-imposed restrictions, if any, on the contributions.

Contributions received with donor-imposed restrictions are reported as revenue of the net asset class with donor restrictions as appropriate. Contributions of land, buildings, and equipment without donor-imposed restrictions concerning the use of such long-lived assets are reported as revenue of net assets without donor restrictions.

SHARES AND OTHER BENEFITS: Revenues from separately incorporated activities and unincorporated activities supporting ministries for services provided by the Church (e.g., human resources, information technology, and other ministries) are reported as revenues of the net asset class with donor restrictions as appropriate. These revenues are recognized throughout the year as these services are performed. Subscription revenue relates to publications and is recognized as the related publications are distributed. Registration revenue relates to events and is recognized as the events are held. Amounts paid for events that have not yet been held at January 31 were included in deferred revenue.

Income Tax: The Church has received a determination letter from the Internal Revenue Service indicating that the Church is a qualified religious organization under Section 501(c)(29) of the Internal Revenue Code. There were no significant unrelated business income activities during the years ended January 31, 2022 and 2021.

(Continued)

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EVANGELICAL LUTHERAN CHURCH IN AMERICA
CHURCHWIDE ORGANIZATION
NOTES TO THE FINANCIAL STATEMENTS
January 31, 2022 and 2021

NOTE 1 - NATURE OF BUSINESS AND SIGNIFICANT ACCOUNTING POLICIES (Continued)

Unrelated Business Income Taxes: The ELCA follows guidance issued by the Financial Accounting Standards Board (FASB) with respect to accounting for uncertainty in income taxes. A tax position is recognized as a liability only if the amount of the tax benefit to be recognized is more likely than not to be realized. The amount recognized is the largest amount of tax benefit that is greater than 50% likely of being realized on examination. For tax positions not meeting the more likely than not test, no tax benefit is recorded.

The Church recognizes interest and penalties related to unrecognized tax benefits in interest and income tax expenses, respectively. The Church has no amounts accrued for interest or penalties as of January 31, 2022 and 2021.

Due to its tax-exempt status, the Church is not subject to U.S. federal income tax or state income tax. The Church is no longer subject to examination by U.S. federal or state taxing authorities for years before 2012. The Church does not expect the total amount of unrecognized tax benefits to significantly change in the next 12 months.

Use of Estimates: The preparation of financial statements in conformity with accounting principles generally accepted in the United States requires the use of estimates. The Church's estimates affect the reported amounts of assets and liabilities and disclosures of contingent assets and liabilities at the end of the financial statements and the reported amounts of revenue and expenses during the reporting period. Actual results could differ from estimates.

Reclassification: On February 1, 2021, the organization implemented a reorganization of some areas to better align with the strategic focus of the organization. As a result, certain amounts in the prior year financial statements were reclassified, with no effect on net assets or change in net assets, to conform to the current year presentation.

Adoption of New Accounting Standards: During the year ended January 31, 2021, the Church adopted the following new accounting standards:
- **Change to the Disclosure Requirements for Fair Value Measurement** issued by the Financial Accounting Standards Board (FASB). This update is intended to improve the effectiveness of disclosures as follows to fair value measurements.

Liability Accounting Guidance: In February 2016, the FASB issued ASU 2016-02, *Leases*. This ASU affects any entity that enters into leases, with some specified scope exceptions. The main difference between the new standard and the previous standard is that the new standard requires lessees to recognize a liability classified as *debt* on their balance sheet under previous GAAP. This ASU is effective for the Church's fiscal year beginning February 1, 2022. The Church has not yet implemented the ASU and is in the process of assessing the effect on the Church's financial statements.

NOTE 2 - ACCOUNTS RECEIVABLE

Accounts receivable at January 31, 2022 and 2021, were \$5,603,233 and \$6,963,966, respectively, relating to synods, confessions, for mission support, world hunger appeal, global church sponsorship and other programs that have been collected subsequent to year end. Interest is not normally accrued on accounts receivable. The Church's policy is to write off accounts receivable when necessary and determines whether an allowance is necessary. No allowance for bad debts has been established because management considers all accounts receivable to be collectible.

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EVANGELICAL LUTHERAN CHURCH IN AMERICA
 NOTES TO THE FINANCIAL STATEMENTS
 January 31, 2022 and 2021

NOTE 3 - INVESTMENTS AND FAIR VALUE MEASUREMENTS

Investments at January 31, 2022 and 2021, consist of the following:

	2022	2021
Equity mutual fund	\$ 15,138,870	\$ 12,382,283
Fixed income securities		
U.S. government obligations	13,881,102	16,124,616
Corporate bonds	25,412,424	25,413,856
Term investments	354,386	874,300
Real estate investments	1,000,000	1,000,000
Investments held in trusts	489,234,346	489,434,837
Cash and cash equivalents	1,012,890	1,003,922
	<u>\$ 650,966,645</u>	<u>\$ 625,089,347</u>

The following schedule summarizes the investment return reported in the statements of activities for the year ended January 31, 2022 and 2021:

	2022	2021
Investment contribution	\$ 7,867,886	\$ 7,468,798
Dividend and interest income	11,934,898	11,814,144
Capital gains	1,314,387	935,850
Investment return, net	<u>\$ 29,672,662</u>	<u>\$ 35,723,429</u>

Investments are reported at fair value except for certain equity securities and certain investments in real estate investment trusts. Investments in real estate investment trusts are reported at fair value. Investments in real estate investment trusts, mutual funds, pension funds, and investments in ELCA Endowment Fund Pooled Trust

Fair value at the price that would be received for an asset (an exit price) in the principal or most advantageous market for the asset in an orderly transaction between market participants on the measurement date. Investments that have readily determinable market values are determined using market quotations from recognized exchanges or other sources. Investments that do not have readily determinable market values are valued using the fair value measurement model, which is based on quoted market close prices for annual issues, debt or equity, or pricing models, utilizing market-observable inputs from comparable securities.

(Continued)

EVANGELICAL LUTHERAN CHURCH IN AMERICA
 NOTES TO THE FINANCIAL STATEMENTS
 January 31, 2022 and 2021

NOTE 3 - INVESTMENTS AND FAIR VALUE MEASUREMENTS (Continued)

The fair value hierarchy is based on maximizing observable inputs and minimizing unobservable inputs when measuring fair value. Three levels of inputs may be used to measure fair value:

Level 1: Quoted prices (unadjusted) for identical assets in active markets that the Church has the ability to access as of the measurement date.

Level 2: Significant other observable inputs other than Level 1 prices, such as quoted prices for identical assets in markets that are not active, or other inputs that are observable or can be corroborated by observable market data.

Level 3: Significant unobservable inputs that reflect the Church's own assumptions that the market participants would use in pricing an asset.

In many cases, a valuation technique used to measure fair value includes inputs from multiple levels of the fair value hierarchy. Investments are classified in their entirety based on the lowest level of input that is significant to the fair value measurement.

The Church's investments which are reported at fair value are valued using the following inputs and valuation techniques:

Equity mutual fund: The fair values of equity mutual fund investments reflect quoted prices on nationally recognized securities exchanges (Level 1 inputs).

Fixed income securities: Fair values of U.S. Government securities reflect closing prices reported in the active markets in which the securities are traded (Level 1 inputs). Fair values of corporate bonds are determined based on quoted prices for similar instruments in active markets, quoted prices for identical instruments in inactive markets, issuer financial statements, or other market data, such as prices, yield curves and matrix pricing (Level 2 inputs - market approach).

Term investments: Quoted bid/ask prices are utilized to approximate closing bid/ask bid/ask. Term investments are measured at approximate mid-market prices that are determined as of the reporting date. No discounts for credit quality or liquidity were determined to be applicable. Term investments have varying maturity dates, may be redeemed prior to maturity at the discretion of the investment fund, and are subject to an early redemption penalty. (Level 2 inputs - income approach).

Investments held in trusts: The underlying investments within the ELCA Endowment Fund Pooled Trust are valued at fair value based on the underlying market prices of the securities in the portfolio. The Church has the ability to redeem their pooled investments at any time at the monthly per unit net asset value (NAV).

Beneficial interests in trusts: The fair value of beneficial interests in trusts is determined based upon the Church's proportional interest in the fair value of the underlying trust assets. The fair value of the underlying trust assets is determined based on the fair value of the underlying trust assets, which is determined by obtaining quoted market prices in active markets. This valuation method has been estimated to represent the present value of future distributed income. The liquidation of these assets is contingent upon circumstances that are out of the Church's control and cannot be liquidated on a periodic basis (Level 3 inputs).

(Continued)

EVANGELICAL LUTHERAN CHURCH IN AMERICA
 NOTES TO THE FINANCIAL STATEMENTS
 January 31, 2022 and 2021

NOTE 3 - INVESTMENTS AND FAIR VALUE MEASUREMENTS (Continued)

Ownership interests in the EFPT are solely assigned through unsecured participators' residential additions. The total value of the EFPT net assets at the end of each month is used to determine the number of units allocated to participators' additions placed in the EFPT and to value withdrawals from the pool; the total value of the pool is used to determine the number of units to be allocated to each participator. Distributions to the participators are based on their share of the pool. The EFPT is a trust that accumulates undistributed earnings and gains from capital.

Quarterly distributions from the EFPT are made at a rate established annually by the Trustees of the EFPT that reflects the Trustees' consideration of anticipated returns of the EFPT and anticipated changes in the purchasing power of the EFPT. This rate established for the years ended December 31, 2021, and 2020 was 4%. It was applied each year to the average unit value of the assets in the EFPT at December 31 of the five preceding years. The rate established for 2022 is 4%.

NOTE 4 - MORTGAGES AND NOTES

Mortgages, notes, and contracts for deed as of January 31, 2022 are summarized as follows:

Mortgage Type	2022	2021
Partnership support loans to congregations	0%	\$ 255,110
		\$ 250,852

There is one significant and one class in this portfolio.

Partnership support loans to congregations relate to Partnership Support grants, which are given for new starts, strategic renewal and transformation. Congregations that receive these grants sign a covenant where they agree to return the funds if the congregation leaves the Church.

Contingencies at Credit Risk: There are no contingencies with the mortgage notes as of January 31, 2022 and 2021. The Church does not believe that an allowance is necessary for these mortgage notes. If a congregational member is unable to pay the full amount received, the Church provides the opportunity for them to repay in installments.

NOTE 5 - OVERSEAS CHURCH CONSTRUCTION LOANS

Overseas church construction loans bear interest at rates ranging from 2% to 5% and mature at various dates. As of January 31, 2022 and 2021, the Church has \$370,852 and \$552,231, respectively.

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EVANGELICAL LUTHERAN CHURCH IN AMERICA
 NOTES TO THE FINANCIAL STATEMENTS
 January 31, 2022 and 2021

NOTE 5 - OVERSEAS CHURCH CONSTRUCTION LOANS (Continued)

Contingencies at Credit Risk: The loan portfolio consists of one segment and one class. The Church's overseas lending activities are primarily conducted with companion churches. Notes receivable are generally not collateralized with real estate but are secured by the grants from the Church. At January 31, 2022 and 2021, there were no notes in default past due for a period greater than one year. The following is a summary of notes by origin for the year ended January 31:

	2022	2021
Africa	\$ 31,189	\$ 249,232
Latin America/Caribbean	259,483	302,978
Total overseas construction loans	\$ 892,692	\$ 892,210

NOTE 6 - PROPERTY, FURNITURE, AND EQUIPMENT

Property, furniture, and equipment are recorded at cost less accumulated depreciation. Details relating to these assets as of January 31, 2022 and 2021 is presented below:

	2022	2021
Land	\$ 113,009	\$ 113,009
Buildings and improvements	51,894,971	51,894,971
Furniture and equipment	14,654,768	14,543,979
Work in progress	52,701	124,429
	87,607,727	86,853,633
Less accumulated depreciation	(48,874,611)	(45,584,759)
Total	\$ 19,833,116	\$ 21,648,233

Depreciation expense for the years ended January 31, 2022 and 2021 was \$2,172,239 and \$2,489,427, respectively.

NOTE 7 - SPLIT-INTEREST AGREEMENTS

Contingencies at Credit Risk: Contingency split-interest agreements between a donor and the Church in connection with the construction of a church building are recorded as a liability for the amount of the amount for the life of the donor or other individuals designated by the donor. Due to state insurance regulations, the assets received are held as segregated assets. The annual liability is a general obligation of the Church. Assets are recognized at fair value on the date of the contribution. An annual payment of the liability is made to the donor or other individuals designated by the donor. The amount of the liability is designated individual. The discount rate is the appropriate risk-adjusted rate on the date of the contract. The 2012 IAS Tables are used to calculate the life expectancies of the annuity beneficiaries. At the death of the donor or designated individual, the balance of the contract is attributed to the Church earnings organization single-unit or varied-annuity contract use expiring upon the donor's death.

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EVANGELICAL LUTHERAN CHURCH IN AMERICA
CHURCHWIDE ORGANIZATION
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NOTE 7 - SPLIT-INTEREST AGREEMENTS (Continued)

Excluded income, funeral and life income contracts. Donors contribute assets to an investment pool and are assigned a specific number of units based on the proportion of the fair value of their contribution to the total value of the investment pool. The value of the units is determined by dividing the fair value of the pool at death by the number of units outstanding. If a donor dies, the donor's estate or designated beneficiary is paid the actual monetary income earned on the donor's units. Realized gains or losses are added to each unit's principal. Upon the donor's death, the value of the units is returned to the Church or a related organization to be used as specified by the donor.

The contributed assets are recorded at fair value. A contribution is recorded at the fair value of the assets discounted for the estimated time period until the donor's death. This appropriate rate adjusted rate at the time of contribution is based on the expected mortality rates of the donor. The difference between the fair value of the assets received and the revenue recognized is recorded as deferred revenue, representing the amount of the discount for future revenue.

A summary of receivable amounts related to these arrangements as of January 31, 2022 and 2021 is as follows:

	2022		2021	
	Debit	Credit	Debit	Credit
Charitable remainder annuity trusts	\$ -	\$ -	\$ -	\$ -
Charitable remainder trusts	-	-	-	1,579,893
Charitable gift annuities	749,635	3,193,371	467,352	4,569,027
Fixed income funds	98,676	984	52,123	-
Life income estates	-	-	39,679	-
	\$ 843,256	\$ 3,193,371	\$ 609,181	\$ 6,138,120

Adjustments to the liability, to reflect amortization of the discount and changes in actuarial assumptions are incorporated in the statements of activities as a change in the value of split-interest agreements in net assets with other restrictions.

NOTE 8 - RELATED PARTY TRANSACTIONS

The ELCA Churchwide Organization is the beneficiary of endowment, trust and annuity accounts with a fair value of \$813,173,500 and \$488,777,782 at January 31, 2022 and 2021. These are managed by the ELCA Foundation.

The Church had a net receivable due from related organizations in the amount of \$6,734,676, at January 31, 2022, and \$4,184,958 at January 31, 2021. The net receivable represents expenses paid to related organizations for administrative and management services performed on their behalf.

(Continued)

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NOTE 9 - DEFINED-CONTRIBUTION PENSION PLAN

Substantially all active employees of the Church are enrolled in the noncontributory defined-contribution pension plan administered by Pacific Benefit Services. The employee contributions to the plan for the years ended January 31, 2022 and 2021 were \$3,359,473 and \$6,859,492, respectively. All contributions to the plan are funded on a payroll basis.

NOTE 10 - PENSION AND POST-RETIREMENT MEDICAL BENEFITS

Post-Retirement Medical Benefits. Members with service in a predecessor organization may be eligible for post-retirement medical benefits under the Church's defined contribution pension plan. These benefits are a monthly reimbursement of their 50% (Medical and B) premiums. These subsidies are expressed as a percentage of the monthly cost for coverage paid by eligible retirees under the Church Medical and Dental Benefits Plans. Subsidies are based on age or a combination of age and service. Approximately 6,000 active or retired members and spouses are eligible or potentially eligible for these subsidies.

These post-retirement medical subsidies are funded through trust funds set aside for that purpose. The trust funds are held and reported by Pacific. The full actuarial valuation of the obligation is reported on the ELCA Churchwide Organization's financial statements. The total liability for these subsidies at January 31, 2022 and 2021 was \$86,810,000 and \$77,479,000, as well as Expected Post-Retirement Benefit Obligation (EPBO) as actuarial liabilities of approximately \$81,006,000 and \$90,829,000 at December 31, 2021 and 2020, respectively.

The Church contributed \$0 and \$917,716 during the fiscal years ended January 31, 2022 and 2021 toward the funding of this post-retirement health care benefit. No additional funding in the future is expected at the time based on current projections.

NOTE 11 - LEASES

Operating Leases. The Church leases certain office facilities and equipment under various operating leases. The facilities leases generally provide for renewal options and include escalator clauses based on increases in real estate taxes and operating expenses. Total rent expenses for operating leases was approximately \$382,587 and \$353,321 for the years ended January 31, 2022 and 2021, respectively.

Minimum annual rental commitments under non-cancelable leases for the years ending January 31 are as follows:

	2023	2024	2025	Total
Operating Leases	\$ 253,398	100,889	362,307	\$ 716,594
	-	-	72,126	72,126
	-	-	12,132	12,132
Total	\$ 253,398	\$ 200,777	\$ 544,177	\$ 998,352

(Continued)

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NOTE 17 - COLLECTIONS

The Church's last collections, which were acquired through purchases and contributions, are not recognized as assets on this statement of financial position. The collections represent a wide variety of all manners: collage, art, clothing, jewelry, quilts, embroidery, tapestries, linens, etc. Collections are made on a regular basis and are recorded as income when they are received. Proceeds from collections are used to fund the Church's various ministries. Proceeds from de-accessions or insurance recoveries, if any, are not reflected on the financial statements. Proceeds from de-accessions or insurance recoveries, if any, are reflected as increases in the appropriate net asset classes and used according to the applicable restrictions.

NOTE 18 - LINE OF CREDIT

At January 31, 2022 and 2021, the Church had a \$10,000,000 unsecured and uncommitted line of credit with no expiration date. Interest on outstanding borrowings is charged at the greater of: (i) the bank's (iii) one-month LIBOR plus 2.5%, (ii) there were no borrowings outstanding under the line of credit at January 31, 2022 and 2021, or during the years then ended.

NOTE 19 - CONCENTRATIONS OF RISK

The Church's primary sources of revenue are contributions from synods. The synod contributions are dependent upon contributions from the memberships of congregations of the ELCA. There are no regions comprising a total of 64 synods. The following is a summary of the contributions by synod in each of the regions during the years ended January 31:

	2022	2021
Region 1 – Northwest	\$ 2,117,630	\$ 2,051,499
Region 2 – Southwest	1,471,706	1,457,172
Region 3 – Northwest Midwest	8,785,316	8,789,146
Region 4 – Southwest Midwest	3,773,642	3,833,428
Region 5 – Northwest Midwest	8,342,310	8,510,085
Region 6 – Southwest Midwest	3,829,617	3,678,331
Region 7 – Northwest	3,971,016	3,731,002
Region 8 – Southwest	4,510,650	4,402,769
Total synod membership support	\$ 40,613,722	\$ 40,737,461

(Continued)

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NOTE 15 - NET ASSETS RELEASED FROM RESTRICTIONS

Net assets that were released from donor restrictions by incurring expenses satisfying the restricted purposes or by occurrence of other events specified by donors were as follows during the years ended January 31:

	2022	2021
Satisfaction of program restrictions:		
World Hunger	\$ 21,656,129	\$ 20,111,463
Disaster Relief	9,407,075	12,063,198
World Council of Churches	2,709,183	2,688,976
Senior & Community Leadership	2,112,168	75,422
Office of the Presiding Bishop	3,248,824	9,365,120
Other programs	40,829,186	42,482,945
Satisfaction of program restrictions	3,768,589	3,993,044
Income expanded from investments held in perpetuity		
Total release from restriction	\$ 44,895,794	\$ 49,260,999

NOTE 16 - NET ASSETS WITHOUT DONOR RESTRICTIONS

Net assets without donor restrictions consist of the following at January 31:

	2022	2021
Interest	\$ 90,421,214	\$ 71,514,049
Net investment in endowment (Note 10)	32,528,074	30,659,673
Net investment in equity securities (Note 10)	31,633,114	21,640,293
Fixed income	\$ 142,000,002	\$ 123,220,311

(Continued)

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NOTE 19 - ENDOWMENT FUNDS (Continued)

Net asset composition by type of endowment fund as of January 31, 2022 and 2021:

	2022		2021	
	Without Donor Restrictions	With Donor Restrictions	Total	Total
Donor restricted funds*	\$ 2,145,314.047	\$ 3,055,314.047		
Funds declining or maturing	\$ 32,006.004	\$ 32,500.004		
	\$ 2,177,320.051	\$ 3,087,814.051	\$ 3,017,021.541	
				2021
	Without Donor Restrictions	With Donor Restrictions	Total	Total
Donor restricted funds*	\$ 1,395,317.830	\$ 336,317.330		
Funds declining or maturing	\$ 30,658.015	\$ 30,629.021		
	\$ 1,425,975.845	\$ 366,946.351	\$ 1,792,922.196	

* With the exception of certain investments held by outside funds, Church net assets with donor restrictions are based on the historic donor value of donor-stipulated net assets with donor restrictions.

(Continued)

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NOTE 19 - ENDOWMENT FUNDS (Continued)

	Without Donor Restrictions	With Donor Restrictions	Total
Net assets, February 1, 2020	\$ 27,500,421	\$ 306,915,745	\$ 334,416,163
Net investment return	1,985,700	29,395,877	31,381,577
New gifts	911,301	7,831,800	8,743,101
Net assets released from restriction	4,114,307	(4,114,307)	-
Other changes	(3,452,415)	(4,016,300)	(7,468,715)
Endowment distribution of income	(3,452,415)	(4,016,300)	(7,468,715)
Total other changes	36,628,973	336,012,963	372,641,936
Net assets, January 31, 2021	2,000,000	336,012,963	338,012,963
Cash surrender value of life insurance	-	2,394,375	2,394,375
Net assets, January 31, 2021	2,000,000	338,407,338	340,407,338
Net investment return	2,048,433	16,203,431	18,251,864
New gifts	740	5,341,569	5,342,309
Net assets released from restriction	4,127,864	(4,127,864)	-
Other changes	(4,331,336)	(3,636,300)	(7,967,636)
Endowment distribution of income	(4,331,336)	(3,636,300)	(7,967,636)
Total other changes	22,506,694	352,798,102	375,304,796
Net assets, January 31, 2022	24,506,694	375,304,796	400,000,000
Cash surrender value of life insurance	-	2,616,745	2,616,745
Net assets, January 31, 2022	\$ 24,506,694	\$ 377,921,541	\$ 402,428,235

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NOTE 19 - CONTINGENCIES

The Church is a party to litigation in various matters arising in the ordinary course of operations. Typically, the Church's insurance carriers are determining these matters. Pending litigation will be vigorously defended and the Church's management believes that the likelihood of any material adverse effect upon the financial statements of the Church is highly to be resisted without any material adverse effect upon the financial statements of the Church.

NOTE 20 - FUNCTIONAL EXPENSES BY NATURE

The statements of activities report certain categories of expenses attributable to the programs and supporting functions of the Church. The following table summarizes the functional expenses by their natural classification for the years ended January 31, 2022 and 2021.

	2022		2021	
	Programs	Management and Support	Programs	Management and Support
Financial support and grants	\$ 48,778,863	\$ 78,716	\$ 41,932,103	\$ 49,664,184
Communications and services	20,117,629	53,427,961	19,628,838	37,663,838
Travel	88,038	19,888	118,828	173,937
Travel and accommodations	2,824,128	3,380,893	1,276,146	4,449,712
Depreciation	1,034,886	1,148,951	84,501	2,432,238
Professional fees	2,663,467	381,895	(1,893,860)	7,179,128
Memberships and registration fees	7,573,026	2,648,892	59,509	4,432,468
Multi-media and information services	23,230,862	22,677,648	2,739,881	6,170,018,128
Financial support and grants	\$ 48,867,871	\$ 82,604	\$ 43,210	\$ 43,071,882
Communications and services	20,147,865	53,288,211	19,748,116	41,798,116
Travel	1,044,386	19,772	118,828	173,937
Travel and accommodations	4,024,481	1,072,620	252,116	2,449,873
Depreciation	1,064,215	1,092,855	292,648	2,441,114
Professional fees	2,663,467	381,895	(1,893,860)	7,179,128
Memberships and registration fees	7,573,026	2,648,892	59,509	4,432,468
Multi-media and information services	23,230,862	22,677,648	2,739,881	6,170,018,128

	2022		2021	
	Programs	Management and Support	Programs	Management and Support
Financial support and grants	\$ 48,867,871	\$ 82,604	\$ 43,210	\$ 43,071,882
Communications and services	20,147,865	53,288,211	19,748,116	41,798,116
Travel	1,044,386	19,772	118,828	173,937
Travel and accommodations	4,024,481	1,072,620	252,116	2,449,873
Depreciation	1,064,215	1,092,855	292,648	2,441,114
Professional fees	2,663,467	381,895	(1,893,860)	7,179,128
Memberships and registration fees	7,573,026	2,648,892	59,509	4,432,468
Multi-media and information services	23,230,862	22,677,648	2,739,881	6,170,018,128

Certain categories of expenses are allocated to more than one program or supporting function. The allocation is based on standard business equities or square footage, as applicable.

(Continued)

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NOTE 21 - LIQUIDITY AND AVAILABILITY

The Church's financial assets available within one year of the statement of financial position date for general expenditure are as follows:

	2022	2021
Cash and cash equivalents	\$ 66,892,960	\$ 45,970,023
Operating instruments	54,282,236	52,352,772
	\$ 121,175,196	\$ 98,322,795

As part of the Church's liquidity management, the Church invests a portion of its financial assets to be available as its general expenditures, liabilities, and other obligations come due. The Church had \$22,735,624 and \$20,639,373 in board designated endowments without donor restriction at January 31, 2022 and 2021, respectively. These endowments are not available for general expenditures, and they are not currently available for general expenditure, these funds could be made available with Church Council approval.

NOTE 22 - PAYCHECK PROTECTION PROGRAM LOAN

As a result of the economic uncertainty stemming from the impact of the COVID-19 pandemic, in April 2020, the Church received a Paycheck Protection Program (PPP) loan in the principal amount of \$7,506,200 from the United States Small Business Administration (SBA).

The Church elected to account for its PPP loan in accordance with ASC 470 and ASC 408. Under ASC 470 and ASC 405, the PPP loan proceeds are initially recorded as a financial liability and subsequently reclassified as revenue upon legal release from the liability should such release occur. At January 31, 2021, the Church had not repaid the loan balance and there had been no legal release and, therefore, the loan proceeds were recorded as a financial liability on the statement of financial position.

On July 27, 2021, the Church received notification that the United States Small Business Administration had forgiven the Church's PPP loan. The forgiveness was recorded as a gain on the statement of activities for the year ended January 31, 2022. The income from this loan forgiveness was recognized in the year ended January 31, 2022, as a gain on extinguishment of debt. The gain shown on the statements of activities is \$5,696,614 which reflects the forgiveness of debt in the amount of \$7,506,200 less expense of \$1,809,586 for grants of the PPP loan with certain separately incorporated ministries of the Church.

NOTE 23 - SUBSEQUENT EVENTS

Management has performed an analysis of the activities and transactions subsequent to January 31, 2022, to determine the need for any adjustments to and/or disclosures when the audited financial statements are issued. Management has determined that there are no subsequent events that require disclosure in the financial statements. There were no events that were available to be issued. Activities subsequent to that date have not been evaluated by management.

Opening Worship Sermon

Presiding Bishop Elizabeth A. Eaton

Monday, Aug. 8, 2022

The beginning of the good news of Jesus Christ, the Son of God.

As it is written in the prophet Isaiah,

*“See, I am sending my messenger ahead of you,
who will prepare your way;*

the voice of one crying out in the wilderness:

*‘Prepare the way of the Lord;
make his paths straight.’”*

John the baptizer appeared in the wilderness, proclaiming a baptism of repentance for the forgiveness of sins. And people from the whole Judean countryside and all the people of Jerusalem were going out to him and were baptized by him in the river Jordan, confessing their sins. Now John was clothed with camel’s hair, with a leather belt around his waist, and he ate locusts and wild honey. He proclaimed, “The one who is more powerful than I is coming after me; I am not worthy to stoop down and untie the thong of his sandals. I have baptized you with water; but he will baptize you with the Holy Spirit.”

In those days Jesus came from Nazareth of Galilee and was baptized by John in the Jordan. And just as he was coming up out of the water, he saw the heavens torn apart and the Spirit descending like a dove on him. And a voice came from heaven, “You are my Son, the Beloved; with you I am well pleased.”

And the Spirit immediately drove him out into the wilderness. He was in the wilderness forty days, tempted by Satan; and he was with the wild beasts; and the angels waited on him.

Mark 1:1-13 NRSV

Grace to you and peace from God our Creator and from our Lord and Savior Jesus Christ. Amen.

We are finally back together!

[The assembly responded with applause.]

I think for many of us this is the largest group of people who have been singing together that we’ve seen in two and a half years. Well done, and thank you to the musicians for their very good work!

[The assembly responded with applause.]

When I received the lessons appointed for this evening, I was curious because there is a lot of talk about wilderness, and not a lot of it very comforting, if you think about it. We have the voice crying in the wilderness, and then we have John the Baptist appearing in the wilderness, and then the Spirit immediately drove Jesus out into the wilderness. And we know that Elijah himself went one day’s journey into the wilderness after escaping from Ahab and Jezebel.

I think in many ways we, along with the rest of the world, have been living in a kind of wilderness brought about by this pandemic. It has been a difficult time for all of us, disjointed, isolated, separated from one another, not knowing if there would be a vaccine, and not knowing if it would work, and not knowing if we would get sick, or someone in

our family would get sick. So, with faith and—let's be clear—God's gift of science, we are able to gather here for this worship.

There are all kinds of wildernesses that we experience, and some of those were unmasked for many of us during the pandemic. There is the wilderness of racism, of inequitable health care, the wilderness of not being able to find a decent job, or send your kids to a decent school. That is a wilderness that is not created by the people who suffer from it but created by the wilderness of our own sinful systems in this church and in the country.

Wildernesses are not pleasant. They are a wasteland, they are desolate, they are dangerous, they are threatening, they are not at the center of society or security, but they are pushed out on the edge. Marginalized people in communities have also been pushed out and are on the edge and away from resources.

It struck me how people were labeled 'essential workers.' Of course, we are grateful for the medical professionals and our first responders, but think of those who were labeled 'essential workers,' who risked their lives to make sure our hospitals were clean, our trash was picked up, our groceries were bagged, etc. Often, those were ones who were not able to access affordable health care. We know that that is a truth, and that during this pandemic some folks found themselves even more in the wilderness that had been created for them, including, I would say, the community from Iglesia Luterana Santa María Peregrina, whom we have hurt and to whom I will, on your behalf, offer an apology tomorrow afternoon.

But there are other ways that we get marginalized, even those of us with power and privilege. We can be marginalized, and we find ourselves caught ever more tightly or deeply or 'barrenly' in the wilderness, when we make our own efforts to save ourselves, our families, our country, our church apart from God, apart from the direction of the Spirit. We get ourselves further into the wilderness apart from each other, past, present, and future.

I know we have a lot of important issues to deliberate on and also, hopefully, as the Spirit opens our ears and hearts, we will discern what the Spirit is doing with our church, and I expect there will be some spirited discussion and conversation in the next few days. That's good, but all of us are the ELCA. I am not the ELCA; you are not the ELCA; they are not the ELCA. We, all of us together, are the ELCA, and this is not our church, it is Christ's church.

The more we forge ahead in the confidence of our own power, the farther we go into the wilderness. In the gospel, we hear about one crying in the wilderness. It is a quote from Isaiah, 'Prepare the way of the Lord,' and this is yet another way that we twist what God has given to us as promises and assurance and hope. We twist them into demands and into ominous warnings to get it right before the Lord comes again. We hear, 'Prepare,' and what do you think about when you are hearing that in the beginning of Advent (besides the Christmas lists, Christmas cards, and all that sort of thing)? It is an ominous thing, that we had better get ourselves together. That is impossible, first, but second, this turns this into our work and not the fulfillment of God's promise, and it gets to be really, really exhausting. I think I am not so unlike all of you when, several times during these last several years, I have felt that I just have no more answers. I cannot think anymore; I have no more to give; I just want to give up; I can't do this.

Our younger daughter, Susanna, did her science fair project one year on non-Newtonian fluids, and so we made green slime. What makes [a fluid] non-Newtonian [is that] the harder and faster you try to stir this fluid, the more stuck it gets, until finally it seizes up completely. And I think maybe that's where I am in some ways and the church is in some ways. I am done. I quit. Let's give it to somebody else to do, except the whole

world is affected and not just us. Our own attempts at salvation turn God's word of promise into fruitless and exhausting attempts to save ourselves.

But wilderness is also a liminal place, what the Celts call a 'thin' place. The wilderness is a place where the difference, the veil between the other world, the divine and the human world, is porous and it is possible to pass between those things, this very thin place. We notice that the connection to the holy seems effortless because we can be in that thin place apart from our own efforts, invited into that liminal, shimmering wilderness God wants for us.

In fact, we know that Jesus started out his ministry in the wilderness and that the Lord had a word with Elijah in the wilderness. So here we are in this time where God, Jesus, in fact, ministers at the margins, to the people who are marginalized and even we, who assume that we've got it all together, are marginalized. We are strangers. When we were yet dead in sin, Jesus saved us. And so, we were stuck in all of that, but now we have a chance. This is something that is a gift to the Church, and as we live this out, can be a gift from this church to the rest of the world. This incredible mixing, or blending, or meeting of the eternal and of the mortal.

In a little bit, we are going to sing a hymn which is one of my favorites, and in the second verse it says, 'Mary learned that she would carry both the mortal and divine, incarnation in a momentary meeting of eternity and time.' Mary was a liminal space, and we know that our Lord Jesus is a liminal space—fully human, fully divine. And we know that being baptized into the body of Christ, into this liminal body, we too are encountering the divine, even in our brokenness, and our messiness, and our sinfulness. When we receive the Sacrament of Holy Communion, we are receiving the infinite and the mortal at the same time. Eternity and time come together [in] this liminal meal which we will share in a little bit. And that through baptism, and the Lord's Supper, these sacraments and the Word make us a liminal people. Can we, will we, God willing, exist—are we existing—as a witness that there is not a great divide between God and God's creation, that, in fact, God is already here and present in everything, inanimate or animate, and that we, the people of God, are now part of this liminal experience and witness to a world who wants to say it is either this way or that way, it is either material or you people are just fooling yourselves, you are in so much denial, and pie in the sky? How can you believe that there is a God who loves this creation when we see the horrible things that we do, that others do to us, and that happen all around us?

But, in fact, we are part of this liminal body, and when we find ourselves marginalized in our own wildernesses, or in the wildernesses other people have created, it is important for us to take a lesson from Elijah. Elijah was not happy. He was running for his life, literally running for his life, and he couldn't hear God, and he didn't feel that he was in a liminal place in the wilderness. It took God appearing to Elijah in a very specific, important, and particular way.

You know, I am not very good at silence. There are very few times in my life when I experience silence. There is the ever-present ambient noise of the city, or the office, or trains, or planes, or power mowers, or power tools, the intrusive alerts from our computers signaling new calls, or texts, or emails. When the world around me is mostly still, I notice I am not. There is a circus going on in my head. You know, grocery lists, and 'Have I picked up that?', and snatches of tunes, and all of those sorts of things.

I am not sure what drives this acoustic and mental busyness, but I know I am not the only one who so seldom experiences silence. Maybe we are just trying to get more stuff done; maybe it is a fear of missing out; maybe it is habit. I do know that this constant noise

and stimulation can be exhausting and stressful. The more noise, the louder we become in order to be heard over the noise, which leads to more noise.

My spiritual director has suggested that I spend 20 minutes a day in silence. I am up to about five right now. During the past three years, during the past 400 years, during the past 500 years, we have been assaulted by all kinds of noise and dissent and dissonance (not with really vigorous conversation and debate on these matters that are so important), but we get lost in all of this.

Well, the prophet Elijah, who had run into the wilderness and had decided that he was completely done with this whole being a prophet thing, he had a profound experience of silence. He was fleeing for his life from the wrath of Jezebel, and I imagine he was generating a lot of internal noise. But the word of the Lord came to Elijah and said, 'Go out and stand on the mountain before the Lord.' We read how there was a great wind so strong that it was splitting mountains and breaking rocks to pieces before the Lord, but the Lord was not in the wind. And after the wind, an earthquake, but the Lord was not in the earthquake. And after the earthquake, a fire, but the Lord was not in the fire. After that, a sound of sheer silence. Wind and earthquakes and fire all seem reasonable when God is making an entrance, and there are many instances in Scripture where God is announced with these kinds of sound and pyrotechnics, but this story from 1 Kings has always caught my attention. The phrase in verse 12 is often translated 'the sound of a still, small voice,' but it was not the sound of a voice that indicated that God was present. It was the sound of sheer silence. When Elijah heard it, he wrapped his face in his mantle and stood at the entrance of the cave.

Silence, spending time in silence, is a spiritual discipline. It is not a technique, but it is a way of being in God's presence. It is pretty simple, but at least in my case, it is not easy. Sheer silence silences all of our defenses and self-justifications. It can be terrifying because in silence there is nothing between the soul and the source of our being. No wonder that Elijah, when he heard the sound of sheer silence, wrapped his face in his mantle. He was in the presence of the holy.

So, here we are. We will be doing a lot of talking, but I do hope we find some time just to sit in stillness and silence in God's presence. And when we do that, we can discover that we are not only in a liminal place where God has come near, not only in a liminal place where human and God were joined in the person of Jesus Christ, but we are a liminal church and a liminal people who hear this silence, the presence and the activity of God, and hopefully, we are able in some small way as the ELCA to help the world see that God is not far off.

Now, back to Mark. In the gospel for today, we hear the quotation from Isaiah, chapter 40, "in the wilderness, 'Prepare the way of the Lord,'" but before that in Isaiah, the first few verses in chapter 40, we hear God saying "Comfort, comfort, my people." We hear prepare as a threat, or an assignment, or a warning. But this word 'comfort' in Hebrew is actually the plural imperative, and as God was sending this messenger before the Messiah, God was saying to God's heavenly court, 'You comfort the people.' And then we hear the promise, 'Prepare the way of the Lord,' and sure enough, we do find that the Lord came.

The problem with our busyness, or our self-control, or our need to save ourselves is that we so often turn God's promises somehow into threats or work to be done, but that's really not true. There was another interesting piece to this in the gospel lesson, and it is only in Mark that we hear this sort of thing. Jesus in the presence of God, in the silence, Jesus, Jesus'-self a liminal being bringing us closer to God and God closer to us, he is driven into the wilderness, which should be an unpleasant experience, and the other gospels

give us a better detail of what was going on there. But we hear only in Mark that Satan tempted Jesus, that he stayed there for 40 days, that he was with the wild animals, and the angels tended to him. We never hear that Satan left, and it quite possibly may be that Satan never withdrew. It is kind of like the fiery serpents in the book of Numbers who troubled the people of Israel after they were worshiping a golden calf. We never hear that they leave either.

We know that, as baptized, forgiven, liminal people, the presence of God is closer than our own breath. We also know that to be in the body of Christ in the world today is also going to mean suffering, but it is not in vain, and it does not go unnoticed or unmarked by our loving God. We have—and we soon shall [again]—heard, and touched, and tasted the Lord. Taste and see that the Lord is good!

You notice God sent the angel one more time to Elijah to get him back on his feet, and the angel said to Elijah, “Get up and eat, otherwise the journey will be too much for you.” The journey is too much for us, for this church, apart from the dear presence of our Lord, apart from the nourishment that we receive in Word and sacrament, the journey is too much, but this God is ever near in this church that can be a witness to the liminal presence of God. We are fed, and we are watered, and we are washed, and we are sent.

We are a liminal, living church with a God who is never, ever far from us, and I pray that during our time here together we can be such a clear witness to each other and to ourselves that God is at work in us and through us in spite of all our messiness, and that God’s will will be done, and that the wholeness and abundance of life that God intends for every single person and for all of creation will be realized in our lives, and we will help other people to see that God realizes that in them. Amen.



Evangelical Lutheran Church in America

God's work. Our hands.

CONSTITUTIONS, BYLAWS, AND CONTINUING RESOLUTIONS of the Evangelical Lutheran Church in America®

as adopted by the Constituting Convention
of the Evangelical Lutheran Church in America
(April 30, 1987)

and

as amended by subsequent
Churchwide Assemblies and Church Councils
of the Evangelical Lutheran Church in America

Edition current as of April 2022

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INTRODUCTION

The *Constitutions, Bylaws, and Continuing Resolutions of the Evangelical Lutheran Church in America* reflect the theology and polity of this church as it organizes itself to preach the gospel of Jesus Christ, share the sacraments, reach out to the neighbor with good news, and share the love of God in the world. Each expression of this church — churchwide, synod, and congregation — is held together in a relationship of interdependence that encourages each to respond to its context. These documents also demonstrate our commitment to seeing ourselves with others as part of the one, holy, catholic, and apostolic Church.

These documents are the result of a process that saw the formation of the Evangelical Lutheran Church in America in 1988. They are rooted in Scripture, the Lutheran Confessions, and the experiences of predecessor church bodies. Intentionally connected to this past, they also have been amended over the years to address the current context into which we have been called to serve. These are structures that do change to express the work of Christ's church in the world as it is today. There is an underlying conviction that we are united by Christ for this work.

We, as members of this church, find ourselves consulting these documents frequently to guide, direct, and assist us in mission and ministry together. They remind us that this is not our church, but God's church. As God's people, living in relationship with God and with one another, we serve in God's good world. "God's work. Our hands."

Secretary Wm Chris Boerger
August 10, 2019

RESTATED
ARTICLES OF INCORPORATION
OF
EVANGELICAL LUTHERAN CHURCH IN
AMERICA®

ARTICLE I

The name of this corporation shall be:
EVANGELICAL LUTHERAN CHURCH IN AMERICA

ARTICLE II

This corporation (sometimes referred to herein as the “Church”) is organized and shall be operated exclusively for religious purposes and, specifically, this corporation shall constitute a Lutheran church the purpose and functions of which shall be as specified from time to time in the Constitution of this corporation.

Within the framework and limitations of these purposes, the Church is organized and shall be operated exclusively for religious purposes and shall have such powers as are consistent with the foregoing purposes, including the power to acquire and receive funds and property of every kind and nature whatsoever, whether by purchase, conveyance, lease, gift, grant, bequest, legacy, devise, or otherwise, and to own, hold, expend, make gifts, grants, and contributions of, and to convey, transfer, and dispose of any funds and property and the income therefrom for the furtherance of the purposes of the Church herein above set forth, or any of them, and to lease, mortgage, encumber, and use the same, and such other powers which are consistent with the foregoing purposes and which are afforded to the Church by the Minnesota Nonprofit Corporation Act, and by any future laws amendatory thereof and supplementary thereto.

(04-2022) ARTICLES OF INCORPORATION / 11

ARTICLE III

This corporation shall not afford pecuniary gain, incidentally or otherwise, to its members, and no part of the net income or net earnings of this corporation shall inure to the benefit of any member, private shareholder, or individual, and no substantial part of its activities shall consist of carrying on propaganda, or otherwise attempting to influence legislation. This corporation shall not participate in, or intervene in (including the publishing or distributing of statements), any political campaign on behalf of any candidate for public office.

This corporation shall not lend any of its assets to any officer, director, or member of this corporation or guarantee to any other person the payment of a loan made to an officer, director, or member of this corporation.

All references in these Articles of Incorporation to sections of the Internal Revenue Code of 1954 include any provisions thereof adopted by future amendments thereto and any cognate provisions in future Internal Revenue codes to the extent such provisions are applicable to this corporation.

ARTICLE IV

The period of duration of corporate existence of this corporation shall be perpetual.

ARTICLE V

The registered office of this corporation shall be located at 405 Second Avenue South, Minneapolis, Minnesota 55401.

ARTICLE VI

The management and direction of the business of the Church shall be vested in a board of directors which shall be known and designated as the Church Council. The terms of office, method of election, powers, authorities, and duties of the members of the Church Council, the time and place of their meetings, and such other regulations with respect to them as are not inconsistent with the express provisions of these Articles of Incorporation shall be as specified from time to time in the bylaws of the Church, which shall be known to the Church as its Constitution.

ARTICLE VII

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

ARTICLE VIII

Except as otherwise provided in the Church's Constitution, the Church shall have no members with voting rights.

Whenever, and to the extent that, the Church's Constitution provides that voting rights shall be exercised by individuals elected, appointed, or otherwise designated to serve as voting members of an assembly of the Church, then the voting members of this Church for purposes of the laws of the State of Minnesota shall be the persons who were most recently seated as the voting members of an assembly of the Church.

Members of congregations of the Church shall not, as such, have any voting rights with respect to this corporation.

ARTICLE IX

For purposes of the laws of the State of Minnesota, only the Church's Constitution shall be treated as the bylaws of this corporation, and none of this corporation's governing documents other than these Articles of Incorporation and the Church's Constitution need be subject to the procedures specified by law or otherwise for the amendment of articles of incorporation or bylaws.

ARTICLE X

Members of this corporation shall not be personally liable for the payment of any debts or obligations of this corporation of any nature whatsoever, nor shall any of the property of the members be subject to the payments of the debts or obligations of this corporation to any extent whatsoever.

ARTICLE XI

This corporation shall have no capital stock.

ARTICLE XII

These Articles of Incorporation may be amended from time to time in the manner prescribed by law.

ARTICLE XIII

In the event of the dissolution of this corporation any surplus property remaining after the payment of its debts shall be disposed of by transfer to one or more corporations, associations, institutions, trusts, community chests, or foundations organized and operated exclusively for one or more of the purposes of this corporation, and described in section 501(c)(3) of the Internal Revenue Code of 1954, in such proportions as the Church Council of this corporation shall determine. Notwithstanding any provision herein to the contrary, nothing herein shall be construed to affect the disposition of property and assets held by this corporation upon trust or other condition, or subject to any executory or special limitation, and such property, upon dissolution of this corporation, shall be transferred in accordance with the trust, condition, or limitation imposed with respect to it.

**CONSTITUTION, BYLAWS,
AND CONTINUING RESOLUTIONS
of the
EVANGELICAL LUTHERAN CHURCH
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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 that 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 printed in **bold** face type.
- b. All bylaw provisions are 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 14. Church Council" are preceded by "14."

General subjects normally are titled and designated by a number ending in zero. Thus, a subdivision of Chapter 12 that contains provisions regarding the Churchwide Assembly is codified and titled "12.20. Duties of the Churchwide Assembly." When subjects that are bylaw provisions only are titled, the same principles would apply within the third number sequence, e.g., 12.41.10. Voting Members.

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 related to the presiding bishop of this church is 13.21.

Bylaw provisions are codified with three sets of numbers: the chapter number, the related constitutional provision number, and a two-digit bylaw number. Thus, one bylaw provision related to the secretary of this church is codified as 13.41.01.

Continuing resolutions also are 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; 16.11. to designate the subject matter within the chapter; and the third set might be numbered A16. in the codification 16.11.A16. to indicate by the "A" that it is the first continuing resolution regarding that subject and by the "16" that it was adopted in 2016.

When many related provisions are parts of a unit that are considered inseparable, they normally are 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 follows a progressive sequence. Thus, 8.21. will precede 8.22.02., and 9.21.01. will precede 9.22.

Provisions in the *Constitution for Synods* are prefaced with "S," and those in the *Model Constitution for Congregations* with "C."

In these governing documents, with the exception of the "Restated Articles of Incorporation," "Church" with a capital letter is used in references to the one, holy, catholic, and apostolic Church. In references to the Evangelical Lutheran Church in America, the words "church" and "this church" in lower case letters are employed.

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.**
- 1.01.01.** The name, Evangelical Lutheran Church in America, as used herein, refers, in general references, to this whole church, including its three expressions: congregations, synods, and the churchwide organization. The name, Evangelical Lutheran Church in America, is also the name of the corporation of the churchwide organization to which specific references are made herein.
- 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. The churchwide organization shall be incorporated.**
- 1.11.01.** The seal of the churchwide organization 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.



- 1.11.02.** The principal office of the churchwide organization shall be located in Chicago, Illinois.
- 1.11.03.** The churchwide organization may maintain offices in such other locations as the Churchwide 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 Scripture 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.** This church confesses the one, holy, catholic, and apostolic Church and is resolved to serve Christian unity throughout the world.
- 3.03.** The Church exists both as an inclusive fellowship and as local congregations gathered for worship and Christian service. Congregations find their fulfillment in the universal community of the Church, and the universal Church exists in and through congregations. This church, therefore, derives its character and powers both from the sanction and representation of its congregations and from its inherent nature as an expression of the broader fellowship of the faithful. In length, it acknowledges itself to be in the historic continuity of the communion of saints; in breadth, it expresses the fellowship of believers and congregations in our day.
- 3.04.** This church, inspired and led by the Holy Spirit, participates in The Lutheran World Federation as a global communion of churches, engaging in faithful witness to the gospel of Jesus Christ and in service for the sake of God's mission in the world.

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.
 - 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, and oversee a ministry of Word and Sacrament, a ministry of Word and Service, 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 dialogue 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.** The Evangelical Lutheran Church in America shall be one church. This church recognizes that all power and authority in the Church belongs to the Lord Jesus Christ, its head. Therefore, all actions of this church by congregations, synods, and the churchwide organization shall be carried out under his rule and authority in accordance with the following principles:
- 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 expressions sharing responsibly in God's mission. In an interdependent relationship, primary responsibility for particular functions will vary among the expressions. 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 ministry, 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 components as are required in the *Constitutions, Bylaws, and Continuing Resolutions of the Evangelical Lutheran Church in America*. Beyond these common elements, congregations and synods shall be free to organize in such manner as each deems appropriate for its jurisdiction.
 - e. Except as otherwise provided in this constitution and bylaws, the appropriate office or unit of the churchwide organization, through the Church Council, shall establish processes that will ensure that at least 60 percent of the members of its assemblies, councils, committees, boards, and other organizational units shall be laypersons; that at least 45 percent of the lay members of these assemblies, councils, committees, boards, or other organizational units shall be women and at least 45 percent shall be men, and that, where possible, the representation of ministers of Word and Sacrament shall include both men and women. At least 10

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percent of the members of these assemblies, councils, committees, boards, or other organizational units shall be persons of color and/or persons whose primary language is other than English. Processes shall be developed that will assure that in selecting staff there will be a balance of women and men, persons of color and persons whose primary language is other than English, laypersons, and persons on the rosters of this church. This balance is to be evident in the selection of staff consistent with the inclusive policy of this church.

- f. Except as otherwise provided in this constitution and bylaws, synods, through synod councils, shall establish processes that will ensure that at least 60 percent of the members of their assemblies, councils, committees, boards, and other organizational units shall be laypersons; that at least 45 percent of the lay members of their assemblies, councils, committees, boards, or other organizational units shall be women and at least 45 percent shall be men, and that, where possible, the representation of ministers of Word and Sacrament shall include both women and men. Each synod shall establish processes that will enable it to reach a minimum goal that 10 percent 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.
- g. A layperson is a person who is not on the roster of Ministers of Word and Sacrament or the roster of Ministers of Word and Service of this church.
- h. Leaders in this church should demonstrate that they are servants by their words, lifestyle, 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, 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, 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, task force, or other body.

- 5.01.A16.** *This church commits itself to ethnic and racial diversity. Each expression of this church shall annually assess its ethnic and racial diversity when compared to the demographic data of its community or territory. The churchwide organization will work with synods as they assist congregations to reach out to persons of color or whose primary language is other than English.*
- 5.01.B19.** *Each synod shall submit its goals and strategies to the appropriate churchwide unit or office and shall annually submit a report on progress toward its goals to such unit or office.*
- 5.01.C21.** *The term, “persons of color and/or persons whose primary language is other than English,” shall be understood to mean African American, African Descent, Black, Arab and Middle Eastern, Asian and Pacific Islander, Latino, American Indian, and Alaska Native people. This definition, however, shall not be understood as limiting this church’s commitment to inclusive participation in its life and work.*
- 5.01.D16.** *The Churchwide Assembly shall receive reports from the presiding bishop and the secretary that monitor this church’s progress toward meeting the commitment expressed in 5.01.A16.*
- 5.01.E19.** *The Church Council shall establish triennial percentage goals for this church to meet the commitment expressed in 5.01.A16. The minimum goal shall be that at least 10 percent of the members of this church shall be persons of color or whose primary language is other than English.*
- 5.01.F19.** *It is the goal of this church that at least 10 percent of the voting members of the Churchwide Assembly, Church Council, and churchwide boards and committees be youth and young adults. The Church Council shall establish a plan for implementing this goal. For purposes of the Constitution, Bylaws, and Continuing Resolutions of the ELCA, the term “youth” means a voting member of a congregation who has not reached the age of 18 at the time of election or appointment for service. The term “young adult” means a voting member of a congregation between the ages of 18 and 30 at the time of election or appointment for service.*
- 5.01.G19.** *To implement 5.01.g., those deacons elected as laypersons prior to the adoption of this provision may complete the term to which they were elected as a layperson. They would not be eligible for reelection as a layperson if such reelection were otherwise possible.*
- 5.01.H21.** *For purposes of the representational principles set forth in 5.01.e. and f., the percentage of laypersons that is not allocated to women or men may be allocated to persons who identify as gender non-binary, gender fluid, women, men, or other genders.*

Chapter 6.

MEMBERSHIP

- 6.01. The members of this church shall be the baptized members of its congregations.
- 6.02. Membership status and the obligations and rights of congregation members are determined by reference to Chapter 8 of the *Model Constitution for Congregations of the Evangelical Lutheran Church in America*.
- 6.03. The synods of this church and the churchwide organization have no individual members except for those congregation members who serve as voting members of the synod corporations and churchwide corporation.
- 6.04. The voting members of the synods and churchwide organization shall be those congregation members serving as members of the synod assemblies and the Churchwide Assembly respectively. Membership in a congregation does not, in and of itself, confer voting rights in these corporations.

Chapter 7.
MINISTRY

7.10. MINISTRY OF THE BAPTIZED PEOPLE OF GOD

7.11. 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 some of its baptized members for specific ministries in this church.

7.20. MINISTRY OF WORD AND SACRAMENT

7.21. 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.

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

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

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

7.25. Ministers of Word and Sacrament shall be subject to discipline as set forth in Chapter 20 of this constitution.

7.30. STANDARDS FOR MINISTERS OF WORD AND SACRAMENT

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

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

- a. commitment to Christ;
 - b. acceptance of and adherence to the Confession of Faith of this church;
 - c. willingness and ability to serve in response to the needs of this church;
 - d. academic and practical qualifications for ministry, including leadership abilities and competence in interpersonal relationships;
 - e. commitment to lead a life worthy of the Gospel of Christ and in so doing to be an example in faithful service and holy living;
 - f. receipt and acceptance of a letter of call; and
 - g. membership in a congregation of this church.
- 7.31.02. Responsibilities.** Consistent with the faith and practice of the Evangelical Lutheran Church in America,
- a. Every minister of Word and Sacrament shall:
 - 1) preach the Word;
 - 2) administer the sacraments;
 - 3) conduct public worship;
 - 4) provide pastoral care;
 - 5) seek out and encourage qualified persons to prepare for the ministry of the Gospel;
 - 6) impart knowledge of this church and its wider ministry through available channels of effective communication;
 - 7) witness to the Kingdom of God in the community, in the nation, and abroad; and
 - 8) speak publicly to the world in solidarity with the poor and oppressed, calling for justice and proclaiming God's love for the world.
 - b. Each pastor with a congregational call shall, within the congregation:
 - 1) offer instruction, confirm, marry, visit the sick and distressed, and bury the dead;
 - 2) relate to all schools and organizations of the congregation;
 - 3) install regularly elected members of the Congregation Council;
 - 4) with the council, administer discipline;
 - 5) endeavor to increase the support given by the congregation to the work of the churchwide organization and the synod; and
 - 6) encourage adherence to covenantal relationships with this church as expressed in the *Constitutions, Bylaws, and Continuing Resolutions of the Evangelical Lutheran Church in America*.
- 7.31.03. Preparation and Approval.** Except as provided in 7.31.04., a candidate for the ministry of Word and Sacrament shall have:
- a. membership in a congregation of this church and registration, by its pastor and council, of the candidate with the candidacy committee;
 - b. been granted entrance to candidacy by and under the guidance and supervision of the appropriate committee for at least a year before being approved for call;

- c. 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 appropriate churchwide unit, such as internship and supervised clinical work;
 - d. completed at least one year of residency in a seminary of this church or of the Evangelical Lutheran Church in Canada, except when waived by the appropriate committee in consultation with the faculty of a seminary of this church or of the Evangelical Lutheran Church in Canada;
 - e. been recommended for approval by the faculty of a seminary of this church or of the Evangelical Lutheran Church in Canada or have received the waiver described in 7.31.03.d.;
 - f. been examined and approved by the appropriate committee according to criteria, policies, and procedures recommended by the appropriate churchwide unit, after consultation with the Conference of Bishops, and adopted by the Church Council;
 - g. been recommended to a congregation or other entity by the bishop of the synod to which the candidate has been assigned for first call in accordance with the procedures recommended by the appropriate churchwide unit, reviewed by the Conference of Bishops, and adopted by the Church Council; and
 - h. received and accepted a properly issued and attested letter of call.
- 7.31.04. Approval under Other Circumstances.** Candidates for the ministry of Word and Sacrament who by reason of (a) age and prior experience, (b) ordination in another Lutheran church body, or (c) ordination in another Christian church body, whether in North America or abroad, shall be approved by the candidacy committee for ordination or reception according to criteria, policies, and procedures recommended by the appropriate churchwide unit, reviewed by the Conference of Bishops, and adopted by the Church Council. In preparing such criteria, policies, and procedures, the appropriate churchwide unit shall consult with the seminaries of this church and, as appropriate, with other churchwide units.
- 7.31.05.** Roster status in more than one church body is precluded in the Evangelical Lutheran Church in America. As required by constitutional provision 7.22. and bylaw 7.31.01., ministers on the Word and Sacrament roster of the Evangelical Lutheran Church in America must accept and adhere to this church's Confession of Faith, as well as abide by this church's standards and policies for ministers of Word and Sacrament.
- 7.31.06. Reinstatement.** A person seeking reinstatement as a minister of Word and Sacrament, whether having served previously in this church or in one of its predecessor bodies, shall be registered by the pastor and council of the congregation of which such a person is a member with the candidacy committee of the synod in which the person was last rostered or, upon mutual agreement of the synod bishops involved, after consultation with and approval by the secretary of this church, with the candidacy committee of the synod of current residence. The person then

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shall be interviewed, examined, and approved for reinstatement by the candidacy committee under criteria, policies, and procedures recommended by the appropriate churchwide unit, reviewed by the Conference of Bishops, and adopted by the Church Council. In this process, the committee shall review the circumstances related to the termination of earlier service together with subsequent developments. The person is reinstated after receiving and accepting a letter of call to serve as a minister of Word and Sacrament in this church.

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

- 7.31.08. Ordination in Unusual Circumstances.** For pastoral reasons in unusual circumstances, a synod bishop may provide for the ordination by another minister of Word and Sacrament of the Evangelical Lutheran Church in America of an approved candidate who has received and accepted a properly issued, duly attested letter of call for the office of ministry of Word and Sacrament. Prior to authorization of such an ordination, the bishop of the synod of the candidate's first call shall consult with the presiding bishop as this church's chief ecumenical officer and shall seek the advice of the Synod Council. The pastoral decision of the synod bishop shall be in accordance with policy developed by the appropriate churchwide unit, reviewed by the Conference of Bishops, and adopted by the Church Council.
- 7.31.09. Invitation to Service.** In accord with bylaw 8.63.01. and following, a minister of Word and Sacrament of a church body with which a relationship of full communion has been established by the Churchwide Assembly of the Evangelical Lutheran Church in America may serve contractually in a ministry setting of this church under a "Letter of Invitation to Service" upon the authorization of the bishop of the synod in which such service occurs.
- 7.31.10. Synod-authorized Ministry.** When need exists to render Word and Sacrament ministry for a congregation or ministry of this church where it is not possible to provide appropriate pastoral leadership, the synod bishop—acting with the consent of the congregation or ministry, in consultation with the Synod Council, and in accord with standards and qualifications developed by the appropriate churchwide unit, reviewed by the Conference of Bishops, and approved by the Church Council—may authorize a person who is a member of a congregation of the Evangelical Lutheran Church in America to offer this ministry. Such an individual shall be supervised by a minister of Word and Sacrament appointed by the synod bishop; such service shall be rendered during its duration under the sacramental authority of the bishop as the synod's pastor. Such an individual will be trained to fulfill this ministry for a specified period of time and in a given location only. Authorization, remuneration, direct supervision, and accountability are to be determined by the appropriate synod leadership according to churchwide standards and qualifications for this type of ministry. Authorization for such service shall be reviewed annually and renewed only when a demonstrated need remains for its continuation.
- 7.31.11.** No person who belongs to any organization such as a lodge or fraternal order which claims to possess in its teachings and ceremonies that which the Lord has given solely to the Church shall be called and received onto the roster of Ministers of Word and Sacrament or otherwise received into the ministry of this church, nor shall any person so called and received onto the roster of Ministers of Word and Sacrament or otherwise

received by this church be retained in its ministry who subsequently joins or is discovered to be a member of such an organization.

- 7.40.** **CALLS FOR MINISTERS OF WORD AND SACRAMENT**
- 7.41.** **Letters of Call.** Letters of call to ministers of Word and Sacrament of this church or properly approved candidates for this church's roster of Ministers of Word and Sacrament shall be issued in keeping with this church's constitutions, bylaws, and continuing resolutions as well as policies regarding such calls developed by the appropriate churchwide unit, reviewed by the Conference of Bishops, and approved by the Church Council.
- 7.41.01.** **Service under Call.** A minister of Word and Sacrament of this church shall serve under a letter of call properly extended by a congregation, a Synod Council, a Synod Assembly, the Church Council, or the Churchwide Assembly.
- a. Calls may be extended for stated periods of time and for shared-time ministry by the appropriate calling body under criteria recommended by the appropriate churchwide unit, reviewed by the Conference of Bishops, and adopted by the Church Council for service in a congregation, synod, or churchwide unit, in an institution or agency of this church, or in another setting in a category of work as provided by continuing resolution 7.44.A19.
 - b. A pastor serving under call to a congregation shall be a member of that congregation. In a parish of multiple congregations, a pastor shall be a member of one of the congregations being served.
 - c. Ministers of Word and Sacrament serving in interim ministry appointed by the synod bishop may serve under a letter of call, according to policies developed by the appropriate churchwide unit, reviewed by the Conference of Bishops, and approved by the Church Council. A call to interim ministry shall be a term call extended by the Synod Council upon recommendation of the synod bishop.
- 7.41.02.** **Initial Call to Congregational Service.** Because the responsibilities of the office of the ministry of Word and Sacrament are most clearly focused in the congregational pastorate, experience in which is deemed by this church to be invaluable for all other ministry of Word and Sacrament, initial service of at least three years shall be in a congregation of this church or, with the approval of the synod bishop, a congregation of a church body with which a relationship of full communion exists. Exceptions to the three-year requirement may be granted under criteria and procedures recommended by the appropriate churchwide unit, reviewed by the Conference of Bishops, and adopted by the Church Council.
- 7.41.03.** **Calls to Non-Congregational Service.** Calls to serve in institutions, agencies, and other entities inside and outside this church may be extended where there is an identifiable relationship of the work to the purpose of the ministry of Word and Sacrament. Such calls involve, for

example, the care of the Word, the administration of the sacraments, pastoral care, and activities closely associated with those tasks including oversight in the church and in inter-Lutheran and inter-church agencies and institutions. Care is to be exercised so that positions in the church and in the world that can be filled adequately and appropriately by the laity not be filled by ministers of Word and Sacrament for their convenience or status. Synod councils and the Church Council may seek the advice of the Conference of Bishops in specific situations.

- 7.41.04. Non-Stipendiary Service Under Call.** When it is deemed necessary for the mission needs of this church, a letter of call may be issued by the Synod Council—according to criteria, policies, and procedures recommended by the appropriate churchwide unit, reviewed by the Conference of Bishops, and adopted by the Church Council—to a minister of Word and Sacrament for non-stipendiary service after the Synod Council has sought and received approval by the Conference of Bishops. Care is to be exercised so that positions in the church and in the world that can be filled adequately and appropriately by the laity not be filled by ministers of Word and Sacrament for their convenience, status, or personal preference. A call to non-stipendiary service is to be reviewed at least annually by the Synod Council and continued only as warranted for the ministry needs of this church. Such a call may be terminated by the Synod Council when it is no longer serving the mission needs of this church.
- 7.41.05. Calls to Serve in Unusual Circumstances.** When it is deemed to be in the interests of this church in the care of the Gospel, ministers of Word and Sacrament may be called for a stated period of time, not to exceed three years, to minister on behalf of this church while employed in an occupation outside the traditional range of the ministry of Word and Sacrament. Such calls may be extended by a Synod Council or the Church Council upon recommendation by the Conference of Bishops according to criteria and procedures recommended by the appropriate churchwide unit, reviewed by the Conference of Bishops, and adopted by the Church Council. A call to serve in unusual circumstances is to be reviewed at least annually by the Synod Council or Church Council and continued only as warranted for the ministry needs of this church. Such a call may be terminated when it is no longer serving the mission needs of this church.
- 7.41.06. Calls in Predecessor Church Bodies.** Calls extended in predecessor church bodies that have not terminated are to be treated as current calls issued by and responsible to the appropriate expression of this church. Accountability for specific calls to service extended in predecessor church bodies shall be exercised in compliance with the governing documents, policies, and procedures of this church.
- 7.41.07. Retirement.** Ministers of Word and Sacrament may retire upon attainment of age 60, or after 30 years on the roster of Ministers of Word and Sacrament of this church or one of its predecessor bodies, and continue to be listed on the roster of Ministers of Word and Sacrament of this church, upon endorsement by the synod bishop, by

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action of the Synod Council in the synod in which the minister of Word and Sacrament is listed on the roster.

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

7.41.08. Disability. Ministers of Word and Sacrament may be granted disability status and continue to be listed on the roster of Ministers of Word and Sacrament of this church, upon endorsement by the synod bishop, by action of the Synod Council in the synod in which the minister of Word and Sacrament is listed on the roster.

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

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

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

- a. to which the congregation issuing the call to the minister of Word and Sacrament is related;
- b. which issues a letter of call to the minister of Word and Sacrament;

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

7.42.01. If the service of a minister of Word and Sacrament who receives and accepts a letter of call from this church, under 7.42.c., would be enhanced through transfer of roster status from the previous synod of roster to the synod of current address, such a transfer may be authorized upon mutual agreement of the synod bishops involved after consultation with and approval by the secretary of this church.

7.42.02. In certain circumstances for the sake of the ministry and mission needs of this church, the transfer of roster status of a minister of Word and Sacrament serving under call in the churchwide organization may be authorized, at the initiative of the presiding bishop of this church, upon

- mutual agreement of the synod bishops involved in such a transfer after consultation with and approval by the secretary of this church.
- 7.43. A letter of call issued by a Synod Council or the Church Council to a minister of Word and Sacrament of this church shall be either coterminous with, or not longer than, the duration of the service or employment for which the call was issued. With the exception of persons designated as employees of a synod or the churchwide organization, such a call does not imply any employment relationship or contractual obligation in regard to employment on the part of the Synod Council or Church Council issuing the call. The recipient of such a call remains subject to this church's standards and discipline for ministry of Word and Sacrament, as contained in this church's constitution, bylaws, and continuing resolutions and in the policy and procedure documents of this church.**
- 7.43.01.** When the Synod Council or the Church Council, as the calling source, determines that the service or employment no longer fulfills the criteria under which a call was issued, the Synod Council or the Church Council shall vacate the call and direct that the individual be placed on leave from call or, if such leave status is not granted, the individual shall be removed from the roster of Ministers of Word and Sacrament.
- 7.43.02.** Ministers of Word and Sacrament previously under call to the churchwide organization or to a synod shall respect the integrity of the ministry in which they no longer serve and shall not interfere with or exercise the functions of the office or position in which they no longer serve unless invited to do so by the presiding bishop or Church Council in the churchwide organization or, in the synods, by the bishop or the Synod Council.
- 7.44. Each synod shall maintain a roster containing the names of those ministers of Word and Sacrament who are related to it on the basis of 7.42. of this constitution. All additions, deletions, changes, and corrections to this roster shall be reported promptly to the Office of the Secretary.**
- 7.44.A19. Sources of Calls for Ministers of Word and Sacrament**
- a. Principles for Sources of Calls*
- 1) *A "call" is an action by expressions of this church, as specified in the "Table of Sources of Calls for Ministers of Word and Sacrament," through which a person is asked to serve in a specified ministry. Such an action is attested in a "letter of call."*
 - 2) *Interdependence within the body of this church suggests that any action of one of its entities affects other entities. Therefore, interdependence is expressed in all calls extended within this church.*
 - 3) *A call expresses a relationship between this church and the person called involving mutual service, support, accountability, supervision, and discipline.*

- 4) *A letter of call is issued by that expression of this church authorized to do so which is most directly involved in accountability for the specified ministry.*
 - 5) *Decisions on calls for ministries in unusual circumstances not otherwise provided for but deemed to be in the interests of this church's care of the Gospel are referred to the Conference of Bishops for recommendation to the appropriate calling body.*
- b. *Table of Sources of Calls for Ministers of Word and Sacrament*

Setting	Calling Body
1.0 <i>Congregational ministry</i>	
1.1 <i>Single congregation</i>	<i>Congregation meeting</i>
1.11 <i>Pastor</i>	
1.12 <i>Senior pastor</i>	
1.13 <i>Associate/assistant pastor</i>	
1.14 <i>Co-pastor</i>	
1.15 <i>Shared-time pastor</i>	
1.2 <i>Multiple-congregation parish</i>	<i>Congregation meetings, acting on a common proposal</i>
1.21 <i>Pastor</i>	<i>One of the participating congregations</i>
1.22 <i>Other pastoral arrangements</i>	<i>One of the participating congregations</i>
1.3 <i>Coalition and cluster ministry</i>	<i>Synod Council</i>
1.4 <i>Congregations beyond this church</i>	
1.41 <i>Independent Lutheran congregation</i>	<i>Synod Council</i>
1.42 <i>Overseas independent Lutheran congregation</i>	<i>Church Council upon request of appropriate churchwide unit</i>
1.43 <i>Full communion congregation</i>	<i>Synod Council</i>
1.44 <i>Other</i>	<i>Synod Council or Church Council</i>
1.5 <i>Interim pastor</i>	<i>Synod Council</i>
1.6 <i>Pastor in a synod-authorized ministry</i>	<i>Synod Council</i>
2.0 <i>Synod ministry</i>	
2.1 <i>Bishop</i>	<i>Synod Assembly</i>
2.2 <i>Assistant to bishop</i>	<i>Synod Council</i>
2.3 <i>Shared staff by two or more synods</i>	<i>Synod Council of one of the participating synods</i>
2.4 <i>Synod staff partially supported by grants from churchwide units</i>	<i>Synod Council</i>

3.0	<i>Regional ministry</i>	
3.1	<i>Staff</i>	<i>Church Council</i>
3.2	<i>Shared synod-churchwide staff</i>	<i>Church Council</i>
4.0	<i>Churchwide ministry</i>	
4.1	<i>Presiding bishop and secretary</i>	<i>Churchwide Assembly</i>
4.2	<i>Treasurer</i>	<i>Church Council</i>
4.3	<i>Staff of the churchwide organization</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>Church Council upon request of appropriate churchwide unit</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>	
6.1	<i>Staff</i>	<i>Synod Council</i>
7.0	<i>Outdoor ministry</i>	
7.1	<i>Staff</i>	<i>Synod Council</i>
8.0	<i>Ecumenical/Inter-Religious 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>Church Council</i>
10.0	<i>Educational ministry</i>	
10.1	<i>ELCA-related seminary chaplain/faculty/administrator</i>	<i>Church Council upon request of appropriate churchwide unit</i>
10.2	<i>Chaplain/faculty/administrator of seminary unrelated to ELCA</i>	<i>Church Council upon request of appropriate churchwide unit</i>
10.3	<i>ELCA-related college chaplain/faculty/administrator</i>	<i>Synod Council of the synod in which college is located</i>
10.4	<i>Chaplain/faculty/administrator of a college unrelated to ELCA</i>	<i>Synod Council of the synod in which college is located</i>

10.5	<i>ELCA-related school chaplain/faculty/administrator</i>	<i>Congregation of which the school is a part or, if related to several congregations, Synod Council of the synod in which the school is located</i>
10.6	<i>Chaplain/faculty of a school unrelated to ELCA</i>	<i>Synod Council of the synod in which school is located</i>
10.7	<i>Director/staff of a continuing education center related to a churchwide unit</i>	<i>Synod Council in which the main office of center is located upon the request of appropriate churchwide unit</i>
11.0	<i>Missionary ministry</i>	
11.1	<i>Outside United States</i>	<i>Church Council upon request of appropriate churchwide unit</i>
11.2	<i>Within United States</i>	<i>Church Council upon request of appropriate churchwide unit</i>
12.0	<i>Independent Lutheran Organization</i>	<i>Church Council upon request of appropriate churchwide unit</i>
13.0	<i>Separately Incorporated Ministry</i>	<i>Church Council</i>
14.0	<i>Other</i>	
14.1	<i>Non-stipendiary service under call</i>	<i>Synod Council upon approval by the Conference of Bishops</i>
14.2	<i>Unusual ministries (as in conjunction with occupations and in approved situations not otherwise specified)</i>	<i>Synod Council or Church Council upon recommendation by the Conference of Bishops</i>

7.45. **In keeping with the historic discipline and practice of the Lutheran church and to be true to a sacred trust inherent in the nature of the pastoral office, no minister of Word and Sacrament of this church shall divulge any confidential disclosure received in the course of the care of souls or otherwise in a professional capacity, nor testify concerning conduct observed by the minister of Word and Sacrament while working in a pastoral capacity, except with the express permission of the person who has given confidential information to the minister of Word and Sacrament or who was observed by the minister of Word and Sacrament, or if the person intends great harm to self or others.**

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

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

- 1) mutual agreement to terminate the call or the completion of a call for a specific term;
 - 2) resignation of the pastor, which shall become effective, unless otherwise agreed, no later than 30 days after the date on which it was submitted;
 - 3) inability to conduct the pastoral office effectively in that congregation in view of local conditions;
 - 4) physical disability or mental incapacity of the pastor;
 - 5) suspension of the pastor through discipline for more than three months;
 - 6) resignation or removal of the pastor from the roster of Ministers of Word and Sacrament of this church;
 - 7) termination of the relationship between this church and the congregation;
 - 8) dissolution of the congregation or the termination of a parish arrangement; or
 - 9) suspension of the congregation through discipline for more than six months.
- b. When allegations of physical disability or mental incapacity of the pastor under paragraph a.4) above, or ineffective conduct of the pastoral office under paragraph a.3) above, have come to the attention of the bishop of this synod,
- 1) the bishop in his or her sole discretion may investigate such conditions personally together with a committee of two rostered ministers and one layperson, or
 - 2) when such allegations have been brought to the synod's attention by an official recital of allegations by the Congregation Council or by a petition signed by at least one-third of the voting members of the congregation, the bishop personally shall investigate such conditions together with a committee of two rostered ministers and one layperson.
- c. In case of alleged physical disability or mental incapacity under paragraph a.4) above, the bishop's committee shall obtain and document competent medical opinion concerning the pastor's condition. When a disability or incapacity is evident to the committee, the bishop of this synod may declare the pastorate vacant. When the pastorate is declared vacant, the Synod Council shall list the pastor on the roster of Ministers of Word and Sacrament with disability status. Upon removal of the disability and restoration of the pastor to health, the bishop shall take steps to enable the pastor to resume the ministry, either in the congregation last served or in another appropriate call.
- d. In the case of alleged local difficulties that imperil the effective functioning of the congregation under paragraph a.3) above, the bishop's committee shall endeavor to hear from all concerned

- persons, after which the bishop together with the committee shall present their recommendations first to the pastor and then to the congregation. The recommendations of the bishop's committee must address whether the pastor's call should come to an end and, if so, may suggest appropriate severance arrangements. The committee may also propose other actions that should be undertaken by the congregation and by the pastor, if appropriate. If the pastor and congregation agree to carry out such recommendations, no further action need be taken by the synod.
- e. If either party fails to assent to the recommendations of the bishop's committee concerning the pastor's call, the congregation may dismiss the pastor only at a legally called meeting after consultation with the bishop, either (a) by a two-thirds vote of the voting members present and voting where the bishop and the committee did not recommend termination of the call, or (b) by a majority vote of the voting members present and voting where the bishop and the committee recommended termination of the call.
 - f. If, in the course of proceedings described in paragraph c. or paragraph d. above, the bishop's committee concludes that there may be grounds for discipline, the committee shall make recommendations concerning disciplinary action in accordance with the provisions of this church's constitution, bylaws, and continuing resolutions.

7.50. MINISTRY OF WORD AND SERVICE

- 7.51.** This church calls and receives onto the roster qualified persons to provide a ministry of Word and Service, exemplifying the life of Christ-like service to all persons and creation: nurturing, healing, leading, advocating dignity and justice, and equipping the whole people of God for their life of witness and service within and beyond the congregation for the sake of God's mission in the world.
- 7.52.** A minister of Word and Service of this church shall be a person whose commitment to Christ, soundness in the faith, aptness to serve, teach, and witness, and educational qualifications have been examined and approved in the manner prescribed in the documents of this church; who has been properly called and ordained; who accepts and adheres to the Confession of Faith of this church; who is diligent and faithful in the exercise of ministry; and whose life and conduct are above reproach. A minister of Word and Service shall comply with this church's constitutions, bylaws, and continuing resolutions.
- 7.53.** The standards for acceptance and continuance of ministers of Word and Service of this church shall be set forth in the bylaws.
- 7.54.** The secretary of this church shall maintain a roster containing the names of ministers of Word and Service who qualify on the basis of constitutional provisions 7.52., 7.53., and 7.61., and related bylaws.

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- 7.54.01. Ministers of Word and Service shall be known as deacons.
- 7.54.A16. *Those persons previously rostered as associates in ministry, deaconesses, or diaconal ministers in the Evangelical Lutheran Church in America shall be retained as deacons of this church (except for removals in accord with the governing documents, criteria, policies, and procedures of this church). Accountability for specific calls shall be exercised according to the policies and procedures of this church.*
- 7.55. **Ministers of Word and Service of this church shall be subject to discipline as set forth in Chapter 20 of this constitution.**
- 7.60. **STANDARDS FOR MINISTERS OF WORD AND SERVICE**
- 7.61. **In accordance with the description stated in 7.52, ministers of Word and Service shall be governed by the following standards, policies, and procedures.**
- 7.61.01. **Basic Standards.** Persons admitted to and continued in the ministry of Word and Service of this church shall satisfactorily meet and maintain the following, as defined by this church's constitutions, bylaws, and continuing resolutions and in policies developed by the appropriate churchwide unit, reviewed by the Conference of Bishops, and adopted by the Church Council:
- a. commitment to Christ;
 - b. acceptance of and adherence to the Confession of Faith of this church;
 - c. willingness and ability to serve in response to the needs of this church;
 - d. academic and practical qualifications for ministry, including leadership abilities and competence in interpersonal relationships;
 - e. commitment to lead a life worthy of the Gospel of Christ and in so doing to be an example in faithful service and holy living;
 - f. receipt and acceptance of a letter of call; and
 - g. membership in a congregation of this church.
- 7.61.02. **Responsibilities.** Consistent with the faith and practice of the Evangelical Lutheran Church in America, every minister of Word and Service shall:
- a. be rooted in the Word of God, for proclamation and service;
 - b. advocate a prophetic diakonia that commits itself to risk-taking and innovative service on the frontiers of the Church's outreach, giving particular attention to the suffering places in God's world;
 - c. speak publicly to the world in solidarity with the poor and oppressed, calling for justice and proclaiming God's love for the world, witnessing to the realm of God in the community, the nation, and abroad;
 - d. equip the baptized for ministry in God's world that affirms the gifts of all people;
 - e. encourage mutual relationships that invite participation and accompaniment of others in God's mission;

- f. practice stewardship that respects God’s gift of time, talents, and resources;
 - g. be grounded in a gathered community for ongoing diaconal formation;
 - h. share knowledge of this church and its wider ministry of the gospel, and advocate for the work of all expressions of this church; and
 - i. identify and encourage qualified persons to prepare for ministry of the gospel.
- 7.61.03. Preparation and Approval.** Except as provided in 7.61.04., a candidate who is to be called and received onto the roster as a minister of Word and Service shall have:
- a. membership in a congregation of this church and registration, by its pastor and council, of the candidate with the candidacy committee;
 - b. been granted entrance to candidacy by and under the guidance and supervision of the appropriate committee for at least a year before being approved for call;
 - c. completed the academic and practical preparation according to criteria and procedures established by the appropriate churchwide unit, after consultation with the Conference of Bishops, and adopted by the Church Council;
 - d. been examined and approved by the appropriate committee according to criteria, policies, and procedures recommended by the appropriate churchwide unit, after consultation with the Conference of Bishops, and adopted by the Church Council;
 - e. been recommended to a congregation or other entity by the bishop of the synod to which the candidate has been assigned for first call in accordance with the procedures recommended by the appropriate churchwide unit, reviewed by the Conference of Bishops, and adopted by the Church Council; and
 - f. received and accepted a properly issued and attested letter of call.
- 7.61.04. Approval under Other Circumstances.** A candidate may, for reasons of age or prior experience, be granted approval under criteria and procedures which permit certain equivalencies as defined by the appropriate churchwide unit, reviewed by the Conference of Bishops, and adopted by the Church Council.
- 7.61.05.** No person who belongs to any organization such as a lodge or fraternal order which claims to possess in its teachings and ceremonies that which the Lord has given solely to the Church shall be called and received onto the roster of Ministers of Word and Service or otherwise received into the ministry of this church, nor shall any person so called and received onto the roster of Ministers of Word and Service or otherwise received by this church be retained in its ministry who subsequently joins or is discovered to be a member of such an organization.
- 7.61.06.** Roster status in more than one church body is precluded in the Evangelical Lutheran Church in America. As required by constitutional provision 7.52. and bylaw 7.61.01., ministers on the Word and Service roster of the

Evangelical Lutheran Church in America must accept and adhere to this church's Confession of Faith, as well as abide by this church's standards and policies for ministers of Word and Service.

- 7.61.07. Reinstatement.** A person seeking reinstatement as a minister of Word and Service shall be registered by the pastor and council of the congregation of which such a person is a member with the candidacy committee of the synod in which the person was last rostered or, upon mutual agreement of the synod bishops involved, after consultation with and approval by the secretary of this church, with the candidacy committee of the synod of current residence. The person then shall be interviewed, examined, and approved for reinstatement by the candidacy committee under criteria, policies, and procedures recommended by the appropriate churchwide unit, reviewed by the Conference of Bishops, and adopted by the Church Council. In this process, the committee shall review the circumstances related to the termination of earlier service together with subsequent developments. The person is reinstated after receiving and accepting a letter of call to serve as a minister of Word and Service in this church.
- 7.61.08. On Leave from Call.** A minister of Word and Service of this church, serving under a regularly issued letter of call, who leaves the work of that ministry without accepting another regularly issued letter of call, may be retained on the roster of Ministers of Word and Service of this church, upon endorsement by the synod bishop, by action of the Synod Council in the synod of which the minister of Word and Service is a member, under policy developed by the appropriate churchwide unit, reviewed by the Conference of Bishops, and adopted by the Church Council.
- a. Normative Pattern: By annual action of the Synod Council in the synod of which a member, upon endorsement by the synod bishop, a minister of Word and Service who is without a current letter of call may be retained on the roster of Ministers of Word and Service of this church for a maximum of three years, beginning at the completion of an active call.
 - b. Study Leave: By annual action of the Synod Council in the synod of which a member, with the approval of the synod bishop and in consultation with the appropriate churchwide unit a minister of Word and Service engaged in graduate study, in a field of study that will enhance service in the ministry of Word and Service in this church, may be retained on the roster of Ministers of Word and Service of this church for a maximum of six years.
 - c. Family Leave: A minister of Word and Service may request leave for family responsibilities. By annual action of the Synod Council in the synod of which a member, upon endorsement by the synod bishop, such a minister of Word and Service who is without a current letter of call and who requests leave for the birth or care of a child or children of the minister of Word and Service or the care of an immediate family member (child, spouse, or parent) with a serious health condition may be retained on the roster of Ministers of Word and

Service of this church—under policy developed by the appropriate churchwide unit, reviewed by the Conference of Bishops, and adopted by the Church Council—for a maximum of six years, beginning at the completion of an active call.

- d. Exception to these limits for the purpose of serving the needs of this church may be granted in accordance with established policy of this church by the Synod Council in the synod of current roster after having received approval by the Conference of Bishops.

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

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

7.70. CALLS FOR MINISTERS OF WORD AND SERVICE

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

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

- a. Calls may be extended for stated periods of time and for shared-time ministry by the appropriate calling body under criteria recommended by the appropriate churchwide unit, reviewed by the Conference of Bishops, and adopted by the Church Council for service in a congregation, synod, or churchwide unit, in an institution or agency of this church, or in another setting in a category of work as provided by continuing resolution 7.74.A19.
- b. A minister of Word and Service serving under call to a congregation shall be a member of that congregation. In a parish of multiple congregations, a minister of Word and Service shall be a member of one of the congregations being served.

7.71.02. Non-Stipendiary Service Under Call. When it is deemed necessary for the mission needs of this church, a letter of call may be issued by the Synod

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

7.71.03. Calls in Predecessor Church Bodies. Calls extended in predecessor church bodies that have not terminated are to be treated as current calls issued by and responsible to the appropriate expression of this church. Accountability for specific calls to service extended in predecessor church bodies shall be exercised in compliance with the governing documents, policies, and procedures of this church.

7.71.04. Retirement. Ministers of Word and Service may retire upon attainment of age 60, or after 30 years on a roster of this church or one of its predecessor bodies, and continue to be listed on the roster of Ministers of Word and Service of this church, upon endorsement by the synod bishop, by action of the Synod Council in the synod in which the minister of Word and Service is listed on the roster.

a. The policies and procedures for granting retired status on the roster of Ministers of Word and Service shall be developed by the appropriate churchwide unit, reviewed by the Conference of Bishops, and adopted by the Church Council.

b. If a minister of Word and Service who has been granted retired status resides at too great a distance from any congregation of this church to be able to sustain an active relationship with that congregation, or if there are no congregations of this church in the vicinity, other than a congregation previously served, the bishop of the synod in which the minister of Word and Service is listed on the roster may grant permission for the minister of Word and Service to hold membership in a congregation or parish of a church body with which a relationship of full communion has been declared and established by the Evangelical Lutheran Church in America.

7.71.05. Disability. Ministers of Word and Service may be granted disability status, and continue to be listed on the roster of Ministers of Word and Service of this church, upon endorsement by the synod bishop, by action of the Synod Council in the synod in which the minister of Word and Service is listed on the roster.

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

b. If a minister of Word and Service who has been granted disability status resides at too great a distance from any congregation of this

church to be able to sustain an active relationship with that congregation, or if there are no congregations of this church in the vicinity other than a congregation previously served, the bishop of the synod in which the minister of Word and Service is listed on the roster may grant permission for the minister of Word and Service to hold membership in a congregation of a church body with which a relationship of full communion has been declared and established by the Evangelical Lutheran Church in America.

- 7.71.06. Retention of Roster Records.** When a minister of Word and Service resigns or is removed from the roster of this church, the roster record shall be retained by the secretary of this church, and the synod bishop shall invite the person at the time of resignation or removal to provide, annually, appropriate current information for the roster record.
- 7.72. Each person on the roster of Ministers of Word and Service of this church shall be related to that synod:**
- a. to which the congregation issuing the call to the minister of Word and Service is related;
 - b. which issues a letter of call to the minister of Word and Service;
 - c. on whose roster the minister of Word and Service was listed at the time of the issuance of a letter of call from the Church Council;
 - d. on whose roster the minister of Word and Service, if a seminary teacher or administrator, was assigned by the seminary board, subject to approval by the synod bishop and Synod Council of each affected synod, to promote proportionate representation of faculty and administration in each synod of its region;
 - e. in which the minister of Word and Service, upon receiving a call from this church, serves as a deployed staff person or on the roster of one of the synods to which the minister of Word and Service is deployed;
 - f. on whose roster the minister of Word and Service, if granted on-leave-from-call status, was listed when last called or the synod of current address, upon application by the minister of Word and Sacrament for transfer and the mutual agreement of the synod bishops involved after consultation with and approval by the secretary of this church;
 - g. on whose roster the minister of Word and Service, if granted disability status, was listed when last called, or the synod of current address, upon application by the minister of Word and Service for transfer and the mutual agreement of the synod bishops involved after consultation with and approval by the secretary of this church; or
 - h. on whose roster the minister of Word and Service, if granted retired status, was listed when last called, or the synod of current address, upon application by the minister of Word and Service for transfer and the mutual agreement of the synod bishops

involved after consultation with and approval by the secretary of this church.

- 7.72.01.** If the service of a minister of Word and Service who receives and accepts a letter of call from this church, under 7.72.c., would be enhanced through transfer of roster status from the previous synod of roster to the synod of current address, such a transfer may be authorized upon mutual agreement of the synod bishops involved after consultation with and approval by the secretary of this church.
- 7.72.02.** In certain circumstances for the sake of the ministry and mission needs of this church, the transfer of roster status of a minister of Word and Service serving under call in the churchwide organization may be authorized, at the initiative of the presiding bishop of this church, upon mutual agreement of the synod bishops involved in such a transfer after consultation with and approval by the secretary of this church.
- 7.73.** **A letter of call issued by a Synod Council or the Church Council to a minister of Word and Service of this church shall be either coterminous with, or not longer than, the duration of the service or employment for which the call was issued. With the exception of persons designated as employees of a synod or the churchwide organization, such a call does not imply any employment relationship or contractual obligation in regard to employment on the part of the Synod Council or Church Council issuing the call. The recipient of such a call remains subject to this church's standards and discipline for ministry of Word and Service, as contained in this church's constitution, bylaws, and continuing resolutions and in the policy and procedure documents of this church.**
- 7.73.01.** When the Synod Council or the Church Council, as the calling source, determines that the service or employment no longer fulfills the criteria under which a call was issued, the Synod Council or the Church Council shall vacate the call and direct that the individual be placed on leave from call or, if such leave status is not granted, the individual shall be removed from the roster of Ministers of Word and Service.
- 7.73.02.** Ministers of Word and Service previously under call to the churchwide organization or to a synod shall respect the integrity of the ministry in which they no longer serve and shall not interfere with or exercise the functions of the office or position in which they no longer serve unless invited to do so by the presiding bishop or Church Council in the churchwide organization or, in the synods, by the bishop or the Synod Council.
- 7.74.** **Each synod shall maintain a roster containing the names of those ministers of Word and Service who are related to it on the basis of 7.72. of this constitution. All additions, deletions, changes, and corrections to this roster shall be reported promptly to the Office of the Secretary.**

7.74.A21. Sources of Calls for Ministers of Word and Service

a. Principles for Sources of Calls

- 1) A “call” is an action by expressions of this church, as specified in the “Table of Sources of Calls for Ministers of Word and Service,” through which a person is asked to serve in a specified ministry. Such an action is attested in a “letter of call.”
- 2) Interdependence within the body of this church suggests that any action of one of its entities affects other entities. Therefore, interdependence is expressed in all calls extended within this church.
- 3) A call expresses a relationship between this church and the person called involving mutual service, support, accountability, supervision, and discipline.
- 4) A letter of call is issued by that expression of this church authorized to do so which is most directly involved in accountability for the specified ministry.
- 5) Decisions on calls for ministries in unusual circumstances not otherwise provided for but deemed to be in the interests of this church’s care of the Gospel are referred to the Conference of Bishops for recommendation to the appropriate calling body.

b. Table of Sources of Calls for Ministers of Word and Service

	Setting	Calling Body
1.0	<i>Congregational ministry</i>	
1.1	<i>Single congregation</i>	<i>Congregation meeting</i>
1.2	<i>Multiple-congregation parish</i>	<i>Congregation meetings, acting on a common proposal, with one of the participating congregations issuing the call</i>
1.3	<i>Coalition and cluster ministry</i>	<i>Synod Council</i>
1.4	<i>Congregations beyond this church</i>	
1.41	<i>Independent Lutheran congregations</i>	<i>Synod Council</i>
1.42	<i>Full communion congregation</i>	<i>Synod Council</i>
1.43	<i>Deacon in a synod-authorized ministry</i>	<i>Synod Council</i>
1.44	<i>Other</i>	<i>Synod Council</i>
2.0	<i>Synod ministry</i>	
2.1	<i>Assistant to the Bishop</i>	<i>Synod Council</i>
2.2	<i>Shared staff of two or more synods</i>	<i>Synod Council</i>
2.3	<i>Staff partially supported by grants from churchwide units</i>	<i>Synod Council</i>
3.0	<i>Regional ministry</i>	
3.1	<i>Staff</i>	<i>Church Council</i>

3.2	<i>Shared synod- churchwide staff</i>	<i>Church Council</i>
4.0	<i>Churchwide ministry</i>	
4.1	<i>Secretary</i>	<i>Churchwide Assembly</i>
4.2	<i>Treasurer</i>	<i>Church Council</i>
4.3	<i>Staff of the churchwide organization</i>	<i>Church Council</i>
5.0	<i>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>Church Council upon request of appropriate churchwide unit</i>
5.4	<i>Other</i>	<i>Church Council</i>
6.0	<i>Campus ministry</i>	
6.1	<i>Staff</i>	<i>Synod Council</i>
7.0	<i>Outdoor ministry</i>	
7.1	<i>Staff</i>	<i>Synod Council</i>
8.0	<i>Ecumenical/Inter-Religious 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>Church Council</i>
10.0	<i>Educational ministry</i>	
10.1	<i>ELCA-related seminary</i>	<i>Church Council upon request of appropriate churchwide unit</i>
10.2	<i>Seminary unrelated to ELCA</i>	<i>Church Council upon request of appropriate churchwide unit</i>
10.3	<i>ELCA-related college</i>	<i>Synod Council of the synod in which college is located</i>
10.4	<i>College unrelated to ELCA</i>	<i>Synod Council of the synod in which college is located</i>
10.5	<i>ELCA-related school</i>	<i>Congregation of which the school is a part or, if related to several congregations, Synod Council of the synod in which the school is located</i>
10.6	<i>School unrelated to ELCA</i>	<i>Synod Council of the synod in which school is located</i>
10.7	<i>Director/staff of a continuing education center related to a churchwide unit</i>	<i>Synod Council in which the center's main office is located upon the request of appropriate churchwide unit</i>

11.0	Missionary ministry	
11.1	Outside United States	Church Council upon request of appropriate churchwide unit
11.2	Within United States	Church Council upon request of appropriate churchwide unit
12.0	Independent Lutheran Organization	Church Council upon request of the appropriate churchwide unit
13.0	Separately Incorporated Ministry	Church Council
14.0	Other	
14.1	Non-stipendiary service under call	Synod Council upon approval by the Conference of Bishops
14.2	Unusual ministries (as in conjunction with occupations and in approved situations not otherwise specified)	Synod Council or Church Council upon recommendation by the Conference of Bishops

- 7.75.** The provisions for termination of the mutual relationship between a minister of Word and Service and a congregation shall be as follows:
- a. The call of a congregation, when accepted by a minister of Word and Service, shall constitute a continuing mutual relationship and commitment which shall be terminated only by the deacon's death or following consultation with the synod bishop for the following reasons:
 - 1) mutual agreement to terminate the call or the completion of a call for a specific term;
 - 2) resignation of the minister of Word and Service, which shall become effective, unless otherwise agreed, no later than 30 days after the date on which it was submitted;
 - 3) inability to conduct the office to which they have been called effectively in that congregation in view of local conditions;
 - 4) physical disability or mental incapacity of the minister of Word and Service;
 - 5) suspension of the minister of Word and Service through discipline for more than three months;
 - 6) resignation or removal of the minister of Word and Service from the roster of Ministers of Word and Service of this church;
 - 7) termination of the relationship between this church and the congregation;
 - 8) dissolution of the congregation or the termination of a parish arrangement; or
 - 9) suspension of the congregation through discipline for more than six months.
 - b. When allegations of physical disability or mental incapacity of the deacon under paragraph a.4) above, or ineffective conduct of

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the office under paragraph a.3) above, have come to the attention of the bishop of this synod,

- 1) the bishop in his or her sole discretion may investigate such conditions personally together with a committee of two rostered ministers and one non-rostered person, or
 - 2) when such allegations have been brought to the synod's attention by an official recital of allegations by the Congregation Council or by a petition signed by at least one-third of the voting members of the congregation, the bishop personally shall investigate such conditions together with a committee of two rostered ministers and one non-rostered person.
- c. In case of alleged physical disability or mental incapacity under paragraph a.4) above, the bishop's committee shall obtain and document competent medical opinion concerning the minister of Word and Service's condition. When a disability or incapacity is evident to the committee, the bishop of this synod may declare the position vacant. When the position is declared vacant, the Synod Council shall list the deacon on the roster of Ministers of Word and Service with disability status. Upon removal of the disability and restoration of the minister of Word and Service to health, the bishop shall take steps to enable the minister of Word and Service to resume the ministry, either in the congregation last served or in another appropriate call.
- d. In the case of alleged local difficulties that imperil the effective functioning of the congregation under paragraph a.3) above, the bishop's committee shall endeavor to hear from all concerned persons, after which the bishop together with the committee shall present their recommendations first to the minister of Word and Service and then to the congregation. The recommendations of the bishop's committee must address whether the minister of Word and Service's call should come to an end and, if so, may suggest appropriate severance arrangements. The committee may also propose other actions that should be undertaken by the congregation and by the minister of Word and Service, if appropriate. If the minister of Word and Service and congregation agree to carry out such recommendations, no further action need be taken by the synod.
- e. If either party fails to assent to the recommendations of the bishop's committee concerning the minister of Word and Service's call, the congregation may dismiss the minister of Word and Service only at a legally called meeting after consultation with the bishop, either (a) by a two-thirds vote of the voting members present and voting where the bishop and the committee did not recommend termination of the call, or (b) by a majority

vote of the voting members present and voting where the bishop and the committee recommended termination of the call.

- f. If, in the course of proceedings described in paragraph c. or paragraph d. above, the bishop's committee concludes that there may be grounds for discipline, the committee shall make recommendations concerning disciplinary action in accordance with the provisions of this church's constitution, bylaws, and continuing resolutions.

Chapter 8.
RELATIONSHIPS

- 8.10.** RELATIONSHIP OF CONGREGATIONS, SYNODS, THE CHURCHWIDE ORGANIZATION, AND THE LUTHERAN WORLD FEDERATION
- 8.11.** 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 an interdependent relationship with the others.
- 8.12.** 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.
- 8.13.** The synod shall provide for pastoral care of the congregations, ministers of Word and Sacrament, and ministers of Word and Service within its boundaries. It shall plan for, facilitate, and nurture the life and mission of its people and shall enlarge the ministries and extend the outreach into society on behalf of and in connection with the congregations and the churchwide organization. Conferences, clusters, coalitions, other area subdivisions, or networks shall serve to assist the congregations and synods in exercising their mutual responsibilities.
- 8.14.** 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.
- 8.15.** The three expressions of this church—congregations, synods, and the churchwide organization—all share in the responsibility to develop, implement, and strengthen the financial support program of this church.
- 8.16.** In faithful participation in the mission of God in and through this church, congregations, synods, and the churchwide organization—as interdependent expressions of this church—shall be guided by the biblical and confessional commitments of this church. Each shall recognize that mission efforts must be shaped by both local needs and global awareness, by both individual witness and corporate endeavor, and by both distinctly Lutheran emphases and growing ecumenical cooperation.
- 8.17.** References herein to the nature of the relationship between the three expressions of this church—congregations, synods, and the churchwide organization—as being interdependent or as being in a partnership relationship describe the mutual responsibility of these expressions in God’s mission, and the fulfillment of the purposes of this church as described in Chapter 4, and do not imply or describe

- the creation of partnerships, co-ventures, agencies, or other legal relationships recognized in civil law.
- 8.18.** This church shall not, in any manner, be responsible for the debts or liabilities of other religious or charitable organizations, institutions, or agencies, whether independent of or affiliated with this church, or whether denominated as Lutheran or related to any Lutheran church body.
- 8.19.** This church affirms the relationship established through The Lutheran World Federation as a communion of churches that confess the triune God, agree in the proclamation of the Word of God, and are united in pulpit and altar fellowship.
- 8.19.01.** The bylaws on ecumenical availability of ministers of Word and Sacrament under relationships of full communion shall apply to such service within this church of such ministers of other member churches of The Lutheran World Federation.
- 8.19.02.** The bylaws on ecumenical availability of ministers of Word and Sacrament under relationships of full communion shall apply to such ministers of churches who have established a full communion relationship with a member church of The Lutheran World Federation provided that church is a member of a Christian World Communion that has a member church that is in full communion with this church.
- 8.20.** RELATIONSHIP WITH INSTITUTIONS AND AGENCIES
- 8.21.** **Seminaries. This church shall sponsor, support, and provide for oversight of seminaries for the preparation of persons for rostered leadership and other ministries and for continuing study on the part of rostered ministers and laypersons.**
- 8.21.01.** Each seminary of this church shall be separately incorporated or, if unincorporated, shall be a school, department, or unit of a college or university of this church. Whether separately incorporated or not, seminaries of this church shall be governed consistent with policies established by the Church Council upon recommendation of the appropriate unit of the churchwide organization. Seminaries may be organized into groupings, known as clusters, for the purposes of cooperation, interaction, and support.
- 8.21.02.** Amendments to the governing documents of each separately incorporated seminary and each seminary cluster shall be submitted, upon recommendation of the appropriate unit of the churchwide organization, to the Church Council for approval. Amendments to the governing documents of a college or university of this church that affect the authority or integrity of an unincorporated seminary of this church associated with that college or university shall be submitted, upon recommendation of the appropriate unit of the churchwide organization, to the Church Council for approval.
- 8.21.03.** The board of directors of each separately incorporated seminary shall be nominated and elected to terms as specified in the governing

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documents of the respective seminaries, and shall consist of 12 to 30 members, as follows:

- a. at least one-fifth nominated, in consultation with the seminaries, by the appropriate churchwide unit and elected by the Church Council;
- b. two members elected by the bishops of the supporting synods from among their number; and
- c. the remaining members elected by the supporting synods, in consultation with the seminaries, with the number to be elected by each synod 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.

8.21.04.

Each unincorporated seminary shall have an advisory council or governing board distinct from the board of directors of the college or university of which the seminary is a school, department, or unit. The seminary advisory council or governing board shall relate to the Church Council through the appropriate churchwide unit. The members of the unincorporated seminary's advisory council or governing board shall be elected as specified in the governing documents of the related college or university, and shall consist of 12 to 30 members, as follows:

- a. at least one-fifth nominated by the Church Council upon recommendation of the appropriate churchwide unit after consultation with the seminary's advisory council or governing board;
- b. two members nominated by the bishops of the supporting synods from among their number;
- c. one member, who shall serve as chair of the advisory council or governing board and as a voting member of the board of directors of the college or university, nominated by the Church Council, upon recommendation of the appropriate churchwide unit after consultation with the seminary's advisory council or governing board; and
- d. the remaining members to be from the supporting synods, nominated by the seminary's advisory council or governing board in consultation with the supporting synods.

8.21.05.

In accordance with the governing documents of each separately incorporated seminary, the board of directors shall elect the president of the seminary in consultation with the presiding bishop of this church and the appropriate churchwide unit. The board shall exercise all other normal governance functions, including the appointment of tenured faculty, and shall have authority to recruit students throughout this church.

8.21.06.

Each unincorporated seminary shall have a chief administrative officer, such as an academic dean, seminary provost, or vice president, who is on the roster of Ministers of Word and Sacrament of this church. In the appointment or election of the chief administrative officer of the seminary, the college or university shall consult with the seminary advisory council or governing board, the presiding bishop of this church, and the appropriate churchwide unit. The college or university board shall exercise all other normal governance functions, including

the appointment of tenured faculty, in consultation with the seminary's advisory council or governing board, and shall have authority to recruit students throughout this church.

- 8.21.07.** The seminaries shall receive churchwide and synod financial support. The amount of such support shall be determined through a consultation process involving seminaries, synods, and the appropriate churchwide unit. 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 according to a formula developed by the appropriate churchwide unit and approved by the Church Council. Seminaries shall provide for their remaining financial requirements through tuition, fees, endowment income, and fundraising programs. Fundraising in the congregations of supporting synods, however, shall be conducted only upon approval of the synods.
- 8.21.08.** Aid to students preparing for the ministries of this church shall be administered by the seminaries under guidelines developed by the appropriate churchwide units in consultation with the presidents of the seminaries.
- 8.22.** **Colleges and Universities. This church shall express its responsibility for higher education through its colleges and universities, the appropriate churchwide unit as determined by the Church Council, and its synods. While variation is possible in college or university relationships across this church, this church recognizes the desirability of some degree of uniformity of relationship for colleges and universities within the same region.**
- 8.22.01.** The relationship of this church to its colleges and universities shall be guided by policies fostering educational institutions dedicated to the Lutheran tradition wherein such institutions are an essential part 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; diligent in their preparation of leaders committed to truth, excellence, and ethical values; and pledged to the well-being of students in the development of mind, body, and spirit.
- 8.22.02.** Colleges and universities of the Evangelical Lutheran Church in America may relate to this church in various ways, including relationship with the Churchwide Assembly, the Church Council, a synod assembly, or a corporation whose voting members are, or have been elected by, synod assemblies, other organizational units (conferences, clusters, etc.), or congregations. Subject to approval by the appropriate synods, a college or university may be owned by a not-for-profit corporation (1) that has voting members, at least a majority of whom shall consist of members of the Churchwide Assembly or the Church Council, and (2) that shall hold the meeting of such a corporation in conjunction with the Churchwide Assembly or the Church Council for the purpose of approving amendments to the articles of incorporation, and approving amendments

- to other governing documents which affect the relationship between the college or university and this church. A majority of the members of the governing board of a corporation that meets in conjunction with the Churchwide Assembly or Church Council shall be members of this church or of a church body with which this church is in a relationship of full communion, but under no circumstances shall fewer than forty (40) percent of the members of such board be members of this church.
- 8.22.03.** Primary responsibility for recruiting members for its board belongs to each college or university of this church. This responsibility is best exercised when appropriate structures of this church are substantially involved. The college or university and the appropriate synods shall determine how many of the college or university board members are to be elected or ratified by the approved form of relationship as provided in 8.22.02.
- 8.22.04.** The responsibility for initiating changes in constitutional documents rests with each college or university of this church. Each college or university will reach agreement with the appropriate structures of this church as identified in 8.22.02. regarding changes in constitutional documents. This church's participation may range from prior consultation to final approval.
- 8.22.05.** Representation of members of this church on college or university boards, limitation of terms for board members, whether or not college or university presidents shall be members of this church, and representation of bishops of synods on college or university boards shall be determined by each institution and the appropriate synods.
- 8.22.06.** In addition to and consistent with the above provision 8.22 and bylaws 8.22.01 through 8.22.05, colleges and universities of this church where a school, department, or unit of that institution is a seminary of this church must comply with all requirements, policies, procedures, and standards specified in provision 8.21 and bylaws 8.21.01 through 8.21.08.
- 8.23.** **Institutions and Agencies. 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.**
- 8.23.01.** Social ministry organizations affiliate with this church through criteria and policies developed by the appropriate churchwide unit and through membership in Lutheran Services in America.
- 8.30.** **SPECIAL INTEREST CONFERENCES**
- 8.31.** **This church cherishes the diversity of cultural and linguistic groups as they are brought together in the geographic synods, recognizing, however, that certain groups, for historical reasons, 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.**

- 8.31.01.** Because of both official and informal international contacts with other churches, the Danish Special Interest Conference, Finnish (Suomi) Special Interest Conference, German Lutheran Conference in North America, and Hungarian Special Interest Conference shall relate to this church under the authority of the presiding bishop of this church through an executive or designated unit as determined by the presiding bishop. Official contacts and relationships of the special interest conferences with leaders and representatives of other churches shall be coordinated through the Office of the Presiding Bishop.
- 8.40.** **RELATIONSHIP WITH OTHER LUTHERAN ORGANIZATIONS**
- 8.41.** **This church may establish relationships with Lutheran organizations, institutions, or agencies whose purposes are compatible with its mission and ministry. Policies and procedures to create and implement these relationships shall be adopted by the Church Council.**
- 8.50.** **RELATIONSHIP WITH INTERCHURCH AGENCIES, INSTITUTIONS, AND COUNCILS**
- 8.51.** **The congregations, synods, social ministry institutions and agencies, and churchwide organization may establish or affiliate with interchurch agencies and councils in relationships that will reflect this church's objectives of sharing with other faith communities in study, dialogue, and common action, in accordance with adopted policies governing such associations.**
- 8.51.01.** Policies governing ecumenical, inter-Lutheran, and interfaith activities shall be recommended by the presiding bishop of this church to the Churchwide Assembly for its adoption.
- 8.51.02.** 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.
- 8.60.** **OFFICIAL CHURCH-TO-CHURCH RELATIONSHIPS**
- 8.61.** **This church may establish official church-to-church relationships and agreements. Establishment of such official relationships and agreements shall require a two-thirds vote of the voting members present and voting in a Churchwide Assembly.**
- 8.62.** **Policies and procedures to implement church-to-church relationships of full communion established by action of a Churchwide Assembly may be recommended by the appropriate officer or churchwide unit, reviewed by the Conference of Bishops, and adopted by the Church Council.**

- 8.63. The provisions governing ecumenical availability and service of ministers of Word and Sacrament and ministers of Word and Service shall be set forth in the bylaws.**
- 8.63.01.** A minister of Word and Sacrament of this church or a minister of Word and Service, serving temporarily in a church body with which a relationship of full communion has been declared and established by a Churchwide Assembly of the Evangelical Lutheran Church in America, may be retained on the roster—upon endorsement by the synod bishop and by action of the Synod Council in the synod in which the minister is listed on the roster—under policies developed at the direction of the presiding bishop and secretary, reviewed by the Conference of Bishops, and adopted by the Church Council.
- a. A letter of call may be issued to a minister of Word and Sacrament of this church, serving temporarily in such a church body, by the Church Council of the Evangelical Lutheran Church in America or a Synod Council, in accord with the Table of Sources of Calls (7.44.A19.b.).
 - b. A letter of call may be issued to a minister of Word and Service of this church, serving temporarily in such a church body, by the Church Council of the Evangelical Lutheran Church in America or a Synod Council, in accord with the Table of Sources of Calls (7.74.A19.b.).
 - c. A letter of call issued by the Church Council or a Synod Council for service in a church body with which a relationship of full communion has been established by the Churchwide Assembly shall be governed by provision 7.43. and bylaw 7.43.01.
- 8.63.02.** A minister of Word and Sacrament of a church body with which a relationship of full communion has been declared and established by a Churchwide Assembly of the Evangelical Lutheran Church in America may be authorized by the synod bishop to serve in a congregation or employing entity of this church. Such service shall be rendered under a contract between the congregation or employing entity and the minister of Word and Sacrament in a form proposed by the synod bishop and approved by the congregation or employing entity. Any such service shall be in accord with churchwide policies developed at the direction of the presiding bishop and secretary, reviewed by the Conference of Bishops, and adopted by the Church Council of the Evangelical Lutheran Church in America.
- 8.63.03.** Whenever a rostered minister of the Evangelical Lutheran Church in America is to serve or is serving in a church body with which a relationship of full communion has been declared and established by the Churchwide Assembly, or whenever a minister of Word and Sacrament of a church body with which a relationship of full communion has been so declared and established is to serve or is serving in this church, a full sharing of relevant information concerning such rostered minister's experience and fitness for ministry is expected between the synod bishop (or other appropriate office or entity) of this church and the appropriate person,

office, or entity in the other church. Relevant information related to fitness for ministry shall include, but is not limited to, any information concerning disciplinary proceedings or allegations that could result, or could have resulted, in disciplinary proceedings.

8.63.04. A minister of Word and Sacrament from a church body with which a relationship of full communion has been declared and established by a Churchwide Assembly of the Evangelical Lutheran Church in America may be granted the privilege of both voice and vote in the Synod Assembly during the period of that minister's service in a congregation of this church, in accord with bylaw 8.63.02.

8.63.05. The availability of a minister of Word and Sacrament from a church body with which a relationship of full communion has been declared and established by a Churchwide Assembly of the Evangelical Lutheran Church in America shall be understood normally in three categories: availability to serve in an occasional situation; availability to meet an extended need, including service in "yoked parish" settings; and availability for a transfer of roster status.

a. *Occasional service:* An occasional situation is defined as one in which a minister of Word and Sacrament of a church body with which a relationship of full communion exists may be asked to preach or administer the sacraments in a congregation of this church on an occasional basis with the authorization of the synod bishop.

b. *Extended service:* A minister of Word and Sacrament of a church body with which a relationship of full communion exists may be invited to serve as the pastor of a congregation of this church for an ~~extended~~ period of time, yet remain a minister of Word and Sacrament of his or her present church body. Such a person would be expected to preach, teach, and administer the sacraments in a congregation of this church in a manner that is consistent with the Confession of Faith of the Evangelical Lutheran Church in America ~~and to~~ live in a manner consistent with the ministerial policy of this church. Such service shall be rendered only as authorized by the synod bishop in order to serve the ministry and mission needs of this church in a given situation.

c. *Transfer:* A minister of Word and Sacrament of a church body with which a relationship of full communion exists who seeks to serve indefinitely within the ministry of Word and Sacrament of the Evangelical Lutheran Church in America may apply for admission to the roster of Ministers of Word and Sacrament of the Evangelical Lutheran Church in America and be approved through the candidacy process for admission to the roster. Such a minister would then become a minister of Word and Sacrament of this church upon receipt and acceptance of a regular call and installation in a congregation or other setting in this church.

8.63.06. Rostered ministers of the Evangelical Lutheran Church in America, while serving in an ecumenical setting, remain subject to the standards, policies,

- and discipline of the Evangelical Lutheran Church in America. A minister of Word and Sacrament of a church body with which a relationship of full communion exists is understood by the Evangelical Lutheran Church in America as subject to the standards, policies, and discipline of the church body in which the minister is rostered or holds ministerial membership. Such a minister, while serving in a congregation or other ministry of this church, is expected to abide by the standards and policies of this church related to ministers of Word and Sacrament.
- 8.63.07.** When a minister of Word and Sacrament from a church body with which a relationship of full communion has been declared and established by a Churchwide Assembly of the Evangelical Lutheran Church in America completes a contract for extended service, the synod file on that minister shall be sent to and retained by the Office of the Secretary.
- 8.64.** **This church, in accord with constitutional provision 2.05., acknowledges as one with it in faith and doctrine all churches that accept the teaching of the Unaltered Augsburg Confession and understands that altar and pulpit fellowship with congregations and other entities of such churches may be locally practiced. Local practice of altar and pulpit fellowship, in accord with churchwide constitutional provision 2.05., is subject to the approval of the Synod Council, upon endorsement by the synod bishop. Notice of such approval is to be given to the presiding bishop as the chief ecumenical officer of the Evangelical Lutheran Church in America.**
- 8.64.01.** The approval is granted initially for one year only and must be reviewed and approved annually by the Synod Council. Any time that the local practice of altar and pulpit fellowship no longer serves the mission and ministry needs of this church, the synod bishop may withdraw endorsement and the Synod Council may withdraw the approval.
- 8.64.02.** A minister of Word and Sacrament of a church body not in full communion with this church, while serving in a ministry involving the local practice of altar and pulpit fellowship with a congregation of this church is understood to be subject to the standards, policies, and discipline of the church body in which the minister is rostered or holds ministerial membership. Such a minister, while serving a congregation or other ministry of this church, is expected to abide by the standards and policies of this church related to ministers of Word and Sacrament. A minister of Word and Sacrament of this church, while serving in a ministry involving the local practice of altar and pulpit fellowship with a non-ELCA congregation, remains subject to the standards, policies, and discipline of the Evangelical Lutheran Church in America.
- 8.65.** **Synods of the Evangelical Lutheran Church in America and units of the churchwide organization are encouraged to engage in cooperative work, wherever possible, with churches that accept the teachings of the Unaltered Augsburg Confession. Units engaging in this work shall advise the presiding bishop of such developments.**

Chapter 9.
CONGREGATIONS

9.10. DEFINITION

9.11. 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.

9.20. CRITERIA FOR RECOGNITION AND RECEPTION

9.21. This church shall recognize, receive, and maintain on the roster 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 Statement of Purpose of this church;
- d. agree to call pastoral leadership from the roster of Ministers of Word and Sacrament of this church in accordance with the call procedures of this church, except in special circumstances as defined in the bylaws accompanying this provision, and with the approval of the synod bishop;
- e. agree to be responsible for their life as a Christian community;
- f. agree to support the life and work of this church; and
- g. adhere to the additional commitments expressed in this chapter of the *Constitution, Bylaws, and Continuing Resolutions of the Evangelical Lutheran Church in America*.

9.21.01. Approval of the synod bishop, as required in 9.21.d., involves the bishop's attesting that a candidate for the roster of Ministers of Word and Sacrament of this church has been approved, in conformity with the governing documents and policies of this church, through the synod candidacy process for first call as a seminary graduate or for call in this church through approval for reception into this church from another Lutheran church body or another Christian church body. Consultation with the synod bishop in accordance with the call procedures and governing documents of this church and the synod is required for the calling of pastoral leadership from among persons on the roster of Ministers of Word and Sacrament of this church or persons who are approved as eligible candidates for the roster of Ministers of Word and Sacrament of this church.

9.21.02. Under special circumstances, subject to the approval of the synod bishop and the concurrence of the congregation, a minister of Word and

Sacrament of a church body with which the Evangelical Lutheran Church in America officially has established a relationship of full communion by action of a Churchwide Assembly may serve temporarily under contract as pastor of a congregation of this church.

- 9.22. **In addition to this Chapter 9, all congregations of this church shall abide by the provisions of 6.01., 7.46., and 7.75., and bylaws 20.41.01 through 20.41.11.**
- 9.23. **In accord with constitutional provision 9.21.d. and bylaw 9.21.01. and without invoking the provisions of Chapter 20, a congregation that maintains as its pastor a minister of Word and Sacrament who has resigned or been removed from this church's roster of Ministers of Word and Sacrament or that calls as its pastor one who has not been approved for the roster of Ministers of Word and Sacrament may be removed from the roster of congregations of this church by the Synod Council upon recommendation of the synod bishop.**
- 9.24. **A recognized and received congregation that is part of this church shall, when legally possible, be incorporated and may:**
a. **own property and be responsible for its care; and**
b. **call or employ staff.**
- 9.25. **A congregation newly formed by this church and any congregation seeking recognition and reception by this church shall:**
a. **Accept the criteria for recognition and reception as a congregation of this church, fulfill the functions of the congregation, and accept the governance provisions as provided in Chapter 9 of this constitution.**
b. **Adopt governing documents that include fully and without alterations the Preamble, Chapter 1, where applicable, and all required provisions of Chapters 2, 3, 4, 5, 6, 7, 8, 9, 15, 16, 17, 18, and 19 in the *Model Constitution for Congregations* consistent with requirements of this constitution and the Constitution for Synods of this church. Bylaws and continuing resolutions, appropriate for inclusion in these chapters and not in conflict with these required provisions in the *Model Constitution for Congregations*, the constitution of the synod, or the *Constitution, Bylaws, and Continuing Resolutions of the Evangelical Lutheran Church in America*, may be adopted as described in Chapters 17 and 18 of the *Model Constitution for Congregations*.**
c. **Accept the commitments expected of all congregations of this church as stated in *C6.01., *C6.02., and *C6.03. of the *Model Constitution for Congregations*.**
- 9.26. **Recognition and reception into this church of transferring or independent congregations by the Evangelical Lutheran Church in America is based on the judgment of the synod and action by the synod through the Synod Council and Synod Assembly. The synod bishop shall provide for prompt reporting of such additions to the secretary of this church for addition to the roster of congregations.**

- a. If a congregation is a member of another church body, the leadership of the congregation first should consult with the appropriate authorities of that church body before taking action to leave its current church body. After such consultation, leaders of the congregation should contact the synod bishop or synod staff in this church where the congregation is located.
 - b. The synod bishop or synod staff where the transferring or independent congregation is located shall confer with the congregation to assure its understanding and acceptance of commitment to and affiliation with the Evangelical Lutheran Church in America.
- 9.27. 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.
- 9.30. RESERVATION OF AUTHORITY
- 9.31. 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.
- 9.40. FUNCTIONS
- 9.41. 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.

- 9.50. **GOVERNANCE**
- 9.51. **Each congregation shall structure itself in such a way as to involve its members in fulfilling the definition, purpose, and functions of a congregation of this church.**
- 9.52. **The governing documents of congregations recognized at the establishment of this church shall continue to govern such congregations until amended. When such a congregation wishes to amend any provision of its governing documents, the governing documents of that congregation shall be so amended to conform to 9.25.b. The synod responsible for the review of such amendments may permit, for good cause, a congregation to retain particular unamended provisions in the congregation’s governing documents that were in force at the establishment of this church.**
- 9.53. **Each congregation shall have governing documents, no terms of which shall conflict with provision 9.21. Subject to the provisions of 9.52., these documents shall contain the elements listed in the bylaws. The judgment on whether a congregation meets the criteria listed in 9.21. shall be made by this church through the synod of this church to which the congregation relates.**
- 9.53.01. The governing documents of congregations shall include:
- a. the Confession of Faith;
 - b. the Statement of Purpose;
 - c. provisions describing the congregation’s relationship to this church;
 - d. a process for calling a rostered minister;
 - e. a listing of the duties of a rostered minister;
 - f. provisions describing the role of the rostered minister in the governance of the congregation;
 - g. a process for removal of a rostered minister;
 - 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 organizational component (e.g., committees, boards); and
 - l. a process for the discipline of members.
- 9.53.02. ***A Model Constitution for Congregations* shall be provided by this church. Amendments to the *Model Constitution for Congregations* shall be made in the same manner as prescribed in Chapter 22 for amendments of the bylaws of this church. Congregations are expected to resolve conflicts between their current governing documents and the *Model Constitution for Congregations*.**
- 9.53.03. **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 notify the congregation of its decision to approve or disapprove the proposed changes; the changes shall**

- go into effect upon notification that the synod has approved them. The synod shall recognize that congregations may organize themselves in a manner which they deem most appropriate, consistent with this chapter.
- 9.53.04.** Each congregation shall take the necessary steps to protect its members and this church from liability, including incorporation as indicated in 9.24, appropriate insurance coverage, and similar actions.
- 9.53.05.** Congregations shall normally maintain a fiscal year of January 1 through December 31.
- 9.53.06.** A congregation considering a relocation shall confer with the bishop of the synod in which it is territorially located and the appropriate unit of the churchwide organization before any steps are taken leading to such action. The approval of the Synod Council shall be received before any such action is effected.
- 9.53.07.** A congregation considering development of an additional site to be used regularly for worship shall confer with the bishop of the synod in which it is territorially located before any steps are taken leading to such action.
- 9.53.08.** Congregations shall have the right to petition this church. Such petitions will be presented as resolutions or memorials in the form prescribed by the secretary of this church. Any resolution or memorial shall be addressed to the synod to which the congregation relates for response by the synod. By action of the Synod Council or Synod Assembly, resolutions or memorials may be forwarded to the Church Council or Churchwide Assembly.
- 9.60.** **TERMINATION OF RELATIONSHIP**
- 9.61.** **The relationship between a congregation and this church is 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 20.**
 - d. The congregation terminates its relationship according to the procedure outlined in 9.62.**
 - e. The congregation is removed by the synod pursuant to 9.23.**
 - f. The synod takes charge and control of the property of the congregation to hold, manage, and convey the same on behalf of the synod pursuant to †S13.24. of the synod constitution. The congregation shall have the right to appeal the decision to the next Synod Assembly.**
- 9.62.** **A congregation may terminate its relationship with this church by the following procedure:**
- a. A resolution indicating the intent to terminate its relationship must be adopted at two legally called and conducted special meetings of the congregation by a two-thirds vote of the voting members present at each meeting. The first such meeting may be held no sooner than 30 days after written notice of the meeting is**

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received by the bishop of the synod, during which time the congregation shall consult with the bishop and the bishop's designees, if any. The times and manner of the consultation shall be determined by the bishop in consultation with the Congregation Council. Unless he or she is a voting member of the congregation, the bishop and the bishop's designees, if any, shall have voice but not vote at the meeting.

- b. Within 10 days after the resolution has been voted upon, the secretary of the congregation shall submit a copy of the resolution to the bishop, attesting that the special meeting was legally called and conducted and certifying the outcome of the vote, and shall send copies of the resolution and certification to the voting members of the congregation.
- c. If the resolutions was adopted by a two-thirds vote of the voting members present at the meeting, the bishop of the synod and the congregation shall continue in consultation, as specified in paragraph a. above, during a period of at least 90 days after receipt by the bishop of the attestation and certification as specified in paragraph b. above.
- d. If the congregation, after such consultation, is still considering termination of its relationship with this church, such action may be taken at a legally called and conducted special meeting by a two-thirds vote of the voting members present. Notice of the meeting shall be sent to all voting members and to the bishop at least 10 days in advance of the meeting. Unless he or she is a voting member of the congregation, the bishop and the bishop's designees, if any, shall have voice but not vote at the meeting.
- e. Within 10 days after the resolution has been voted upon, the secretary of the congregation shall submit a copy of the resolution to the bishop, attesting that the second special meeting was legally called and conducted and certifying the outcome of the vote, and shall send copies of the resolution and certification to the voting members of the congregation. If the resolution was adopted by a two-thirds vote of the voting members present at the meeting, the relationship between the congregation and this church shall be terminated, subject to Synod Council approval as required by paragraphs g., h., and i. below.
- f. Unless this notification to the bishop also certifies that the congregation has voted to affiliate with another Lutheran denomination, the congregation shall be deemed an independent or non-Lutheran church, in which case 9.71.e. shall apply.
- g. Congregations seeking to terminate their relationship with this church which fail or refuse to comply with each of the foregoing provisions in 9.62. shall be required to receive Synod Council approval before terminating their membership in this church.

- h. Congregations which had been members of the Lutheran Church in America shall be required, in addition to complying with the foregoing provisions in 9.62., to receive synod approval before terminating their membership in this church.
- i. Congregations established by the Evangelical Lutheran Church in America shall be required, in addition to complying with the foregoing provisions in 9.62., to satisfy all financial obligations to this church and receive Synod Council approval before terminating their membership in this church.
- j. If a congregation fails to achieve the required two-thirds vote at the congregation's first meeting as specified in paragraph a. above, another first meeting as specified in paragraph a. above to consider termination of relationship with this church may be called no sooner than six months after that first meeting. If a congregation fails to achieve the required two-thirds vote of voting members present at the congregation's second meeting as specified in paragraph d. above, another attempt to consider termination of relationship with this church must follow all requirements of 9.62. and may begin no sooner than six months after that second meeting.
- k. Notice of a congregation's termination of its relationship with this church shall be forwarded by the bishop to the secretary of this church, who shall report the termination to the Churchwide Assembly.

9.70. OWNERSHIP OF PROPERTY

9.71. Subject to the provisions of 9.52., 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 9.62. and has voted 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 9.62. and has voted to become independent or to relate to a non-Lutheran church body shall continue to reside in the

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congregation only with the consent of the Synod Council. The Synod Council, after consultation with the congregation, 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. In neither case does title to the congregation's property transfer to the synod.

9.80. UNION OR FEDERATED CONGREGATIONS

9.81. A synod of the Evangelical Lutheran Church in America may authorize a particular congregation or recognized ministry related to the synod to form a federated congregation or union congregation with a congregation or recognized ministry of a church body with which a relationship of full communion has been established by a Churchwide Assembly of the Evangelical Lutheran Church in America, or a synod may organize a federated congregation or union congregation, with the synod acting in concert with a comparable ecclesiastical entity of another church body or church bodies with which a relationship of full communion has been established by a Churchwide Assembly of the Evangelical Lutheran Church in America.

9.81.01. A union congregation is one congregation that is formed and maintained with the approval of both the synod in which the congregation is located and the comparable ecclesiastical entity of one or more church bodies with which a relationship of full communion has been established. A union congregation shall conduct its life and work under a plan of agreement adopted by the union congregation in accord with policy of the synod in which the union congregation is located and the comparable entity or entities of a church body or church bodies with which a relationship of full communion has been declared by the Evangelical Lutheran Church in America, in accord with 8.61. and 9.81.

- a. The plan of agreement shall follow, as clearly as is practicable, the model provisions developed by the secretary of this church, after consultation with the appropriate churchwide unit or units and the Conference of Bishops. Such a plan of agreement shall be subject to the constitutions of each church body involved.
 - 1) Whenever the constitutions of the respective church bodies differ, the mandatory provisions of one shall apply in all cases when the others are permissive.
 - 2) Whenever conflicting mandatory provisions or conflicting permissive provisions exist, petition shall be made to the appropriate governing bodies of the church bodies involved to resolve the conflict under the internal procedures of the respective church bodies.

- b. The plan of agreement of a union congregation shall be consistent with the commitments made by the Evangelical Lutheran Church in America in church-to-church resolutions and documents for the continuing relationship of full communion.
- c. The plan of agreement of each union congregation shall be subject to review and ratification by the Synod Council of the synod in which the union congregation is located.
- d. Implementation of the plan of agreement of a union congregation shall be guided by policies and procedures developed in consultation with the appropriate churchwide unit or units by the Office of the Secretary, reviewed by the Conference of Bishops, and approved by the Church Council of the Evangelical Lutheran Church in America.
- e. A union congregation shall be incorporated, when legally possible, under the laws of the state of location. A union congregation shall take the necessary steps to protect its members and the related church bodies from liability.

9.81.02. A federated congregation may be formed by two separate congregations that shall continue to exist as separate but cooperating entities. The separate congregations in a federated congregation shall be related to their respective church bodies that have established a relationship of full communion in accord with 8.61. and 9.81. A federated congregation shall conduct its life and work under a plan of agreement approved by the two separate congregations upon recommendation of the synod in which the congregation is located, with the synod acting in concert with the comparable ecclesiastical entity of a church body with which a relationship of full communion exists.

- a. The plan of agreement of a federated congregation shall follow, as clearly as is practicable, the model provisions of such a plan of agreement developed by the secretary of this church, after consultation with the appropriate churchwide unit or units and the Conference of Bishops. Such a plan of agreement for a federated congregation shall be subject to the constitutions of each church body involved.
- b. The plan of agreement of a federated congregation shall be consistent with the commitments made by the Evangelical Lutheran Church in America in church-to-church resolutions and documents for the continuing relationship of full communion.
- c. The plan of agreement of a federated congregation shall be subject to review and ratification by the Synod Council of the synod in which the federated congregation is located.
- d. Implementation of the plan of agreement of a federated congregation shall be guided by policies and procedures developed in consultation with the appropriate churchwide unit or units by the Office of the Secretary, and reviewed by the Conference of Bishops.

- e. Each congregation in a federated congregation shall take the necessary steps to protect its members and the related church body from liability.

Chapter 10.
SYNODS

10.01. The territory of this church shall be divided into geographic synods, except the Slovak Zion Synod, the names and boundaries of which shall be determined by the Churchwide Assembly and included in the bylaws.

10.01.01. Names and Boundaries. The names and boundaries of the synods shall be:
Synod 1.A—Alaska. The state of ALASKA.
Synod 1.B—Northwest Washington. The counties of Island, King (north), San Juan, Skagit, Snohomish, Whatcom in the state of WASHINGTON; the congregation Bethany, Kitsap County, in the state of WASHINGTON.
Synod 1.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 1.D—Northwest Intermountain. The state of IDAHO; the counties of Adams, Asotin, Benton, Chelan, Columbia, Douglas, Ferry, Franklin, Garfield, Grant, Kittitas, Klickitat, Lincoln, Okanogan, Pend Oreille, Spokane, Stevens, Walla Walla, Whitman, Yakima in the state of WASHINGTON; the counties of Lincoln and Teton, in the state of WYOMING; the congregation St. Paul, Malheur County, in the state of OREGON.
Synod 1.E—Oregon. The state of OREGON; and the city of Tulelake in the state of CALIFORNIA.
Synod 1.F—Montana. The state of MONTANA; and the counties of Big Horn, Park, Sheridan, and Washakie in the state of WYOMING.
Synod 2.A—Sierra Pacific. 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, Tuolumne, 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 consolidated municipality of Carson City in the state of NEVADA.
Synod 2.B—Southwest California. The counties of Kern, Los Angeles, San Luis Obispo, Santa Barbara, Ventura in the state of CALIFORNIA.
Synod 2.C—Pacifica. The counties of Imperial, Orange, Riverside, San Bernardino, San Diego in the state of CALIFORNIA; the state of HAWAII.
Synod 2.D—Grand Canyon. The state of ARIZONA; the counties of Clark, Esmeralda, Lincoln, Nye in the state of NEVADA; the congregation New Promise, Washington County, in the state of UTAH.
Synod 2.E—Rocky Mountain. The states of COLORADO; NEW MEXICO; UTAH; the counties of Brewster, Culberson, El Paso,

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Hudspeth, Jeff Davis, Loving, Presidio, Reeves, Ward, Winkler in the state of TEXAS; the counties of Albany, Campbell, Carbon, Converse, Crook, Fremont, Goshen, Hot Springs, Johnson, Laramie, Natrona, Niobrara, Platte, Sublette, Sweetwater, Uinta, Weston in the state of WYOMING.

Synod 3.A—Western North Dakota. The counties of Adams, Billings, Bottineau, Bowman, Burke, Burleigh, Divide, Dunn, Emmons, Golden Valley, Grant, Hettinger, Kidder, Logan, McHenry, McIntosh, McKenzie, McLean, Mercer, Morton, Mountrail, Oliver, Pierce, Renville, Sheridan, Sioux, Slope, Stark, Ward, Wells, Williams in the state of NORTH DAKOTA; the congregation Leeds Evangelical, Benson County in the state of NORTH DAKOTA; the congregation Lemmon, Perkins County, and the congregation Ralph, Harding County in the state of SOUTH DAKOTA; the congregation Trinity, Wibaux County, in the state of MONTANA.

Synod 3.B—Eastern North Dakota. The counties of Barnes, Benson, Cass, Cavalier, Dickey, Eddy, Foster, Grand Forks, Griggs, LaMoure, Nelson, Pembina, Ramsey, Ransom, Richland, Rolette, Sargent, Steele, Stutsman, Towner, Traill, Walsh in the state of NORTH DAKOTA; the congregations Martin Luther and Emmanuel, Logan County, in the state of NORTH DAKOTA.

Synod 3.C—South Dakota. The state of SOUTH DAKOTA; the congregation Union Creek, Plymouth County, in the state of IOWA.

Synod 3.D—Northwestern Minnesota. The counties of Becker, Beltrami, Clay, Clearwater, Douglas, Grant, Hubbard, Kittson, Lake of the Woods, Mahanomen, Marshall, Norman, Otter Tail, Pennington, Polk, Red Lake, Roseau, Todd, Traverse, Wadena, Wilkin in the state of MINNESOTA.

Synod 3.E—Northeastern Minnesota. The counties of Aitkin, Carlton, Cass, Cook, Crow Wing, Itasca, Kanabec, Koochiching, Lake, Mille Lacs (part), Morrison, Pine, St. Louis in the state of MINNESOTA.

Synod 3.F—Southwestern Minnesota. The counties of Benton, Big Stone, Blue Earth (part), Brown, Chippewa, Cottonwood, Jackson, Kandiyohi, Lac qui Parle, Lincoln, Lyon, McLeod, Martin, Meeker, Mille Lacs (part), Murray, Nicollet, Nobles, Pipestone, Pope, Redwood, Renville, Rock, Sherburne (part), Sibley, Stearns, Stevens, Swift, Watonwan, Wright (part), Yellow Medicine in the state of MINNESOTA.

Synod 3.G—Minneapolis Area. The counties of Anoka, Carver, Hennepin, Isanti, Scott, Sherburne (part), Wright (part) in the state of MINNESOTA.

Synod 3.H—Saint Paul Area. The counties of Chisago, Dakota, Ramsey, Washington in the state of MINNESOTA; the congregations St. Mark, Our Savior's, and Living Waters in Anoka County, the congregation Spring Lake, Isanti County, and the congregation Christiania, Scott County, in the state of MINNESOTA.

Synod 3.I—Southeastern Minnesota. The counties of Blue Earth (part), Dodge, Faribault, Fillmore, Freeborn, Goodhue, Houston, Le Sueur, Mower, Olmsted, Rice, Steele, Wabasha, Waseca, Winona in the state of MINNESOTA.

Synod 4.A—Nebraska. The state of NEBRASKA.

Synod 4.B—Central States. The states of MISSOURI and KANSAS.

Synod 4.C—Arkansas-Oklahoma. The states of ARKANSAS and OKLAHOMA.

Synod 4.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, Hardeman, Harrison, Hartley, Haskell, Hemphill, Henderson, Hill, Hockley, Hood, Hopkins, Howard, Hunt, Hutchinson, Irion, Jack, Johnson, Jones, Kaufman, Kent, King, Knox, Lamar, Lamb, Lampasas, Limestone, Lipscomb, Lubbock, Lynn, McCulloch, 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, Runnels, Rusk, San Saba, Scurry, Shackelford, Sherman, Smith, Somervell, Stephens, Sterling, Stonewall, Swisher, Tarrant, Taylor, Terry, Throckmorton, Titus, Tom Green, Upshur, Van Zandt, Wheeler, Wichita, Wilbarger, Wise, Wood, Yoakum, Young in the state of TEXAS; the parishes 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; the congregation Trinity, Curry County, in the state of NEW MEXICO.

Synod 4.E—Southwestern Texas. The counties of Aransas, Atascosa, Bandera, Bastrop, Bee, Bexar, Blanco, Brooks, Burnet, Caldwell, Calhoun, 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, Refugio, San Patricio, Schleicher, Starr, Sutton, Terrell, Travis, Upton, Uvalde, Val Verde, Victoria, Webb, Willacy, Williamson, Wilson, Zapata, Zavala in the state of TEXAS.

Synod 4.F—Texas-Louisiana Gulf Coast. 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, Rapides, St. Bernard, St. Charles, St. Helena, St. James, St. John the Baptist, St. Landry, St. Martin, St. Mary, St. Tammany, Tangipahoa, Terrebonne, Vermilion, Vernon, Washington, West Baton Rouge, West Feliciana in the state of LOUISIANA.

Synod 5.A—Metropolitan Chicago. The counties of Cook, DuPage, Kane, Lake in the state of ILLINOIS.

Synod 5.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 5.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 5.D—Southeastern Iowa. The counties of Appanoose, Benton, Boone, Cedar, Clarke, Clinton, Dallas (east), 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; the congregation St. John Lutheran Church, Schuyler County, in the state of MISSOURI.

Synod 5.E—Western Iowa. The counties of Adair, Adams, Audubon, Buena Vista, Calhoun, Carroll, Cass, Cherokee, Clay, Crawford, Dallas (west), Dickinson, Emmet, Fremont, Greene, Guthrie, Hamilton (west), Hancock (west), 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 (west), Woodbury, Wright (west) in the state of IOWA.

Synod 5.F—Northeastern Iowa. The counties of Allamakee, Black Hawk, Bremer, Buchanan, Butler, Cerro Gordo, Chickasaw, Clayton, Delaware, Dubuque, Fayette, Floyd, Franklin, Grundy, Hamilton (east), Hancock (east), Hardin, Howard, Jackson (north), Mitchell, Story (north), Tama (north), Winnebago (east), Winneshiek, Worth, Wright (east) in the state of IOWA.

Synod 5.G—Northern Great Lakes. 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 5.H—Northwest Synod of 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 5.I—East-Central Synod of Wisconsin. The counties of Brown, Calumet, Door, Fond Du Lac, Green Lake, Kewaunee, Langlade, Lincoln, Manitowoc, Marathon (east), Marquette, Menominee, Oconto, Outagamie, Portage, Shawano, Waupaca, Waushara, Winnebago, Wood (southeast) in the state of WISCONSIN; the congregation Redeemer, Sheboygan County, in the state of WISCONSIN.

Synod 5.J—Greater Milwaukee. The counties of Kenosha, Milwaukee, Ozaukee, Racine, Sheboygan, Washington, Waukesha in the state of WISCONSIN; the congregations of Cross and St. Matthew, Jefferson County, and the congregations St. Olaf and Zion, Dodge County, in the state of WISCONSIN.

Synod 5.K—South-Central Synod of Wisconsin. The counties of Columbia, Dane, Dodge, Grant, Green, Iowa, Jefferson, Lafayette, Richland, Rock, Sauk, Walworth in the state of WISCONSIN; the congregation Trinity, Adams County, in the state of WISCONSIN, and the congregation Jefferson Prairie, Boone County, in the state of ILLINOIS.

Synod 5.L—La Crosse Area. The counties of Adams, Buffalo (south), Crawford, Jackson (south), Juneau, La Crosse, Monroe, Trempealeau (south), Vernon in the state of WISCONSIN; and parishes in or near the towns of La Crescent, Caledonia, and Spring Grove in the state of MINNESOTA.

Synod 6.A—Southeast Michigan. The counties of Genesee, Lapeer, Lenawee, Livingston, Macomb, Monroe, Oakland, Saint Clair, Shiawasee, Washtenaw, Wayne in the state of MICHIGAN; the congregation Trinity, Sanilac County, in the state of MICHIGAN.

Synod 6.B—North/West Lower Michigan. The counties of Alcona, Allegan, Alpena, Antrim, Arenac, Barry, Bay, Benzie, Berrien, Branch, Calhoun, Cass, Charlevoix, Cheboygan, Clare, Clinton, Crawford, Eaton, Emmet, 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, Shiawassee, Tuscola, Van Buren, Wexford in the state of MICHIGAN.

Synod 6.C—Indiana-Kentucky. The states of INDIANA and KENTUCKY.

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Synod 6.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; the congregation St. James, Jay County, in the state of INDIANA.

Synod 6.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 6.F—Southern Ohio. The counties of Adams, Athens, Belmont, Brown, Butler, Champaign, Clark, Clermont, Clinton, Coshocton, Darke, Delaware, Fairfield, Fayette, Franklin, Gallia, Greene, Guernsey, Hamilton, Highland, Hocking, Jackson, Knox, Lawrence, Licking, Logan, Madison, Meigs, Miami, Monroe, Montgomery, Morgan, Muskingum, Noble, Perry, Pickaway, Pike, Preble, Ross, Scioto, Shelby, Union, Vinton, Warren, Washington in the state of OHIO; the congregation St. Mark, Auglaize County, in the state of OHIO, and the congregation Bethel, Greenup County, in the state of KENTUCKY.

Synod 7.A—New Jersey. The state of NEW JERSEY.

Synod 7.B—New England. The states of CONNECTICUT; MAINE; MASSACHUSETTS; NEW HAMPSHIRE; RHODE ISLAND; and VERMONT; and the counties of Clinton, Essex, and Franklin in the state of NEW YORK.

Synod 7.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 7.D—Upstate New York. The counties of Albany, Allegany, Broome, Cattaraugus, Cayuga, Chautauqua, Chemung, Chenango, Columbia, Cortland, Delaware, Erie, Fulton, Genesee, Greene, Hamilton, Herkimer, Jefferson, Lewis, Livingston, Madison, Monroe, Montgomery, Niagara, Oneida, Onondaga, Ontario, Orleans, Oswego, Otsego, Rensselaer, St. Lawrence, Saratoga, Schenectady, Schoharie, Schuyler, Seneca, Steuben, Tioga, Tompkins, Warren, Washington, Wayne, Wyoming, Yates in the state of NEW YORK.

Synod 7.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 7.F—Southeastern Pennsylvania. The counties of Bucks, Chester, Delaware, Montgomery, Philadelphia in the state of PENNSYLVANIA.

Synod 7.G—Slovak Zion. A non-geographic synod consisting of congregations distinctively Slovak in language or antecedents.

Synod 8.A—Northwestern Pennsylvania. The counties of Armstrong (part), Cameron, Clarion, Crawford, Elk, Erie, Forest, Indiana (part),

Jefferson, McKean, Mercer, Potter, Venango, Warren in the state of PENNSYLVANIA.

Synod 8.B—Southwestern Pennsylvania. The counties of Allegheny, Armstrong (part), Beaver, Butler, Fayette, Greene, Indiana (part), Lawrence, Washington, Westmoreland in the state of PENNSYLVANIA.

Synod 8.C—Allegheny. The counties of Bedford, Blair, Cambria, Centre, Clearfield, Huntingdon, Somerset in the state of PENNSYLVANIA; the congregation Christ, Garrett County, in the state of MARYLAND.

Synod 8.D—Lower Susquehanna. The counties of Adams, Cumberland, Dauphin, Franklin, Fulton, Lancaster, Lebanon, Perry, York in the state of PENNSYLVANIA; the congregations St. Michael and Zion in Schuylkill County in the state of PENNSYLVANIA.

Synod 8.E—Upper Susquehanna. The counties of Clinton, Columbia, Juniata, Lycoming, Mifflin, Montour, Northumberland, Snyder, Tioga, Union in the state of PENNSYLVANIA; the congregation Trinity, Luzerne County, and the congregation Zion, Dauphin County, in the state of PENNSYLVANIA.

Synod 8.F—Delaware-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 congregation of Holy Trinity, Prince George's County, in the state of MARYLAND; the congregation of Mt. Joy, Adams County, in the state of PENNSYLVANIA; the counties of Accomack, Northampton in the state of VIRGINIA.

Synod 8.G—Metropolitan Washington, D.C. The District of Columbia; the counties of Calvert, Charles, Montgomery, Prince George's, 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 8.H—West Virginia-Western Maryland. The county of Garrett in the state of MARYLAND; the state of WEST VIRGINIA; the congregation Mount Calvary, Allegany County, the congregations Holy Trinity Memorial and Salem, Washington County in the state of MARYLAND; the congregation Fairview, Frederick County, in the state of VIRGINIA.

Synod 9.A—Virginia. The counties of Albemarle, Alleghany, Amelia, Amherst, Appomattox, Augusta, Bath, Bedford, Bland, Botetourt, Brunswick, Buchanan, Buckingham, Campbell, Caroline, Carroll, Charles City, Charlotte, Chesterfield, Clarke, Craig, Culpeper, Cumberland, Dickenson, Dinwiddie, Essex, Fauquier, Floyd, Fluvanna, Franklin, Frederick, Giles, Gloucester, Goochland, Grayson, Greene, Greenville, Halifax, Hanover, Henrico, Henry, Highland, Isle of Wight, James City, King and Queen, King George, King William, Lancaster, Lee, Louisa, Lunenburg, Madison, Mathews, Mecklenburg, Middlesex, Montgomery, Nelson, New Kent, Northumberland, Nottoway, Orange, Page, Patrick,

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Pittsylvania, Powhatan, Prince Edward, Prince George, Pulaski, Rappahannock, Richmond, Roanoke, Rockbridge, Rockingham, Russell, Scott, Shenandoah, Smyth, Southampton, Spotsylvania, Stafford, Surry, Sussex, Tazewell, Warren, Washington, Westmoreland, Wise, Wythe, York, and the independent cities within the territory of these counties in the state of VIRGINIA; the congregation of Immanuel in Mercer County in the state of WEST VIRGINIA; the congregation Lakeside in Halifax County in the state of NORTH CAROLINA.

Synod 9.B—North Carolina. The state of NORTH CAROLINA.

Synod 9.C—South Carolina. The state of SOUTH CAROLINA.

Synod 9.D—Southeastern. The states of ALABAMA; GEORGIA; MISSISSIPPI; and TENNESSEE.

Synod 9.E—Florida-Bahamas. The state of FLORIDA; the BAHAMAS.

Synod 9.F—Caribbean. The commonwealth of PUERTO RICO; the territory of the U.S. VIRGIN ISLANDS.

10.01.02. The Slovak Zion Synod shall continue as a non-geographic synod of this church. In all other respects it shall be bound by the provisions of the constitutions, bylaws, and continuing resolutions of this church. In addition, it shall enter into relationships with geographic synods in order to provide opportunities for congregations, rostered 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.

10.01.03. 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.

10.01.04. Within the territory of each geographic synod, the synod—in keeping with criteria, policies, and procedures proposed by the secretary of this church, after consultation with the appropriate churchwide unit or units, and approved by the Church Council—may acknowledge certain authorized worshiping communities such as developing ministries, preaching points, or chapels as related to the synod and part of the synod's life and mission. Such authorized worshiping communities of the synod shall accept and adhere to the Confession of Faith and Statement of Purpose of this church, shall be served by leadership under the criteria of this church, and shall be subject to the discipline of this church.

10.10. INCORPORATION AND CONSTITUTION

10.11. 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.

- 10.11.01. Any synod contemplating amending articles of incorporation or undertaking other fundamental changes such as dissolution, merger, partition into multiple synods, creating a new synod corporation, incorporating in another jurisdiction, or any similar or related action, especially those that may affect relationships with other expressions of this church, must first consult with the Office of the Presiding Bishop, the Office of the Secretary, and with the bishops of any synods affected before seeking ratification by the Church Council.
- 10.12. **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 *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.**
- 10.13. **The *Constitution for Synods* contains mandatory provisions that incorporate and record therein provisions of the constitution and bylaws of this church. Amendments shall be made in accordance with the required provisions in Chapter 18 of the *Constitution for Synods*. Non-mandatory provisions shall not be inconsistent with the constitution and bylaws of this church.**
- 10.20. PURPOSE
- 10.21. **Each synod, in cooperation 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 and consistent with policies and procedures of this church, the synod shall:**
- a. Provide for pastoral care of congregations and rostered ministers in the synod;
 - b. Plan for, facilitate, and nurture the mission of this church through congregations;
 - c. Strengthen interdependent relationships among congregations, synods, and the churchwide organization, and foster relationships with agencies and institutions affiliated with or related to this church as well as ecumenical partners; and
 - d. Interpret the work of this church to congregations and to the public on the territory of the synod.
- 10.21.01. The responsibilities of the synod include the following:
- a. providing for pastoral care of congregations, ministers of Word and Sacrament, and ministers of Word and Service in the synod, including:
 - 1) approving candidates for the ministry of Word and Sacrament in cooperation with the appropriate seminaries of this church, which may be done through multi-synod committees;
 - 2) authorizing ordinations and ordaining ministers of Word and Sacrament on behalf of this church;

- 3) approving ministers of Word and Service, which may be done through multi-synod committees;
 - 4) authorizing ordinations and ordaining ministers of Word and Service on behalf of this church; and
 - 5) consulting in the call process for rostered ministers.
- b. providing for leadership recruitment, preparation, and support in accordance with churchwide standards and policies, including:
- 1) nurturing and supporting congregations and lay leaders;
 - 2) seeking and recruiting qualified candidates for the rostered ministries of this church;
 - 3) making provision for pastoral care, call review, and guidance;
 - 4) encouraging and supporting persons on the rosters of this church in stewardship of their abilities, care of self, and pursuit of continuing education to undergird their effectiveness of service; and
 - 5) supporting recruitment of leaders for this church's colleges, universities, seminaries, and social ministry organizations.
- c. providing for discipline of congregations, ministers of Word and Sacrament, and ministers of Word and Service; as well as for termination of call, appointment, adjudication, and appeals consistent with Chapter 20 of this constitution; and
- d. providing for archives in conjunction with other synods.
- 10.21.02.** In planning for, facilitating, and nurturing the mission of this church through congregations, the responsibilities of the synod include the following:
- a. developing new ministries, redevelopment of existing ministries, and support and assistance in the conclusion, if necessary, of a particular ministry;
 - b. leading and encouraging of congregations in their evangelism efforts;
 - c. assisting members of its congregations in carrying out their ministries in the world;
 - d. encouraging congregations to respond to human need, work for justice and peace, care for the sick and the suffering, and participate responsibly in society;
 - e. providing resources for congregational life; and
 - f. grouping congregations in conferences, clusters, coalitions, or other area subdivisions for mission purposes.
- 10.21.03.** In strengthening interdependent relationships among congregations, synods, and the churchwide organization, and in fostering relationships with agencies and institutions affiliated with or related to this church as well as with ecumenical and global companions, the responsibilities of the synod include the following:
- a. promoting interdependent relationships among congregations, synods, and the churchwide organization, and entering into mutually beneficial relationships with other synods in the region;

- b. fostering organizations for youth, women, and men, and organizations for language or ethnic communities;
- c. developing relationships with social ministry organizations and ministries, participating in their mission planning, and providing supportive funding;
- d. supporting relationships with and providing funding on behalf of colleges, universities, and campus ministries;
- e. maintaining relationships with and providing funding on behalf of seminaries and continuing education centers;
- f. fostering relationships with camps and other outdoor ministries;
- g. fostering relationships with preschools, elementary schools, and secondary schools operated by congregations of the synod;
- h. fostering relationships with ecumenical and global companions; and
- i. cooperating with other synods and the churchwide organization in creating, using, and supporting regions to carry out those functions of the synod which can best be done cooperatively with other synods and the churchwide organization.

10.21.04. In interpreting the work of this church on the territory of the synod, the responsibilities of the synod include the following:

- a. encouraging financial support for the work of this church by individuals and congregations;
- b. participating in churchwide programs;
- c. interpreting social statements in a manner consistent with the interpretation given by the churchwide unit or office which assisted in the development of the statement, and suggestion of social study issues; and
- d. providing ecumenical guidance and encouragement.

10.22. **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 provision, 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**

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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.

10.30. OFFICERS

10.31. 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 ministers of Word and Sacrament, and its ministers of Word and Service.
- 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; provide for the preparation of the agenda of the Synod Assembly, Synod Council, and the Executive Committee; 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 for which provision is not otherwise made.
- 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 solely this church's power to ordain (or provide for the ordination by another synod bishop of) approved candidates who have received and accepted a properly issued, duly attested letter of call for the office of ministry of Word and Sacrament (and as provided in the bylaws of this church); and to ordain (or provide for the ordination of) approved candidates who have received and accepted a properly issued, duly attested letter of call for service as a minister of Word and Service (and as provided in the bylaws of this church); and to install (or provide for the installation of) rostered ministers whose calls the bishop has attested.
- 10) Be *ex officio* a member of the Churchwide Assembly and a member of all committees and any other organizational units 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, resignation, or disability of the bishop, the vice president, after consultation with the presiding bishop of the Evangelical Lutheran Church in America, 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.**

- 10.31.01.** The bishop shall be elected by the Synod Assembly. The bishop shall be a minister of Word and Sacrament of this church. The bishop may have as many assistants as the synod shall authorize.
- 10.31.02.** The presiding bishop of this church, or a bishop appointed by the presiding bishop of this church, shall preside for the installation into office, in accord with the policy and approved rite of this church, of each newly elected synod bishop.
- 10.31.03.** 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.
- 10.31.04.** The secretary shall be elected by the Synod Assembly. The secretary may be either a layperson or a rostered minister.
- 10.31.05.** The treasurer may be elected by the Synod Assembly or may be appointed by the Synod Council. The treasurer may be either a layperson or a rostered minister.
- 10.31.06.** The bishop of the synod shall be elected to a term of six years and may be re-elected. The other officers shall be elected to a term as defined by each synod, but not to exceed six years, and may be re-elected.
- 10.31.07.** 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.
- 10.31.A19.** *When authorized by the Synod Council in order to address special circumstances, the synod bishop may be compensated as an employee or contractor for specified services to another expression of this church. Such an arrangement may be terminated by the Synod Assembly or Synod Council if determined to be detrimental to the function of the office or if the special circumstances no longer apply.*
- 10.32. The procedures governing matters of potential conflicts of interest for synod bishops shall be set forth in the bylaws.**
- 10.32.01.** Whenever a synod bishop determines that a matter of the kind described in 10.32.02. may require his or her determination or action with respect to a related individual as defined in 10.32.03., the synod bishop shall withdraw from personal involvement in such matter and shall so notify the presiding bishop. The presiding bishop shall then appoint another synod bishop from the same region to handle the matter to conclusion. In dealing

- with such matter, the appointed bishop shall exercise all of the functions and authority to the same extent as if the appointed bishop were the elected bishop of the withdrawing bishop's synod.
- 10.32.02.** Matters include any proceedings under Chapter 20, proceedings under provision 7.46. (†S14.18.), candidacy, reinstatement, and similar matters where determinations or actions by the synod bishop could change, limit, restrict, approve, authorize, or deny the related individual's ministry on one of the rosters of this church.
- 10.32.03.** A related individual is one who, with respect to the synod bishop, is a spouse, parent, son, daughter, sibling, uncle, aunt, niece, nephew, grandparent, grandchild, including corresponding members of blended families, and in-laws (parent, son, daughter, or sibling of a spouse, spouse of a sibling, or the parent or sibling of the spouse of a sibling).
- 10.40.** **SYNOD ASSEMBLY**
- 10.41.** **Each synod shall have a Synod Assembly, which shall meet at least triennially. Special meetings may be called as needed. With the exception of ministers on the rosters of synods other than their synod of residence, each member of the Synod Assembly, the Synod Council, a board, committee, or other organizational unit of the synod shall be a voting member of a congregation of the synod.**
- 10.41.01.** Membership of the Synod Assembly, of which at least 60 percent of the voting membership shall be composed of laypersons, shall be constituted as follows:
- a. All ministers of Word and Sacrament under call on the roster of the synod in attendance at the Synod Assembly shall be voting members.
 - b. All ministers of Word and Service under call on the roster of the synod shall be voting members in the Synod Assembly.
 - c. A minimum of one lay member elected by each congregation with fewer than 175 baptized members and a minimum of two lay members elected by each congregation with 175 or more baptized members related to the synod, typically one of whom shall be a man and one of whom shall be a woman, shall be voting members. The Synod Council shall establish a formula to provide additional lay representation from congregations on the basis of the number of baptized members in the congregation. The Synod Council shall seek to ensure that at least 45 percent of the lay members of the assembly shall be women and at least 45 percent shall be men.
 - d. Voting membership shall include the officers of the synod.
- 10.41.02.** Synods may establish processes that permit retired rostered ministers, or those granted disability status, on the roster of the synod to serve as voting members of the Synod Assembly, consistent with bylaw 10.41.01.
- 10.41.03.** Synods may establish processes that permit rostered ministers who are on leave from call on the roster of the synod to serve as voting members of the Synod Assembly, consistent with bylaw 10.41.01.

- 10.41.04.** Synods may establish processes that permit representatives of synod-authorized worshipping communities, under bylaw 10.01.04., to serve as voting members of the Synod Assembly, consistent with bylaw 10.41.01.
- 10.41.05.** Synods may establish processes that permit Synod Council voting members who are not otherwise serving as voting members of the Synod Assembly the privilege of both voice and vote as members of the Synod Assembly.
- 10.50.** **SYNOD COUNCIL**
- 10.51.** 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.
- 10.52.** The Synod Council shall consist of the four officers of the synod, 10 to 24 other members, at least one young adult, and at least one youth, all elected by the Synod Assembly. Each person elected to the Synod Council shall be a voting member of a congregation of the synod, with the exception of ministers on a roster of the synod who reside outside the territory of the synod. The process for election and the term of office when not otherwise specified herein shall be determined by each synod. A member of the Church Council of the Evangelical Lutheran Church in America from the synod, unless otherwise elected as a voting member of the Synod Council, may serve as an advisory member of the Synod Council with voice but not vote.
- 10.60.** **CONFERENCES, CLUSTERS, COALITIONS, AREA SUBDIVISIONS, AND NETWORKS**
- 10.61.** Each synod may establish conferences, clusters, coalitions, area subdivisions, and networks as appropriate within its territory and in collaboration with other synods and organizations as specified in the bylaws and continuing resolutions. The purpose of such groupings shall be to foster interdependent relationships for missional purposes among congregations, synods, the churchwide organization, and other affiliates.
- 10.62.** Each synod may establish such boards, committees, task forces, and other organizational forms as it deems necessary to carry out effectively the functions assigned to the synod.
- 10.63.** Each synod shall have an Executive Committee, a Consultation Committee, an Audit Committee, and a Committee on Discipline. Each synod also shall establish a Mutual Ministry Committee to provide support and counsel to the bishop.
- 10.70.** **FISCAL POLICY**
- 10.71.** Each synod shall remit to the churchwide organization a percentage or amount of all donor-unrestricted receipts contributed to it by the

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- congregations of the synod. The actual percentage or amount shall be determined through individual consultations with each synod. Consultations may recognize and include receipts other than unrestricted receipts in establishing and reporting the synod's remittance to the churchwide organization.**
- 10.71.01.** The percentage or amount determined by consultation shall be acted upon by the synod assembly as part of the adoption of the synod's budget. Should the synod assembly not approve the agreed upon percentage or amount, the synod and the churchwide organization should engage in a new consultation process to reach a mutually agreed upon percentage or amount of donor-unrestricted receipts or other receipts.
- 10.71.02.** The percentage or amount determined by consultation shall be reported to the Church Council.
- 10.72.** **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 of the Treasurer and to the congregations of the synod. Synod financial reports shall be in a format approved by the churchwide Office of the Treasurer in order to attain uniformity in reporting.**
- 10.73.** Each synod shall have the fiscal year of February 1 through January 31.
- 10.74.** Each synod shall maintain adequate, continuous insurance coverage in accordance with standards recommended by the churchwide organization. Insurance programs offered or endorsed by the churchwide organization shall be deemed to fulfill this obligation.
- 10.80.** CONFERENCE OF BISHOPS
- 10.81.** **The Conference of Bishops shall be composed of the bishops of the synods, the presiding bishop of this church, and the secretary of this church.**
- 10.81.01.** The Conference of Bishops shall consult with and advise the Church Council. It may make recommendations to the presiding bishop of this church and to the Church Council, respond to referrals from the Church Council, and refer concerns and proposals to the Church Council. At each meeting the Conference of Bishops shall receive a report from the Church Council brought by the vice president of this church.
- 10.81.02.** The conference shall meet at least two times each year.
- 10.81.03.** The responsibilities 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.
- 10.81.A16.** *Responsibilities of the Conference of Bishops*
The Conference of Bishops of the Evangelical Lutheran Church in America shall provide opportunities for worship, spiritual renewal,

and theological enrichment for those elected to the office of bishop of a synod, the presiding bishop of this church, and the secretary of this church, and it shall offer advice and counsel to the Church Council and the churchwide organization. To fulfill these responsibilities, the Conference of Bishops shall:

- a. be a forum in which goals, objectives, and strategies may be developed and shared concerning pastoral leadership, care, and counsel for the synods;*
- b. review recommendations from the appropriate churchwide unit or office pertaining to standards for the admission to the rosters of this church, and for their retention on those rosters;*
- c. review recommendations and foster programs, in consultation with the appropriate churchwide unit or office, pertaining to policies related to ministers of Word and Sacrament, and ministers of Word and Service, and their families for pastoral care in such areas as call review, guidance, mobility, intervention, discipline, rehabilitation, and spiritual growth;*
- d. work with the appropriate churchwide unit or office in the processes for first call for candidates for the ministry of Word and Sacrament of this church, first call for candidates for the ministry of Word and Service of this church, mobility of rostered ministers, and pastoral care;*
- e. offer programs for orientation and continuing education for bishops, officers, and their spouses;*
- f. assist the bishops in their role as teachers by being a forum for serious reflections on the theological and ethical implications of issues that affect the life of this church;*
- g. participate in the development and study of ecumenical documents and assist the bishops to promote the unity of this church through leadership and ecumenical worship, fellowship, and interaction; and*
- h. assist the bishops in their role as leaders in fostering support for the work of this church by being a forum for discussion of annual mission-support plans and serving as a means of providing advice and counsel to the Church Council in the council's responsibility for approval of those plans.*

10.81.B14. Organization of the Conference of Bishops

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

10.81.C20. *Staff Services for the Conference of Bishops*

Staff services for meetings of the Conference of Bishops shall be provided by the Office of the Secretary. The executive for synod relations shall coordinate the operation of the Conference of Bishops.

Chapter 11.

CHURCHWIDE ORGANIZATION—DEFINITION AND PURPOSES

11.10. DEFINITION OF THE CHURCHWIDE ORGANIZATION

11.11. The Evangelical Lutheran Church in America shall have a churchwide organization that shall function interdependently with the congregations and synods of this church. The churchwide organization shall serve on behalf of and in support of this church's members, congregations, and synods in proclaiming the Gospel, reaching out in witness and service both globally and throughout the territory of this church, nurturing the members of this church in the daily life of faith, and manifesting the unity of this church with the whole Church of Jesus Christ.

11.12. The churchwide organization shall be an instrument for accomplishing the purposes of this church, as defined by Chapter 4 of this constitution, that are shared with and supported by the members, congregations, and synods of this church. In keeping with this church's purposes, it shall develop churchwide policy, set standards for leadership, establish criteria for this church's endeavors, and coordinate the work of this church. It shall be a means for the sharing of resources throughout this church, and shall provide programs and services as determined by this church.

11.20. PURPOSES OF THE CHURCHWIDE ORGANIZATION

11.21. 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. Provide resources to equip members to worship, learn, serve, and witness in their ministry in daily life.
- c. Support and establish policy for this church's mission and coordinate planning and evaluation for that mission throughout the world, including participation with other churches.
- d. Witness to the Word of God in Christ by united efforts in proclaiming the Gospel, responding to human need, caring for the sick and suffering, working for justice and peace, and providing guidance to members on social matters.
- e. Foster interdependent relationships among congregations, synods, and the churchwide organization to implement the mission of this whole church.
- f. Provide for the rostered ministries for this church.

- g. **Oversee and establish policy for this church’s relationship to seminaries, colleges, universities, schools, and other education endeavors, and provide support as appropriate.**
- h. **Establish and reflect this church’s ecumenical stance and its relationship to other churches, and direct this church’s policy for relationship with persons of other faiths.**
- i. **Develop and administer policies for this church’s relationship to social ministry organizations and cooperate with public and private agencies that enhance human dignity and justice.**
- j. **Determine and implement policy for this church’s relationship to governments.**
- k. **Provide for a comprehensive financial support system for this church’s mission and for the administration of financial resources necessary for fulfillment of the particular responsibilities of the churchwide organization.**
- l. **Provide planned giving opportunities for the financial support of this church, its congregations, synods, agencies, and institutions through the establishment of a foundation.**
- m. **Provide pension and other benefits plans for this church.**
- n. **Provide a church publishing house.**
- o. **Provide archives for the retention of its valuable records, and coordinate archival activity in the synods, regions, institutions, and agencies of this church.**
- p. **Provide and monitor a system of discipline, appeals, and adjudication.**
- q. **Establish and operate other programs and activities, as determined by this church, on behalf of and in support of the congregations and synods of this church.**

11.30. DESCRIPTION OF THE CHURCHWIDE ORGANIZATION

11.31. The legislative function of the churchwide organization shall be fulfilled by the Churchwide Assembly as described in Chapter 12 of this constitution.

11.32. The Church Council shall exercise interim legislative authority and shall serve as the board of directors of the churchwide organization.

11.33. Leadership of this church shall be vested in the churchwide officers, the Churchwide Assembly, the Church Council, the Conference of Bishops, and executive directors of churchwide units. The full-time officers shall be the presiding bishop, secretary, and treasurer. The vice president shall serve as chair of the Church Council, may perform such other tasks for the benefit of this church as the Church Council directs, and may be compensated as the Church Council determines.

- 11.34. The churchwide organization shall carry out its duties through units and offices. Units and offices shall be responsible to the Churchwide Assembly and to the Church Council in the interim between regular meetings of the assembly.**
- 11.34.01.** Proxy and absentee voting shall not be permitted in the actions of boards, committees, task forces, or other decision-making bodies.
- 11.40. GENERAL FISCAL POLICIES**
- 11.41. Within the limits established by the Churchwide Assembly in the constitution, bylaws, and continuing resolutions, the Church Council, as the board of directors, shall establish the fiscal policies of the churchwide organization.**
- 11.41.01.** 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 bylaws or as approved by the Church Council.
- 11.41.02.** 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 of the Treasurer.
- 11.41.03.** On the basis of estimated income, and upon advice of the Office of the Presiding Bishop and the Office of the Treasurer, 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 of the Presiding Bishop and the Office of the Treasurer.
- 11.41.04.** The Church Council shall establish a working capital fund to be administered by the Office of the Treasurer within the policies established by the Church Council.
- 11.41.05.** The fiscal year for the churchwide organization shall be February 1 through January 31.
- 11.41.06.** No churchwide appeal to congregations or individuals of this church for the raising of funds shall be conducted by the churchwide organization or churchwide units without the consent of the Churchwide Assembly or the Church Council, following consultation with the Conference of Bishops. No appeal to selected congregations and individuals of this church for the raising of funds shall be conducted by the churchwide organization or churchwide units without the consent of the Church Council, following consultation with either the Conference of Bishops or specific synods as appropriate. Proposals for such special appeals shall be presented to the

Church Council through the appropriate council committee with recommendations by the Office of the Presiding Bishop.

- 11.41.07.** This church shall not, in any manner, be responsible for the debts or liabilities of other Lutheran organizations, institutions, or agencies, whether independent of or affiliated with this church.

Chapter 12.

CHURCHWIDE ASSEMBLY

- 12.10.** DESCRIPTION AND AUTHORITY OF THE CHURCHWIDE ASSEMBLY
- 12.11.** 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.
- 12.12.** Any matter for which adoption by a vote of two-thirds of those voting in a prior Churchwide Assembly was required by the constitution or bylaws of the Evangelical Lutheran Church in America shall require a two-thirds vote to be amended or repealed by a subsequent Churchwide Assembly.
- 12.12.01.** A social statement of the Evangelical Lutheran Church in America shall be developed pursuant to a policy approved by the Church Council, following consultation with the Conference of Bishops. The text of a proposed social statement shall be reviewed by the Conference of Bishops and approved and recommended to the assembly by the Church Council. A proposed social statement shall require for adoption a vote of two-thirds of those voting members present and voting in a Churchwide Assembly.
- 12.20.** DUTIES OF THE CHURCHWIDE ASSEMBLY
- 12.21.** 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.

- 12.30. MEETINGS OF THE CHURCHWIDE ASSEMBLY**
- 12.31. The assembly shall meet triennially. Special meetings may be called by a two-thirds vote of the Church Council. The purpose for a special meeting shall be stated in the notice.**
- 12.31.01.** 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.
- 12.31.02.** The secretary shall give notice of the time and place of each regular assembly by publication thereof at least 60 days in advance on this church's website and in this church's periodical. The secretary shall give written notice of a special assembly to the bishop of each synod upon the issuance of a call thereof and shall publish the same on this church's website and in this church's periodical at least 30 days in advance of the special assembly. Notice shall be provided to all voting members or voting members-elect not more than 30 days or less than 10 days in advance of any meeting. Notice may be provided electronically for voting members or voting members-elect who have provided email addresses, unless the voting member or voting member-elect has requested that written notice be mailed.
- 12.31.03.** 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. Distribution to congregations may be accomplished by posting the report on the website of this church. Distribution to voting members-elect may be accomplished electronically to those who have provided email addresses. A written copy of the *Pre-Assembly Report* will be mailed to any voting member-elect who does not provide an email address and to any congregation or voting member-elect who requests a written copy.
- 12.31.04.** The arrangements for agenda, program, and worship shall be under the supervision of the presiding bishop.
- 12.31.05.** Physical arrangements for churchwide assemblies shall be made by the secretary or by an assembly 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 presiding bishop.
- 12.31.06.** The churchwide organization shall be responsible for the costs of the Churchwide Assembly, including reasonable costs for travel, housing, and board for voting and advisory members.
- 12.31.07.** 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 voting members 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.

12.31.08. Proxy and absentee voting shall not be permitted at a Churchwide Assembly.

12.31.09. The Churchwide Assembly shall use parliamentary procedures in accordance with *Robert's Rules of Order*, latest edition, unless otherwise ordered by the assembly.

12.40. **MEMBERS OF THE CHURCHWIDE ASSEMBLY**

12.41. **The voting members of the Churchwide Assembly shall be the voting members of this corporation. The requirements for voting members of the assembly and other members shall be specified in the bylaws.**

12.41.10. **VOTING MEMBERS**

12.41.11. Each synod shall elect one voting member of the Churchwide Assembly for every 6,000 baptized members in the synod. In addition, each synod shall elect one voting member for every 50 congregations in the synod. The synod bishop, who is *ex officio* a member of the Churchwide Assembly, shall be included in the number of voting members so determined. Unless otherwise determined by the synod, the synod vice president shall serve as an *ex officio* member of the Churchwide Assembly and be included in the number of the synod's voting members. The voting members elected by each synod shall comply with the principles of organization, commitment to inclusiveness, and interdependence as specified in Chapter 5 of this Constitution.

In addition, each synod shall elect one additional voting member who is a youth or young adult at the time of the election and one additional voting member who is a person of color or a person whose primary language is other than English. The Church Council may allocate up to 10 additional voting members among synods, but no single synod may be allocated more than two additional voting members. The secretary shall notify each synod of the number of assembly members it is to elect.

12.41.12. The secretary of each synod shall submit to the secretary of this church at least nine months before each regular Churchwide Assembly a certified list of the voting members elected by the Synod Assembly. If a voting member elected by the Synod Assembly is unable to serve, the name of an eligible person chosen by the Synod Council shall be submitted by the secretary of the synod to the secretary of this church. If a vacancy occurs or exists within 30 days or less of the convening of the Churchwide Assembly or during the meeting of the Churchwide Assembly, the synod bishop may submit the name of an eligible person to the secretary of this church. The individual whose name is submitted to the secretary of this

- church shall be registered and seated by the Credentials Committee as a voting member from the synod.
- 12.41.13.** Each voting member of the Churchwide Assembly shall be a voting member of a congregation of this church. Any such voting member (except a rostered minister described in 7.42. or 7.72.) shall cease to be a member of the assembly if no longer a voting member of a congregation of this church within the synod from which elected.
- 12.41.14.** Voting members elected through the process of 12.41.11. through 12.41.13. 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.
- 12.41.15.** Except as defined in 12.41.16., employees of the churchwide organization, including those serving under call, appointment, employment agreement, or contract, shall not be eligible for election and service as voting members of the Churchwide Assembly.
- 12.41.16.** *Ex Officio Members.* The officers of the churchwide organization, the members of the Church Council, and the bishops of the synods shall serve as *ex officio* members of the Churchwide Assembly. Unless otherwise determined by a synod, the synod vice presidents shall also serve as *ex officio* members of the Churchwide Assembly. *Ex officio* members shall have voice and vote.
- 12.41.17.** *Advisory Members.* Executive directors of units of the churchwide organization, the executive for administration, and other persons from the churchwide organization designated by the presiding bishop shall serve as advisory members of the Churchwide Assembly. The Church Council also may designate other persons as advisory members of the Churchwide Assembly. Advisory members shall have voice but not vote.
- 12.41.18.** **Other Non-Voting Members.** Other categories of non-voting members may be established by the Churchwide Assembly.
- 12.41.A89.** *Presidents of the colleges, universities, and seminaries of this church, unless elected as voting members of the assembly, shall have voice but not vote.*
- 12.41.B07.** *Faculty Resource Persons. A representative of the faculty of each seminary of the Evangelical Lutheran Church in America shall be appointed by the president of each seminary to serve as a seminary faculty resource person for each Churchwide Assembly of the Evangelical Lutheran Church in America. In addition, a teaching theologian who is a member of a congregation of this church and who is teaching at a college or university of the Evangelical Lutheran Church in America may be appointed by the steering committee of the Association of Teaching Theologians in the Evangelical Lutheran Church in America to serve as a faculty resource person. Faculty resource persons shall have voice, if so*

granted in the assembly's rules, but not vote in plenary sessions of the assembly. Travel, food, and housing costs for the faculty resource persons shall be an expense of the assembly. Other expenses will be the responsibility of the individual or sending institution.

- 12.41.C21.** *Congregation Observers. Each congregation of the Evangelical Lutheran Church in America may register with the secretary of this church one congregation observer for the Churchwide Assembly prior to May 31 in the year of a Churchwide Assembly.*
- a. Provision shall be made for such an individual to have reserved seating in the observers section of the plenary hall. Such congregation observers will have access to the report of recommendations for assembly action and also materials distributed to voting members, advisory members, and non-voting members during the assembly. Such observers shall have neither voice nor vote in plenary sessions of the assembly.*
 - b. A registration fee shall be established by the secretary of this church for registration and related costs, including enabling observers to receive the same meals as are provided for voting members.*
 - c. Transportation costs, housing, other meals, and related expenses shall be the responsibility of the registered observer or sending congregation.*

12.50. COMMITTEES OF THE CHURCHWIDE ASSEMBLY

12.51. 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.

12.51.01. Reference and Counsel Committee. A Reference and Counsel Committee, appointed by the Church Council, shall review all proposed changes or additions to the constitution and bylaws and other items submitted that are not germane to items contained in the stated agenda of the assembly.

12.51.02. Memorials Committee. A Memorials Committee, appointed by the Church Council, shall review memorials from synod assemblies and make appropriate recommendations for assembly action.

12.51.03. Nominating Committee. A Nominating Committee, elected by the Churchwide Assembly, shall nominate at least one person for each position for which an election will be held by the Churchwide Assembly in accordance with Chapter 19 of this constitution.

Chapter 13.
OFFICERS

13.10. OFFICERS

13.11. The officers shall be the presiding bishop, vice president, secretary, and treasurer. Each officer shall be a voting member of a congregation of this church.

13.20. PRESIDING BISHOP

13.21. The presiding bishop shall be a minister of Word and Sacrament of this church who, as its pastor, shall be a teacher of the faith of this church and shall provide leadership for the life and witness of this church. The presiding bishop shall:

- 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. In collaboration with the leadership of each group, provide for the preparation of the agenda for the Churchwide Assembly, Church Council, Executive Committee, and Conference of Bishops, 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 for administration.
- h. Appoint and supervise the executive directors of churchwide units.
- 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 agencies, institutions, and armed forces and provide for the pastoral care of those called to these ministries.
- k. Serve as an advisory member, with voice but not vote, on all committees of this church and all boards or designate a person to serve as the presiding bishop's representative.

13.22. The presiding bishop shall be elected by the Churchwide Assembly to a six-year term and serve until a successor takes office.

13.22.01. The presiding bishop shall be elected as provided in Chapter 19 and shall take office on the first day of the third month after election.

13.22.02. The presiding bishop shall be a full-time, salaried position.

13.30. VICE PRESIDENT

13.31. The vice president shall be a layperson who shall serve as chair of the Church Council and, in the event the presiding bishop is unable to do so, as chair of the Churchwide Assembly. The vice president shall serve under the presiding bishop of this church, providing leadership as specified in provision 11.33. of this constitution.

13.32. The vice president shall be elected by the Churchwide Assembly to a six-year term and serve until a successor takes office.

13.32.01. The vice president shall be elected as provided in Chapter 19 and shall take office on the first day of the third month after election.

13.32.02. The vice president may perform such other tasks for the benefit of this church as the Church Council directs, and may be compensated as the Church Council determines.

13.32.03. Staff services for the work of the vice president shall be provided by the Office of the Presiding Bishop and the Office of the Secretary, as needed.

13.40. SECRETARY

13.41. The secretary shall serve under the presiding bishop of this church, providing leadership, as specified in Chapter 11 of this constitution, and shall fulfill the normal functions of the secretary of a corporation.

13.41.01. The secretary, as the recording officer of this church, shall keep the minutes, have responsibility for rosters, records, and reporting of parochial statistics, oversee the archives, attest to all documents that require such signature, be the custodian of the seal, and perform other duties as prescribed by the *Constitutions, Bylaws, and Continuing Resolutions of the Evangelical Lutheran Church in America*.

13.41.02. The secretary shall:

- a. Be responsible for the minutes and records of the Churchwide Assembly, Church Council, Executive Committee, and Conference of Bishops, and shall receive complete minutes for permanent record of all boards and committees of the churchwide organization.
- b. Maintain the rosters of ministers, congregations, and synods.
- c. Provide for the publication of official documents and policies of this church, pre-assembly reports, assembly minutes, a directory of congregations, rostered persons, and entities of this church, and other informational and statistical material.
- d. 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.
- e. Oversee the general counsel and coordinate the use of legal services by the churchwide organization.
- f. Be responsible for the archives of this church.
- g. Implement and operate a records management system for the churchwide organization.

- h. Arrange for and manage churchwide meetings, including the Churchwide Assembly, Church Council, Conference of Bishops, and others.
 - i. Have custody of the seal, maintain a necrology, and attest documents.
- 13.41.03.** The secretary, in consultation with the presiding bishop, shall be responsible for preparation and research of amendments to the *Constitution, Bylaws, and Continuing Resolutions of the Evangelical Lutheran Church in America*, as well as the *Constitution for Synods* and the *Model Constitution for Congregations*, to be proposed by the Church Council for action by the Churchwide Assembly in accordance with provisions of Chapter 22.
- 13.41.04.** The secretary shall prepare interpretations, as necessary, of the *Constitutions, Bylaws, and Continuing Resolutions of the Evangelical Lutheran Church in America*. If a board, committee, or synod disagrees with the interpretations, as rendered, the objecting entity may appeal the secretary's interpretation to the Church Council.
- 13.41.05.** The secretary shall provide staff services to the Nominating Committee of the Churchwide Assembly and the nomination process of the Church Council; shall be responsible for declaring an interim vacancy resulting from the resignation, death, or disability of a member of a board, committee, or council; and shall arrange for an election by the Church Council to fill the vacancy consistent with Chapter 14.
- 13.42.** **The secretary shall be elected by the Churchwide Assembly to a six-year term and serve until a successor takes office.**
- 13.42.01.** The secretary shall be elected as provided in Chapter 19 and shall take office on the first day of the third month after election.
- 13.42.02.** The secretary shall be a full-time, salaried position.
- 13.50.** **TREASURER**
- 13.51.** **The treasurer shall serve under the presiding bishop of this church, providing leadership as specified in Chapter 11 of this constitution, and shall fulfill the normal functions of the treasurer of a corporation.**
- 13.51.01.** 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 management, investment, and money management systems, and related services for the units of the churchwide organization.
- 13.52.** **The treasurer shall be elected by the Church Council to a six-year term and serve until a successor takes office.**
- 13.52.01.** The treasurer shall be elected as provided in Chapter 19 and shall take office on the first day of the third month after election.
- 13.52.02.** The treasurer shall be a full-time, salaried position.
- 13.52.03.** The Church Council, by a two-thirds vote, may dismiss the treasurer for cause.

- 13.60. DEATH, RESIGNATION, OR DISABILITY OF AN OFFICER**
- 13.61.** Should the presiding 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 presiding bishop until an election of a new presiding bishop can be held or until the presiding bishop is able to serve again. The term of the successor presiding bishop, elected by the next Churchwide Assembly, or a special meeting of the Churchwide Assembly called for the purpose of election, shall be six years, with the subsequent election to take place at the assembly closest to the expiration of such a term.
- 13.62.** Should the vice president, secretary, or treasurer die, resign, or be unable to serve, the presiding bishop, with the approval of the Executive Committee of the Church Council, 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 term of the successor vice president or secretary, elected by the next Churchwide Assembly, shall be six years. The Church Council shall elect the successor treasurer for a term of six years.
- 13.63.** 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.
- 13.70. OFFICERS OF PREDECESSOR CONTINUING CORPORATIONS**
- 13.71.** Whenever an existing but inactive corporate entity that previously functioned as a predecessor or more remote predecessor of this church or as an incorporated board, agency, or synod related to such predecessors, and such entity is otherwise without officers or directors, the officers of this church shall constitute the directors of such entity and shall hold the same office as they hold in this church.

Chapter 14.

CHURCH COUNCIL

14.10. PURPOSE AND MEETINGS

14.11. **The Church Council shall exercise interim legislative authority and shall serve as the board of directors of the churchwide organization.**

14.12. **The Church Council shall meet at least two times each year.**

14.12.01. The Church Council and its committees may hold meetings by remote communication, including electronically and by telephone conference, and, to the extent permitted by state law, notice of all meetings may be provided electronically.

14.12.02. The Church Council shall use parliamentary procedure in accordance with *Robert's Rules of Order*, latest edition, unless otherwise ordered by the council.

14.12.03. Proxy and absentee voting shall not be permitted at meetings of the Church Council.

14.13. **“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, including dealing with all matters which are necessary in pursuit of the purposes and functions of this church, so long as:**

a. **the actions of the Church Council do not conflict with the actions of and policies established by the Churchwide Assembly; provided, however, that nothing in this constitution and bylaws precludes the Church Council from establishing policies concerning areas where the Churchwide Assembly has not acted; and**

b. **the Church Council is not precluded by the Articles of Incorporation or this constitution and bylaws from taking action on the matter.**

14.14. **The Church Council shall elect the treasurer.**

14.15. **The Church Council of the Evangelical Lutheran Church in America may remove for cause a voting member of the Church Council, other than an officer, at a duly held regular meeting by the affirmative vote of two-thirds of the voting members of the Church Council, provided that at least 30 days written notice shall be given to each voting member of the Church Council that removal of a specific member of the Church Council will be on the agenda for such a meeting. The Church Council may remove an advisory member for cause, provided notice has been given as specified in this provision, by a majority vote of the voting members of the council.**

14.20. RESPONSIBILITIES OF THE CHURCH COUNCIL

14.21. **The specific duties of the Church Council shall be listed in the bylaws.**

14.21.01. The Church Council shall act on the policies proposed by churchwide units, when requested by the presiding bishop or the churchwide unit. The

- Church Council shall ensure that the actions of the Churchwide Assembly are implemented by the applicable unit or office.
- 14.21.02.** The Church Council shall receive from the Office of the Presiding Bishop regular reports on the programs and procedures of the churchwide units. The Church Council, through the presiding bishop, shall ensure that the purposes, policies and objectives of this church are being fulfilled.
- a. Specific policies identified in this constitution and bylaws, developed by the appropriate churchwide unit, and reviewed by the Conference of Bishops, shall be submitted to the Church Council for approval.
 - b. Separately incorporated ministries of this church, as defined in Chapter 17, shall submit a report to the Church Council on their policies and programs. The Church Council shall act to approve those policies and programs as required in this constitution and bylaws.
- 14.21.03.** The Church Council shall review all recommendations from churchwide units for possible consideration by the Churchwide Assembly and determine which, if any, should be forwarded to the Churchwide Assembly for action.
- 14.21.04.** The Church Council may adopt policies in accord with this church's constitutions, bylaws, and continuing resolutions.
- 14.21.05.** The Church Council, upon recommendation of the presiding bishop, shall submit budget proposals for approval by the Churchwide Assembly and authorize expenditures within the parameters of approved budgets.
- 14.21.06.** The Church Council shall adopt personnel policies for the churchwide organization. Salary structures of churchwide units shall be within the personnel policies of the churchwide organization, unless exceptions are granted by the Church Council.
- 14.21.07.** The Church Council shall report its actions to the Churchwide Assembly.
- 14.21.10. OTHER DUTIES OF THE CHURCH COUNCIL**
- 14.21.11.** The Church Council shall consult with and refer matters to the Conference of Bishops as well as receive reports from it. The Church Council shall act on resolutions from Synod Councils.
- 14.21.12.** The Church Council shall provide for the installation of the churchwide officers. At the installation of a newly elected presiding bishop of this church, the presiding minister shall be the previous presiding bishop of this church or, where that is not possible, a synod bishop designated by the Church Council.
- 14.21.13.** The Church Council shall establish ranges for the salaries for the presiding bishop, secretary, and treasurer.
- 14.21.14.** The Church Council may direct the churchwide organization to exercise the corporate social responsibility of this church by filing shareholder resolutions, casting proxy ballots, and taking other actions as it deems appropriate.
- 14.21.15.** The Church Council shall establish the criteria and policies for the relationship between the churchwide organization 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 determination of which organization shall relate to a specific unit of the churchwide organization shall be made by the Church Council.
- 14.21.22.** The Church Council shall arrange the process for all elections as specified in this constitution and bylaws for churchwide units to assure conformity with established criteria.
- 14.22.** **The Church Council shall fulfill responsibilities for elections as provided in the *Constitution, Bylaws, and Continuing Resolutions of the Evangelical Lutheran Church in America* and, in the event that a vacancy on the council or on a board or committee of the churchwide organization is declared by the secretary, the Church Council shall elect an individual to serve the balance of the term.**
- 14.22.01.** Before electing an individual to fill a vacancy on a board or committee, the Church Council shall consult with the board or committee.
- 14.30.** COMPOSITION OF THE CHURCH COUNCIL
- 14.31.** **The voting members of the Church Council shall consist of the four churchwide officers, the chair of the Conference of Bishops, and at least 32 and not more than 45 other persons elected by the Churchwide Assembly.**
- 14.32.** **With the exception of youth members, Church Council members shall be elected by the Churchwide Assembly to one six-year term and shall not be eligible for consecutive re-election. Youth members of the Church Council shall be elected by the Churchwide Assembly to one three-year term.**
- 14.32.01.** The Church Council shall have as liaison members nine synod bishops, each elected by the Conference of Bishops to one four-year term. One bishop shall be elected from each region.
- 14.32.02.** Liaison members of the Church Council shall have voice but not vote.
- 14.32.03.** Any Church Council member appointed to fill a vacancy of less than three years in a Church Council position not restricted to a specific synod shall not be deemed to have served a term and is eligible for election to a full term if she or he otherwise satisfies the criteria for election.
- 14.32.A13.** *A member of the Church Council, upon invitation, may serve as a liaison for a board of trustees of a separately incorporated ministry.*
- 14.40.** CHURCH COUNCIL COMMITTEES
- 14.41.** **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 and continuing resolutions.**
- 14.41.01.** **Executive Committee.** The Church Council shall have an Executive Committee composed of the churchwide officers, the chair of the Conference of Bishops, and seven members of the Church Council elected

by the council. The vice president of this church shall chair this committee. The Executive Committee shall:

- a. perform those functions of the Church Council assigned to it by the Church Council, which shall include acting for the Church Council between meetings of the council;
- b. transmit resolutions from synods to the appropriate unit or units of the churchwide organization;
- c. fulfill the responsibilities of the Church Council related to nominations, with staff services for the nomination and election processes of the Church Council provided by the Office of the Secretary;
- d. provide advice and counsel for the officers;
- e. review the work of the officers and, with the absence of the salaried officers from such deliberations, set salaries of the presiding bishop, secretary, and treasurer within the ranges established by the Church Council;
- f. demonstrate concern for the spiritual, emotional, and physical well-being of the full-time salaried officers of this church; and
- g. when necessary, serve as members of the U.S.A. National Committee of The Lutheran World Federation.

14.41.02. Liaison bishops, ecumenical guests, and other advisors to the Church Council may serve as advisory members to the council's committees with voice but not vote.

14.41.A15. *Budget and Finance Committee*

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

14.41.B15. *Legal and Constitutional Review Committee*

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

14.41.C11. *Planning and Evaluation Committee*

A Planning and Evaluation Committee shall be composed of members of the Church Council elected by the council and shall have staff services provided by the Office of the Presiding Bishop. This committee shall assist the presiding bishop in coordinated, strategic planning for the work of the

churchwide organization. This committee also shall be responsible for the ongoing evaluation of churchwide units and the structure of the churchwide organization, making recommendations to the Churchwide Assembly through the Church Council. This committee shall establish a process for a periodic review of all churchwide units. Further, in consultation with the executive for administration, this committee shall evaluate and report annually to the Church Council and to the Churchwide Assembly on how the churchwide organization complies with and implements commitments and policies adopted by the Churchwide Assembly and the Church Council.

14.41.D20. *Program and Services Committee*

A Program and Services Committee shall be composed of members of the Church Council elected by the council and shall have staff services provided by the Office of the Secretary. This committee shall assist the council in assuring that churchwide purposes, policies, and objectives are being fulfilled through the programs and services of the units of the churchwide organization. All churchwide policies and strategies recommended by units that have implications for congregations, synods, other churchwide units, or institutions and agencies of this church shall be considered by this committee for recommendation to the Church Council.

14.41.E20. *Audit Committee*

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

14.41.F20. *Board Development Committee*

A Board Development Committee—composed of six to eight members, at least one of whom shall be a member of the Executive Committee, and of which at least two shall be from each elected class of the Church Council—shall be appointed by the Executive Committee of the Church Council for three-year, renewable terms to assist the presiding bishop and the Church Council in developing and implementing efforts to help members of the Church Council to demonstrate a comprehensive

understanding of the council's role and fiduciary responsibility as the board of directors of the Evangelical Lutheran Church in America. The executive for administration shall relate to this committee, with staff services provided by the Office of the Secretary. Members appointed to the Board Development Committee shall be eligible for service on other committees of the Church Council.

14.41.G20. Resource Development Committee

A Resource Development Committee—composed of eight to ten members, at least one of whom shall be a member of the Budget and Finance Committee, and appointed by the Executive Committee – shall assist the Budget and Finance Committee and the Church Council in developing strategies related to funding initiatives and churchwide appeals. This committee shall oversee how to grow resources to support the ministries and priorities of the churchwide organization. The treasurer and executive for development shall serve as ex officio members of the committee. Church Council members shall be appointed for three-year terms, renewable for so long as they are on Church Council. Non-Church Council members, who shall be members of an ELCA congregation, shall be appointed for three-year terms with the possibility of two consecutive re-appointments. No member shall serve more than nine consecutive years. This committee shall have staff services provided by the Office of the Presiding Bishop and the Office of the Treasurer. Church Council members appointed to the Resource Development Committee shall be eligible for service on other committees of the Church Council.

Chapter 15.

CHURCHWIDE OFFICES AND ADMINISTRATION

15.10. OFFICES

15.11. An office of the churchwide organization is directly related to and under the authority of a full-time officer of this church. Each office is related to the Church Council through the officer, who reports to the Church Council in the interim between regular meetings of the Churchwide Assembly. Each office may have executive assistants to undergird the officer in the performance of specified functions that are the responsibility of that officer.

15.11.01. There shall be the following offices:

- a. Office of the Presiding Bishop;
- b. Office of the Secretary; and
- c. Office of the Treasurer.

15.11.A20. *The work of the offices shall be coordinated through the Operations Leadership Team.*

15.11.02. **Administrative Team.** The presiding bishop, secretary, treasurer, and executive for administration, along with the executive directors of the churchwide units, shall function as an administrative team, directed by the presiding bishop. This administrative team shall assist the presiding bishop in providing leadership, planning, oversight, management, supervision, and coordination in the operation of the churchwide organization.

15.11.B20. *Leadership Teams*

Three leadership teams shall complement the work of the Administrative Team in providing collaborative leadership for planning, oversight, and management of the churchwide organization and other churchwide efforts. Each team may be composed of a combination of churchwide staff, synod leadership, and representatives from congregations, networks, and/or affiliated ministries, appointed by the presiding bishop.

- a. *Strategic Leadership Team: The Strategic Leadership team, convened by the presiding bishop, shall set, lead, and evaluate the strategic framework to achieve and support priority goals and initiatives of this church.*
- b. *Operations Leadership Team: The Operations Leadership team, convened by the executive for administration, shall provide efficient and effective leadership, planning, oversight, management, and coordination of the daily operations of the churchwide organization, including infrastructure and resource management (human and financial) and governance-related matters.*
- c. *Innovation Leadership Team: The Innovation Leadership team, convened by the executive director for innovation, shall assess,*

implement, and evaluate experimental ideas and initiatives to further this church's shared mission.

15.12. OFFICE OF THE PRESIDING BISHOP

15.12.01. Responsibilities of the Office of the Presiding Bishop, in addition to those specified in the bylaws, shall be set forth in continuing resolutions.

15.12.A20. Responsibilities of the Executive for Administration

The executive for administration shall be accountable to the presiding bishop and shall serve as chief administrator of the churchwide organization. The executive for administration shall be elected by the Church Council upon nomination of the presiding bishop and shall serve coterminous with the term of the presiding bishop. At the direction of the presiding bishop, the executive for administration shall:

- a. supervise the day-to-day functioning of the churchwide organization and coordinate the work of churchwide units;*
- b. facilitate the interdependent functioning of churchwide units in the fulfillment of the responsibilities assigned to them;*
- c. coordinate the strategic planning and day-to-day staff activities within the Office of the Presiding Bishop and the functioning of the administrative team;*
- d. develop the budget for the churchwide organization and report to the Church Council and the Churchwide Assembly through the Budget and Finance Committee of the Church Council with regard to the preparation of the budget;*
- e. provide staff services and documentation to the Planning and Evaluation Committee and the Board Development Committee of the Church Council;*
- f. oversee churchwide strategic communications, including branding, messaging, and content development; and*
- g. provide for building management and coordinate central services for the churchwide organization.*

15.12.B21. Responsibility for Ecumenical and Inter-Religious Relations

Responsibility for ecumenical and inter-religious relations shall be exercised by the Office of the Presiding Bishop.

- a. The presiding bishop shall appoint an executive who shall coordinate the ecumenical, inter-Lutheran, and inter-religious activities of this church, and shall recommend, through the presiding bishop, policies to the Church Council and the Churchwide Assembly. To fulfill these responsibilities, the executive shall:
 - 1) assist the presiding bishop of this church in carrying out the presiding bishop's role as the chief ecumenical officer of this church;*
 - 2) administer the ecumenical, inter-Lutheran, and inter-religious discussions (including bilateral dialogues) in which this church is involved;**

- 3) *provide active support of the membership of this church in ecumenical organizations, such as World Council of Churches, National Council of the Churches of Christ in the U.S.A., and The Lutheran World Federation;*
 - 4) *guide the process of reception of theological agreements and give advice in matters of fellowship and unity with other Lutheran churches; and*
 - 5) *assist synods, congregations, and churchwide units in carrying out their ecumenical, inter-Lutheran, and inter-religious responsibilities by giving guidance and by preparing guidelines for action.*
- b. *From time to time as necessary, the Executive Committee of the Church Council shall convene as the U.S.A. National Committee of The Lutheran World Federation. The U.S.A. National Committee also consists of the members of this church who serve as voting members of the council of The Lutheran World Federation. An ELCA advisor to the council of The Lutheran World Federation and/or the executive for ecumenical and inter-religious relations shall serve as consultants to the U.S.A. National Committee of The Lutheran World Federation.*
- c. *Ecumenical representatives shall be chosen by the presiding bishop of the Evangelical Lutheran Church in America in consultation with the Executive Committee of the Church Council. These representatives include members of delegations to national and international inter-church entities in which this church holds membership and members of inter-Lutheran, inter-faith, and ecumenical discussions, including bilateral dialogues and conversations, in which this church participates. All such appointments shall be reported to the Church Council as information.*

15.12.C21. Responsibility for People Solutions and Diversity, Equity, and Inclusion
Responsibility for people solutions and diversity, equity, and inclusion shall be exercised by the Office of the Presiding Bishop, which shall develop and manage the personnel policies and procedures for the churchwide organization, including policies and procedures regarding equal-employment opportunity; recruitment, interview, and selection of staff; compensation and benefits; employee-assistance programs; just and equitable employee-relations practices; performance evaluation; maintenance of personnel records; and training. In accordance with bylaw 14.21.06., the Church Council shall adopt personnel policies upon recommendation of the Office of the Presiding Bishop. The presiding bishop shall appoint an executive who shall be responsible for people solutions and this church's commitment to diversity, equity, and inclusion.

15.12.D21. Responsibility for Theological Discernment
Responsibility shall be exercised in the Office of the Presiding Bishop for serving the Church's theological work by promoting, coordinating,

and facilitating theological discernment of the Church's message and its theological foundations in collaboration with all who share in the responsibilities to be teachers of the faith in the Church, including the Conference of Bishops, the seminary faculties, the convocation of teaching theologians, networks such as Lutheran ethicists and women theologians, the editorial staff of the publishing ministry and publications, and all rostered ministers. This responsibility for serving the Church's theological work also shall encompass theological work in and commitment to discern, understand, and respond to racism, classism, and sexism and issues of justice for women in the Church and in society in order to advance full participation, equal opportunity, and justice for all. To fulfill these responsibilities, the presiding bishop shall appoint an executive who will assist the presiding bishop and coordinate the service of staff groups that provide theological resources and assistance in programmatic implementation.

15.12.E21. Responsibility for Development

Responsibility for planning, coordination, and management of the execution of this church's fundraising efforts and donor communications shall be exercised by the Office of the Presiding Bishop. To fulfill these responsibilities, the presiding bishop shall appoint an executive who, in collaboration with the Endowment Fund of the ELCA, shall:

- a. guide strategy and development of marketing communications;*
- b. provide for Mission Support interpretation and consultations in collaboration with the Office of the Treasurer;*
- c. develop and execute programs to seek current gifts, major and deferred gifts, bequests, and endowment funds to support ministries of this church;*
- d. engage members, congregations, synods, and agencies and institutions of this church in efforts to raise financial support for the ministries of this church;*
- e. provide advice to the Office of the Treasurer in the recommendation and establishment within that office of policies and procedures for gift acceptance and management;*
- f. manage constituent data of the church; and*
- g. coordinate its programs with other stewardship and financial resource development activities of this church and in alignment with its mission objectives.*

15.13. OFFICE OF THE SECRETARY

15.13.01. The responsibilities of the Office of the Secretary, in addition to those specified in the bylaws, shall be set forth in continuing resolutions.

15.13.A10. Responsibility for Risk Management

The Office of the Secretary, in collaboration with the Office of the Treasurer, shall provide and manage insurance (exclusive of life and health) programs for the churchwide organization and shall make

available insurance programs to congregations, synods, regions, and related institutions, agencies, and organizations. Recommendations on standards for adequate, continuous insurance coverage to be maintained by synods, as required in constitutional provision 10.74., may be provided.

15.13.B20. Responsibility for Synod Relations

The Office of the Secretary, in collaboration with the Office of the Presiding Bishop, shall coordinate the relationships between the churchwide organization and synods, render support for synod bishops and synod staff, and provide staff services for the Conference of Bishops.

15.13.C20. Responsibility for Governance

The Office of the Secretary, in collaboration with the Office of the Presiding Bishop, shall provide staff services for the Churchwide Assembly, the Church Council, and the Executive Committee.

15.14. OFFICE OF THE TREASURER

15.14.01. The responsibilities of the Office of the Treasurer, in addition to those specified in the bylaws, shall be set forth in continuing resolutions.

15.14.A20. Responsibilities of the Office of the Treasurer

- a. *This office shall be related to the treasurer, who shall be its full-time executive officer.*
- b. *This office shall have the sole authority and responsibility to establish and maintain banking relationships for the churchwide organization.*
- c. *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 that 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 of the Treasurer.*
- d. *This office, through the Budget and Finance Committee of the Church Council, shall recommend to the Church Council a certified public accounting firm to audit the financial records of the churchwide organization. Synod financial reports shall be submitted to this office for compilation.*
- e. *This office shall provide for internal audit procedures of the churchwide organization.*
- f. *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.*
- g. *This office shall be authorized, within policies established by the Churchwide Assembly and the Church Council, to purchase or otherwise acquire title to real property; to mortgage, lease, sell, or otherwise dispose of the same; and otherwise to act on behalf of the churchwide organization regarding real property.*

- h. *This office shall provide for a common system of financial reporting from synods and regions.*
- i. *This office, within the policies established by the Church Council, shall assure the implementation of a donor gift acknowledgment process.*
- j. *This office, in consultation with the Endowment Fund of the Evangelical Lutheran Church in America, shall recommend:*
 - 1) *policy for the valuation process for noncash gifts;*
 - 2) *the management of assets of its life-income agreements;*
 - 3) *gift acceptance policies for the establishment and management of memorial funds administered by the Endowment Fund of the ELCA in cooperation with the Office of the Presiding Bishop; and*
 - 4) *the distribution of earned-income payments to remainder beneficiaries as regulated by the life-income, trust, and other fiduciary donor agreements held by the churchwide organization.*
- k. *This office shall provide for the management of capital funds.*
- l. *This office shall manage capital loan funds established by the Church Council. The management shall be within policies established jointly by the Office of the Treasurer and other affected churchwide units.*
- m. *This office, in collaboration with the Office of the Secretary, shall examine the risk management and insurance needs of the churchwide organization and synods.*

15.14.B21. Responsibility for Information Technology

The treasurer shall provide for information technology in support of the work of the churchwide organization. The treasurer shall appoint an executive who shall be responsible for the development and review of guidelines and policies for computer standards, security of electronic data, application development, data storage and data retrieval, and shall enable use of electronic technologies for churchwide staff to assist in support of congregations, synods, and related institutions and agencies of this church.

15.20. STAFF

15.21. The churchwide organization shall employ staff according to churchwide policies.

15.21.01. The presiding bishop shall recommend to the Church Council the personnel policies of the churchwide organization. Such policies shall be binding unless exceptions are granted by the Church Council or specified in the constitution, bylaws, and continuing resolutions.

15.21.02. In consultation with the executive for administration, the presiding bishop shall authorize all staff positions in the churchwide organization.

Chapter 16.

UNITS OF THE CHURCHWIDE ORGANIZATION

16.10. CHURCHWIDE UNITS

16.11. **A unit of the churchwide organization is assigned leadership responsibility for major, identified portions of the mission and ministry of this church.**

16.11.A21. *As it pertains to the churchwide organization, a unit may also be described as a home area.*

16.11.01. In conformity with this church's commitment to inclusive practice, churchwide units and offices will assure that staff include a balance of women and men, persons of color and persons whose primary language is other than English, laypersons, and rostered ministers.

16.11.B20. *Identity of Units*

Units of the churchwide organization, which shall function through cooperation, coordination, and collaboration, are the following:

- a. Christian Community and Leadership unit;*
- b. Innovation unit;*
- c. Operations unit; and*
- d. Service and Justice unit.*

Each unit, except the Operations unit, shall have an executive director.

16.12. **Each unit shall report to the Churchwide Assembly and will report to the Church Council in the interim.**

16.12.01. The responsibilities of the units shall be described in continuing resolutions.

16.12.02. Executive directors of each unit shall be appointed by the presiding bishop to a four-year term. The presiding bishop, as chief executive officer, shall arrange within the personnel policies of the churchwide organization for an annual review of each executive director. A unit executive director shall be eligible for re-appointment. The employment of the executive director may be terminated in accordance with the personnel policies of the churchwide organization.

16.12.A21. *Responsibilities of the Christian Community and Leadership Unit*

The Christian Community and Leadership unit shall foster and facilitate the work of synods, congregations, the churchwide organization, and others in reaching and welcoming more people into the Christian faith. It energizes and engages the core membership and works with the whole of this church to recruit, develop, and deploy lay and rostered leadership to fulfill the Church's purpose. It works across all expressions of this church to accomplish these goals domestically and internationally.

This unit shall:

- a. create and revitalize congregations and ministries;*
- b. enhance evangelism and discipleship;*
- c. oversee the development of multicultural ministries and collaborate on the commitment of this church to diversity and inclusivity;*
- d. support efforts to reach new people, young people, and to become more economically diverse;*

- e. foster relationships with educational institutions, including participation in and support of the Network of Colleges and Universities of this church;
- f. recruit, train, and help to deploy lay and rostered leaders;
- g. support the candidacy and assignment processes;
- h. coordinate the work of Young Adults in Global Mission and the ELCA Youth Gathering;
- i. oversee the chaplaincies of this church in domestic specialized ministry settings as well as federal chaplaincies both at home and abroad; and
- j. support the worship ministry of this church by overseeing the development and review of worship resources intended for use throughout this church, and recommend, through the presiding bishop, policies related to worship and sacramental practices to the Church Council and the Churchwide Assembly.

This unit shall relate to Lutheran Men in Mission, National Lutheran Campus Ministry, Inc., Educational and Institutional Insurance Administrators, Inc., and the Evangelical Lutheran Education Association.

16.12.B20. Responsibilities of the Innovation Unit

The Innovation unit shall promote, coordinate, and facilitate organizational collaboration, culture, and development, including innovation processes and leadership development for churchwide organization staff, members of this church, and others. This unit shall:

- a. provide, manage, and design experiments and processes (including related goals, metrics, and measurement) to assist this church to develop and evaluate new and existing programs and initiatives;
- b. be responsible for leadership development through teaching and promoting innovation culture, skills, and tools within the churchwide organization and throughout this church; and
- c. equip the churchwide organization and this church to conduct relevant research, data collection, analysis, and evaluation to make data-informed decisions; in collaboration with the Office of the Secretary, provide for required reporting and other items related to policies established by the Church Council and the Churchwide Assembly.

16.12.C20. Responsibilities of the Operations Unit

The Operations unit shall comprise the following:

- a. the Office of the Presiding Bishop;
- b. the Office of the Secretary; and
- c. the Office of the Treasurer.

16.12.D21. Responsibilities of the Service and Justice Unit

The Service and Justice unit shall foster and facilitate this church's engagement in service and promote efforts to call and act for justice. It shall engage in mission, service, and justice in accompaniment with churches and organizations in other countries; serve as the means through which churches in other countries engage in mission to this

church and society; engage with communities, coalitions and networks, congregations, and synods in service and justice work within the territorial jurisdiction of this church; and provide guidance to members on matters of social justice.

The Service and Justice unit shall support the freedom of Christians to love and serve their neighbor through the following areas:

- a. Peoples and Communities: maintain global church-to-church relationships and mutual endeavors for evangelical witness and sharing of mission personnel; oversee the work of the ethnic specific ministries and collaborate on multicultural ministries and the commitment of this church to diversity and inclusivity;*
- b. Building Resilient Communities: meet human need and enhance human dignity; work to overturn oppression and injustice; and engage collaboratively toward the flourishing of human community and creation through advocacy, development, and disaster response programming internationally and domestically; and*
- c. Witness in Society: empower members to engage with systems and processes to promote the well-being of the human community and creation in the public square, local and federal government, and the international community; equip and encourage members to seek dignity and peace; advance justice in response to human suffering, marginalization, and exclusion; and promote equality, justice, and respect for the value of every person to reduce the systemic injustices impacting communities and societies; to advance corporate social responsibility through environmental, social, and justice principles to create a just and sustainable society.*

The Service and Justice unit shall relate to those Independent Lutheran Organizations and other social ministries that engage in efforts related to service, justice, and global mission; the service, justice, and global mission efforts of full communion churches; and the Deaconess Community of the ELCA.

The Service and Justice Unit shall develop personnel policies for long-term and other missionaries in consultation with the Office of the Presiding Bishop and administer such policies after their approval by the Church Council.

Chapter 17.

SEPARATELY INCORPORATED MINISTRIES

17.10. SEPARATELY INCORPORATED MINISTRIES

17.11. This church may fulfill some of its purposes, as described in Chapter 4, through separately incorporated ministries.

17.20. This church shall have a separately incorporated ministry, known as the Board of Pensions of the Evangelical Lutheran Church in America, to provide church retirement and other benefits, and complementary services within and beyond this church. The president of the corporation shall serve as its chief executive officer.

17.20.01. The Churchwide Assembly shall:

- a. approve the documents governing the Pension and Other Benefits Program that have been referred by the Church Council; and
- b. refer any amendments to the Pension and Other Benefits 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 sponsored members in the ELCA Retirement Plan.

17.20.02. The Church Council shall:

- a. review policy established by the board and take action on any policy that would change significantly the documents establishing and governing the Pension and Other Benefits Program.
- b. approve any changes in the Pension and Other Benefits Program when there is to be:
 - 1) a significant increase in cost to ELCA employers or sponsored members; or
 - 2) a significant decrease in benefits to sponsored members in the Pension and Other Benefits Program.
- c. refer any amendments to the Pension and Other Benefits 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 sponsored members in the ELCA Retirement Plan.
- d. refer, as it deems appropriate, proposed amendments to the Pension and Other Benefits Program to the Churchwide Assembly for final action.

17.20.03. The Board of Pensions shall have a board of trustees composed of 14-18 persons elected by the Churchwide Assembly for three-year terms with the possibility of two consecutive re-elections. The terms of members of the board of trustees elected by the Churchwide Assembly shall begin at the commencement of the first board meeting following the assembly.

- a. The composition of the board of trustees shall comply with the representational principles described in constitutional provision 5.01.e. The board of trustees of the Board of Pensions shall include

persons with expertise in investments, insurance, and retirement plans, and at least four persons who are members of the plan, at least one of whom shall be a lay plan member or lay recipient of plan benefits and at least one of whom shall be a minister of Word and Sacrament who is a plan member. Up to two trustees may be members of congregations of church bodies with which this church is in a relationship of full communion, provided that both are not from the same church body.

- b. The presiding bishop shall serve as an advisory member of the board of trustees, with voice but not vote, or shall designate a person to serve as the presiding bishop's representative as provided in constitutional provision 13.21.
 - c. The Conference of Bishops shall elect one bishop to serve as an advisory member of the board of trustees with voice but not vote.
 - d. The treasurer of this church shall serve as an advisory member of the board of trustees with voice but not vote.
- 17.20.04.** The board shall organize itself as it deems necessary.
- 17.20.05.** Constitutional provision 16.12. and bylaws 11.34.01., 14.21.02., and 16.11.01. shall apply to the operation of this organization.
- 17.20.06.** The president shall be elected by the board of trustees of the Board of Pensions to a four-year term in consultation with and with the approval of the presiding bishop of this church. Nomination of a candidate for president shall be made jointly by the presiding bishop and the search committee of the board. The board, together with the presiding bishop, shall arrange for an annual review of the president. The president shall be eligible for re-election. The board shall establish the compensation of the president with the concurrence of the presiding bishop. The president may be terminated at any time jointly by the board of trustees of the Board of Pensions and the presiding bishop of this church, following recommendation by the executive committee of the board of trustees.
- 17.20.07.** The specific responsibilities 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.
- 17.20.A21.** *Responsibilities of the Board of Pensions of the Evangelical Lutheran Church in America*
The Board of Pensions of the Evangelical Lutheran Church in America—also known as Portico Benefit Services—shall:
- a. *manage and operate the Pension and Other Benefits Program for this church and plans for other non-profit organizations having a formal affiliation with a church or a religious organization, and invest the assets according to fiduciary standards set forth in the plans and trusts.*
 - b. *provide retirement, health, and other benefits for the benefit of eligible members working within the structure of this church and*

- other non-profit organizations having a formal affiliation with a church or a religious organization.*
- c. provide summary plan descriptions outlining all benefits to be provided as a part of the Pension and Other Benefits Program.*
- d. provide complementary services within and beyond this church.*
- e. report to the appropriate committee of the Church Council on the financial effect of changes to the Pension and Other Benefits Program.*
- f. 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.*
- g. maintain appropriate communication with other units of this church.*
- h. be self-supporting, except for certain ELCA minimum pensions and post-retirement health benefits of certain ELCA retirees, with all costs being paid from the administrative and management charges to the employers and members utilizing the plans and from investment income.*
- i. manage its finances in a manner that assures an efficient and effective administration of the plans for retirement and other benefits. The board shall maintain its own accounting, data processing, personnel, and other administrative functions essential to the ongoing work of this organization.*
- j. not be responsible, nor assume any liability for, health-insurance programs provided by this church through voluntary employees' beneficiary associations or similar arrangements.*
- k. manage and operate those portions of The American Lutheran Church and Lutheran Church in America plans requiring continuation in this church.*
- l. provide an appeal process with the Board of Pensions to enable members in the plans to appeal decisions.*
- m. make editorial and administrative changes and routine modifications to the benefits programs, as well as changes required to comply with federal and state law.*
- n. set contribution rates for the ELCA Survivor Benefits Plan, the ELCA Disability Benefits Plan, and the ELCA Medical and Dental Benefits Plan, and establish interest crediting rates for the ELCA Retirement Plans.*
- o. manage assets, as requested, for this church and other organizations operated exclusively for religious purposes.*

17.20.B11. *The Corporate Social Responsibility Committee of the Board of Pensions shall receive advice and counsel from the churchwide organization and, within the context of fiduciary responsibility for ELCA assets, make appropriate recommendations to the board.*

- 17.30.** This church shall have a separately incorporated ministry, known as the Mission Investment Fund of the Evangelical Lutheran Church in America, to provide investment opportunities to individuals, congregations, synods, institutions, agencies, and organizations, and administer loans to congregations, synods, the churchwide organization, and other organizations and institutions that are related to this church. The Mission Investment Fund of the Evangelical Lutheran Church in America shall be incorporated.
- 17.30.01.** The Mission Investment Fund of the Evangelical Lutheran Church in America shall have a board of trustees composed of 9–12 persons elected by the Churchwide Assembly for three-year terms with the possibility of two consecutive re-elections. The terms of members of the board of trustees elected by the Churchwide Assembly shall begin at the commencement of the first board meeting following the assembly. The composition of the board of trustees shall comply with the representational principles described in constitutional provision 5.01.e. Up to two trustees may be members of congregations of church bodies with which this church is in a relationship of full communion, provided that both are not from the same church body.
- 17.30.02.** The president shall be elected by the board of trustees of the Mission Investment Fund of the Evangelical Lutheran Church in America to a four-year term in consultation with and with the approval of the presiding bishop of this church. Nomination of a candidate for president of the Mission Investment Fund shall be made jointly by the presiding bishop and the search committee of the board. The board, together with the presiding bishop, shall arrange for an annual review of the president. The president shall be eligible for re-election. The employment of the president may be terminated jointly by the board of trustees of the Mission Investment Fund of the Evangelical Lutheran Church in America and the presiding bishop of this church, following recommendation by the Executive Committee of the board of trustees. The Executive Committee of the board of trustees, with the concurrence of the presiding bishop, shall establish the compensation of the president.
- 17.30.03.** Constitutional provision 16.12. and bylaws 11.34.01., 14.21.02., 14.21.06., and 16.11.01. shall apply to the operation of this organization.
- 17.30.04.** The specific responsibilities of the Mission Investment Fund of the Evangelical Lutheran Church in America shall be enumerated in a continuing resolution.
- 17.30.A21.** *Operation of the Mission Investment Fund of the Evangelical Lutheran Church in America*
The Mission Investment Fund of the Evangelical Lutheran Church in America shall:
- a. have primary responsibility for the development, administration, promotion, and sale of investment obligations.*

- b. *develop and administer a loan program, including management responsibilities for the underwriting, legal, accounting, reporting, servicing, marketing, and other related functions.*
- c. *provide expertise for management of real property and execute all necessary documents for the acquisition and disposition of such property.*
- d. *relate to the Christian Community and Leadership unit, which may request real estate acquisition for new and existing ministries within the limits of the capital funds available and within established criteria.*
- e. *confer with the Christian Community and Leadership unit on any loans to developing ministries.*

17.40. This church shall have a separately incorporated ministry, the Publishing House of the Evangelical Lutheran Church in America, to carry out the publishing ministry of the Evangelical Lutheran Church in America. The president of the corporation shall serve as its chief executive officer.

17.40.01. This publishing house shall have a board of trustees composed of 11–15 persons elected by the Churchwide Assembly for three-year terms with the possibility of two consecutive re-elections. The terms of members of the board of trustees elected by the Churchwide Assembly shall begin at the commencement of the first board meeting following the assembly.

- a. The composition of the board of trustees shall comply with the representational principles described in constitutional provision 5.01.e. Laypersons on the board of trustees shall include persons with expertise in publishing, education, business management, finance and investment. Ministers of Word and Sacrament shall include persons with expertise in rural, urban, and suburban parish ministry in small and large congregations and advanced theological study. Up to two trustees may be members of congregations of church bodies with which this church is in a relationship of full communion, provided that both are not from the same church body.
- b. The presiding bishop shall serve as an advisory member of the board of trustees, with voice but not vote, or shall designate a person to serve as the presiding bishop’s representative as provided in constitutional provision 13.21.
- c. The Conference of Bishops shall elect one bishop to serve as an advisory member of the board of the publishing house with voice but not vote.
- d. The board of trustees of the publishing house shall serve as the board of any separate corporation of this church’s publishing house and the president of the publishing house shall be the chief executive officer of any such corporation.

17.40.02. Constitutional provision 16.12. and bylaws 11.34.01., 14.21.02., and 16.11.01. shall apply to the operation of this organization.

- 17.40.03.** The president shall be elected by the board of trustees of the Publishing House to a four-year term in consultation with and with the approval of the presiding bishop of this church. Nomination of a candidate for president shall be made jointly by the presiding bishop and the search committee of the board. The board, together with the presiding bishop, shall arrange for an annual review of the president. The president shall be eligible for re-election. The board shall establish the compensation of the president with the concurrence of the presiding bishop. The president may be terminated at any time jointly by the board of trustees of the Publishing House and the presiding bishop of this church, following recommendation by the executive committee of the board of trustees.
- 17.40.04.** The specific responsibilities 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.
- 17.40.A19.** *Responsibilities of the Publishing House of the Evangelical Lutheran Church in America*
The Publishing House of the Evangelical Lutheran Church in America— also known as 1517 Media—shall:
- a. *be responsible for the publishing, production, and distribution of publications to be sold to accomplish the mission of this church.*
 - b. *work in close cooperation with congregations, synods, and the churchwide organization to provide a diversity of published resources.*
 - c. *work with churchwide units to plan the publication of materials to assist congregations in fulfilling their life in mission.*
 - d. *develop, produce, and distribute materials required to carry out its functions.*
 - e. *be financed from the sale and distribution of materials, not from the budget of this church.*
 - f. *create, develop, and publish a diversity of resources in various media; make available other publications, materials, and church supplies; produce official documents and publications of this church; and produce materials in a manner that assures their ready availability.*
 - g. *provide for the wide distribution of resources within and beyond this church.*
 - h. *manage its finances and other resources in a manner that assures the continuity and extension of its activities. This publishing house shall maintain its own accounting, information technology, human resources, employee benefits, and other functions essential to a cohesive, efficient, and effective operation.*
 - i. *identify and nurture talented authors, composers, artists, and others involved in creating various media.*
 - j. *distribute the church periodical in accord with provisions of this church's constitution, bylaws, and continuing resolutions.*

- k. determine its necessary financial reserves, appropriations, and publishing subsidies.*
- l. make available resources to meet unique language and cultural needs, as feasible.*

17.50. This church shall have a separately incorporated ministry, known as Women of the Evangelical Lutheran Church in America, to assist its women to commit themselves to full discipleship, affirm their gifts, and support each other in their particular callings.

17.50.01. Membership of this organization shall be women of this church who wish to participate through local and other groupings that affirm the purposes of this organization. This organization shall function in local, synod, and churchwide settings.

17.50.02. This organization shall be incorporated, self-supporting financially, and shall manage its own assets within the policies of this church. The personnel policies and salary structures of the churchwide organization shall be followed.

17.50.03. Constitutional provision 16.12. and bylaws 11.34.01., 14.21.02., and 14.21.06. shall apply to this organization. Bylaw 16.11.01. shall apply to the women's organization with the exception of the balance provisions for women and men and for laypersons and rostered ministers.

17.50.04. This organization shall have a board of 21 members elected by the assembly of this organization for one three-year term with eligibility for one consecutive re-election. At least 10 percent 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. In the event of a vacancy, the board shall elect a member to serve the balance of the term. The Conference of Bishops shall select one bishop to serve as an advisory member of the board of this organization with voice but not vote.

17.50.05. The board of this organization shall meet at least two times per year and shall be responsible to the assembly that elected it. The assembly of this organization shall be representative of local and other groupings of women who are members of the women's organization. Upon two successive absences that have not been excused by the board, a board member's position shall be declared vacant and the board shall arrange for election to fill the vacancy under Article XIII, Section 5, Item 9, of the constitution and bylaws of the women's organization.

17.50.06. This organization's board shall elect its executive director to a four-year term in consultation with and with the approval of the presiding bishop of this church. This board, together with the presiding bishop, shall arrange for an annual review of the executive director. The executive director shall be eligible for re-election. Consistent with applicable personnel policies, the board shall establish the salary of the executive director with the concurrence of the presiding bishop. The board may terminate the

- employment of the executive director in consultation with and with the approval of the presiding bishop of this church.
- 17.50.07.** The specific responsibilities 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.
- 17.50.A11. *Responsibilities of the Women's Organization***
The Women of the Evangelical Lutheran Church in America shall:
- a. *enable its members to grow through biblical study, theological reflection, and prayer.*
 - b. *cooperate with other units of this church in advocating for the oppressed and voiceless, urging change in systems and structures that exclude and alienate, and working for peace and justice as messengers of hope.*
 - c. *provide for development and distribution of resources for and to its members, including a magazine.*
 - d. *facilitate local initiative in creating programs and identifying alternative structural models that encourage and support flexibility.*
 - e. *design and implement a leadership development program for its members, assisting its members to identify, develop, and express their gifts for ministry.*
 - f. *develop networks for communication among women locally, ecumenically, and globally.*
 - g. *relate to other women's organizations ecumenically and globally.*
 - h. *work interdependently with all units of this church in program development, research, and planning in order to enhance the ministries and participation of women in church and in society.*
 - i. *develop working arrangements in areas of mutual responsibility with the Publishing House of the Evangelical Lutheran Church in America.*
- 17.60.** **This church shall have a separately incorporated ministry, the Endowment Fund of the Evangelical Lutheran Church in America, to hold and manage endowment assets, to offer pooled investment services for endowment funds of this church and its related congregations, synods, agencies, and institutions, and to provide planned giving programs that support this church's mission and ministry. The Endowment Fund shall be incorporated.**
- 17.60.01.** The Endowment Fund shall have a board of trustees composed of the presiding bishop of this church and 9–15 persons elected by the Churchwide Assembly for three-year terms with the possibility of two consecutive re-elections. Any vacancies occurring because of the death, resignation, or removal of a member of the board of trustees shall be filled by the Church Council for the unexpired term of such member of the board of trustees. The composition of the board of trustees shall comply with the representational principles described in constitutional provision 5.01.e. Up

to two trustees may be members of congregations of church bodies with which this church is in a relationship of full communion, provided that both are not from the same church body.

- 17.60.02.** The advisory members of the board of trustees of the Endowment Fund shall have no vote and shall include: the treasurer of this church, a synod bishop elected by the Conference of Bishops of the Evangelical Lutheran Church in America, and such other persons as may be designated by the board of trustees.
- 17.60.03.** The presiding bishop of this church shall be a member of the board of trustees, *ex officio*, with voice and vote.
- 17.60.04.** The president of the Endowment Fund shall be elected to a four-year term by the board of trustees in consultation with and with the approval of the presiding bishop of this church. Nomination of a candidate for president shall be made jointly by the presiding bishop and the executive committee of the board. The board, together with the presiding bishop, shall arrange for an annual review of the president. The president shall be eligible for re-election. The employment of the president may be terminated jointly by the board of trustees and the presiding bishop of this church, following recommendation by the executive committee of the board of trustees. The executive committee of the board of trustees, with the concurrence of the presiding bishop, shall establish the compensation of the president.
- 17.60.05.** Constitutional provision 16.12. and bylaws 11.34.01., 14.21.02., 14.21.06., and 16.11.01. shall apply to the operation of this organization.
- 17.60.06.** The specific responsibilities of the Endowment Fund shall be enumerated in a continuing resolution.
- 17.60.A19.** *Operation of the Endowment Fund of the Evangelical Lutheran Church in America*
The Endowment Fund of the ELCA—also known as the ELCA Foundation—shall:
- a. *offer, promote, administer, and oversee endowment, deferred giving, life-income, and similar planned giving programs for individual donors, congregations, synods, the churchwide organization, and related institutions and agencies in support of ELCA ministries;*
 - b. *offer pooled investment services for endowment funds of this church and its congregations, synods, churchwide organization, and related institutions and agencies;*
 - c. *manage assets of endowment, deferred giving, life-income agreements, donor-advised funds, and funds held for external participants;*
 - d. *oversee the administration of earned-income payments to donors and to remainder beneficiaries as regulated by life-income, trust, and other fiduciary donor agreements;*
 - e. *determine annual endowment fund distribution rate;*
 - f. *set fees associated with endowment and deferred giving programs;*
 - g. *hire and oversee such managers, service providers, consultants, advisors, and sub-advisors as it deems appropriate;*

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- h. develop and approve an annual budget that will be financed through revenue from its gift planning and investment activities and programs; and*
- i. coordinate programs and ministries with the priorities of this church and other stewardship and financial-resource development activities of this church.*

17.60.B19 *Initial Election of Board of Trustees of Endowment Fund Under Chapter 17*

For the first election of members of the board of trustees of the Endowment Fund under this Chapter 17, the Church Council shall divide the currently serving trustees, other than the presiding bishop, into three classes: one class which shall be deemed to have served one full term and be eligible for election to two more terms; one class which shall be deemed to have served two full terms and be eligible for election to one more term; and one class which shall be deemed to have served three full terms and not be eligible for further election.

17.70. **This church may fulfill some of its purposes, as described in Chapter 4, through other separately incorporated ministries, which shall be described in continuing resolutions.**

Chapter 18.
REGIONS

18.01. This church shall have regions as an association among nine specific groups of synods and the churchwide organization for the purpose of exercising mutual responsibilities for mission and ministry throughout this church.

18.01.01. **Functions.** The regions shall be a means for coordinated responses by synods and the churchwide organization to mission and program opportunities within the region.

18.01.02. The region shall be a forum where the synods and the churchwide organization may study, plan, and share together in developing common programs unique to the region. Responsibilities carried out together will vary from region to region depending on the decision of the synods and churchwide units.

18.01.03. Additional programs or services may be developed in each region upon the request of two or more synods, or upon the request of the churchwide organization and one or more synods, providing that each requesting synod and the churchwide organization supply the necessary financial support for the services requested.

18.01.04. The funding of the region shall be shared by the participating synods and the churchwide organization according to a cost allocation as decided jointly by the synods and the churchwide organization.

18.01.A21. *The regions shall be numbered 1 through 9 and composed of the following synods (as designated in bylaw 10.01.01.):*

Region 1—Alaska Synod; Northwest Washington Synod; Southwestern Washington Synod; Northwest Intermountain Synod; Oregon Synod; and Montana Synod.

Region 2—Sierra Pacific Synod; Southwest California Synod; Pacifica Synod; Grand Canyon Synod; and Rocky Mountain Synod.

Region 3—Western North Dakota Synod; Eastern North Dakota Synod; South Dakota Synod; Northwestern Minnesota Synod; Northeastern Minnesota Synod; Southwestern Minnesota Synod; Minneapolis Area Synod; Saint Paul Area Synod; and Southeastern Minnesota Synod.

Region 4—Nebraska Synod; Central States Synod; Arkansas-Oklahoma Synod; Northern Texas-Northern Louisiana Synod; Southwestern Texas Synod; Texas-Louisiana Gulf Coast Synod.

Region 5—Metropolitan Chicago Synod; Northern Illinois Synod; Central/Southern Illinois Synod; Southeastern Iowa Synod; Western Iowa Synod; Northeastern Iowa Synod; Northern Great Lakes Synod; Northwest Synod of Wisconsin; East-Central Synod of Wisconsin; Greater Milwaukee Synod; South-Central Synod of Wisconsin; and La Crosse Area Synod.

Region 6—Southeast Michigan Synod; North/West Lower Michigan Synod; Indiana-Kentucky Synod; Northwestern Ohio Synod; Northeastern Ohio Synod; and Southern Ohio Synod.

Region 7—New Jersey Synod; New England Synod; Metropolitan New York Synod; Upstate New York Synod; Northeastern Pennsylvania Synod; Southeastern Pennsylvania Synod; and Slovak Zion Synod.

Region 8—Northwestern Pennsylvania Synod; Southwestern Pennsylvania Synod; Allegheny Synod; Lower Susquehanna Synod; Upper Susquehanna Synod; Delaware-Maryland Synod; Metropolitan Washington, D.C., Synod; and West Virginia-Western Maryland Synod.

Region 9—Virginia Synod; North Carolina Synod; South Carolina Synod; Southeastern Synod; Florida-Bahamas Synod; and Caribbean Synod.

18.01.B19. *In fulfilling the region's function and the purposes of this church, each region may assist in:*

- a. planning for this church's participation in God's mission in the region, with special attention to the opportunities for outreach with the Gospel;*
- b. providing for ongoing dialogue between the synods of the region and churchwide units for the purpose of identifying functions that may be done together;*
- c. forming resource planning groups to recommend resources and services needed for congregations;*
- d. facilitating, when requested, relationships with colleges, universities, and campus ministries and supportive funding responsibilities of the synods and churchwide organization on behalf of colleges, universities, and campus ministries;*
- e. facilitating gatherings of synod bishops, synod staff, and regional staff; and*
- f. coordinating the work of the churchwide staff within the territory of the region.*

18.01.C91. *Additional functions may include:*

- a. relating to seminaries;*
- b. relating to camps and other outdoor ministries;*
- c. developing communication plans and projects;*
- d. planning for and coordinating continuing education programs;*
- e. providing for various services to congregations;*
- f. facilitating global mission education and interpretation;*
- g. providing for stewardship and evangelism events;*
- h. providing for events for the growth and equipping of God's people for their ministries in the world;*
- i. compiling lists of personnel that may be used by synods for interim ministries;*
- j. providing a financial service bureau for the cooperating synods for banking, payroll, accounts payable, and accounts receivable;*
- k. providing for regional archives, associated with institutions of this church wherever possible;*
- l. coordinating resources for youth ministry;*
- m. assisting synods in facilitating the mobility of rostered ministers;*

- n. *facilitating, when requested, relationships with social ministry organizations and assisting in advocacy work; and*
- o. *addressing other functions, as deemed appropriate by synods and the churchwide organization.*

Chapter 19.

NOMINATIONS AND ELECTION PROCESS

- 19.01.** **The Churchwide Assembly shall elect the presiding bishop, vice president, and secretary of this church and such other persons as the constitution and bylaws may require, according to procedures set forth in the constitution, bylaws, and continuing resolutions.**
- 19.01.01.** The treasurer shall be elected by a two-thirds vote of the Church Council.
- 19.01.02.** The presiding bishop shall be elected by the Churchwide Assembly by ecclesiastical ballot. Three-fourths of the votes cast shall be necessary for election on the first ballot. If no one is elected, the first ballot shall be considered the nominating ballot. Three-fourths of the votes cast on the second ballot shall be necessary for election. The third ballot shall be limited to the seven persons (plus ties) who received the greatest number of votes on the second ballot, and two-thirds of the votes cast shall be necessary for election. The fourth ballot shall be limited to the three persons (plus ties) who receive the greatest number of votes on the third ballot, and 60 percent of the votes cast shall be necessary for election. On subsequent ballots, a majority of the votes cast shall be necessary for election. These ballots shall be limited to the two persons (plus ties) who receive the greatest number of votes on the previous ballot.
- 19.01.03.** The vice president shall be elected by the Churchwide Assembly by ecclesiastical ballot. The election shall proceed without oral nominations. If the first ballot for vice president does not result in an election, it shall be considered a nominating ballot. On the first ballot, three-fourths of the votes cast shall be required for election. Thereafter only such votes as are cast for persons who received votes on the first or nominating ballot shall be valid. On the second ballot, three-fourths of the votes cast shall be required for election. On the third ballot, the voting shall be limited to the seven persons (plus ties) receiving the greatest number of votes on the second ballot and two-thirds of the votes cast shall be necessary for election. On the fourth ballot, voting shall be limited to the three persons (plus ties) receiving the greatest number of votes on the previous ballot and 60 percent of the votes cast shall elect. On subsequent ballots, voting shall be limited to the two persons (plus ties) receiving the greatest number of votes on the previous ballot and a majority of votes cast shall elect.
- 19.01.04.** The secretary shall be elected by the Churchwide Assembly by ecclesiastical ballot. The election shall proceed without oral nominations. If the first ballot for secretary does not result in an election, it shall be considered a nominating ballot. On the first ballot, three-fourths of the votes cast shall be required for election. Thereafter only such votes as are cast for persons who received votes on the first or nominating ballot shall be valid. On the second ballot, three-fourths of the votes cast shall be required for election. On the third ballot, the voting shall be limited to the seven persons (plus ties) receiving the greatest number of votes on the second ballot and two-thirds of the votes cast shall be necessary for

election. On the fourth ballot, voting shall be limited to the three persons (plus ties) receiving the greatest number of votes on the previous ballot and 60 percent of the votes cast shall elect. On subsequent ballots, voting shall be limited to the two persons (plus ties) receiving the greatest number of votes on the previous ballot and a majority of the votes cast shall elect.

- 19.01.A21.** *In a year when the vice president or secretary shall be elected, those who will serve as voting members of the upcoming Churchwide Assembly shall be invited to identify the names of up to three persons who might be considered for election as vice president or secretary. Names shall be submitted to the Office of the Secretary at least four months prior to the assembly. The Office of the Secretary shall contact those persons identified and request biographical information. At least 60 days prior to the Churchwide Assembly, the biographical information received from those persons open to consideration shall be distributed to the voting members.*
- 19.01.B09.** *Background checks and screening shall be required and completed for persons nominated as churchwide officers prior to their election, if possible, or as soon as practical after their election. The specific procedures and timing of background checks and screening shall be determined by the Church Council.*
- 19.01.C19.** *Ecclesiastical Ballot. An "ecclesiastical ballot" for the election of officers (other than treasurer) of the churchwide organization of the Evangelical Lutheran Church in America is an election process:*
- a. *in which on the first ballot the name of any eligible individual may be submitted for nomination by a voting member of the assembly;*
 - b. *through which the possibility of election to office exists on any ballot by achievement of the required number of votes cast by voting members of the assembly applicable to a particular ballot;*
 - c. *that precludes spoken floor nominations but allows nomination of persons not in attendance at the meeting;*
 - d. *in which those casting ballots have primary responsibility to nominate persons willing to serve if elected;*
 - e. *in which the first ballot is the nominating ballot if no election occurs on the first ballot;*
 - f. *in which the first ballot defines the total slate of nominees for possible election on a subsequent ballot, with no additional nominations;*
 - g. *in which each synod bishop will seek to inform nominees from that synod that they have been nominated and that they may withdraw if they do not seek election;*
 - h. *that allows, after the reporting of the first ballot, the persons nominated to withdraw their names prior to the casting of the second ballot;*
 - i. *in which any name appearing on the second ballot may not be subsequently withdrawn;*

- j. *that does not preclude an assembly's adoption of rules that permit, at a defined point in the election process and for a defined period of time, speeches to the assembly by nominees or their representatives and/or a question-and-answer forum in which the nominees or their representatives participate; and*
- k. *in which the number of names that appear on any ballot subsequent to the second ballot shall be determined in accordance with provisions of the governing documents.*

19.01.D21. Election Procedures Utilizing the Ecclesiastical Ballot

- a. *For each election by ecclesiastical or nominating ballot, the exact number of appropriate ballot sets equal to the number of voting members from each synod will be given to the bishop of each synod. Unless an electronic or computerized voting system is being utilized, the bishops, or their designees, will be responsible for distributing the ballot sets to each of the voting members from their synods. The Elections Committee will be responsible for distributing the ballot sets to each officer and member of the Church Council serving as an ex officio voting member of the assembly.*
- b. *The chair will announce what type of voting system is to be used for the election. If ordered by the chair to use paper ballots, one of the numbered ballots from the appropriate ballot set is to be used on each ballot. The chair will announce the number of the ballot from the appropriate ballot set that is to be used for each ballot. Failure to use the correct numbered ballot will result in an illegal ballot.*
- c. *On the first two ballots for each office being selected by ecclesiastical or nominating ballot, both the first and last names of a nominee should be used. Members should endeavor to use correct spelling and should provide, on the first ballot, any additional accurate information identifying the nominee, such as title, position, synod, congregation, or residence.*
- d. *On the third and subsequent ballots conducted by written ballot, only the last name of the nominee need be used, provided there is no other nominee with the same or similar name.*
- e. *A member may vote for only one nominee on each ballot.*
- f. *Ballots should not be marked prior to the time the chair advises the voting members to do so.*
- g. *Written ballots should not be folded.*
- h. *Written ballots will be collected from the voting members in accordance with instructions from the Elections Committee or from the chair.*
- i. *When the results of the first ballot are presented, the chair of the assembly will announce when and how persons nominated may withdraw their names prior to the casting of the second ballot.*
- j. *When voting by electronic device, the first position on each ballot shall be given to the nominee who received the greatest number of votes on the immediately preceding ballot, with the remaining*

positions assigned to the other nominees in descending order of the number of votes received on the immediately preceding ballot. If two or more nominees were tied with the same vote on the immediately preceding ballot, their respective positions shall be determined by draw by the chair of the Elections Committee.

- k. On each ticket for which balloting is conducted by electronic device, the polls will remain open for a reasonable time, as determined by the chair, to permit voting members to record their votes.*

19.02. The members of the Church Council, except the chair of the Conference of Bishops and the treasurer of this church, shall be elected by the Churchwide Assembly. In preparation for the Churchwide Assembly, the Church Council shall determine how this church's commitment to inclusive representation will affect the next election to the Church Council. For 32 of the council members, the Nominating Committee shall invite each eligible synod to submit suggested nominees and shall then nominate persons who fulfill the categories assigned by the Church Council. With respect to the other nominees, the Church Council shall review its size and composition and take into consideration the experience and expertise of existing members and synod nominees as well as the needs of the council in seeking to fulfill its duties and responsibilities. Based upon this analysis, the Church Council shall instruct the Nominating Committee to provide nominations in specific categories for the remaining positions up to 13. Excluding the churchwide officers and the chair of the Conference of Bishops, there shall not be more than two members of the Church Council from a synod. The Church Council shall have at least two members from each region. The terms of office of persons elected to regular terms on the Church Council by the Churchwide Assembly shall begin at the conclusion of the Churchwide Assembly at which such persons were elected.

19.02.A21. *On behalf of the Nominating Committee, the secretary of the Evangelical Lutheran Church in America—in the year preceding each regular meeting of the Churchwide Assembly—shall solicit from eligible synods on a rotating basis the names of two persons in specified categories, in keeping with the representation principles of this church, for possible election to the Church Council. Upon their selection as nominees by the assemblies of the respective synods, the names of the two persons shall be presented to the Nominating Committee for submission to the Churchwide Assembly. In the event that any nominee withdraws or is disqualified from possible service, the Nominating Committee shall request that the nominee's synod provide a replacement name. In the event that the vacancy occurs subsequent to the preparation of the report of the Nominating Committee to the Churchwide Assembly, a floor nomination shall be provided from the same synod as the original nominee. Except as provided herein, no floor nominations for positions on the Church Council shall be permitted at the Churchwide Assembly.*

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- 19.02.B19.** *For purposes of nominations for the Church Council on a rotating basis, the following pairing of synods shall be observed insofar as possible: Alaska Synod and Northwest Washington Synod; Northwest Intermountain Synod and Montana Synod; Southwestern Washington Synod and Oregon Synod; Sierra Pacific Synod and Southwest California Synod; Pacifica Synod and Grand Canyon Synod; Rocky Mountain Synod and South Dakota Synod; Western North Dakota Synod and Eastern North Dakota Synod; Northwestern Minnesota Synod and Northeastern Minnesota Synod; Southwestern Minnesota Synod and Southeastern Minnesota Synod; Minneapolis Area Synod and Saint Paul Area Synod; Nebraska Synod and Central States Synod; Arkansas-Oklahoma and Northern Texas-Northern Louisiana Synod; Southwestern Texas Synod and Texas-Louisiana Gulf Coast Synod; Northwest Synod of Wisconsin and Northern Great Lakes Synod; East-Central Synod of Wisconsin and South-Central Synod of Wisconsin; La Crosse Area Synod and Northeastern Iowa Synod; Western Iowa Synod and Southeastern Iowa Synod; Northern Illinois Synod and Central/Southern Illinois Synod; Metropolitan Chicago Synod and Greater Milwaukee Synod; North/West Lower Michigan Synod and Southeast Michigan Synod; Indiana-Kentucky Synod and Northwestern Ohio Synod; Northeastern Ohio Synod and Southern Ohio Synod; New Jersey Synod and New England Synod and Slovak Zion Synod; Metropolitan New York Synod and Upstate New York Synod; Northeastern Pennsylvania Synod and Southeastern Pennsylvania Synod; Northwestern Pennsylvania Synod and Allegheny Synod; Southwestern Pennsylvania Synod and West Virginia-Western Maryland Synod; Upper Susquehanna Synod and Lower Susquehanna Synod; Delaware-Maryland Synod and Metropolitan Washington, D.C., Synod; Virginia Synod and North Carolina Synod; South Carolina Synod and Southeastern Synod; Florida-Bahamas Synod and Caribbean Synod.*
- 19.03.** **Elections shall be for one six-year term, without consecutive re-election, with approximately one-half of the members of the Church Council and of each board or committee elected each triennium, unless otherwise specified in this church's constitution, bylaws, and continuing resolutions.**
- 19.03.01.** The terms of office of persons elected to regular terms on the Nominating Committee of the Churchwide Assembly, the Committee on Discipline, and the Committee on Appeals shall begin at the conclusion of the Churchwide Assembly at which such persons were elected, except as may be specified in continuing resolutions with respect to particular pending discipline matters.

- 19.03.A21.** *With respect to committees that consider disciplinary cases or appeals:*
- a. *Any member of the churchwide Committee on Discipline who has been appointed to serve on a discipline hearing committee for a particular pending case shall continue to serve to discharge that appointment notwithstanding that a successor has been subsequently elected at a Churchwide Assembly.*
 - b. *Any member of the synod Committee on Discipline who is serving at the time that the Executive Committee of the Church Council appoints members from the churchwide Committee on Discipline to a discipline hearing committee shall continue as a member of that discipline hearing committee for the particular pending case, notwithstanding that a successor has been subsequently elected at a Synod Assembly.*
 - c. *Any member of the Committee on Appeals who is serving at the time that an appeal is made shall continue to serve to decide that appeal, notwithstanding that a successor has been subsequently elected at a Churchwide Assembly.*
- 19.04.** **Each nominee for an elected position in the churchwide organization and each nominee for a position on the board of a separately incorporated ministry elected by the Churchwide Assembly shall be a voting member of a congregation of this church, unless otherwise specified in the constitution, bylaws, and continuing resolutions of this church.**
- 19.04.01.** Each voting member of the Church Council, board, or committee of the churchwide organization shall cease to be a member of the Church Council, board, or committee if no longer a voting member of a congregation of this church. Upon two successive absences that have not been excused by the Church Council, board, or committee, a member's position may be declared vacant by the secretary of this church, who shall arrange for election by the Church Council to fill the unexpired term.
- 19.04.02.** For purposes of nomination to and service on the Church Council or a board of a separately incorporated ministry, "synod membership" shall be defined as follows:
- a. A layperson shall be recorded in the synod that includes the congregation in which such a person holds membership, with the recognition that such a person shall reside within the territory of the synod or in an area immediately adjacent to the territory in the case of border areas.
 - b. A minister of Word and Sacrament shall be recorded in the synod on whose roster such a minister's name is maintained.
 - c. A minister of Word and Service shall be recorded in the synod on whose roster such a minister's name is maintained.
- 19.04.03.** A board of directors or trustees of a separately incorporated ministry of the Evangelical Lutheran Church in America may remove a director or trustee from the board, if done in accordance with the governing documents of such corporation after at least 30 days' prior notice to the

- secretary of this church. The decision to remove a director or trustee shall be reported to the Church Council by the secretary.
- 19.05.** **Further procedures for elections and qualifications for office may be set forth in the bylaws and continuing resolutions, provided that such provisions do not conflict with any other provisions in this constitution.**
- 19.05.01.** It shall be the responsibility of the Church Council to assure that this church maintains its commitment to inclusive representation.
- 19.05.02.** In all elections by the Churchwide Assembly, other than for the presiding bishop, vice president, and secretary, a majority of the votes cast on the first ballot shall be necessary for election. If an election does not occur on the first ballot, the names of the two persons receiving the highest number of votes cast shall be placed on the second ballot. On the second ballot, a majority of the legal votes cast shall be necessary for election.
- 19.05.03.** Each triennium the Conference of Bishops shall select a bishop to serve as an advisory member of each board of a separately incorporated ministry and advisory committee of the churchwide organization. No synod bishop, with the exception of the chair of the Conference of Bishops, shall serve as a voting member of the Church Council.
- 19.05.04.** The Church Council shall from time to time, by continuing resolution, establish committees and procedures for the conduct of elections at the Churchwide Assembly.
- 19.05.05.** No member of the Church Council, a committee of the Church Council, a board of a separately incorporated ministry, or committee of the churchwide organization shall receive emolument for such service. Nothing in this section shall be construed to prohibit the payment of salaries and benefits of the officers of this church, nor to prohibit the payment of the costs of insurance on behalf of a person who is or was a member of the Church Council, a committee of the Church Council, or committee against any liability asserted against and incurred by such person in or arising from that capacity, whether or not the churchwide organization would have been required to indemnify such person against the liability under provisions of law or otherwise.
- 19.05.06.** No employee of the churchwide organization of this church or its regions, nor any individual under contract to any unit of the churchwide organization or a region shall be eligible for nomination to or membership on the Church Council, an advisory committee, a board of a separately incorporated ministry, the Committee on Appeals, the Committee on Discipline, or the churchwide Nominating Committee during the period of employment or service under contract, except the full-time salaried officers as specified in the *Constitution, Bylaws, and Continuing Resolutions of the Evangelical Lutheran Church in America*. (The phrase “under contract” shall not mean short-term contracts for specific, limited purposes, usually not to exceed six months.)
- 19.05.07.** No person related to a staff member of the churchwide organization shall be eligible for nomination to or membership on the Church

Council or a committee that advises the unit in which the person's relative is employed. For this purpose, a related individual is one who, with respect to the churchwide employee, is a spouse, parent, son, daughter, sibling, uncle, aunt, niece, nephew, grandparent, grandchild, including corresponding members of blended families and in-laws (parent, son, daughter, or sibling of a spouse, spouse of a sibling, or the parent or sibling of the spouse of a sibling).

19.06.A22. *A former full-time or part-time employee shall not be eligible for three years subsequent to such employment for nomination or election to a board of the separately incorporated ministry or committee related to the churchwide unit or office in which the employee served.*

19.11. **There shall be a Nominating Committee.**

19.11.01. The Nominating Committee shall consist of 12–18 members elected by the Churchwide Assembly. Each member shall be elected to one six-year term and shall serve until a successor is elected. Members of the Nominating Committee shall not be eligible for consecutive reelection. The Church Council shall place in nomination the names of two persons for each position. The committee shall consist of at least one member but no more than three members from any region. Nominations from the floor shall also be permitted, but each floor nomination shall be presented as an alternative to a specific category named by the Church Council and shall therefore meet the same criteria as the persons against whom the nominee is nominated. In the materials provided in advance to each member of the assembly, the Church Council shall set forth the criteria applicable to each category that must be met by persons nominated from the floor.

19.11.02. Except as otherwise provided, the Nominating Committee shall nominate two persons for each council, board, or committee position, according to the process described in continuing resolutions, for which an election will be held by the Churchwide Assembly. In the case of re-election, if authorized, or for nominees from church bodies with which this church is in a relationship of full communion, only one person need be nominated. Nominations from the floor, where permitted in the nomination process, shall be presented as an alternative to a specific category named by the Nominating Committee and shall therefore meet the same criteria as the persons against whom the nominee is nominated. In the materials provided in advance to each member of the assembly, the Nominating Committee shall set forth the criteria applicable to each category that must be met by persons nominated from the floor.

19.11.03. The Nominating Committee shall nominate at least one person for each position on the board of trustees of each of the separately incorporated ministries identified in Chapter 17 of this constitution, according to the process described in continuing resolutions, for which an election will be held by the Churchwide Assembly. Nominations from the floor, where permitted in the nomination process, shall be presented as an alternative to

- a specific category named by the Nominating Committee and shall therefore meet the same criteria as the persons against whom the nominee is nominated. In the materials provided in advance to each member of the assembly, the Nominating Committee shall set forth the criteria applicable to each category that must be met by persons nominated from the floor.
- 19.11.04.** In each case in which there are floor nominations, there shall be a preliminary ballot that 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, where permitted. The names of the two persons receiving the highest number of votes cast shall be placed on the final ballot.
- 19.11.05.** The Church Council shall endeavor to ensure that every synod has at least one person serving on the Church Council or churchwide boards, committees, task forces, or other groups. Among those persons elected by the assembly, excluding the officers, no more than two persons from any one synod shall serve on the Church Council or any one board, committee, task force, or other group.
- 19.11.06.** The Nominating Committee shall strive to ensure that all persons nominated for any position, including the boards of separately incorporated ministries, possess the necessary competence and experience for the position. All persons elected to any position, whether nominated by the Nominating Committee or not, shall strive to represent this church and not just a particular geographic area.
- 19.11.A21.** *Churchwide Assembly Nominations Desk and Nominations Form*
- a. *Nominations from the floor at the Churchwide Assembly shall be made at the Nominations Desk, which shall be maintained under the supervision of the secretary of this church.*
 - b. *A nomination from the floor shall be made by using the form provided by the secretary of this church. Nomination forms may be obtained from the Nominations Desk at times prescribed in the assembly's Rules of Organization and Procedure.*
 - c. *The required form to be used in making nominations from the floor shall include the nominee's name, address, phone number, lay or rostered status, white or person of color or primary language other than English status, congregational membership, synod membership, and affirmation of willingness to serve, if elected; the name, address, and synod membership of the voting member who is making the nomination; and such other information as the secretary of this church shall require.*
 - d. *For purposes of nomination procedures, "synod membership" means:*
 - 1) *In the case of a layperson who is not on the roster of this church, the synod that includes the congregation in which such person holds membership; and*
 - 2) *In the case of a rostered minister, the synod on whose roster such minister's name is maintained.*

19.11.B21. Churchwide Assembly Floor Nominations

- a. *Floor nominations for the Church Council, the Nominating Committee, or other committee or board to be elected by the Churchwide Assembly require, in addition to the nominator, the documented support of at least 20 other voting members.*
- b. *A nomination from the floor for any position (other than presiding bishop, vice president, and secretary) shall be made by filing the completed nomination form with the Nominations Desk at times prescribed in the assembly's Rules of Organization and Procedure.*
- c. *Nominations will be considered made in the order in which filed at the Nominations Desk.*

19.11.C21. Restrictions on Churchwide Assembly Floor Nominations for Boards and Committees

- a. *Nominations from the floor for positions on boards or committees shall comply with criteria and restrictions established by the Nominating Committee and set forth in materials provided to each voting member of the assembly.*
- b. *So long as the number of incumbent members from a given synod serving on a board or committee with terms not expiring plus the number of positions on the same board or committee to which individuals from the same synod already have been nominated (whether by the Nominating Committee or from the floor) total less than the maximum number of two individuals from the same synod who may serve on that board or committee, an individual from the same synod may be nominated for another position on that board or committee, provided other criteria and restrictions are met. Individuals from the same synod may be nominated for a position on a board or committee to which individuals from the same synod already have been nominated, provided other criteria and restrictions are met.*

19.11.D21. Restrictions on Churchwide Assembly Floor Nominations for Church Council

Nominations for positions on the Church Council shall comply with criteria and restrictions established by the Church Council and Nominating Committee and set forth in materials provided to each voting member of the assembly.

19.11.E21. Restrictions on Churchwide Assembly Floor Nominations for Nominating Committee

- a. *Nominations from the floor for positions on the Nominating Committee shall comply with criteria and restrictions established by the Church Council and set forth in materials provided to each voting member of the assembly.*
- b. *So long as the number of incumbent members from a given region serving on the Nominating Committee with terms not expiring plus the number of Nominating Committee positions to which individuals from the same region have already been nominated (whether by the*

Church Council or from the floor) total less than the maximum number of three individuals from the same region who may serve on the Nominating Committee, an individual from the same region may be nominated for another Nominating Committee position, provided other criteria and restrictions are met. Provided other criteria and restrictions are met, individuals may be nominated for a Nominating Committee position for which someone from the same region has already been nominated.

19.11.F21. Election Procedures Utilizing the Common Ballot

- a. *The common ballot is used in those elections when the ecclesiastical or nominating ballot is not used.*
- b. *Unless an electronic or computerized voting system is being utilized, the exact number of ballot forms equal to the number of voting members from each synod will be given to the bishop of each synod. When instructed by the chair, the bishops, or their designees, will be responsible for distributing the ballot forms to each of the voting members from their synods. The vice president of this church will be responsible for distributing the ballot forms to each member of the Church Council serving as an ex officio voting member of the assembly. The Elections Committee will be responsible for distributing the ballot forms to each officer of this church.*
- c. *Upon recommendation of the chair and with the consent of the assembly, the second common ballot may be conducted by electronic device. If the second common ballot is not conducted by electronic means, the distribution of ballot forms for the second common ballot will be in the same manner as the first common ballot.*
- d. *Any discrepancy between the number of ballots given to a synod bishop and the number of voting members (including the synod bishop) from such synod must be reported by the synod bishop to the Elections Committee.*
- e. *Each ticket for which an election is held will be considered a separate ballot.*
- f. *A voting member may vote for only one nominee on each ticket.*
- g. *Failure to vote for a nominee for every ticket does not invalidate a ballot for the tickets for which a nominee is marked.*
- h. *Ballots must be marked in accordance with the instructions presented in plenary session.*
- i. *If a paper common ballot is utilized, ballot forms should not be folded.*
- j. *Completed paper ballots must be deposited at the designated Ballot Stations at certain exits of the hall in which plenary sessions are held.*
- k. *If a paper ballot is damaged so that it cannot be scanned, a replacement ballot may be obtained at the Ballot Station upon surrender of the damaged ballot.*

- l. Unless otherwise ordered by the assembly, polls for the first common ballot close at the time designated in the assembly's Rules of Organization and Procedure.*
- m. On each ticket for which balloting is conducted by electronic device, the polls will remain open for a reasonable time, as determined by the chair, to permit members to record their votes.*
- n. Unless the second ballot is conducted electronically, polls for the second common ballot close at the time designated in the assembly's Rules of Organization and Procedure or as otherwise ordered by the assembly.*
- o. On the second ballot, whether by paper ballot or electronically, the first position on each ticket shall be given to the nominee who received the greatest number of votes on the first ballot. If two nominees are tied for the highest vote, the first position on the ticket shall be determined by draw by the chair of the Elections Committee.*

19.11.G21. Breaking Ties in Elections

- a. On the ballot for the election of the presiding bishop, vice president, and secretary, when only two names appear, the marked ballot of the treasurer shall be held by the chair of the Elections Committee and shall be counted only where necessary to break a tie that would otherwise exist.*
- b. On the first common ballot, the blank ballots of the treasurer and vice president shall be held by the chair of the Elections Committee to be presented to the treasurer for vote only in those elections where a tie would otherwise exist, and to be presented to the vice president for vote only in those elections to break a tie remaining after the ballot of the treasurer has been counted.*
- c. On the second common ballot, the marked ballot of the treasurer shall be held by the chair of the Elections Committee and shall be counted only where necessary to break a tie that would otherwise exist.*

Chapter 20.

CONSULTATION, DISCIPLINE, APPEALS, AND ADJUDICATION

20.10. CONSULTATION AND DISCIPLINE

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

20.12. 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 hearing before a discipline hearing committee as provided in 20.13., the right to a written decision of the discipline hearing committee as provided in the bylaws, 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.

20.12.01. “Fundamental procedural fairness” means and includes: avoidance by committee members of written communications to or from either the accused or accuser(s) without copy to the other; avoidance by committee members of oral communications with either the accused or accuser(s) outside the presence of the other; maintaining decorum during the hearing; allowing both the accuser(s) and the accused to present their cases without unnecessary interruptions; keeping a verbatim record of the hearing, made either by a stenographer or court reporter or by audio or video recording; allowing both the accuser(s) and the accused to be accompanied at the hearing by a representative (who may, but need not, be an attorney) who also may participate in the proceedings; impartiality of the committees that consider the charges; and the right to be treated in conformity with the governing documents of the Evangelical Lutheran Church in America.

20.13. The accused shall be entitled to a hearing before a discipline hearing committee as described in the bylaws. If the accused is a congregation, the hearing shall be open to the public unless both the accuser and the accused agree to a hearing not open to the public. If the accused is an individual, the hearing shall not be open to the public unless both the accusers and the accused agree to a public hearing. At a hearing not open to the public, a limited number of concerned persons may attend as provided in the bylaws.

- 20.13.01.** In a hearing not open to the public,
- a. the accuser and the accused may each be represented by not more than two representatives who may present or assist in the presentation of the evidence; and
 - b. the discipline hearing committee may permit attendance by a limited number of persons, with the consent of both the accused and the accuser.
- 20.13.02.** Irrespective of whether a hearing is or is not open to the public, the discipline hearing committee may decide that witnesses (other than the accused and the accuser) shall be permitted in the hearing only when testifying. A witness may be accompanied by a friend or advocate.
- 20.14.** **Once a charge against a person or entity has been considered by a discipline hearing committee, that person or entity shall not be required to answer that charge again except under the circumstances set forth in the bylaws.**
- 20.14.01.** The circumstances in which a person or entity shall be required to answer again charges before a discipline hearing committee shall be limited to the following:
- a. The Committee on Appeals has ordered a rehearing as its disposition of a timely appeal to it.
 - b. The Committee on Appeals has ordered a further hearing after either an accuser or an accused has petitioned for a further hearing on the basis of newly discovered evidence or testimony that was not available at the time of the original hearing.
- 20.14.02.** After a charge against a person or entity has been considered by a discipline hearing committee, evidence related to that charge may be introduced at a subsequent hearing before another discipline hearing committee on a different but related charge. Charges are “related” if they involve similar alleged conduct on the part of the accused.
- 20.15.** **The procedures for consultation 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 the churchwide organization nor a synod of this church shall institute legal proceedings in which conduct described in provision 20.31.01. is the basis of a request for relief consisting of suspension of that congregation from 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 the churchwide organization or a synod of this church seeking injunctive or other relief against the imposition or enforcement of any disciplinary action against that congregation.**
- 20.16.** **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.
- 20.17. None of the provisions of this chapter is intended nor shall be construed to limit the authority of a Synod Council to determine roster status, under the bylaws of this church, of a minister who is without regular call, for any reason, even though such reason might also be the basis for disciplinary proceedings under this chapter.
- 20.18. The authority to administer private censure and admonition upon an individual or public censure and admonition upon a congregation is inherent in the office of bishop. Proceedings under this chapter or any other provision of the constitutions and bylaws of this church or of its synods are not required for the exercise of such authority.
- 20.19. Where the written notice of charges specifically requests that the discipline to be imposed shall consist of suspension for not more than three months (during which time requirements for evaluation, therapy, continuing education, or similar experience may be imposed), the due process and due protection provisions of this constitution shall apply only as specified in the bylaws.
- 20.20. There shall be a Committee on Appeals to which may be referred appeals from disciplinary proceedings and petitions for the recall of an officer. The Committee on Appeals shall be comprised of six rostered ministers, at least one of whom shall be a minister of Word and Service, and six laypersons, elected by the Churchwide Assembly for a term of six years, without consecutive re-election. The Committee on Appeals shall elect its own officers.
- 20.21. The Committee on Appeals shall establish definitions and guidelines, subject to approval by the Church Council, to enable clear and uniform application of the grounds for discipline of officers, rostered ministers, congregations, and members of congregations. The Church Council shall appoint three members from the Committee on Appeals who shall recommend rules of procedure for the performance of its duties. The rules shall become effective when ratified by the Church Council.
- 20.21.01. The churchwide Committee on Discipline shall consist of 24–36 members, half of whom should be rostered ministers (including at least two ministers of Word and Service) and half of whom should be laypersons, elected by the Churchwide Assembly for a term of six years. Each member will serve until a successor is elected, without consecutive re-election, and will serve as needed on a discipline hearing committee in any of the synods in this church.
- 20.21.02. The churchwide Committee of Hearing Officers shall consist of six to nine persons elected by the Church Council for a term of six years, each without consecutive re-election, to serve as needed on a discipline hearing committee in any of the synods of this church.

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

- 20.22.01.** Ministers of Word and Sacrament shall be subject to discipline for:
- a. preaching and teaching in conflict with the faith confessed by this church;
 - b. conduct incompatible with the character of the ministerial office;
 - c. willfully disregarding or violating the functions and standards established by this church for the office of ministry of Word and Sacrament;
 - d. willfully disregarding the provisions of the constitutions, bylaws, and continuing resolutions of this church; or
 - e. willfully failing to comply with the requirements ordered by a discipline hearing committee under 20.24.08.
- 20.22.02.** 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 ministry of Word and Sacrament in this church for a designated period or until there is satisfactory evidence of repentance and amendment; or
 - c. removal from the ministry of Word and Sacrament of this church.
- 20.22.03.** Charges against a minister of Word and Sacrament which could lead to discipline must be specific and in writing, subscribed to by the accuser(s), and be made by one or more of the following:
- a. at least two-thirds of the members of the congregation's council, submitted to the synod bishop;
 - b. at least one-third of the voting members of the congregation, submitted to the synod bishop;
 - c. at least two-thirds of the members of the governing body to which the minister of Word and Sacrament, if not a congregational pastor, is accountable, submitted to the synod bishop;
 - d. at least 10 ministers of Word and Sacrament or ministers of Word and Service of the synod on whose roster the accused minister of Word and Sacrament is listed, submitted to the synod bishop;
 - e. the synod bishop; or
 - f. the presiding bishop of this church, but only with respect to an accused who is a synod bishop (or who was a synod bishop at any time during the 12 months preceding the filing of written charges), submitted to the secretary of this church.
- 20.22.04.** When there are indications that a cause for discipline may exist and before charges are made, efforts shall be made by the bishop of the synod to resolve the situation by consultation; for assistance in these efforts, the bishop may utilize either a consultation panel or an advisory panel as herein provided:
- a. When requested by the synod bishop, a consultation panel consisting of five persons (three ministers of Word and Sacrament and two laypersons) appointed from the members of the Consultation

Committee of the synod by the synod bishop, or, at the request of the synod bishop, by the Synod Council's Executive Committee or other committee authorized to do so by the Synod Council, shall assist the synod bishop in efforts to resolve a situation by consultation.

- b. When requested by the synod bishop, an advisory panel consisting of five persons (three ministers of Word and Sacrament and two laypersons) appointed by the synod bishop shall assist the synod bishop in efforts to resolve a situation by consultation.
- 20.22.05.** If appointed, a consultation panel or advisory panel shall advise the synod bishop as to whether or not the bishop should bring charges or may make other recommendation for resolution of the controversy that would not involve proceedings before a discipline hearing committee. To these ends, the panel may meet with complaining witnesses as well as with the concerned minister of Word and Sacrament. If requested by the synod bishop, members of the panel also may assist, as representatives of the accuser, in the presentation of evidence and examination of witnesses before a discipline hearing committee.
- 20.22.06.** When charges are brought other than by the synod bishop or the presiding bishop of this church, the synod bishop may refer such charges to a consultation panel as provided in 20.22.04.a.
- a. If as a result of meeting with a consultation panel the charges are withdrawn by the accuser(s), no further proceedings shall be required.
 - b. Upon recommendation of the consultation panel that the charges be dismissed, the synod bishop may dismiss the charges, in which case no further proceedings shall be required.
 - c. Upon recommendation of the consultation panel that some of the allegations supporting the charges be stricken, the synod bishop may strike some or all of such allegations, and further proceedings shall be required on the remaining allegations.
 - d. In the case of charges that do not anticipate disciplinary action, the consultation panel shall submit a report in writing to the synod bishop that sets forth the action or actions recommended by the consultation panel, and the synod bishop shall convey the recommendations to the parties. If either party does not accept the recommendations, that party may appeal to the Synod Council, whose decision shall be final.
 - e. In the case of charges that anticipate disciplinary action that have not been withdrawn or dismissed as a result of 20.22.06.a. or b. above, the charges shall be referred to a discipline hearing committee for a hearing.
 - f. The work of a consultation panel under this section shall be completed within 30 days from the time the panel was constituted.
- 20.22.07.** When charges are brought by a synod bishop or the presiding bishop of this church, or when charges are brought other than by a synod bishop and have not been withdrawn or dismissed or otherwise disposed of as provided in 20.22.06., the synod bishop or the presiding bishop, as appropriate, shall deliver a copy of the charges to the accused and the secretary of this church.

- 20.22.08.** A discipline hearing committee shall be convened to conduct a hearing. The voting members of this committee shall be composed of 12 persons of whom six shall be selected by the Synod Council's Executive Committee from the Committee on Discipline of the synod and six shall be selected from the churchwide Committee on Discipline under the process described in 20.22.11. The rules authorized in 20.22.14. shall establish the method, based upon the remainder of the term, for determining which members of the synod committee shall serve as the voting members and which shall serve as alternates. A hearing officer selected from the churchwide Committee of Hearing Officers under the process described in 20.22.12. shall preside as the non-voting chair of the discipline hearing committee.
- 20.22.11.** The accused shall have the privilege of selecting two persons (one rostered minister and one layperson) and their alternates of the six persons from the churchwide Committee on Discipline to serve on a discipline hearing committee. The remaining four persons (two rostered ministers and two laypersons) and their alternates, or six, if the accused does not exercise the privilege, and their alternates shall be selected by the Executive Committee of the Church Council.
- 20.22.12.** The presiding bishop of this church shall select one member of the churchwide Committee of Hearing Officers to serve as the non-voting chair of a discipline hearing committee.
- 20.22.13.** The presiding bishop of this church may appoint one or more persons as facilitators to make arrangements for, and to provide technical assistance to, a discipline hearing committee.
- 20.22.14.** The Church Council shall appoint three members from the Committee on Appeals who shall recommend rules of procedure for the performance of the duties of hearing officers and discipline hearing committees. The rules shall become effective when ratified by the Church Council.
- 20.22.15.** The discipline hearing committee shall, within 60 days after the secretary of this church has given notice of the selection by the Executive Committee of the Church Council of the members of the churchwide Committee on Discipline to serve on a discipline hearing committee, meet with the accused and the accuser(s) to hold a hearing. The committee shall render its written decision within 15 days after the committee concludes the hearing. The 60-day period may be extended one or more times to a specified date by a written stipulation signed by the accuser(s), the accused, and the hearing officer prior to the expiration of the original 60-day period or prior to the extended specified date.
- 20.22.16.** Written notice of the date, time, and place of the hearing and a copy of the charges shall be delivered to the accused and to the accuser(s) at least 20 days prior to the date of the hearing.
- 20.22.17.** At the hearing, the accuser(s) may present evidence in support of the charges and thereafter the accused 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 court reporter or by audio or video recording of the hearing.
- 20.22.21.** The discipline hearing committee shall render its decision in writing. The written decision shall be in two parts:
- a. Findings of Fact. In this part, the committee shall set forth what it has found to be the relevant facts, that is, what it believes to be the truth of the matter.
 - b. Determination. In this part, the committee shall state whether, based upon the facts that it has found, it believes discipline should be imposed and, if so, what discipline it has chosen to impose.
- 20.22.22.** The decision of the discipline hearing committee shall be made by a majority vote of its members who were present at the hearing. The decision of the discipline hearing committee shall be final on the date it is issued by the committee. Within 30 days, one of the parties may appeal to the Committee on Appeals and may request the Committee on Appeals to stay the effective date of the decision. A stay may be granted in whole or in part and subject to such conditions, if any, as the Committee on Appeals may require. The decisions of the Committee on Appeals shall be final.
- 20.22.23.** If there are indications that a cause for discipline exists or if in the course of the proceedings it should become apparent to the bishop of the synod that the pastoral office cannot be conducted effectively in the congregation(s) being served by the minister of Word and Sacrament due to local conditions or that local conditions may be adversely affected by the continued service by the minister of Word and Sacrament, the bishop of the synod may temporarily suspend the pastor from service in the congregation(s) without prejudice and with pay provided through a joint synod and churchwide fund and with housing provided by the congregation(s).
- 20.22.24.** If there are indications that a cause for discipline exists or if, in the course of proceedings, it becomes apparent to the bishop of the synod that the circumstances require, the bishop of the synod may temporarily suspend a minister of Word and Sacrament serving under letter of call issued other than by a congregation from the office and functions of the ministry of Word and Sacrament without prejudice and without affecting compensation and housing.
- 20.23. The disciplinary process for ministers of Word and Service shall be set forth in the bylaws.**
- 20.23.01.** Ministers of Word and Service shall be subject to discipline for:
- a. confessing 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 ministers of Word and Service;

- d. willfully disregarding the provisions of the constitutions, bylaws, and continuing resolutions of this church; or
 - e. willfully failing to comply with the requirements ordered by a discipline hearing committee under 20.24.08.
- 20.23.02.** The disciplinary actions that may be imposed are:
- a. private censure and admonition by the bishop of the synod;
 - b. suspension from the role and functions of a minister of Word and Service for a designated period or until there is satisfactory evidence of repentance and amendment; or
 - c. removal from the roster of Ministers of Word and Service of this church.
- 20.23.03.** Charges against a minister of Word and Service of this church that could lead to discipline must be specific and in writing, subscribed to by the accuser(s), and be made by one or more of the following:
- a. at least two-thirds of the members of the Congregation Council of the congregation in which the minister of Word and Service is serving, submitted to the synod bishop;
 - b. at least one-third of the voting members of the congregation in which the minister of Word and Service is serving, submitted to the synod bishop;
 - c. at least two-thirds of the members of the governing body to which the minister of Word and Service is accountable, submitted to the synod bishop;
 - d. at least 10 ministers of Word and Sacrament or ministers of Word and Service on the rosters of the synod on whose roster the accused minister of Word and Service is listed, submitted to the synod bishop; or
 - e. the synod bishop.
- 20.23.04.** When there are indications that a cause for discipline exists, efforts shall be made by the bishop of the synod to resolve the situation by consultation in the same manner as set forth above for ministers of Word and Sacrament in 20.22.04. through 20.22.06.
- 20.23.05.** If those efforts fail, the procedures for discipline shall be the same as that set forth above for ministers of Word and Sacrament in 20.22.07. through 20.22.22.
- 20.23.06.** If there are indications that a cause for discipline exists or if in the course of the proceedings it should become apparent to the bishop of the synod that the role and function of a minister of Word and Service cannot be conducted effectively in the congregation(s) being served by the minister of Word and Service due to local conditions or that local conditions may be adversely affected by the continued service by the minister of Word and Service, the bishop of the synod may temporarily suspend the minister of Word and Service from service in the congregation(s) without prejudice and with pay provided through a joint churchwide-synod-congregation fund.

- 20.23.07.** If there are indications that a cause for discipline exists or if in the course of proceedings it becomes apparent to the bishop of the synod that the circumstances require, the bishop of the synod may temporarily suspend a minister of Word and Service serving under letter of call issued other than by a congregation from the office and functions of a minister of Word and Service without prejudice and without affecting compensation.
- 20.24.** **A process for limited discipline of rostered ministers shall be set forth in the bylaws.**
- 20.24.01.** Where the written charges specify that the accuser will not seek the rostered minister's removal from the ministry of this church or suspension from the office/role and functions of the ministry of this church for a period not exceeding three months, 20.24.01. through 20.24.09. shall apply to the exclusion of 20.22.08. through 20.22.24. and 20.23.05. through 20.23.07.
- 20.24.02.** The voting members of a discipline hearing committee convened to conduct a hearing on charges described in 20.24.01. shall be six members of the synod's Committee on Discipline selected by the Executive Committee of the Synod Council. A hearing officer selected from the churchwide Committee of Hearing Officers by the secretary of this church shall preside as the nonvoting chair of the discipline hearing committee described in this 20.24.02.
- 20.24.03.** The secretary of this church may appoint one or more persons as facilitators to make arrangements for, and to provide technical assistance to, a discipline hearing committee considering charges described in 20.24.01.
- 20.24.04.** Three members of the Committee on Appeals, appointed by the Church Council, shall develop rules of procedure for the performance of the duties of hearing officers and discipline hearing committees considering charges described in 20.24.01. The rules become effective when adopted by the Church Council.
- 20.24.05.** In each case for which a discipline hearing committee has been constituted, the committee shall, within 60 days after the secretary of this church has given notice of the selection of the hearing officer to serve on a discipline hearing committee, commence a meeting or series of meetings with the accused and the accuser(s) to receive testimony or other evidence offered by the accused or the accuser(s). The 60-day period may be extended one or more times to a specified date by a written stipulation signed by the accuser(s), the accused, and the hearing officer prior to the expiration of the original 60-day period or prior to the extended specified date.
- 20.24.06.** Written notice of the date, time, and place of the first meeting of the discipline hearing committee at which testimony will be received, and a copy of the charges, shall be delivered to the accused and to the accuser(s) at least 20 days prior to the date of the meeting.
- 20.24.07.** The discipline hearing committee shall decide, consistent with rules adopted under 20.24.04., to what extent the accused shall be able to

confront or cross-examine witnesses testifying on behalf of the accuser and to what extent the accuser shall be able to confront or cross-examine witnesses testifying on behalf of the accused. A verbatim record shall be made by a stenographer or court reporter or by audio or video recording of all meetings of the committee at which testimony is presented. The accused and the accuser may be accompanied at the meeting(s) by a friend or advisor. Such friend or advisor shall not participate in the proceedings before the committee.

20.24.08. The discipline hearing committee shall conclude its meeting(s) and render its decision in writing within 45 days of the commencement of the meeting for which written notice was given under 20.24.06. The written decision shall be in two parts:

- a. Findings of Fact. In this part, the committee shall set forth what it has found to be the relevant facts, that is, what it believes to be the truth of the matter.
- b. Determination. In this part, the committee shall state whether, based upon the facts that it has found, it believes discipline should be imposed and if so, which one or more of the following should be imposed:
 - 1) private censure and admonition by the synod bishop.
 - 2) suspension for a period not exceeding three months from the office/role and functions of ministry in this church.
 - 3) participation in such programs of evaluation, therapy, continuing education, or similar experience as the committee may direct.
 - 4) referral of written charges (amended to reflect additional evidence presented to the committee) to a discipline hearing committee convened under 20.22.08. through 20.22.24. or 20.23.05. through 20.23.07.

20.24.09. The decision of the discipline hearing committee shall be made by a majority vote of its members who were present at the hearing. The decision of the discipline hearing committee shall be final on the date it is issued by the committee. Within 30 days of that date, one of the parties may appeal to the Committee on Appeals and may request the Committee on Appeals to stay the effective date of the decision. A stay may be granted in whole or in part and subject to such conditions, if any, as the Committee on Appeals may require. The decisions of the Committee on Appeals shall be final.

20.31. The disciplinary process for congregations shall be set forth in the bylaws.

20.31.01. Congregations shall be subject to discipline for:

- a. departing from the faith confessed by this church;
- b. willfully disregarding or violating the criteria for recognition as congregations of this church; or
- c. willfully disregarding or violating the provisions of the constitutions, bylaws, and continuing resolutions of this church.

- 20.31.02.** The disciplinary actions which may be imposed are:
- a. censure and admonition by the bishop of the synod;
 - b. suspension from this church for a designated period, the consequences of such suspension being the loss of voting rights of any member (including ministers of Word and Sacrament and ministers of Word and Service) of the congregation at synod or churchwide assemblies, the loss of the right to petition, and the forfeiture of eligibility by any member of the congregation to serve on any council, board, committee, or other group of this church, any of its synods, or any other subdivision thereof;
 - c. suspension of the congregation from this church for a designated period (with the same consequences as in b.) during which the congregation shall be under the administration of the synod, provided that a congregation may refuse to accept such administration in which case it shall be removed from the roster of congregations of this church; or
 - d. removal from the roster of congregations of this church.
- 20.31.03.** 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 voting members of the congregation, submitted to the synod bishop;
 - b. at least three other congregations of the synod, submitted to the synod bishop;
 - c. the Synod Council; or
 - d. the synod bishop.
- 20.31.04.** When there are indications that a cause for discipline exists, efforts shall be made by the bishop of the synod to resolve the situation by consultation in the same manner as set forth above for ministers of Word and Sacrament in 20.22.04. and 20.22.05.
- 20.31.05.** If those efforts fail, the procedures for discipline shall be the same as that set forth above for ministers of Word and Sacrament in 20.22.07. through 20.22.22.
- 20.41. **The disciplinary process for members of congregations shall be set forth in the bylaws.****
- 20.41.01.** The offenses for which a member or members of a congregation may be disciplined are:
- a. persistent and public denial of the Christian faith;
 - b. willful or criminal conduct grossly unbecoming a member of the Church of Christ;
 - c. continual and intentional interference with the ministry of the congregation; or
 - d. willful and repeated harassment or defamation of member(s) of the congregation.

- 20.41.02.** Discipline for an offense shall be administered consistent with the procedure which Christ instructed his disciples to follow (Matthew 18:15–17), proceeding through these successive steps, as necessary:
- a. seeking repentance and reconciliation through private counsel and admonition by a pastor;
 - b. censure and admonition by a pastor in the presence of two or three members of the Congregation Council;
 - c. written referral of the matter by the Congregation Council to the vice president of the synod, who will refer it to a consultation panel, pursuant to bylaw 20.41.03.; and
 - d. written referral of the matter pursuant to bylaw 20.41.04. by the consultation panel to the Committee on Discipline of the synod, which shall hold a hearing and render a final decision.
- 20.41.03.** If for any reason a pastor of the congregation is unable to offer the counsel and administer the admonitions required by bylaw 20.41.02., those steps may be performed by another pastor chosen by the Executive Committee of the Congregation Council. No one shall serve as a member of the consultation panel or the discipline hearing panel if such individual (i) is the accused; (ii) is related to an accused; (iii) is a member, an employee, or a former member or employee of the congregation bringing the charges; or if the participation of an individual on either panel could give rise to the appearance of partiality even if the individual would in fact be impartial. For these purposes, a related individual is one who, with respect to the accused, is a spouse, parent, son, daughter, sibling, uncle, aunt, niece, nephew, grandparent, grandchild, including corresponding members of blended families and in-laws (parent, son, daughter, or sibling of a spouse, spouse of a sibling, or the parent or sibling of the spouse of a sibling).
- 20.41.04.** If the counseling, censure and admonitions pursuant to bylaw 20.41.02. a. and b. do not result in repentance and amendment of life, charges against the accused member(s) that are specific and in writing may be prepared by the Congregation Council, signed, and submitted to the vice president of the synod. The vice president shall select from the synod's Consultation Committee a panel of five members (three laypersons and two ministers of Word and Sacrament). A copy of the written charges shall be provided to consultation panel and the accused member(s). The consultation panel, after requesting a written reply to the charges from the accused member(s), shall consider the matter and seek a resolution by means of investigation, consultation, mediation, or whatever other means may seem appropriate.
- 20.41.05.** The goal of the consultation panel is to seek repentance, amendment of life, forgiveness, healing, and reconciliation. The consultation panel's efforts to reach a mutually agreeable resolution shall continue for no more than 45 days after the matter is submitted to it. If the consultation panel fails to resolve the matter, the panel, upon the request of the Congregation Council, shall refer the case in writing, including the written charges and the accused member's reply, to the Committee on Discipline of the synod for a hearing. A copy of the consultation panel's written referral shall be

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delivered to the vice president of the synod, the Congregation Council, and the accused member(s) at the same time it is sent to the Committee on Discipline of the synod.

- 20.41.06.** The Executive Committee of the Synod Council shall select six members from the Committee on Discipline of the synod to decide the case, and shall appoint a member of the Synod Council to preside as nonvoting chair. Those six members plus the nonvoting chair comprise the discipline hearing panel for deciding the case. The Congregation Council and the accused member(s) are the parties to the case.
- 20.41.07.** The discipline hearing panel shall, within 30 days after its selection, commence a meeting or series of meetings to receive testimony or other evidence offered by the Congregation Council and the accused member(s). Written notice of the date, time, and place of the hearing shall be sent by the nonvoting chair to the Congregation Council and the accused member(s) 10 days in advance of the meeting. Until that first meeting is convened, the vice president of the synod shall, if necessary, appoint other members of the Committee on Discipline to fill vacancies so that the discipline hearing panel consists of six members plus the nonvoting chair.
- 20.41.08.** The discipline hearing panel shall decide the time, manner, and procedures for its meetings consistent with the following:
- a. the hearing before the discipline hearing panel is intended to be informal;
 - b. the hearing shall be closed to the public unless the Congregation Council and the accused member(s) agree to a public hearing;
 - c. all Congregation Council members, including any elected after written charges were first submitted, may attend the hearing and be witnesses;
 - d. only one Congregation Council member may participate in the proceedings as the council representative;
 - e. the accused member(s) may choose to testify in person or remain silent;
 - f. the council representative and the accused member(s) will be allowed to present their arguments and evidence without unnecessary interruption;
 - g. the accused member(s) may be accompanied by a spouse and one friend or advisor, but the spouse and friend or advisor may not participate in the proceedings, except as witnesses;
 - h. the panel may conduct some of its sessions outside the presence of the parties to the case;
 - i. rules of evidence and similar rules used in secular judicial proceedings shall not apply in these hearings; and
 - j. the parties to the case cannot be compelled to provide any information or documents to each other or to the panel.
- 20.41.09.** Upon conclusion of the hearing, one of the following disciplinary sanctions can be imposed by the vote of at least two-thirds of the members of the discipline hearing panel who are present and voting:

- a. suspension from the privileges of congregation membership for a designated period of time;
 - b. suspension from the privileges of congregation membership until the pastor and Congregation Council receive evidence, satisfactory to them, of repentance and amendment of life;
 - c. termination of membership in the congregation; or
 - d. termination of membership in the congregation and exclusion from the church property and from all congregation activities.
- 20.41.10.** The written decision of the discipline hearing panel shall be sent to the vice president of the synod, the accused member(s), and the Congregation Council in writing within 45 days of the convening of the first hearing for which written notice was given pursuant to 20.41.06. The decision of the discipline hearing panel shall be implemented by the Congregation Council and recorded in the minutes of the next council meeting.
- 20.41.11.** No member of a congregation shall be subject to discipline a second time for an offense that a discipline hearing panel has heard previously and decided pursuant to these bylaws.
- 20.51.** **A process for the recall or dismissal of officers shall be set forth in the bylaws.**
- 20.51.01.** The recall or dismissal of the presiding bishop, vice president, or secretary of this church and the vacating of office may be effected:
- a. for willful disregard or violation of the constitutions, bylaws, and continuing resolutions;
 - b. for such physical or mental disability as renders the officer incapable of performing the duties of office; or
 - c. for such conduct as would subject the officer to disciplinary action as a rostered minister or as a member of a congregation of this church.
- 20.51.02.** Proceedings for the recall or dismissal of such an officer shall be instituted by petition by:
- a. the Church Council on a vote of at least two-thirds of its elected members; or
 - b. the Churchwide Assembly on a vote of at least two-thirds of its members.
- The petition shall be filed with the chair of the Committee on Appeals and shall set forth the specific charge or charges.
- 20.51.03.** Notice of a decision by the Committee on Appeals that the charges have been sustained shall be given to the accused person, the Church Council shall be notified of the entry of such judgment, and the office shall be vacated.
- 20.51.A19.** *Recall or Dismissal of an Officer*
- a. *The petition for recall or dismissal described in 20.51.02. shall be filed with the chair of the Committee on Appeals (in care of the secretary of the Evangelical Lutheran Church in America, 8765 West Higgins Road, Chicago, Illinois 60631, except if the subject*

of the petition is the secretary, the petition shall be in care of the presiding bishop of this church at the same address).

- b. In the case of alleged physical or mental incapacity of the officer,
 - 1) with respect to the officer the procedures outlined in 13.63. shall first be followed, and if such officer does not accept the decision of the Church Council, the Church Council may proceed to petition for proceedings for recall or dismissal.*
 - 2) in the event of such petition, four members of the Committee on Appeals, designated by the committee chair and consisting of two ministers of Word and Sacrament and two laypersons, shall
 - a) investigate such conditions in person;*
 - b) seek competent medical testimony;*
 - c) seek the counsel and advice of the other officers of this church; and*
 - d) submit a written report of their findings to the other members of the Committee on Appeals.**
 - 3) the members of the Committee on Appeals, other than those who investigated the conditions and other than those who are disqualified, shall review the findings of the investigation committee and by an affirmative vote of at least two-thirds of those present and voting may adopt the findings and grant the petition.**
- c. The grounds and process for recall or dismissal of an officer are as described in Chapter 20 of this constitution.*
- d. In the case of alleged willful disregard or violation of the constitutions, bylaws, and continuing resolutions or of alleged conduct as would subject the officer to disciplinary action, the following procedures shall apply:
 - 1) The petition shall be referred to the Committee on Appeals which shall function as the discipline hearing committee that shall conduct a hearing in accordance with the rules provided for in 20.22.14., except to the extent that those rules are in conflict with 20.51.01., 20.51.02., 20.51.03., or with the provisions of this continuing resolution; and*
 - 2) the members of the Committee on Appeals, other than those who are disqualified, may grant the petition by an affirmative vote of at least two-thirds of those present and voting.**
- e. Upon the filing of a written petition, the Executive Committee of the Church Council may temporarily suspend the officer from service without prejudice, but with continuation of compensation, including benefits, if the officer is a salaried employee.*

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

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

- c. a minister of Word and Service upon whom discipline has been imposed by a discipline hearing committee; or
- d. a congregation upon whom discipline has been imposed by a discipline hearing committee.

20.61.A21. Rules of the Committee on Appeals

- a. *Any appeal to the Committee on Appeals shall be made in writing by the accused or the accuser(s) or their respective designated representative. Notice of the appeal shall be given by certified or registered letter addressed to the Committee on Appeals (in care of the secretary of this church, 8765 West Higgins Road, Chicago, Illinois 60631), with a copy to the other party. The letter containing the notice of appeal must be postmarked within 30 days after the discipline hearing committee has delivered its decision to the accused and the accuser(s).*
- b. *The Committee on Appeals shall normally render its written decision within 60 days from the due date for the last written statement to be submitted under item h. below.*
- c. *The material that shall be reviewed by the Committee on Appeals (herein referred to as the record on appeal) shall consist of the following:*
 - 1) *a copy of the specific charges referred to the discipline hearing committee;*
 - 2) *copy of any rules governing the hearing before the discipline hearing committee;*
 - 3) *information concerning the composition of the discipline hearing committee that heard the case;*
 - 4) *the verbatim record made by the stenographer or court reporter or the audio or video recording of the hearing before the discipline hearing committee;*
 - 5) *all documents or physical evidence presented at the hearing before the discipline hearing committee;*
 - 6) *the written decision of the discipline hearing committee; and*
 - 7) *proof that the written decision was delivered to the accused and the accuser(s).*
- d. *It shall be the responsibility of the chair of the discipline hearing committee to furnish the record on appeal to the Committee on Appeals (in care of the secretary of this church, 8765 West Higgins Road, Chicago, Illinois 60631), certifying to the completeness and accuracy of the record on appeal, within 30 days of the receipt of the appeal, unless the chair of the Committee on Appeals grants additional time for compelling reasons.*
- e. *If the Committee on Appeals has reason to believe that a required action was taken by a discipline hearing committee, but such action is not revealed in the record on appeal, the Committee on Appeals may, by written request to the chair of the discipline hearing committee, with copies to the accused and the accuser(s),*

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- solicit written confirmation of such action. Copies of such confirmation shall be supplied to the accused and the accuser(s).
- f. The persons or entities who may appeal to the Committee on Appeals are set forth in 20.61.
 - g. The circumstances for which the Committee on Appeals may reverse or set aside the decision of a discipline hearing committee are set forth in 20.62.01., and consequences of such circumstances are set forth in 20.62.02.
 - h. The party taking an appeal may present a written statement of reasons why the decision of a discipline hearing committee should be reversed or set aside. The other party shall have an opportunity to make a written response to the Committee on Appeals. The party taking an appeal then may present a written rebuttal. Appropriate limitations and due dates for these statements may be established by the committee chair. In the event of cross appeals, the committee chair may permit the filing of additional statements so that both parties have adequate opportunity to present their respective appeals and respond to the statement of each other. Parties shall promptly give to each other copies of any written statement filed with the Committee on Appeals.
 - i. Final decisions of the Committee on Appeals require an affirmative vote by at least two-thirds of those present and voting.
 - j. Notice of decisions of the Committee on Appeals shall be given in writing to the accused, the accuser(s), the chair of the discipline hearing committee, the synod bishop, and the secretary of this church.
 - k. The Committee on Appeals also shall prepare a brief summary of each appeal, which shall be presented to the Churchwide Assembly. Such summary shall not disclose the names of the accused, the accuser(s), or any witness. If the decision of the discipline hearing committee was reversed or remanded, the summary shall indicate the reasons for such reversal or remand.
 - l. The Committee on Appeals shall elect the following officers: chair, vice-chair, secretary, and assistant secretary. In addition to the duties prescribed in Chapter 20, the chair shall schedule and preside at committee meetings. In the absence of the chair, the vice-chair shall act as chair. The secretary, or assistant secretary, shall keep such record of proceedings of the committee as is necessary.
 - m. Meetings of the Committee on Appeals may be held in person or by an aural method in which all parties can participate.
 - n. A majority of the members of the Committee on Appeals who are not disqualified shall constitute a quorum for the conduct of its business at a scheduled meeting.
 - o. Members of the Committee on Appeals shall refrain from discussing appeals made to the committee, except as required to discharge the duties of the committee membership.

- p. *No member of the Committee on Appeals shall serve on any case if such a member is related (as defined in 19.06.07.) to the accused, the accuser(s), any witness who testified before the discipline hearing committee, or a member of the consultation or discipline hearing committee that considered the case, or where such member is a member or former member of a congregation that was an accuser or an accused. Members of the Committee on Appeals also may voluntarily disqualify themselves.*
 - q. *See 20.51.A19. and ¶8.57. for additional rules of procedure applicable in proceedings for recall or dismissal.*
 - r. *See 20.61.B95. for additional rules of procedure applicable to stays.*
- 20.61.B95.** *Any party who has appealed to the Committee on Appeals for review of a decision of a discipline hearing committee may request a stay in the effective date or other provision contained in said decision pending the appeal. Such request shall be in writing and shall set forth the reasons why the requested stay is advisable. The request shall be forwarded to the Committee on Appeals, c/o ELCA Secretary, 8765 West Higgins Road, Chicago, Illinois 60631, with copy to the other party. The Committee on Appeals may grant the other party an opportunity to respond in writing. The Committee on Appeals may grant a stay for such period, and may renew the stay for such further periods, as it determines to be appropriate. The Committee on Appeals may make the grant of a stay subject to such conditions as it determines to be appropriate. Such determinations shall be final.*
- 20.62.** **The circumstances for which the Committee on Appeals may reverse or set aside the decision of a discipline hearing committee and the consequences of such action shall be set forth in the bylaws.**
- 20.62.01.** The judgment of a discipline hearing committee must be sustained unless the Committee on Appeals finds that one of the following conditions exists:
- a. The discipline hearing committee abused its discretion. The discipline hearing committee may not be found to have abused its discretion unless at least one of the following is true:
 - 1) The discipline hearing committee's Determination was not supported by any evidence in the record.
 - 2) One or more of the discipline hearing committee's Findings of Fact is clearly erroneous. A Finding of Fact is clearly erroneous when, although there is evidence to support it, the Committee on Appeals on the entire evidence is left with the definite and firm conviction that a mistake has been committed. The Committee on Appeals may not reverse a finding of the discipline hearing committee simply because the Committee on Appeals concludes that it would have found differently had it been the discipline hearing committee. The Committee on Appeals must give due regard to the opportunity of the discipline hearing committee to judge the credibility of the witnesses.

- 3) Although the Findings of Fact are not clearly erroneous, the discipline hearing committee's Determination is nevertheless one with which no reasonable person, acting objectively, could agree. The committee's Determination may not be reversed simply because the Committee on Appeals, had it been the discipline hearing committee, would have reached a different conclusion. The discipline hearing committee's Determination must be sustained if reasonable people can disagree as to its propriety.
 - b. Due process has not been followed.
 - c. New evidence has been submitted by one of the parties, which evidence, in the judgment of the Committee on Appeals, should be considered.
 - d. The record of the proceedings before the discipline hearing committee is insufficient to permit the Committee on Appeals to determine whether the committee abused its discretion or followed due process.
- 20.62.02.** When the Committee on Appeals has decided to reverse or set aside the decision of the discipline hearing committee, the Committee on Appeals shall proceed as follows:
- a. If the Committee on Appeals has determined that one of the conditions listed in 20.62.01.a.1) or 20.62.01.a.2) exists, the Committee on Appeals may return the matter to the discipline hearing committee for further proceedings or render its own decision, which shall be final and unappealable.
 - b. If the Committee on Appeals has determined that the condition listed in 20.62.01.a.3) exists, it shall render its own decision, which shall be final and unappealable.
 - c. If the Committee on Appeals has determined that one of the conditions listed in 20.62.01.b., 20.62.01.c., or 20.62.01.d. exists, it shall return the matter to the discipline hearing committee for further proceedings.
- 20.63.** **Decisions of the Committee on Appeals shall be final; an affirmative vote by at least two-thirds of those present and voting shall be necessary to render a decision or opinion. Each decision or opinion shall be reported as soon as practical in writing to the parties concerned, and a summary of action taken shall be reported to the Churchwide Assembly.**
- 20.70.** CONSULTATION AND ADJUDICATION
- 20.71.** **The presiding bishop and the Executive Committee of the Church Council shall be available to give guidance and counsel when disputes arise among the three expressions of this church.**
- 20.72.** **When there is disagreement on a substantive issue between or among churchwide units and offices of the churchwide organization that cannot be resolved by the parties, the aggrieved party or parties may appeal to the presiding bishop, or his or her designee, for consultation. If this consultation fails to resolve the issue, a petition may be**

- addressed by the parties to the Church Council requesting a resolution of the matter.
- 20.73. When there is disagreement on a substantive issue between or among synods which cannot be resolved by the parties, the synod affected may address an appeal to the presiding bishop and the Executive Committee of the Church Council. In this case, the decision of the Executive Committee shall prevail, unless, upon the motion of a member of the Church Council, the decision is referred to the Church Council for final action.
- 20.74. When there is disagreement on a substantive issue between a synod or synods and the churchwide organization that cannot be resolved by the parties, any party may appeal to the Committee on Appeals for consultation. If this consultation fails to resolve the issue, a petition may be addressed by the parties to the Churchwide Assembly for a final decision.
- 20.75. When there is disagreement between or among congregations in the same synod on a substantive issue which cannot be resolved by the parties, the council of an affected congregation may petition the synod bishop for consultation after informing the other affected congregation(s) of its intent to do so. The synod bishop shall seek a timely resolution of the dispute. If the bishop's consultation fails to resolve the issue(s), the bishop shall refer the matter to the Consultation Committee of the synod, which shall undertake efforts to find an appropriate solution. If the Consultation Committee's efforts fail to resolve the issue(s), the entire matter shall be referred to the Synod Council for adjudication by whatever process the Council deems necessary. The Synod Council's decision shall be final.
- 20.76. When there is disagreement between or among factions within a congregation on a substantive issue which cannot be resolved by the parties, members of the congregation may petition the synod bishop for consultation after informing the president of the Congregation Council of their intent to do so. The synod bishop shall seek a timely resolution of the dispute. If the issue relates directly to the pastor, the bishop may begin the process in †S14.18.d. In all other matters, if the bishop's consultation fails to resolve the issue, the bishop shall refer the matter to the Consultation Committee of the synod, which shall undertake efforts to find an appropriate solution. If the Consultation Committee's efforts fail to resolve the dispute, the entire matter shall be referred to the Synod Council for adjudication by whatever process the Council deems necessary. The Synod Council's decision shall be final.

Chapter 21.
INDEMNIFICATION

- 21.01.** Subject to the limitations and duties imposed by law, each person who is or was made or threatened to be made a party to any proceeding by reason of the present or former capacity of that person as a Church Council member, officer, employee, or committee member of the churchwide organization, or member of the Conference of Bishops, shall be indemnified against all costs and expenses incurred by that person in connection with the proceeding. Indemnification by the churchwide organization of any person by reason of that person's capacity as a director, officer, employee, or committee member of a separately incorporated ministry or of any other organization is subject to the provisions of section 21.02.
- a. The term "proceeding" means a threatened, pending, or completed lawsuit, whether civil or criminal, an administrative or investigative matter, arbitration, mediation, alternative dispute resolution, or any other similar legal or governmental action. Except as otherwise required by law, the term "proceeding" does not include (a) any action by the churchwide organization or any unit thereof against the individual seeking indemnification, or (b) a disciplinary hearing or related process described in Chapter 20 of this constitution.
 - b. The term "indemnification" includes reimbursement and advances of costs and expenses for judgments, penalties, fines, settlements, excise taxes, reasonable attorneys' fees, disbursements, and similar required expenditures.
- 21.02.** Where a person who, while a member of the Church Council, officer, employee, or committee member of the churchwide organization, or member of the Conference of Bishops, is or was serving at the request of the churchwide organization as (or whose duties in that position involve or involved service in the capacity of) a director, officer, partner, trustee, employee, or agent of another organization, is or was made or threatened to be made a party to a proceeding by reason of such capacity, then such person shall be entitled to indemnification only if (a) the Church Council has established a process for determining whether a person serving in the capacity described in this section shall be entitled to indemnification in any specific case, and (b) that process has been applied in making a specific determination that such person is entitled to indemnification.
- 21.03.** The churchwide organization may purchase and maintain insurance on behalf of itself or any person entitled to indemnification pursuant to this chapter against any liability asserted against and incurred by this church or by such other person in or arising from a capacity described in section 21.01. or section 21.02.

Chapter 22.

AMENDMENTS, BYLAWS, AND CONTINUING RESOLUTIONS

22.10. AMENDMENTS TO THIS CONSTITUTION

22.11. This constitution may be amended only 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 of Reference and Counsel for its recommendation, following which it shall come before the assembly. If such an amendment is approved by a two-thirds vote of members present and voting, such an amendment shall become effective only if adopted by a two-thirds vote of the members present and voting at the next regular Churchwide Assembly.

22.20. BYLAWS

22.21. 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 of 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.

22.30. CONTINUING RESOLUTIONS

22.31. Continuing resolutions not in conflict with the constitution or bylaws of the Evangelical Lutheran Church in America may be adopted or amended by a majority vote of the Churchwide Assembly or by a two-thirds vote of the Church Council. Such continuing resolutions become effective immediately upon adoption. Matters related to the administrative functions of the churchwide organization shall be set forth in the continuing resolutions.



**Evangelical Lutheran
Church in America**

God's work. Our hands.

**CONSTITUTION
FOR
SYNODS**

August 2019

INTRODUCTION to the *Constitution for Synods*

The *Constitution for Synods*, like the other governing documents of this church, reflects the theology and polity of this church as it organizes itself to preach the gospel of Jesus Christ, share the sacraments, reach out to the neighbor with good news, and share the love of God in the world. Each expression of this church — churchwide, synod and congregation — is held together in a relationship of interdependence that encourages each to respond to its context. These documents also demonstrate our commitment to seeing ourselves with others as part of the one, holy, catholic, and apostolic Church. As such, the *Constitution for Synods* is deeply rooted in Scripture, the Lutheran Confessions, and the history of this church and its predecessors.

The *Constitution for Synods* was adopted by the Constituting Convention of the Evangelical Lutheran Church in America, as required by the *Constitution, Bylaws, and Continuing Resolutions of the Evangelical Lutheran Church in America*. This current edition of the *Constitution for Synods* contains changes adopted by all churchwide assemblies, including the fifteenth Churchwide Assembly in 2019. It is consistent with the requirements of the governing documents of the ELCA's churchwide organization, and it provides organizational flexibility to recognize local context.

► **Required provisions:** Sections of the *Constitution for Synods* marked by a dagger [†] are required provisions. These sections, including constitutional provisions and bylaws, must be used without alteration or amendment of the text in any manner (i.e., neither additions nor deletions are permissible). In accordance with provision †S18.11, amendments to required provisions in the *Constitution for Synods* passed by the Churchwide Assembly are automatically incorporated into the constitutions of individual synods upon formal certification by the secretary of this church. Because the secretary has provided such certification following the 2019 Churchwide Assembly, required provisions marked by a dagger [†] have been incorporated into synod constitutions.

► **Codification explanation:** The *Constitution for Synods*, like the *Constitution, Bylaws, and Continuing Resolutions of the Evangelical Lutheran Church in America* and the *Model Constitution for Congregations*, is organized into chapters by general subject matter and codified as (a) constitutional provisions, (b) bylaws, and (c) continuing resolutions. Each provision is preceded by a capital “S.” If a provision is mandatory, it will be preceded by a dagger, “†S.”

- a. Constitutional provisions are codified with two sets of numbers, preceded by an “S”: the chapter number, followed by a period and a two-digit number. A period follows the two-digit number. Thus, one required constitutional provision related to “Conferences, Clusters, Coalitions, Area Subdivisions, and Networks” in Chapter 12 is codified as “†S12.01.” In accordance with Chapter 18, titled “Amendments, Bylaws, and Continuing Resolutions,” there are three types of constitutional provisions in each synod's constitution:
 1. Required constitutional provisions adopted by the Churchwide Assembly are designated by a dagger “†”, as discussed above (†S18.11.);
 2. Recommended constitutional provisions adopted by the Churchwide Assembly may be adopted by majority vote at one meeting of the Synod Assembly (†S18.12.);

3. Other constitutional provisions, including different versions of the recommended provisions referred to in the previous paragraph, may be initiated in and adopted by individual synods, but such provisions may not conflict with the *Constitution, Bylaws, and Continuing Resolutions of the Evangelical Lutheran Church in America*. Such synod constitutional amendments are adopted and become effective in accordance with †S18.13.
- b. Bylaws follow constitutional provisions to which they apply. They are not intended to be organized in a separate document at the end of the constitutional provisions. Bylaws are codified with three sets of numbers: the chapter number (preceded by an “S”), the related constitutional provision number, and a two-digit number. There are periods after the chapter number, after the reference to the constitutional provision, and after the bylaw number. Thus, a bylaw relating to synod networks would be codified as “S12.01.01.” Although the *Constitution for Synods* contains some required bylaws, there is not a model set of bylaws or continuing resolutions because bylaws and continuing resolutions normally relate to specific practices and details of each synod’s organization, operation, and life. Thus, each synod has discretion and may develop its own bylaws and continuing resolutions, including bylaws and continuing resolutions under required constitutional provisions, but no such bylaw or continuing resolution may conflict with constitutional provisions in the *Constitution for Synods*, mandatory synod bylaws, or with the *Constitution, Bylaws, and Continuing Resolutions of the Evangelical Lutheran Church in America*. Bylaws are adopted and amended in accordance with Chapter 18. Newly adopted bylaws or amendments to bylaws shall be reported to the secretary of this church.
- c. Continuing resolutions are intended to provide descriptions of operational patterns and practices or of the ongoing responsibilities of committees or other units within the organizational structure of the synod. They follow the relevant constitutional provision or bylaw to which they refer. Continuing resolutions also are codified with three sets of numbers, except that the third set is preceded by a capital letter. Thus, a continuing resolution describing the contents of a Synod Council report to the Synod Assembly in Chapter 10 might be numbered “S10.03.A19.” The initial numbers “S10.03” indicate that the continuing resolution relates to the designated constitutional provision, which in this case states that the functions of the Synod Council include providing a report to the regular meeting of the Synod Assembly. The final letter and numbers “A19” designate that this is the first continuing resolution “A” and the year that it was adopted, in this example 2019. Continuing resolutions are adopted and amended in accordance with Chapter 18. Unlike constitutional provisions and bylaws, continuing resolutions may be adopted either at a legally called and conducted meeting of the Synod Assembly (by a majority vote) or by the Synod Council (by a two-thirds vote). New continuing resolutions or amendments to existing continuing resolutions shall be reported to the secretary of this church.

► **Missing numbers:** You will notice that certain numbers are missing from the numbering sequence in some chapters. These omissions are intentional. For example, in some chapters the number “.10.” and multiples thereof have been reserved for possible use as section headings in future editions.

► **Selection of options:** Alternatives are provided in some places within the *Constitution for Synods*. Alternatives are noted by brackets or blank lines. For example, constitutional provision †S8.51. allows synods to choose the length of terms for the vice president, secretary, and treasurer. The appropriate number of years should be filled in by each synod. In addition, †S8.51.c. provides that the treasurer may be elected by the Synod Assembly or appointed by the Synod Council. Each synod should select one of those options.

► **References to church:** In the governing documents, “Church” with a capital letter refers to the one, holy, catholic, and apostolic Church. The words “church” or “this church” in lower case letters refer to the Evangelical Lutheran Church in America.

► **Consultation and concluding comments:** In order to assist synods, the Office of the Secretary is available for consultation, both about potential amendments to the *Constitution for Synods* and about the review process for congregational constitutions. The important task of amending a constitution is challenging. It is, however, an essential endeavor that merits thoughtful work. In addressing the synod’s constitutional responsibilities, may God grant you and your colleagues wisdom, discernment, and commitment to the unity of this church in faithful witness to our Lord and Savior, Jesus Christ.

Secretary Wm Chris Boerger
Evangelical Lutheran Church in America
August 10, 2019

CONSTITUTION FOR SYNODS

Chapter 1.

NAME AND INCORPORATION

- †S1.01. The name of this synod, as determined by the Churchwide Assembly, 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” or “the synod.”
- †S1.11. This synod shall be incorporated. Amendments to the articles of incorporation of this synod shall be submitted to the Church Council for ratification before filing.
- †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*, which are recognized as having governing force in the life of this synod.
- †S2.02. The name Evangelical Lutheran Church in America (ELCA or “this church”) as used herein refers in general references to this whole church, including its three expressions: congregations, synods, and the churchwide organization. The name Evangelical Lutheran Church in America is also the name of the corporation of the churchwide organization to which specific references may be made herein.
- †S2.03. No provision of this constitution shall be inconsistent with the constitution and bylaws of this church.

Chapter 3.

TERRITORY

- †S3.01. The territory of this synod, as determined by the Churchwide Assembly, shall be: _____.
- †S3.02. “Determined by the Churchwide Assembly,” as stipulated by †S3.01., is understood to include the reported changes in synod relationship made by any congregation in a border area agreed under ELCA bylaws 10.01.01. and 10.01.03.

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 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 Scripture 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. This church confesses the one, holy, catholic, and apostolic Church and is resolved to serve Christian unity throughout the world.

- †S5.03. The Church exists both as an inclusive fellowship and as local congregations gathered for worship and Christian service. Congregations find their fulfillment in the universal community of the Church, and the universal Church exists in and through congregations. This church, therefore, derives its character and powers both from the sanction and representation of its congregations and from its inherent nature as an expression of the broader fellowship of the faithful. In length, it acknowledges itself to be in the historic continuity of the communion of saints; in breadth, it expresses the fellowship of believers and congregations in our day.
- †S5.04. This church, inspired and led by the Holy Spirit, participates in The Lutheran World Federation as a global communion of churches, engaging in faithful witness to the gospel of Jesus Christ and in service for the sake of God's mission in the world.

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. This synod, in cooperation 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 and consistent with policies and procedures of this church, the synod shall:

- a. Provide for pastoral care of congregations and rostered ministers in the synod;
- b. Plan for, facilitate, and nurture the mission of this church through congregations;
- c. Strengthen interdependent relationships among congregations, synods, and the churchwide organization, and foster relationships with agencies and institutions affiliated with or related to this church as well as ecumenical partners.
- d. Interpret the work of this church to congregations and to the public on the territory of the synod.

†S6.03.01. The responsibilities of the synod include the following:

- a. providing for pastoral care of congregations, ministers of Word and Sacrament, and ministers of Word and Service in the synod, including:
 - 1) approving candidates for the ministry of Word and Sacrament in cooperation with the appropriate seminaries of this church, which may be done through multi-synod committees;
 - 2) authorizing ordinations and ordaining ministers of Word and Sacrament on behalf of this church;
 - 3) approving ministers of Word and Service, which may be done through multi-synod committees;
 - 4) authorizing ordinations and ordaining ministers of Word and Service on behalf of this church; and
 - 5) consulting in the call process for rostered ministers.
- b. providing for leadership recruitment, preparation, and support in accordance with churchwide standards and policies, including:
 - 1) nurturing and supporting congregations and lay leaders;
 - 2) seeking and recruiting qualified candidates for the rostered ministries of this church;
 - 3) making provision for pastoral care, call review, and guidance;
 - 4) encouraging and supporting persons on the rosters of this church in stewardship of their abilities, care of self, and pursuit of continuing education to undergird their effectiveness of service; and
 - 5) supporting recruitment of leaders for this church's colleges, universities, seminaries, and social ministry organizations.
- c. providing for discipline of congregations, ministers of Word and Sacrament, and ministers of Word and Service; as well as for termination of call, appointment, adjudication, and appeals consistent with Chapter 20 of this church's constitution.
- d. providing for archives in conjunction with other synods.

†S6.03.02. In planning for, facilitating, and nurturing the mission of this church through congregations, the responsibilities of the synod include the following:

- a. developing of new ministries, redevelopment of existing ministries, and support and assistance in the conclusion, if necessary, of a particular ministry;
 - b. leading and encouraging of congregations in their evangelism efforts;
 - c. assisting members of its congregations in carrying out their ministries in the world;
 - d. encouraging congregations to respond to human need, work for justice and peace, care for the sick and the suffering, and participate responsibly in society;
 - e. providing resources for congregational life;
 - f. grouping congregations in conferences, clusters, coalitions, or other area subdivisions for mission purposes.
- †S6.03.03. In strengthening interdependent relationships among congregations, synods, and the churchwide organization, and in fostering relationships with agencies and institutions affiliated with or related to this church as well as with ecumenical partners, the responsibilities of the synod include the following:
- a. promoting interdependent relationships among congregations, synods, and the churchwide organization, and entering into relationships with other synods in the region;
 - b. fostering organizations for youth, women, and men, and organizations for language or ethnic communities;
 - c. developing relationships with social ministry organizations and ministries, participating in their mission planning, and providing supportive funding;
 - d. supporting relationships with and providing supportive funding on behalf of colleges, universities, and campus ministries;
 - e. maintaining relationships with and providing supportive funding on behalf of seminaries and continuing education centers;
 - f. fostering supporting relationships with camps and other outdoor ministries;
 - g. fostering supporting relationships with preschools, elementary schools, and secondary schools operated by congregations of the synod;
 - h. fostering relationships with ecumenical and global companions;
 - i. cooperating with other synods and the churchwide organization in creating, using, and supporting regions to carry out those functions of the synod which can best be done cooperatively with other synods and the churchwide organization.
- †S6.03.04. In interpreting the work of this church on the territory of the synod, the responsibilities of the synod include the following:
- a. encouraging financial support for the work of this church by individuals and congregations;
 - b. participating in churchwide programs;
 - c. interpreting social statements in a manner consistent with the interpretation given by the churchwide unit or office which

assisted in the development of the statement, and suggestion of social study issues;

d. providing ecumenical guidance and encouragement.

- †S6.04. Except as otherwise provided in this constitution and bylaws, the Synod Council shall establish processes that will ensure that at least 60 percent of the members of the synod assemblies, councils, committees, boards, and other organizational units shall be laypersons; and that at least 45 percent of the lay members of assemblies, councils, committees, boards, or other organizational units shall be women and at least 45 percent shall be men; and that, where possible, the representation of ministers of Word and Sacrament shall include both men and women. This synod shall establish processes that will enable it to reach a minimum goal that 10 percent of its assemblies, councils, committees, boards, or other organizational units be persons of color and/or persons whose primary language is other than English.
- †S6.04.01. It is the goal of this synod that 10 percent of the membership of synod assemblies, councils, committees, boards and/or other organizational units be persons of color and/or persons whose primary language is other than English.
- †S6.04.02. It is the goal of this synod that at least 10 percent of the voting members of the Synod Assembly, Synod Council, committees, and organizational units of this synod be youth and young adults. The Synod Council shall establish a plan for implementing this goal. For purposes of the constitution, bylaws, and continuing resolutions of this synod, the term “youth” means a voting member of a congregation who has not reached the age of 18 at the time of election or appointment for service. The term “young adult” means a voting member of a congregation between the ages of 18 and 30 at the time of election or appointment for service.
- †S6.05. Each assembly, council, committee, board, commission, task force, or other body of this synod or any synod 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.
- †S6.06. References herein to the nature of the relationship between the three expressions of this church—congregations, synods, and the churchwide organization—as being interdependent or as being in a partnership relationship describe the mutual responsibility of these expressions in God’s mission and the fulfillment of the purposes of this church as described in this chapter, and do not imply or describe the creation of partnerships, co-ventures, agencies, or other legal relationships recognized in civil law.

Chapter 7.

SYNOD ASSEMBLY

- †S7.01. This synod shall have a Synod Assembly, which shall be its highest legislative authority. The powers of the Synod Assembly are limited only by the provisions in the Articles of Incorporation, this constitution and bylaws, the assembly's own resolutions, and the constitutions and bylaws of the Evangelical Lutheran Church in America.
- †S7.11. A regular meeting of the Synod Assembly shall be held at least triennially.
- S7.11.01. The time and place of the _____ Synod Assembly shall be determined by the Synod Council. The time and place for the next regular assembly normally shall be announced ___ months prior to the assembly.
- 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 voting members of the Synod Assembly.
- a. The notice of each special meeting shall define the purpose for which it is to be held. The scope of actions to be taken at such a special meeting shall be limited to the subject matter(s) described in the notice.
 - b. If the special meeting of the Synod Assembly is required for the purpose of electing a successor bishop because of death, resignation, or inability to serve, the special meeting shall be called by the Synod Council after consultation with the presiding bishop of the Evangelical Lutheran Church in America.
- S7.13. Notice of the time and place of all meetings of the Synod Assembly shall be given by the secretary of this synod.
- S7.14. One-half of the members of the Synod Assembly shall constitute a quorum.
- †S7.21. The membership of the Synod Assembly, of which at least 60 percent of the voting membership shall be composed of laypersons, shall be constituted as follows:
- a. All ministers of Word and Sacrament under call on the roster of this synod in attendance at the Synod Assembly shall be voting members.
 - b. All ministers of Word and Service, under call, on the roster of this synod shall be voting members in the Synod Assembly.
 - c. A minimum of one lay member elected by each congregation with fewer than 175 baptized members and a minimum of two lay members elected by each congregation with 175 or more baptized members related to this synod, typically one of whom shall be a man and one of whom shall be a woman, shall be voting members. The Synod Council shall establish a formula to provide additional lay representation from congregations on the basis of the number of baptized members in the congregation. The Synod Council shall seek to ensure that at least 45 percent of the lay members of the assembly shall be women and at least 45 percent shall be men.

- d. Voting membership shall include the officers of this synod.
- †S7.21.01. Voting members shall begin serving with the opening of a regular Synod Assembly and shall continue serving until voting members are seated at the next regular Synod Assembly.
- †S7.21.02. If a special Synod Assembly is called and voting members at the previous assembly are unable to serve as voting members, where permitted by state law, the congregation through the Congregation Council may elect new members who shall continue to serve until the next Synod Assembly.
- S7.22. This synod may establish processes that permit retired rostered ministers, or those granted disability status, or on leave from call, on the roster of the synod to serve as voting members of the Synod Assembly, consistent with †S7.21.c. If the synod does not establish processes to permit the rostered ministers specified above to serve as voting members, they shall have voice but not vote in the meetings of the Synod Assembly.
- †S7.23. The presiding bishop of the Evangelical Lutheran Church in America and such other official representatives of the churchwide organization as may be designated by the presiding bishop, shall have voice but not vote in the meetings of the Synod Assembly. Like privileges shall be accorded to those additional persons whom the Synod Assembly or the Synod Council shall from time to time designate.
- S7.24. Ministers under call on the rosters 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 rosters of this synod. Lay members of the Synod Assembly representing congregations shall continue as such until replaced by the election of new members or until they have been disqualified by termination of membership. Normally, congregations will hold elections prior to each regular meeting of the Synod Assembly.
- †S7.25. Except as otherwise provided in this constitution or in the *Constitution, Bylaws, and Continuing Resolutions of the Evangelical Lutheran Church in America*, each voting member of the Synod Assembly shall be a voting member of a congregation of this synod.
- S7.26. This synod may establish processes through the Synod Council that permit representatives of authorized worshiping communities of the synod, which have been authorized under ELCA bylaw 10.01.04., to serve as voting members of the Synod Assembly, consistent with †S7.21.
- S7.27. This synod may establish processes through the Synod Council to grant a minister of Word and Sacrament from a church body with which a relationship of full communion has been declared and established by the Churchwide Assembly of the Evangelical Lutheran Church in America the privilege of both voice and vote in the Synod Assembly during the period of that minister's service in a congregation of this church.
- S7.28. Duly elected voting members of the Synod Council who are not otherwise voting members of the Synod Assembly under †S7.21. shall be granted the privilege of both voice and vote as members of the Synod Assembly.

- †S7.31. Proxy and absentee voting shall not be permitted in the transaction of any business of the Synod Assembly.
- S7.32. *Robert's Rules of Order*, latest edition, shall govern parliamentary procedure of the Synod Assembly, unless otherwise ordered by the assembly.
- S7.33. "Ex officio" as used herein means membership with full rights of voice and vote unless otherwise expressly limited.

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 a minister of Word and Sacrament of the Evangelical Lutheran Church in America.
- S8.11.01. When authorized by the Synod Council in order to address special circumstances, the synod bishop may be compensated as an employee or contractor for specified services to another expression of this church. Such an arrangement may be terminated by the Synod Assembly or Synod Council if determined to be detrimental to the function of the office or if the special circumstances no longer apply.
- †S8.12. As this synod's pastor, the bishop shall:
 - a. Preach, teach, and administer the sacraments in accord with the Confession of Faith of this church.
 - b. Have primary responsibility for the ministry of Word and Sacrament in this synod and its congregations, providing pastoral care and leadership for this synod, its congregations, its ministers of Word and Sacrament, and its ministers of Word and Service.
 - c. Exercise solely this church's power to ordain (or provide for the ordination by another synod bishop of) approved candidates who have received and accepted a properly issued, duly attested letter of call for the office of ministry of Word and Sacrament (and as provided in the bylaws of the Evangelical Lutheran Church in America).
 - d. Ordain (or provide for the ordination of) approved candidates who have received and accepted a properly issued, duly attested letter of call for service as ministers of Word and Service of this church.
 - e. Attest letters of call for persons called to serve congregations in the synod, letters of call for persons called by the Synod Council, and letters of call for persons on the rosters of this synod called by the Church Council.
 - f. Install (or provide for the installation of) rostered ministers whose calls the bishop has attested.
 - g. Exercise leadership in the mission of this church and in so doing:

- 1) interpret and advocate the mission and theology of the whole church;
 - 2) lead in fostering support for and commitment to the mission of this church within this synod;
 - 3) coordinate the use of the resources available to this synod as it seeks to promote the health of this church's life and witness in the areas served by this synod;
 - 4) submit a report to each regular meeting of the Synod Assembly concerning the synod's life and work; and
 - 5) advise and counsel this synod's related institutions and organizations.
- h. Practice leadership in strengthening the unity of the Church and in so doing:
- 1) exercise oversight of the preaching, teaching, and administration of the sacraments within this synod in accord with the Confession of Faith of this church;
 - 2) be responsible for administering the constitutionally established processes for the resolution of controversies and for the discipline of rostered ministers and congregations of this synod;
 - 3) be the chief ecumenical officer of this synod;
 - 4) be a member of the Conference of Bishops and consult regularly with other synod bishops;
 - 5) foster awareness of other churches throughout the Lutheran world communion and, where appropriate, engage in contact with leaders of those churches;
 - 6) cultivate communion in faith and mission with appropriate Christian judicatory leaders functioning within the territory of this synod; and
 - 7) be *ex officio* a member of the Churchwide Assembly.
- i. Oversee and administer the work of this synod and in so doing:
- 1) serve as the president of the synod corporation and be the chief executive and administrative officer of this synod, who is authorized and empowered, in the name of this synod, to sign deeds or other instruments and to affix the seal of this synod;
 - 2) preside at all meetings of the Synod Assembly and provide for the preparation of the agenda for the Synod Assembly, Synod Council, and the council's Executive Committee;
 - 3) ensure that the constitution and bylaws of the synod and of the churchwide organization are duly observed within this synod, and that the actions of the synod in conformity therewith are carried into effect;
 - 4) exercise supervision over the work of the other officers;
 - 5) coordinate the work of all synod staff members;
 - 6) appoint all committees for which provision is not otherwise made;

- 7) be a member of all committees and any other organizational units of the synod, except as otherwise provided in this constitution;
- 8) provide for preparation and maintenance of synod rosters containing the names and addresses of all rostered ministers of this synod and a record of the calls under which they are serving or the date on which their retired or disability status took effect;
- 9) annually bring to the attention of the Synod Council the names of all rostered ministers on leave from call or engaged in approved graduate study in conformity with the constitution, bylaws, and continuing resolutions of this church and pursuant to prior action of this synod through the Synod Council;
- 10) provide for prompt reporting to the secretary of this church of:
 - a) additions to and subtractions from the rosters of this synod;
 - b) the issuance of certificates of transfer for rostered ministers in good standing who have received and accepted a properly issued, duly attested, regular letter of call under the jurisdiction of another synod; and
 - c) the entrance of the names of such persons for whom proper certificates of transfer have been received;
- 11) provide for preparation and maintenance of a roster of the congregations of this synod and the names of the laypersons who have been elected to represent them; and
- 12) appoint a statistician of the synod, who shall secure the parochial reports of the congregations and make the reports available to the secretary of this church for collation, analysis, and distribution of the statistical summaries to this synod and the other synods of this church.

†S8.13. The synod bishop may appoint an attorney, admitted to the bar within the territory of the synod or the state where the synod is located, to be Synod Attorney. The appointment must be approved by the Synod Council and reported to the Synod Assembly and to the secretary of this church. The appointment continues until resignation or until a successor is appointed. The Synod Attorney provides legal advice and counsel to the synod officers and the Synod Council. The Synod Attorney is expected to be familiar with the governing documents and policies of the synod and, as necessary, to attend meetings of the Synod Council. The Synod Attorney serves without salary but may be retained and compensated for specific legal services requested by the synod.

S8.14. The synod bishop may have such assistants as this synod shall from time to time authorize.

†S8.15. The presiding bishop of this church, or the appointee of the presiding bishop, shall install into office, in accord with the policy and approved rite of this church, each newly elected synod bishop.

†S8.16. **Conflicts of Interest**

†S8.16.01. The following procedures shall govern matters of potential conflicts of interest for synod bishops:

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- a. Whenever a synod bishop determines that a matter of the kind described in †S8.16.01.b. may require his or her determination or action with respect to a related individual as defined in †S8.16.01.c., the synod bishop shall withdraw from personal involvement in such matter and shall so notify the presiding bishop. The presiding bishop shall then appoint another synod bishop from the same region to handle the matter to conclusion. In dealing with such matter, the appointed bishop shall exercise all of the functions and authority to the same extent as if the appointed bishop were the elected bishop of the withdrawing bishop's synod.
- b. Matters include any proceedings under Chapter 20, proceedings under provision 7.46. of the *Constitution, Bylaws, and Continuing Resolutions of the Evangelical Lutheran Church in America* (†S14.18.), candidacy, reinstatement, and similar matters where determinations or actions by the synod bishop could change, limit, restrict, approve, authorize, or deny the related individual's ministry on one of the official rosters of this church.
- c. A related individual is one who, with respect to the synod bishop, is a spouse, parent, son, daughter, sibling, uncle, aunt, niece, nephew, grandparent, grandchild, including corresponding members of blended families and in-laws (parent, son, daughter, or sibling of a spouse, spouse of a sibling, or the parent or sibling of the spouse of a sibling).

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 synod. 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, resignation, or disability of the bishop, the vice president, after consultation with the presiding bishop of the Evangelical Lutheran Church in America, 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 synod. The secretary may be either a layperson or a rostered minister.

†S8.32. The secretary shall:

- a. Keep the minutes of all meetings of the Synod Assembly and Synod Council, be responsible for the printing and distribution of such minutes, and perform such other duties as this synod may from time to time direct.

- b. Be authorized and empowered, in the name of this 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 this synod.
- d. Submit to the secretary of this church at least nine months before each regular Churchwide Assembly a certified list of the voting members elected by the Synod Assembly.

S8.40. Treasurer

†S8.41. The treasurer may be elected by the Synod Assembly or may be appointed by the Synod Council. The treasurer shall be a voting member of a congregation of this synod. The treasurer may be either a layperson or a rostered minister.

S8.42. The treasurer shall provide and be accountable for:

- a. Management of the monies and accounts of this synod, its deeds, mortgages, contracts, evidences of claims and revenues, and trust funds, holding the same at all times subject to the order of this synod.
- b. Investment of funds upon the authorization of the Synod Council.
- c. Receipt and acknowledgment of offerings, contributions, and bequests made to this 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 this synod for the general work of this church.
- d. Maintenance of a regular account with each congregation of this 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 this synod for the preceding fiscal year, together with the tabulation, for record and publication in the minutes, of the contributions from the congregations.
- f. Obtaining a fidelity bond in the amount determined by the Synod Council for persons handling synod funds, which bond shall be in the custody of the secretary. The premium for the bond shall be paid by this 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. The terms of office of the officers of this synod shall be as follows:

- a. The bishop of this synod shall be elected to a term of six years and may be re-elected.
- b. The vice president and secretary of this synod shall be elected to a term of _____ years and may be re-elected. The officer shall serve until his or her successor takes office.

- c. The treasurer of this synod shall be [elected] [appointed] to a _____-year term and may be re-elected or reappointed. The treasurer shall serve until his or her successor takes office.
- S8.52.** The terms of the officers shall begin on the first day of the _____ month following election or, in special circumstances, at a time designated by the Synod Council.
- †**S8.53.** Each officer shall be a voting member in a congregation of this synod, except that the bishop need not be a member of a congregation of this synod at the time of election.
- †**S8.54.** Should the bishop die, resign, or be unable to serve, the vice president, after consultation with the presiding bishop of the Evangelical Lutheran Church in America, 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. Such arrangements may include the appointment by the Synod Council of an interim bishop, who during the vacancy or period of disability shall possess all of the powers and authority of a regularly elected bishop. The term of the successor bishop, elected by the next Synod Assembly or a special meeting of the Synod Assembly called for the purpose of election, shall be six years with the subsequent election to take place at the Synod Assembly closest to the expiration of such a term and with the starting date of a successor term to be governed by constitutional provision S8.52.
- S8.55.** Should the vice president, secretary, or treasurer die, resign, or be unable to serve, the bishop, with the approval of the Executive Committee of the Synod Council, shall arrange for the appropriate care of the responsibilities of the officer until an election of a new officer can be held or, in the case of temporary disability, until the officer is able to serve again. The term of the successor officer, elected by the next Synod Assembly, shall be _____ years. If the treasurer is appointed by the Synod Council, the Synod Council shall appoint a new treasurer to a _____ year term.
- †**S8.56.** 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 written notice of the meeting shall be given to the officer in question at least 10 calendar days prior to the meeting.
- †**S8.57.** The recall or dismissal of an officer and the vacating of office may be effected for willful disregard or violation of the constitutions, bylaws, and continuing resolutions of this church; for such physical or mental disability as renders the officer incapable of performing the duties of office; or for such conduct as would subject the officer to disciplinary action as a rostered minister or as a member of a congregation of this church.

- a. Proceedings for the recall or dismissal of a synod bishop shall be instituted by written petition by:
 - 1) the Synod Council on an affirmative vote of at least two-thirds of its elected members present and voting;
 - 2) the Synod Assembly on an affirmative vote of at least two-thirds of its members present and voting;
 - 3) at least 10 synod bishops; or
 - 4) the presiding bishop of this church.
- b. Proceedings for the recall or dismissal of an officer of a synod, other than the synod bishop, shall be instituted by written petition by:
 - 1) the Synod Council on an affirmative vote of at least two-thirds of its elected members present and voting;
 - 2) the Synod Assembly on an affirmative vote of at least two-thirds of its members present and voting; or
 - 3) the synod bishop.
- c. The petition shall be filed with the chair of the Committee on Appeals (in care of the secretary of the Evangelical Lutheran Church in America, 8765 West Higgins Road, Chicago, Illinois 60631) and shall set forth the specific charge or charges.
- d. Upon the filing of a written petition, the Executive Committee of the Synod Council may temporarily suspend the officer from service in the synod without prejudice, but with continuation of compensation, including benefits, if the officer is a salaried employee of the synod.
- e. In the case of alleged physical or mental incapacity of an officer of the synod, the procedures outlined in †S8.56. shall be followed, and such officer shall comply with the decision of the Synod Council. If such officer fails or refuses to comply, the Synod Council may proceed to petition for recall or dismissal as follows:
 - 1) the Synod Council will submit a written report of their findings and the basis of their decision to the Committee on Appeals.
 - 2) the Committee on Appeals, other than those who are disqualified, shall review the findings and decision of the Synod Council and by an affirmative vote of at least two-thirds of those present and voting may adopt the findings and grant the petition.
- f. If the synod officer is a minister of Word and Sacrament, grounds for recall or dismissal include those set forth in ELCA bylaw 20.22.01. and as defined under the process described in ELCA constitutional provisions 20.21. and 20.22. as grounds for discipline. If the officer is a minister of Word and Service, grounds for recall or dismissal include those set forth in ELCA bylaw 20.23.01. and as defined under the process described in ELCA constitutional provisions 20.21. and 20.22. as grounds for discipline.
- g. If the officer is a layperson, grounds for recall or dismissal include those set forth in ELCA bylaw 20.41.01. as grounds for discipline.
- h. In the case of alleged willful disregard or violation of the constitutions, bylaws, and continuing resolutions or of alleged

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conduct as would subject the officer to disciplinary action, the following procedures shall apply:

- 1) the petition shall be referred to the Committee on Appeals, which shall function as the discipline hearing committee that shall conduct a hearing in accordance with the rules provided for in ELCA bylaw 20.22.14. except to the extent that those rules are in conflict with the provisions of this bylaw; and
 - 2) the members of the Committee on Appeals, other than those who are disqualified, may grant the petition by an affirmative vote of at least two-thirds of those present and voting.
- i. Written notice of a decision by the Committee on Appeals that the charges have been sustained shall be given to the affected officer and to the Synod Council, and the office shall be vacated.

†S8.58. If the bishop is to be temporarily absent from the synod for an extended period, the bishop, with the consent of the Synod Council, may appoint as acting bishop for such period a minister of Word and Sacrament of this church. Except as limited by action of the Synod Council, an acting bishop shall possess all of the powers and authority of a regularly elected bishop other than authority to ordain or to authorize the ordination of properly approved candidates for ordination.

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. The Synod Assembly shall elect members of the Churchwide Assembly in accordance with bylaw 12.41.11. of the constitution and bylaws of the Evangelical Lutheran Church in America.

†S9.02. In all elections by the Synod Assembly, other than for the bishop, a majority of the legal 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 legal 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 legal 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 legal votes on the second ballot, and two-thirds of the legal 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 legal votes on the third ballot, and 60 percent of the legal votes cast shall be necessary for election. On subsequent ballots a majority of the legal votes cast shall be necessary for election. These ballots shall be limited to the two persons (plus ties) who receive the greatest number of legal votes on the previous ballot.

- S9.05.** The Nominating Committee shall nominate at least one person for vice president; additional nominations may be made from the floor.
- S9.06.** The Synod Council shall nominate at least one person for secretary; additional nominations may be made from the floor.
- S9.07.** If the treasurer is elected, the Synod Council shall nominate at least one person for treasurer; additional nominations may be made from the floor.
- S9.08.** In all elections, except for the bishop, the names of the persons receiving the highest number of legal votes, but not elected by a majority of the legal votes cast on a preceding ballot, shall be entered on the next ballot to the number of two for each vacancy unfilled. On any ballot when only two names appear, a majority of the legal votes cast shall be necessary for election.
- S9.09.** The result of each ballot in every election shall be announced in detail to the assembly.
- †**S9.10.** When notified by the secretary of this church, on behalf of the Nominating Committee of the Churchwide Assembly, the Synod Assembly shall nominate two persons in the specified categories for possible election by the Churchwide Assembly to the Church Council.
- S9.11.** The Synod Council shall elect or appoint representatives to the steering committee of its region.
- †**S9.12.** Background checks and screening shall be required and completed for persons nominated as synod officers prior to their election, if possible, or as soon as practical after their election. The specific procedures and timing of background checks and screening shall be determined by the Synod Council.

Chapter 10.

SYNOD COUNCIL

- †**S10.01.** The Synod Council, consisting of the four officers of the synod, 10 to 24 other members, and at least one youth and at least one young adult, shall be elected by the Synod Assembly.
- a. Each person elected to the Synod Council shall be a voting member of a congregation of this synod, with the exception of ministers on a roster of this synod who reside outside the territory of this synod. The process for election and the term of office when not otherwise provided shall be specified in the bylaws. A member of the Church Council of the Evangelical Lutheran Church in America, unless otherwise elected as a voting member of the Synod Council, may serve as an advisory member of the Synod Council with voice but not vote.

- b. The term of office of members of the Synod Council, with the exception of the officers and the youth member, shall be _____ years.
- †S10.02. The Synod Council shall be the board of directors of this synod and shall serve as its interim legislative authority between meetings of the Synod Assembly. It may make decisions that are not in conflict with actions taken by the Synod Assembly or that 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 this 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 roster of Ministers of Word and Sacrament and the roster of Ministers of Word and Service, receive and act upon appropriate recommendations regarding those persons whose status is subject to reconsideration and action under the constitution and bylaws of the Evangelical Lutheran Church in America, and make a report to the Synod Assembly of the Synod Council's actions in this regard.
 - e. Issue letters of call to rostered ministers as authorized by Chapter 7 of the constitution and bylaws of the Evangelical Lutheran Church in America.
 - f. Fill vacancies until the next regular meeting of the Synod Assembly, except as may otherwise be provided in the constitution or bylaws of this synod, and determine the fact of the incapacity of an officer of this synod.
 - 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 this 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 meet the requirements of the position to which she or he was elected, 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.
- S10.08. *Robert's Rules of Order*, latest edition, shall govern parliamentary procedure of all meetings of the Synod Council.

- S10.08.01.** To the extent permitted by state law, meetings of the Synod Council and its committees may be held electronically or by telephone conference, and notice of all meetings may be provided electronically.

Chapter 11.

COMMITTEES

(names of other organizational units)

- †**S11.01.** There shall be an Executive Committee, a Consultation Committee, a Committee on Discipline, a Mutual Ministry Committee, an Audit Committee, and such other committees as this synod may from time to time determine. The duties and functions of such committees, or any other organizational units created by this synod, and the composition and organizational structure of such units, shall be as set forth in this constitution or in the bylaws or continuing resolutions, and shall be subject to any applicable provisions or requirements of the constitution and bylaws of the Evangelical Lutheran Church in America.
- †**S11.02.** The Consultation Committee of this synod shall consist of at least six persons and not more than 12 persons, of whom half shall be ministers of Word and Sacrament and half shall be laypersons, who shall each be elected by the Synod Assembly for a term of six years without consecutive re-election. The functions of the Consultation Committee are set forth in Chapter 20 of the *Constitution, Bylaws, and Continuing Resolutions of the Evangelical Lutheran Church in America* and in Chapter 17 of this constitution. The size of the Consultation Committee, in accord with this provision, shall be defined in this synod's bylaws.
- †**S11.03.** The Committee on Discipline of this synod shall consist of 12 persons, of whom six shall be ministers of Word and Sacrament and six shall be laypersons, who shall each be elected by the Synod Assembly for a term of six years without consecutive re-election.
- a. The functions of the Committee on Discipline of this synod are set forth in Chapter 20 of the *Constitution, Bylaws, and Continuing Resolutions of the Evangelical Lutheran Church in America*.
 - b. The Synod Council shall fill vacancies on the Committee on Discipline for any unexpired term.
- †**S11.04.** The Mutual Ministry Committee shall be appointed by the Executive Committee of the Synod Council to provide support and counsel to the bishop.
- †**S11.05.** The Audit Committee of this synod shall consist of three to six persons, none of whom is a member of the synod staff. Up to half of the committee members may be Synod Council members. The Audit Committee members shall be elected by the Synod Council for a term of three years and be eligible for re-election to a second consecutive three-year term. The terms of the Audit Committee members shall be staggered. The Audit Committee shall be responsible for assisting the Synod Council in fulfilling its general oversight of the synod's

accounting, financial reporting, internal control systems, and external audit processes as provided in †S15.31.

S11.10. General Provisions

S11.11. 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. With the exception of ministers on the rosters of this synod who reside outside the territory of this synod, each member of a committee of this synod, or any other organizational unit created by this synod, shall be a voting member of a congregation of this synod.

Chapter 12.

**CONFERENCES, CLUSTERS, COALITIONS,
AREA SUBDIVISIONS, AND NETWORKS**

†S12.01. This synod may establish conferences, clusters, coalitions, area subdivisions, and networks as appropriate within its territory and in collaboration with other synods and entities, as specified in the bylaws and continuing resolutions. The purpose of such groupings shall be to foster interdependent relationships for missional purposes among congregations, synods, the churchwide organization, and other affiliates.

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 roster of congregations of this synod, shall adopt the *Model Constitution for Congregations* or one acceptable to this synod that is not in contradiction to the constitution and bylaws of the Evangelical Lutheran Church in America.

- a. **New congregations.** A congregation newly formed by this church and any congregation seeking recognition and reception by this church shall:
 - 1) Accept the criteria for recognition and reception as a congregation of this church, fulfill the functions of the congregation, and accept the governance provisions as provided in Chapter 9 of the constitution and bylaws of this church.
 - 2) Adopt governing documents that include fully and without alterations the Preamble, Chapter 1, where applicable, and all required provisions of Chapters 2, 3, 4, 5, 6, 7, 8, 9, 15, 16, 17, 18, and 19 in the *Model Constitution for Congregations* consistent with requirements of the constitutions, bylaws, and continuing resolutions of this church. Bylaws and continuing resolutions, appropriate for inclusion in these chapters and

not in conflict with these required provisions in the *Model Constitution for Congregations*, the constitution of this synod, or the *Constitution, Bylaws, and Continuing Resolutions of the Evangelical Lutheran Church in America*, may be adopted as described in Chapters 17 and 18 of the *Model Constitution for Congregations*.

- 3) Accept the commitments expected of all congregations of this church as stated in *C6.01., *C6.02., and *C6.03. of the *Model Constitution for Congregations*.
 - b. **Congregations from another church body.** If a congregation is a member of another church body, the leadership of the congregation first should consult with the appropriate authorities of that church body before taking action to leave its current church body. After such consultation, leaders of the congregation should contact the ELCA synod bishop or staff where the congregation is located. The synod bishop or synod staff where the transferring or independent congregation is located shall confer with the congregation to assure its understanding and acceptance of commitment to and affiliation with this church.
 - c. **Recognition and reception.** Recognition and reception into this church of transferring or independent congregations by the Evangelical Lutheran Church in America is based on the judgment of the synod and action by the synod through the Synod Council and Synod Assembly. The synod bishop shall provide for prompt reporting of such additions to the secretary of this church for addition to the roster of congregations.
- †S13.02. It shall be the responsibility of each congregation of this synod 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, coalition, or other area subdivision 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 rostered minister resigns, the Congregation Council shall receive the letter of resignation, report it to the congregation, and at once notify the bishop of this synod.
- S13.12. A congregation under financial obligation to its former rostered minister shall make satisfactory settlement of the obligation before calling a successor.
- †S13.20. A congregation considering a relocation shall confer with the bishop of the synod in which it is territorially located and the appropriate unit of the churchwide organization before any steps are taken leading to such action. The approval of the Synod Council shall be received before any such action is effected.
- †S13.21. A congregation considering development of an additional site to be used regularly for worship shall confer with the bishop of the synod in which it

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- is territorially located and the appropriate unit of the churchwide organization before any steps are taken leading to such action.
- †S13.22. Each congregation of the Evangelical Lutheran Church in America within the territory of this synod, except those which are in partnership with the Slovak Zion Synod, shall establish and maintain a relationship with this synod.
- †S13.23. Provision 9.71. of the constitution of this church shall govern the relationship of this synod and a congregation of this synod regarding the property of the congregation. This synod may transfer or convey property to a congregation of the synod, subject to restrictions accepted by the congregation, including provision that if the Synod Council, in its sole and exclusive discretion, determines (1) that the property is not being used to serve the mission and ministry needs of this church, or (2) that the congregation has transferred, encumbered, mortgaged, or in any way burdened or impaired any right, title, or interest in the property without the prior approval of the Synod Council, then title to the property shall revert to the synod, and the congregation, upon written demand, shall reconvey the property to the synod.
- †S13.24. The Synod Council, itself or through trustees appointed by it, may take charge and control of the property of a congregation of this synod to hold, manage, and convey the same on behalf of this synod, if any of the following apply:
- a. The congregation has disbanded, ceased to worship, or otherwise ceased to exist as a congregation.
 - b. The congregation has abandoned its property.
 - c. The remaining members of the congregation decide that it is no longer possible to function as a congregation or that they are unable to provide required governance.
 - d. The Synod Council determines that the membership of a congregation has become so scattered or so diminished in numbers that it cannot provide required governance or that it has become impractical for the congregation to fulfill the purposes for which it was organized.
 - e. The Synod Council determines that it is necessary for this synod to protect and preserve the congregation's property from waste and deterioration.
- The congregation shall have the right to appeal any such decision to the next Synod Assembly.
- S13.25. This synod may temporarily assume administration of a congregation upon its request or with its concurrence. Such synod administration shall continue only so long as necessary to complete the purposes for which it was requested by the congregation or until the congregation withdraws consent to continued administration.
- S13.30. Discipline**
- †S13.31. Congregations and members of congregations are subject to discipline in accordance with the provisions of Chapter 20 of the *Constitution*,

Bylaws, and Continuing Resolutions of the Evangelical Lutheran Church in America. The synod's involvement in and responsibility for such disciplinary processes shall be as set forth in that chapter.

S13.40. Synod-authorized Worshiping Communities

S13.41. Authorized worshiping communities, acknowledged under criteria, policies, and procedures approved by the Church Council of the Evangelical Lutheran Church in America, shall accept and adhere to the Confession of Faith and Statement of Purpose of this church, shall be served by leadership under the criteria of this church, and shall be subject to the discipline of this church.

Chapter 14.

ROSTERED MINISTERS

S14.10. Ministers of Word and Sacrament

†**S14.11.** The time and place of the ordination of those persons properly called to ministry in this synod shall be authorized by the bishop of this synod.

†**S14.12.** Consistent with the faith and practice of the Evangelical Lutheran Church in America,

a. Every minister of Word and Sacrament shall:

- 1) preach the Word;
- 2) administer the sacraments;
- 3) conduct public worship;
- 4) provide pastoral care;
- 5) seek out and encourage qualified persons to prepare for the ministry of the Gospel;
- 6) impart knowledge of this church and its wider ministry through available channels of effective communication;
- 7) witness to the Kingdom of God in the community, in the nation and abroad; and
- 8) speak publicly to the world in solidarity with the poor and oppressed, calling for justice and proclaiming God's love for the world.

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

- 1) offer instruction, confirm, marry, visit the sick and distressed, and bury the dead;
- 2) relate to all schools and organizations of the congregation;
- 3) install regularly elected members of the Congregation Council;
- 4) with the council, administer discipline;
- 5) endeavor to increase the support given by the congregation to the work of the churchwide organization and of this synod; and
- 6) encourage adherence to covenantal relationship with this church as expressed in the *Constitutions, Bylaws, and Continuing Resolutions of the Evangelical Lutheran Church in America.*

S14.13. The pastor (a) shall keep accurate parochial records of all baptisms, confirmations, marriages, burials, communicants, members received,

members dismissed, or members excluded from the congregation, (b) shall submit a summary of such statistics annually to this synod, and (c) shall become a member of the congregation upon receipt and acceptance of the letter of call. In a parish of multiple congregations, the pastor shall hold membership in one of the congregations.

S14.14. 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 congregation nearer to their place of residence.

S14.15. Each minister of Word and Sacrament on the roster of this synod shall submit a report of his or her ministry to the bishop of the synod at least 90 days prior to each regular meeting of the Synod Assembly.

†**S14.16.** When a congregation of this church desires to call a pastor or a candidate for the ministry of Word and Sacrament of this church:

- a. Each congregation of this synod shall consult the bishop of this synod before taking any steps leading to the extending of a call to a prospective pastor.
- b. For issuance of a letter of call to a pastor or candidate by a congregation of this synod in accord with ELCA constitutional provision 7.41., a two-thirds vote shall be required of voting members of the congregation present and voting at a meeting regularly called for the purpose of issuing such a call.
- c. When the congregation has voted to issue a call to a prospective pastor, the letter of call shall be submitted to the bishop of this synod for the bishop's signature.

S14.17. No minister of Word and Sacrament shall accept a call without first conferring with the bishop of this synod. A minister of Word and Sacrament shall respond with an answer of acceptance or declination to a letter of call within 30 days of receipt of such call. In exceptional circumstances with the approval of the bishop of this synod and the president of the Congregation Council of the congregation issuing the call, an additional 15 days may be granted to respond to a letter of call.

†**S14.18.** The provisions for termination of the mutual relationship between a minister of Word and Sacrament and a congregation shall be as follows:

- a. The call of a congregation, when accepted by a pastor, shall constitute a continuing mutual relationship and commitment which shall be terminated only by the pastor's death or, following consultation with the synod bishop, for the following reasons:
 - 1) mutual agreement to terminate the call or the completion of a call for a specific term;
 - 2) resignation of the pastor, which shall become effective, unless otherwise agreed, no later than 30 days after the date on which it was submitted;
 - 3) inability to conduct the pastoral office effectively in that congregation in view of local conditions;
 - 4) physical disability or mental incapacity of the pastor;

- 5) suspension of the pastor through discipline for more than three months;
 - 6) resignation or removal of the pastor from the roster of Ministers of Word and Sacrament of this church;
 - 7) termination of the relationship between this church and the congregation;
 - 8) dissolution of the congregation or the termination of a parish arrangement; or
 - 9) suspension of the congregation through discipline for more than six months.
- b. When allegations of physical disability or mental incapacity of the pastor under paragraph a.4) above, or ineffective conduct of the pastoral office under paragraph a.3) above, have come to the attention of the bishop of this synod,
- 1) the bishop in his or her sole discretion may investigate such conditions personally together with a committee of two rostered ministers and one layperson, or
 - 2) when such allegations have been brought to the synod's attention by an official recital of allegations by the Congregation Council or by a petition signed by at least one-third of the voting members of the congregation, the bishop personally shall investigate such conditions together with a committee of two rostered ministers and one layperson.
- c. In case of alleged physical disability or mental incapacity under paragraph a.4) above, the bishop's committee shall obtain and document competent medical opinion concerning the pastor's condition. When a disability or incapacity is evident to the committee, the bishop of this synod may declare the pastorate vacant. When the pastorate is declared vacant, the Synod Council shall list the pastor on the roster of Ministers of Word and Sacrament with disability status. Upon removal of the disability and restoration of the pastor to health, the bishop shall take steps to enable the pastor to resume the ministry, either in the congregation last served or in another appropriate call.
- d. In the case of alleged local difficulties that imperil the effective functioning of the congregation under paragraph a.3) above, the bishop's committee shall endeavor to hear from all concerned persons, after which the bishop together with the committee shall present their recommendations first to the pastor and then to the congregation. The recommendations of the bishop's committee must address whether the pastor's call should come to an end and, if so, may suggest appropriate severance arrangements. The committee may also propose other actions that should be undertaken by the congregation and by the pastor, if appropriate. If the pastor and congregation agree to carry out such recommendations, no further action need be taken by the synod.

- e. If either party fails to assent to the recommendations of the bishop's committee concerning the pastor's call, the congregation may dismiss the pastor only at a legally called meeting after consultation with the bishop, either (a) by a two-thirds vote of the voting members present and voting where the bishop and the committee did not recommend termination of the call, or (b) by a majority vote of the voting members present and voting where the bishop and the committee recommended termination of the call.
 - f. If, in the course of proceedings described in paragraph c. or paragraph d. above, the bishop's committee concludes that there may be grounds for disciplinary action, the committee shall make recommendations concerning disciplinary action in accordance with the provisions of this church's constitution, bylaws, and continuing resolutions.
- †S14.19. Ministers of Word and Sacrament shall respect the integrity of the ministry of congregations which they do not serve and shall not exercise ministerial functions therein unless invited to do so by the pastor, or if there is no duly called pastor, then by the interim pastor in consultation with the Congregation Council.
- †S14.21. The parochial records of all baptisms, confirmations, marriages, burials, communicants, members received, members transferred or dismissed, members who have become inactive, or members excluded from the congregation shall be kept accurately and permanently. They shall remain the property of each congregation. At the time of the closure of a congregation, such records shall be sent to the regional archives. The secretary of the congregation shall attest to the bishop of this synod that such records have been placed in his or her hands in good order by a departing pastor before:
- a. installation in another call, or
 - b. approval of a request for change in roster status.
- †S14.22. The pastor shall make satisfactory settlement of all financial obligations to a former congregation before:
- a. installation in another call, or
 - b. approval of a request for change in roster status.
- †S14.23. During service to a congregation, an interim pastor shall have the rights and duties in the congregation of a regularly called pastor. The interim pastor may delegate the same in part to an interim supply pastor with the consent of the bishop of this synod. The interim pastor and any rostered minister who may assist shall refrain from exerting influence in the selection of a pastor. Upon completion of service, the interim pastor shall certify to the bishop of this synod that the parochial records, for the period for which the interim pastor was responsible, are in order.
- †S14.24. With the approval of the synod 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 †S14.18., a congregation may call a pastor for a specific term. Details of such calls shall be in writing setting forth the purpose and conditions

involved. Prior to the completion of a term, the bishop of this synod or a representative of the bishop shall meet with the pastor and representatives of the congregation for a review of the call. Such call may also be terminated before its expiration in accordance with the provisions of †S14.18.

S14.25. All ministers of Word and Sacrament under a call shall attend meetings of the Synod Assembly, and the pastors of congregations shall also attend the meetings of the conference, cluster, coalition, or other area subdivision to which the congregation belongs.

S14.30. Ministers of Word and Service

†S14.31. The time and place of the ordination of those persons properly called to ministry in this synod shall be authorized by the bishop of this synod.

†S14.32. Consistent with the faith and practice of the Evangelical Lutheran Church in America, every minister of Word and Service shall:

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

S14.33. The minister of Word and Service shall become a member of the congregation upon receipt and acceptance of the letter of call. In a parish of multiple congregations, the minister of Word and Service shall hold membership in one of the congregations.

S14.34. Each minister of Word and Service on the roster of this synod shall submit a report of his or her ministry to the bishop of the synod at least 90 days prior to each regular meeting of the Synod Assembly.

†S14.41. When a congregation of this church desires to call a minister of Word and Service or a candidate for the ministry of Word and Service of this church:

- a. Each congregation of this synod shall consult the bishop of this synod before taking any steps leading to the extending of a call to a prospective minister of Word and Service.
- b. For issuance of a letter of call to a minister of Word and Service or candidate by a congregation of this synod in accord with ELCA constitutional provision 7.71., a two-thirds vote shall be required of members of the congregation present and voting at a meeting regularly called for the purpose of issuing such a call.
- c. When the congregation has voted to issue a call to a prospective minister of Word and Service, the letter of call shall be submitted to the bishop of this synod for the bishop's signature.

S14.42. No minister of Word and Service shall accept a call without first conferring with the bishop of this synod. A minister of Word and Service shall respond with an answer of acceptance or declination to a letter of call within 30 days of receipt of such call. In exceptional circumstances with the approval of the bishop of this synod and the president of the Congregation Council of the congregation issuing the call, an additional 15 days may be granted to respond to a letter of call.

†S14.43. The provisions for termination of the mutual relationship between a minister of Word and Service and a congregation shall be as follows:

- a. The call of a congregation, when accepted by a minister of Word and Service, shall constitute a continuing mutual relationship and commitment which shall be terminated only by the deacon's death or, following consultation with the synod bishop, for the following reasons:
 - 1) mutual agreement to terminate the call or the completion of a call for a specific term;
 - 2) resignation of the minister of Word and Service, which shall become effective, unless otherwise agreed, no later than 30 days after the date on which it was submitted;
 - 3) inability to conduct the office effectively in that congregation in view of local conditions;
 - 4) physical disability or mental incapacity of the minister of Word and Service;
 - 5) suspension of the minister of Word and Service through discipline for more than three months;
 - 6) resignation or removal of the minister of Word and Service from the roster of Ministers of Word and Service of this church;
 - 7) termination of the relationship between this church and the congregation;
 - 8) dissolution of the congregation or the termination of a parish arrangement; or
 - 9) suspension of the congregation through discipline for more than six months.
- b. When allegations of physical disability or mental incapacity of the minister of Word and Service under paragraph a.4) above, or

ineffective conduct of the ministry of Word and Service under paragraph a.3) above, have come to the attention of the bishop of this synod,

- 1) the bishop in his or her sole discretion may investigate such conditions personally together with a committee of two rostered ministers and one layperson, or
 - 2) when such allegations have been brought to the synod's attention by an official recital of allegations by the Congregation Council or by a petition signed by at least one-third of the voting members of the congregation, the bishop personally shall investigate such conditions together with a committee of two rostered ministers and one layperson.
- c. In case of alleged physical disability or mental incapacity under paragraph a.4) above, the bishop's committee shall obtain and document competent medical opinion concerning the minister of Word and Service's condition. When a disability or incapacity is evident to the committee, the bishop of this synod may declare the position vacant. When the position is declared vacant, the Synod Council shall list the deacon on the roster of Ministers of Word and Service with disability status. Upon removal of the disability and restoration of the minister of Word and Service to health, the bishop shall take steps to enable the minister of Word and Service to resume the ministry, either in the congregation last served or in another appropriate call.
- d. In the case of alleged local difficulties that imperil the effective functioning of the congregation under paragraph a.3) above, the bishop's committee shall endeavor to hear from all concerned persons, after which the bishop together with the committee shall present their recommendations first to the minister of Word and Service and then to the congregation. The recommendations of the bishop's committee address whether the minister of Word and Service's call should come to an end and, if so, may suggest appropriate severance arrangements. The committee may also propose other actions that should be undertaken by the congregation and by the minister of Word and Service, if appropriate. If the minister of Word and Service and congregation agree to carry out such recommendations, no further action need be taken by the synod.
- e. If either party fails to assent to the recommendations of the bishop's committee concerning the minister of Word and Service's call, the congregation may dismiss the minister of Word and Service only at a legally called meeting after consultation with the bishop, either (a) by a two-thirds vote of the voting members present and voting where the bishop and the committee did not recommend termination of the call, or (b) by a majority vote of the voting members present and voting where the bishop and the committee recommended termination of the call.

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- f. If, in the course of proceedings described in paragraph c. or paragraph d. above, the bishop's committee concludes that there may be grounds for disciplinary action, the committee shall make recommendations concerning disciplinary action in accordance with the provisions of this church's constitution, bylaws, and continuing resolutions.
- †S14.44. Ministers of Word and Service shall respect the integrity of the ministry of congregations which they do not serve and shall not exercise ministerial functions therein unless invited to do so by the Congregation Council.
- †S14.45. The minister of Word and Service shall make satisfactory settlement of all financial obligations to a former congregation before:
 - a. installation in another call, or
 - b. approval of a request for change in roster status.
- †S14.46. With the approval of the synod bishop expressed in writing, which sets forth a clear statement of the purpose to be served by such a departure from the normal rule of permanency of the call as expressed in †S14.43., a congregation may call a minister of Word and Service for a specific term. Details of such calls shall be in writing setting forth the purpose and conditions involved. Prior to the completion of a term, the bishop of this synod or a representative of the bishop shall meet with the minister of Word and Service and representatives of the congregation for a review of the call. Such call may also be terminated before its expiration in accordance with the provisions of †S14.43.
- S14.47. All ministers of Word and Service under a call shall attend meetings of the Synod Assembly, and the ministers of Word and Service of congregations shall also attend the meetings of the conference, cluster, coalition, or other area subdivision to which the congregation belongs.

Chapter 15.

FINANCIAL MATTERS

- †S15.01. The fiscal year of this synod shall be February 1 through January 31.
- †S15.11. Since the congregations, synods, and churchwide organization are interdependent expressions that share in God's mission, all share in the responsibility to develop, implement, and strengthen the financial support of the whole church. The gifts and offerings of the members of the Evangelical Lutheran Church in America are given to support all parts of this church, the unity of 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 or amount of each congregation's mission support as determined in consultation with the churchwide organization and approved by the Synod Assembly as part of its budget consideration.
 - c. Should the Synod Assembly not approve the proportionate share of mission support determined in consultation with the churchwide organization, a new consultation with the churchwide organization shall take place. The Synod Council is authorized to amend the budget adopted by the Synod Assembly to reflect the results of this consultation.
- †S15.12. The annual budget of this synod shall reflect the entire range of its own activities and its commitment to supportive funding with other synods and the churchwide organization.
- 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 percent of the sum of the amounts scheduled in the next year's budget for regular distribution to synod 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 recommended by the synod Audit Committee and approved by the Synod Council. The audited annual financial report shall be submitted by this synod to the churchwide Office of the Treasurer and to the congregations of this synod. The financial reports shall be in the format approved from time to time by the churchwide Office of the Treasurer.
- †S15.32. This synod shall maintain adequate, continuous insurance coverage in accordance with standards recommended by the churchwide organization. Insurance programs offered or endorsed by the churchwide organization shall be deemed to fulfill this obligation.

Chapter 16. INDEMNIFICATION

- †S16.01. Subject to the limitations and duties imposed by law, each person who is or was made or threatened to be made a party to any proceeding by reason of the present or former capacity of that person as a Synod Council member, officer, employee, or committee member of this synod shall be indemnified against all costs and expenses incurred by that person in connection with the proceeding. Indemnification of any person by reason of that person's capacity as a director, officer, employee, or committee member of any other organization, regardless of its form or relationship to this synod, is subject to the provisions of section †S16.02.
- a. The term "proceeding" means a threatened, pending, or completed lawsuit, whether civil or criminal, an administrative or investigative matter, arbitration, mediation, alternative dispute resolution, or any other similar legal or governmental action. Except as otherwise required by law, the term "proceeding" does not include (a) any action by this synod against the individual seeking indemnification, or (b) subject to †S16.04., a disciplinary hearing or related process described in Chapter 20 of the *Constitution, Bylaws, and Continuing Resolutions of the Evangelical Lutheran Church in America*.
 - b. The term "indemnification" includes reimbursement and advances of costs and expenses for judgments, penalties, fines, settlements, excise taxes, reasonable attorneys' fees, disbursements, and similar required expenditures.
- †S16.02. Whenever a person who, while a Synod Council member, officer, committee member, or employee of this synod, is or was serving at the request of this synod as (or whose duties in that position involve or involved service in the capacity of) a director, officer, partner, trustee, employee, or agent of another organization, is or was made or threatened to be made a party to a proceeding by reason of such capacity, then such person shall be entitled to indemnification only if (a) the Synod Council has established a process for determining whether a person serving in the capacity described in this section shall be entitled to indemnification in any specific case, and (b) that process has been applied in making a specific determination that such person is entitled to indemnification.
- †S16.03. This synod may purchase and maintain insurance on behalf of itself or any person entitled to indemnification pursuant to this chapter against any liability asserted against and incurred by this synod or by such other person in or arising from a capacity described in section †S16.01. or section †S16.02.
- †S16.04. When written charges against a rostered minister of this church are made in disciplinary proceedings under Chapter 20 of the *Constitution, Bylaws, and Continuing Resolutions of the Evangelical Lutheran Church in America* by the synod bishop or when written charges against a congregation are made in disciplinary proceedings by the Synod Council or the synod bishop, and the discipline hearing committee determines that no discipline shall be

imposed, then if such determination is not reversed or set aside on appeal, indemnification shall be made by the synod to the accused for reasonable attorney's fees and other reasonable expenses related to the defense of the charges. The determination of the reasonableness of such fees and expenses shall be decided by the Synod Council.

Chapter 17.

CONSULTATION AND ADJUDICATION

- †S17.01. The synod bishop and the Executive Committee of the Synod Council shall be available to give counsel when disputes arise within this synod.
- †S17.02. The synod bishop and the Executive Committee of the Synod Council shall receive expressions of concern from rostered ministers of this church, congregations, and organizations within this 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 a concern relates directly to the synod bishop, the synod vice president will lead the Executive Committee's efforts at resolving the matter. When the matter at issue cannot be resolved in this manner, applicable procedures for investigation, decision, appeal, and adjudication shall be followed. Allegations or charges that could lead to the discipline of a rostered minister of this church shall not be addressed by the Executive Committee but shall be resolved through the disciplinary process set forth in the *Constitution, Bylaws, and Continuing Resolutions of the Evangelical Lutheran Church in America*.
- †S17.03. When there is disagreement between or among congregations of this synod on a substantive issue that cannot be resolved by the parties, the council of an affected congregation may petition the synod bishop for a consultation after informing the other affected congregation(s) of its intent to do so. If this consultation fails to resolve the issue, the bishop shall refer the matter to the Consultation Committee of the synod, which shall undertake efforts to find an appropriate solution. If the Consultation Committee's efforts fail to resolve the issue(s), the entire matter shall be referred to the Synod Council for adjudication by whatever process the council deems necessary. The decision of the Synod Council shall be final.
- †S17.04. When conferences, clusters, coalitions, or area subdivisions of this synod have a disagreement on a substantive issue that they cannot resolve, the aggrieved party or parties may petition the synod bishop and the Executive Committee of the Synod Council requesting a consultation after informing the other affected parties of their intent to do so. 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.

†S17.10. **Adjudication in a Congregation**

†S17.11. When there is disagreement between or among factions within a congregation on a substantive issue which cannot be resolved by the parties, members of the congregation may petition the synod bishop for consultation after informing the president of the Congregation Council of their intent to do so. The synod bishop shall seek a timely resolution of the dispute. If the issue relates directly to the pastor, the bishop may begin the process in †S14.18.d. In all other matters, if the bishop's consultation fails to resolve the issue, the bishop shall refer the matter to the Consultation Committee of the synod, which shall undertake efforts to find an appropriate solution. If the Consultation Committee's efforts fail to resolve the dispute, the entire matter shall be referred to the Synod Council for adjudication by whatever process the council deems necessary. The Synod Council's decision shall be final.

Chapter 18.

AMENDMENTS, BYLAWS, AND CONTINUING RESOLUTIONS

†S18.10. **Amendments to Constitution**

†S18.11. Certain sections of this constitution incorporate and record therein required provisions of the constitution and bylaws of this church. If such provisions are amended by the Churchwide Assembly, 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 the Evangelical Lutheran Church in America.

†S18.12. Whenever the secretary of the Evangelical Lutheran Church in America officially informs this synod that the Churchwide Assembly has amended the *Constitution for Synods*, this constitution may be amended to reflect any such amendment by a majority vote at any subsequent meeting of the Synod Assembly without presentation at a prior Synod Assembly. An amendment that is identical to a provision of the *Constitution for Synods* shall be deemed to have been ratified upon its adoption by this synod. The Church Council, through the secretary of this church, shall be given prompt notification of its adoption.

†S18.13. Other amendments to this constitution may be adopted by this synod through either of the following procedures:

- a. Introduced with the support of at least _____ voting members and having been approved by a two-thirds vote of the voting members present and voting at a regular meeting of the Synod Assembly, an amendment may be adopted unchanged by a two-thirds vote at the next regular meeting of the Synod Assembly.
- b. The Synod Council may propose an amendment, with notice to be sent to the congregations of this synod at least six months prior to the next regular meeting of the Synod Assembly. Such an amendment shall require for adoption a two-thirds vote of the voting members present and voting at such a regular meeting of the Synod Assembly.

All such amendments shall become effective upon ratification by the Churchwide Assembly or by the Church Council.

†S18.20. **Amendments to Bylaws**

†S18.21. This synod may adopt bylaws not in conflict with this constitution or with the constitution and bylaws of the churchwide organization. This synod may amend its bylaws at any meeting of the Synod Assembly by a two-thirds vote of voting members of the assembly present and voting. Newly adopted bylaws and amendments to existing bylaws shall be reported to the secretary of this church.

†S18.30. **Amendments to Continuing Resolutions**

†S18.31. This synod may adopt continuing resolutions not in conflict with this constitution or its bylaws or the constitution, bylaws, and continuing resolutions of the churchwide organization. Such continuing resolutions may be adopted or amended by a majority vote of the Synod Assembly or by a two-thirds vote of Synod Council. Newly adopted continuing resolutions and amendments to existing continuing resolutions shall be reported to the secretary of this church.





**Evangelical Lutheran
Church in America**

God's work. Our hands.

MODEL CONSTITUTION

FOR

CONGREGATIONS

OF THE

EVANGELICAL LUTHERAN

CHURCH IN AMERICA[®]

2019

INTRODUCTION to the *Model Constitution for Congregations*

The *Model Constitution for Congregations of the Evangelical Lutheran Church in America*, like the other governing documents of this church, reflects the theology and polity of this church as it organizes itself to preach the gospel of Jesus Christ, share the sacraments, reach out to the neighbor with good news and share the love of God in the world. Each expression of this church — churchwide, synod, and congregation — is held together in a relationship of interdependence that encourages each to respond to its context. These documents also demonstrate our commitment to seeing ourselves with others as part of the one, holy, catholic, and apostolic Church. As such, the *Model Constitution for Congregations* is deeply rooted in Scripture, the Lutheran Confessions, and the history of this church and its predecessors.

The *Model Constitution for Congregations* was adopted by the Constituting Convention of the Evangelical Lutheran Church in America, as required by the *Constitutions, Bylaws, and Continuing Resolutions of the Evangelical Lutheran Church in America*. This current edition of the *Model Constitution for Congregations of the Evangelical Lutheran Church in America* contains changes adopted by all churchwide assemblies, including the fifteenth Churchwide Assembly in 2019. It is consistent with the requirements of the governing documents of the ELCA's churchwide organization and synods, and it provides organizational flexibility to recognize the context of local congregations.

► **Required provisions:** Sections of this constitution marked by an asterisk [*] are required when a congregation amends its governing documents. These sections must be used without alteration or amendment of the text in any manner (i.e., neither additions nor deletions are permissible). This requirement is based on provision 9.52. in the *Constitution, Bylaws, and Continuing Resolutions of the Evangelical Lutheran Church in America*. This provision requires that when a congregation of this church “wishes to amend any provision of its governing documents, the governing documents of that congregation shall be so amended to conform to 9.25.b.” in the churchwide constitution. Provisions in the *Model Constitution for Congregations* identified by an asterisk [*] are those required under ELCA constitutional provision 9.25.b.

► **Review by synod:** Each congregation of this church is to provide a copy of its governing documents, and any amendments thereto, to its synod. In accordance with ELCA bylaw 9.53.03., amendments to a congregation constitution become effective *only* when approved by the synod. This bylaw provides:

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 notify the congregation of its decision to approve or disapprove the proposed changes; the changes shall go into effect upon notification that the synod has approved them. The synod shall recognize that congregations may organize themselves in a manner which they deem most appropriate.

No governing document amendment will be approved by a synod if it conflicts with the *Constitution, Bylaws, and Continuing Resolutions of the Evangelical Lutheran Church in America*. In order to meet constitutional requirements and to avoid potential problems, all proposed amendments to a congregation's constitutional provisions, bylaws, and continuing resolutions should be submitted to the synod for review.

► **Amendment consistent with the Model Constitution for Congregations:** A congregation that amends its constitution to be in conformity with the *Model Constitution for Congregations* will report these changes to its synod. The amendments become effective upon adoption by the congregation, *C16.04. While synod approval is not required, it is wise to work with the synod in preparing to present these amendments to the congregational meeting.

► **Codification explanation:** The *Model Constitution for Congregations* is organized into chapters by general subject matter and codified as (a) constitutional provisions, (b) bylaws, and (c) continuing resolutions. Each provision is preceded by a capital “C.” If a constitutional provision is mandatory, it will be preceded by an asterisk, “*C.”

- a. Constitutional provisions are codified with two sets of numbers, preceded by a “C”: the chapter number, followed by a period, and a two-digit number. A period follows the two-digit number. Thus, one required constitutional provision related to “Membership” in Chapter 8 is codified as “*C8.02.” A provision in Chapter 12 relating to a report by the Congregation Council to the congregation at an annual meeting is codified as “C12.09.” Constitutional provisions are adopted and amended in accordance with Chapter 16 titled “Amendments.”
- b. Bylaw provisions follow constitutional provisions to which they apply. They are not intended to be organized in a separate document at the end of the constitutional provisions. Bylaws are codified with three sets of numbers: the chapter number (preceded by a “C”), the related constitutional provision number, and a two-digit number. There are periods after the chapter number, after the reference to the constitutional provision, and after the bylaw number. Thus, a bylaw provision related to “Membership” would be codified as “C8.02.01.” A bylaw relating to the contents of an annual report by the Congregation Council to the congregation at an annual meeting would be codified as “C12.09.01.” Because bylaws and continuing resolutions normally relate to specific practices and details of each congregation’s organization, operation, and life, there is not a model set of bylaws or continuing resolutions. Thus, each congregation has discretion and may develop its own bylaws and continuing resolutions, including bylaws and continuing resolutions under required constitutional provisions, but no such bylaw or continuing resolution may conflict with constitutional provisions in the *Model Constitution for Congregations*, the *Constitution, Bylaws, and Continuing Resolutions of the Evangelical Lutheran Church in America*, or the constitution of the synod, as indicated in *C6.03.e. Bylaws are adopted and amended in accordance with Chapters 16 and 17.
- c. Continuing resolutions are intended to provide descriptions of operational patterns and practices or of the ongoing responsibilities of committees or other units within the organizational structure of the congregation. They follow the relevant constitutional provision or bylaw to which they refer. Continuing resolutions also are codified with three sets of numbers, except that the third set is preceded by a capital letter. There are periods after the chapter number, after the reference to the constitutional provision, and after the continuing resolution letter and number. Thus, a continuing resolution describing congregational committees in Chapter 13 might be numbered “C13.07.A19.” The initial

numbers “C13.07.” indicate that the continuing resolution relates to the designated constitutional provision, which in this case provides that the duties of congregational committees may be specified in bylaws or continuing resolutions. The final letter and numbers “A19” designate that this is the first continuing resolution “A” and the year that it was adopted, in this example 2019. Continuing resolutions are adopted and amended in accordance with Chapter 18. Unlike constitutional provisions and bylaws which are adopted by the congregation at a legally called and conducted meeting, continuing resolutions may be adopted either by a congregational meeting or by the Congregation Council.

► **Missing numbers:** You will notice that certain numbers are missing from the numbering sequence in some chapters. These omissions are intentional. For example, in some chapters the number “.10.” and multiples thereof have been reserved for possible use as section headings in future editions.

► **Selection of options:** Alternatives are provided in some places within the *Model Constitution for Congregations*. Alternatives are noted by brackets or blank lines. For example, constitutional provision *C9.01. offers the alternative of election of a call committee by the congregation or by the Congregation Council. Only one alternative should be chosen in each instance where brackets appear in the text. In other provisions, alternative provisions are provided. Thus, in Chapters 11 and 12, regarding “Officers” and “Congregation Council,” options are provided separated by the word “or.” Each congregation should select one of those options, subject to approval through the synod’s constitutional review process. Where a blank line appears, such as in C1.01. or C10.02., the appropriate word, phrase, or number determined by the individual congregation should be inserted.

► **References to church:** In the governing documents, “Church” with a capital letter refers to the one, holy, catholic, and apostolic Church. The words “church” or “this church” in lowercase letters refer to the Evangelical Lutheran Church in America. The specific congregation may be identified, as provided in C1.02., as “this congregation.”

► **Guidelines:** A list of guidelines for a congregation engaging in review and amendment of its constitution is available through each synod office and at ELCA.org.

► **Consultation and concluding comments:** Each synod has a process to review proposed amendments to congregational constitutions. The work of both congregations in amending their governing documents and the synod in reviewing proposed amendments is facilitated by consultation and cooperation *before* proposed amendments are acted upon by the congregation. In addition, each congregation should establish a process for periodic review of its governing documents. You are encouraged to contact your synod office to assist your congregation in its periodic review of governing document provisions and to assess whether problems may exist with respect to proposed amendments.

The important task of amending a constitution is challenging. It is, however, an essential endeavor that merits thoughtful work. In addressing your constitutional responsibilities, may God grant you and your colleagues wisdom, discernment, and commitment to the unity of this church in faithful witness to our Lord and Savior, Jesus Christ.

Secretary Wm Chris Boerger
Evangelical Lutheran Church in America
August 10, 2019

MODEL CONSTITUTION
for
CONGREGATIONS
of the
EVANGELICAL LUTHERAN
CHURCH IN AMERICA®

***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 of _____ (insert full legal name) 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.
- 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.

* Required provision

- *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 Scripture 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. This church confesses the one, holy, catholic, and apostolic Church and is resolved to serve Christian unity throughout the world.
- *C3.03. The Church exists both as an inclusive fellowship and as local congregations gathered for worship and Christian service. Congregations find their fulfillment in the universal community of the Church, and the universal Church exists in and through congregations. The Evangelical Lutheran Church in America, therefore, derives its character and powers both from the sanction and representation of its congregations and from its inherent nature as an expression of the broader fellowship of the faithful. In length, it acknowledges itself to be in the historic continuity of the communion of saints; in breadth, it expresses the fellowship of believers and congregations in our day.
- *C3.04. This church, inspired and led by the Holy Spirit, participates in The Lutheran World Federation as a global communion of churches, engaging in faithful witness to the gospel of Jesus Christ and in service for the sake of God's mission in the world.
- *C3.05. The name Evangelical Lutheran Church in America (ELCA or "this church") as used herein refers in general references to this whole church, including its three expressions: congregations, synods, and the churchwide organization. The name Evangelical Lutheran Church in America is also the name of the corporation of the churchwide organization to which specific references may be made herein.

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 this congregation's ministry and the ministry of the other expressions of the Evangelical Lutheran Church in America.

- h. Foster and participate in interdependent relationships with other congregations, the synod, and the churchwide organization of 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 group and shall review their actions. [Such descriptions shall be contained in continuing resolutions in the section on the Congregation Committees.]
- *C4.05.** This congregation shall adopt and periodically review a mission statement which will provide specific direction for its programs.
- *C4.06.** References herein to the nature of the relationship between the three expressions of this church—congregations, synods, and the churchwide organization—as being interdependent or as being in a partnership relationship describe the mutual responsibility of these expressions in God’s mission and the fulfillment of the purposes of this church as described in this chapter, and do not imply or describe the creation of partnerships, co-ventures, agencies, or other legal relationships recognized in civil law.

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 this congregation’s governing documents is recognized. All remaining authority is retained by this congregation. This congregation is authorized to:
- a. call a pastor as provided in Chapter 9;
 - b. terminate the call of a pastor as provided in Chapter 9;
 - c. call a minister of Word and Service;
 - d. terminate the call of a minister of Word and Service in conformity with the constitution of the Evangelical Lutheran Church in America;
 - e. adopt amendments to the constitution, as provided in Chapter 16, amendments to the bylaws, as specified in Chapter 17, and continuing resolutions, as provided in Chapter 18;
 - f. approve the annual budget;
 - g. acquire real and personal property by gift, devise, purchase, or other lawful means;
 - h. hold title to and use its property for any and all activities consistent with its purpose;

- i. sell, mortgage, lease, transfer, or otherwise dispose of its property by any lawful means;
 - j. elect its [officers][,] [and] Congregation Council, [boards, and committees,] and require [them] [the members of the council] to carry out their duties in accordance with the constitution[,] [and] bylaws[,] [and continuing resolutions]; and
 - k. terminate its relationship with the Evangelical Lutheran Church in America as provided in Chapter 6.
- *C5.04.** This congregation shall elect from among its voting members laypersons to serve as voting members of the Synod Assembly as well as persons to represent it at meetings of any conference, cluster, coalition, or other area subdivision of which it is a member. The number of persons to be elected by this congregation and other qualifications shall be as prescribed in guidelines established by the *(insert name of synod)* of the Evangelical Lutheran Church in America.
- C5.05.** This congregation shall have a mission endowment fund that will operate as specified in this congregation's [bylaws] [continuing resolutions]. The purpose of the mission endowment fund is to provide for mission work beyond the operational budget of this congregation.

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 *(insert name of 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 roster of Ministers of Word and Sacrament 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. These special circumstances are limited either to calling a candidate approved for the roster of Ministers of Word and Sacrament of the Evangelical Lutheran Church in America or to contracting for pastoral services with a minister of Word and Sacrament of a church

body with which the Evangelical Lutheran Church in America officially has established a relationship of full communion.

- d. This congregation agrees to consider ministers of Word and Service for call to other staff positions in this 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 and with the constitution of the synod.

***C6.04.** Affiliation with the Evangelical Lutheran Church in America is 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 or in accordance with provision 9.23. of the constitution and bylaws of the Evangelical Lutheran Church in America.
- d. The *(insert name of synod)* takes charge and control of the property of this congregation to hold, manage, and convey the same on behalf of the synod pursuant to †S13.24. of the synod constitution. This congregation shall have the right to appeal the decision to the next Synod Assembly.
- e. 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 intent to terminate its relationship must be adopted at two legally called and conducted special meetings of this congregation by a two-thirds vote of the voting members present at each meeting. The first such meeting may be held no sooner than 30 days after written notice of the meeting is received by the bishop of the synod, during which time this congregation shall consult with the bishop and the bishop's designees, if any. The times and manner of the consultation shall be determined by the bishop in consultation with the Congregation Council. Unless he or she is a voting member of this congregation, the bishop and the bishop's designees, if any, shall have voice but not vote at the first meeting.
- b. Within 10 days after the resolution has been voted upon at the first meeting, the secretary of this congregation shall submit a copy of the resolution to the bishop, attesting that the special meeting was legally called and conducted and certifying the outcome of the vote, and shall send copies of the resolution and certification to voting members of this congregation.
- c. If the resolution was adopted by a two-thirds vote of the voting members present at the first meeting, the bishop of the synod and this

- congregation shall continue in consultation, as specified in paragraph a. above, during a period of at least 90 days after receipt by the bishop of the attestation and certification as specified in paragraph b. above.
- d. If this congregation, after such consultation, is still considering termination of its relationship with this church, such action may be taken at a legally called and conducted special meeting by a two-thirds vote of the voting members present. Notice of the second meeting shall be sent to all voting members and to the bishop at least 10 days in advance of the meeting. Unless he or she is a voting member of this congregation, the bishop and the bishop's designees, if any, shall have voice but not vote at the second meeting.
 - e. Within 10 days after the resolution has been voted upon, the secretary of this congregation shall submit a copy of the resolution to the bishop, attesting that the second special meeting was legally called and conducted and certifying the outcome of the vote, and shall send copies of the resolution and certification to the voting members of the congregation. If the resolution was adopted by a two-thirds vote of the voting members present at the second meeting, the relationship between the congregation and this church shall be terminated subject to Synod Council approval as required by paragraphs f. and g. below.
 - f. Unless this notification to the bishop also certifies that this congregation has voted to affiliate with another Lutheran denomination, this congregation shall be deemed an independent or non-Lutheran church, in which case *C7.04. shall apply.
 - g. This congregation shall abide by these covenants by and among the three expressions of this church:
 - 1) Congregations seeking to terminate their relationship with this church which fail or refuse to comply with each of the foregoing provisions in *C6.05. shall be required to receive Synod Council approval before terminating their membership in this church.
 - 2) Congregations which had been members of the Lutheran Church in America shall be required, in addition to complying with the foregoing provisions in *C6.05., to receive synod approval before terminating their membership in this church.
 - 3) Congregations established by the Evangelical Lutheran Church in America shall be required, in addition to complying with the foregoing provisions in *C6.05., to satisfy all financial obligations to this church and receive Synod Council approval before terminating their membership in this church.
 - h. If this congregation fails to achieve the required two-thirds vote of voting members present at this congregation's first meeting as specified in paragraph a. above or fails to achieve the required two-thirds vote of voting members present at this congregation's second meeting as specified in paragraph d. above, another attempt to consider termination of relationship with this church must follow all

requirements of *C6.05. and may begin no sooner than six months after the meeting at which the two-thirds vote was not achieved.

- *C6.06. If this congregation considers relocation, it shall confer with the bishop of the synod in which it is territorially located and the appropriate unit of the churchwide organization before any steps are taken leading to such action. The approval of the Synod Council shall be received before any such action is taken.
- *C6.07. If this congregation considers developing an additional site to be used regularly for worship, it shall confer with the bishop of the synod in which it is territorially located and the appropriate unit of the churchwide organization before any steps are taken leading to such action.

Chapter 7. PROPERTY OWNERSHIP

- *C7.01. If this congregation ceases to exist, title to undisposed property shall pass to the (insert name of 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 or pursuant to 9.23. of the constitution and bylaws of the Evangelical Lutheran Church in America, title to property shall continue to reside in this congregation.
- *C7.03. If the voting members of this congregation present at a legally called and conducted special meeting of this congregation vote to transfer to another Lutheran church body, title to property shall continue to reside in this congregation, provided the process for termination of relationship in *C6.05. has been followed. Before this congregation takes action to transfer to another Lutheran church body, it shall consult with representatives of the (insert name of synod).
- *C7.04. If the voting members of this congregation present at a legally called and conducted special meeting of this congregation vote to become independent or relate to a non-Lutheran church body and have followed the process for termination of relationship in *C6.05., title to property of this congregation shall continue to reside in this congregation only with the consent of the Synod Council. The Synod Council, after consultation with this congregation by the process established by the synod, may give approval to the request to become independent or to relate to a non-Lutheran church body, in which case title shall remain with the majority of this congregation. If the Synod Council fails to give such approval, title shall remain with those members who desire to continue as a congregation of the Evangelical Lutheran Church in America. In neither case does title to this congregation's property transfer to the synod.
- *C7.05. Notwithstanding the provisions of *C7.02. and *C7.03. above, where this congregation has received property from the synod pursuant to a deed or other instrument containing restrictions under provision 9.71.a. of the

Constitution, Bylaws, and Continuing Resolutions of the Evangelical Lutheran Church in America, this congregation accepts such restrictions and:

- a. Shall not transfer, encumber, mortgage, or in any way burden or impair any right, title, or interest in the property without prior approval of the Synod Council.
- b. Shall—upon written demand by the Synod Council, pursuant to †S13.23. of the constitution of the *(insert name of synod)*—reconvey and transfer all right, title, and interest in the property to the synod.

Chapter 8. **MEMBERSHIP**

***C8.01.** Members of this congregation shall be those baptized persons on the roll of this 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, during the current or preceding calendar year, shall have communed in this congregation and shall have made a contribution of record to this congregation. Members of this congregation who have satisfied these basic standards shall have the privilege of voice and vote at every regular and special meeting of this congregation as well as the other rights and privileges ascribed to voting members by the provisions of this constitution and its bylaws. They shall not have voted as a seasonal member of another congregation of this church in the previous two calendar months.
- d. **Associate** members are persons holding membership in other [ELCA] [Lutheran] [Christian] congregations who wish to retain such membership but desire to participate in the life and mission of this congregation. These individuals have all the privileges and duties of membership except voting rights or other rights and privileges ascribed to voting members by the provisions of this constitution and its bylaws.

- e. *Seasonal* members are voting members of other congregations of this church who wish to retain such membership but desire to participate in the life and mission of this congregation, including exercising limited voting rights in this congregation. The Congregation Council may grant seasonal membership to such persons provided that this congregation is a member of a synod where the Synod Council has approved seasonal member voting on its territory. Such seasonal members shall have all the privileges and duties of voting members except that:
- 1) they shall not be eligible for elected office in, or for membership on the Congregation Council or on a call committee of, this congregation;
 - 2) they shall not have the right to vote on any matter concerning or affecting the call or termination of call of any minister of this congregation;
 - 3) they shall not have the right to vote on any matter concerning or affecting the affiliation of this congregation with this church;
 - 4) they shall not be eligible to serve as voting members from this congregation of the Synod Assembly or the Churchwide Assembly;
 - 5) they shall not, even if otherwise permitted by this congregation, vote by proxy or by absentee ballot; and
 - 6) they shall not, within any two calendar month period, exercise voting rights in this congregation and in the congregation where they remain voting members.
- *C8.03.** 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, the synod, and the churchwide organization 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 in accordance with Chapter 20 of the constitution and bylaws of the Evangelical Lutheran Church in America; or
 - e. removal from the roll due to inactivity in accordance with the provisions of this constitution and its bylaws.

Such persons who have been removed from the roll of members shall remain persons for whom the Church has a continuing pastoral concern.

Chapter 9.
ROSTERED MINISTER

- *C9.01.** Authority to call a pastor shall be in this congregation by at least a two-thirds vote of voting members present and voting at a meeting legally called for that purpose. Before a call is issued, the officers, or a committee elected by [this congregation][the Congregation Council] to recommend the call, shall seek the advice and help of the bishop of the synod.
- *C9.02.** Only a member of the roster of Ministers of Word and Sacrament of the Evangelical Lutheran Church in America or a candidate for the roster of Ministers of Word and Sacrament who has been recommended for this congregation by the synod bishop may be called as a pastor of this congregation.
- *C9.03.** Consistent with the faith and practice of the Evangelical Lutheran Church in America,
- a. Every minister of Word and Sacrament shall:
 - 1) preach the Word;
 - 2) administer the sacraments;
 - 3) conduct public worship;
 - 4) provide pastoral care;
 - 5) seek out and encourage qualified persons to prepare for the ministry of the Gospel;
 - 6) impart knowledge of this church and its wider ministry through available channels of effective communication;
 - 7) witness to the Kingdom of God in the community, in the nation, and abroad; and
 - 8) speak publicly to the world in solidarity with the poor and oppressed, calling for justice and proclaiming God's love for the world.
 - b. Each pastor with a congregational call shall, within the congregation:
 - 1) offer instruction, confirm, marry, visit the sick and distressed, and bury the dead;
 - 2) relate to all schools and organizations of this congregation;
 - 3) install regularly elected members of the Congregation Council;
 - 4) with the council, administer discipline;
 - 5) endeavor to increase the support given by the congregation to the work of the churchwide organization and of the *(insert name of synod)*; and
 - 6) encourage adherence to covenantal relationship with this church as expressed in the *Constitutions, Bylaws, and Continuing Resolutions of the Evangelical Lutheran Church in America.*

- *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, which shall be attested by the bishop of the synod.
- *C9.05.** The provisions for termination of the mutual relationship between a minister of Word and Sacrament and this congregation shall be as follows:
- a. The call of this congregation, when accepted by a pastor, shall constitute a continuing mutual relationship and commitment, which shall be terminated only by the pastor's death or, following consultation with the synod bishop, for the following reasons:
 - 1) mutual agreement to terminate the call or the completion of a call for a specific term;
 - 2) resignation of the pastor, which shall become effective, unless otherwise agreed, no later than 30 days after the date on which it was submitted;
 - 3) inability to conduct the pastoral office effectively in this congregation in view of local conditions;
 - 4) physical disability or mental incapacity of the pastor;
 - 5) suspension of the pastor through discipline for more than three months;
 - 6) resignation or removal of the pastor from the roster of Ministers of Word and Sacrament of this church;
 - 7) termination of the relationship between this church and this congregation;
 - 8) dissolution of this congregation or the termination of a parish arrangement; or
 - 9) suspension of this congregation through discipline for more than six months.
 - b. When allegations of physical disability or mental incapacity of the pastor under paragraph a.4) above, or ineffective conduct of the pastoral office under paragraph a.3) above, have come to the attention of the bishop of this synod,
 - 1) the bishop in his or her sole discretion may investigate such conditions personally together with a committee of two rostered ministers and one layperson, or
 - 2) when such allegations have been brought to the synod's attention by an official recital of allegations by the Congregation Council or by a petition signed by at least one-third of the voting members of this congregation, the bishop personally shall investigate such conditions together with a committee of two rostered ministers and one layperson.
 - c. In case of alleged physical disability or mental incapacity under paragraph a.4) above, the bishop's committee shall obtain and document competent medical opinion concerning the pastor's condition. When a disability or incapacity is evident to the committee, the bishop of this synod may declare the pastorate vacant. When the pastorate is declared vacant, the Synod Council shall list the pastor on

the roster of Ministers of Word and Sacrament with disability status. Upon removal of the disability and the restoration of the pastor to health, the bishop shall take steps to enable the pastor to resume the ministry, either in the congregation last served or in another appropriate call.

- d. In the case of alleged local difficulties that imperil the effective functioning of this congregation under paragraph a.3) above, the bishop's committee shall endeavor to hear from all concerned persons, after which the bishop together with the committee shall present their recommendations first to the pastor and then to this congregation. The recommendations of the bishop's committee must address whether the pastor's call should come to an end and, if so, may suggest appropriate severance arrangements. The committee may also propose other actions that should be undertaken by this congregation and by the pastor, if appropriate. If the pastor and congregation agree to carry out such recommendations, no further action need be taken by the synod.
 - e. If either party fails to assent to the recommendations of the bishop's committee concerning the pastor's call, this congregation may dismiss the pastor only at a legally called meeting after consultation with the bishop, either (a) by a two-thirds vote of the voting members present and voting where the bishop and the committee did not recommend termination of the call, or (b) by a majority vote of the voting members present and voting where the bishop and the committee recommended termination of the call.
 - f. If, in the course of proceedings described in paragraph c. or paragraph d. above, the bishop's committee concludes that there may be grounds for discipline, the committee shall make recommendations concerning disciplinary action in accordance with the provisions of this church's constitution, bylaws, and continuing resolutions.
- *C9.06.** At a time of pastoral vacancy, an interim pastor shall 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 in this congregation of a regularly called pastor and may delegate the same in part to a supply pastor with the consent of the bishop of the synod and this congregation or Congregation Council. The interim pastor and any rostered minister providing assistance shall refrain from exerting influence in the selection of a pastor. Unless previously agreed upon by the Synod Council, an interim pastor is not available for a regular call to the congregation served.
- *C9.08.** 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 before beginning service in a call to another congregation or employment in another ministry setting.

- *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, this congregation may depart from *C9.05.a. and call a pastor for a specific term. Details of such calls shall be in writing setting forth the purpose and conditions involved. Prior to the completion of a term, the bishop or a designated representative of the bishop shall meet with the pastor and representatives of this congregation for a review of the call. Such a call may also be terminated before its expiration in accordance with the provisions of *C9.05.a.
- *C9.12.** The pastor of this congregation:
- a. shall keep accurate parochial records of all baptisms, confirmations, marriages, burials, communicants, members received, members dismissed, or members excluded from this congregation;
 - b. shall submit a summary of such statistics annually to the synod; and
 - c. shall become a member of this congregation upon receipt and acceptance of the letter of call. In a parish of multiple congregations, the pastor shall hold membership in one of the congregations.
- *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.
- *C9.14.** The parochial records of this congregation shall be maintained by the pastor and shall remain the property of this congregation. The secretary of this congregation shall attest in writing to the bishop of this synod that such records have been placed in his or her hands in good order by a departing pastor before the installation of that pastor in another call or approval of a request for change in roster status.
- C9.15.** Under special circumstances, subject to the approval of the synod bishop and the concurrence of this congregation, a minister of Word and Sacrament of a church body with which the Evangelical Lutheran Church in America officially has established a relationship of full communion may serve temporarily as pastor of this congregation under a contract between this congregation and the pastor in a form proposed by the synod bishop and approved by this congregation.
- *C9.21.** Authority to call a deacon shall be in this congregation by at least a two-thirds vote of voting members present and voting at a meeting legally called for that purpose. Before a call is issued, the officers, or a committee elected by [this congregation][the Congregation Council] to recommend the call, shall seek the advice and help of the bishop of the synod.
- *C9.22.** Only a member of the roster of Ministers of Word and Service of the Evangelical Lutheran Church in America or a candidate for the roster of Ministers of Word and Service who has been recommended for this

congregation by the synod bishop may be called as a deacon of this congregation.

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

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

***C9.24.** The specific duties of the deacon, compensation, and other matters pertaining to the service of the deacon shall be included in a letter of call, which shall be attested by the bishop of the synod.

***C9.25.** The provisions for termination of the mutual relationship between a minister of Word and Service and this congregation shall be as follows:

- a. The call of this congregation, when accepted by a deacon, shall constitute a continuing mutual relationship and commitment, which shall be terminated only by the deacon's death or, following consultation with the synod bishop, for the following reasons:
 - 1) mutual agreement to terminate the call or the completion of a call for a specific term;
 - 2) resignation of the deacon, which shall become effective, unless otherwise agreed, no later than 30 days after the date on which it was submitted;
 - 3) inability to conduct the ministry of Word and Service effectively in this congregation in view of local conditions;
 - 4) physical disability or mental incapacity of the deacon;
 - 5) suspension of the deacon through discipline for more than three months;
 - 6) resignation or removal of the deacon from the roster of Ministers of Word and Service of this church;

- 7) termination of the relationship between this church and this congregation;
 - 8) dissolution of this congregation or the termination of a parish arrangement; or
 - 9) suspension of this congregation through discipline for more than six months.
- b. When allegations of physical disability or mental incapacity of the deacon under paragraph a.4) above, or ineffective conduct of the office of minister of Word and Service under paragraph a.3) above, have come to the attention of the bishop of this synod,
 - 1) the bishop in his or her sole discretion may investigate such conditions personally together with a committee of two rostered ministers and one layperson, or
 - 2) when such allegations have been brought to the synod's attention by an official recital of allegations by the Congregation Council or by a petition signed by at least one-third of the voting members of this congregation, the bishop personally shall investigate such conditions together with a committee of two rostered ministers and one layperson.
 - c. In case of alleged physical disability or mental incapacity under paragraph a.4) above, the bishop's committee shall obtain and document competent medical opinion concerning the deacon's condition. When a disability or incapacity is evident to the committee, the bishop of this synod may declare the position vacant. When the position is declared vacant, the Synod Council shall list the deacon on the roster of Ministers of Word and Service with disability status. Upon removal of the disability and the restoration of the deacon to health, the bishop shall take steps to enable the deacon to resume the ministry, either in the congregation last served or in another appropriate call.
 - d. In the case of alleged local difficulties that imperil the effective functioning of this congregation under paragraph a.3) above, the bishop's committee shall endeavor to hear from all concerned persons, after which the bishop together with the committee shall present their recommendations first to the deacon and then to this congregation. The recommendations of the bishop's committee must address whether the deacon's call should come to an end and, if so, may suggest appropriate severance arrangements. The committee may also propose other actions that should be undertaken by this congregation and by the deacon, if appropriate. If the deacon and congregation agree to carry out such recommendations, no further action need be taken by the synod.
 - e. If either party fails to assent to the recommendations of the bishop's committee concerning the deacon's call, this congregation may dismiss the deacon only at a legally called meeting after consultation with the bishop, either (a) by a two-thirds vote of the voting members

present and voting where the bishop and the committee did not recommend termination of the call, or (b) by a majority vote of the voting members present and voting where the bishop and the committee recommended termination of the call.

- f. If, in the course of proceedings described in paragraph c. or paragraph d. above, the bishop's committee concludes that there may be grounds for discipline, the committee shall make recommendations concerning disciplinary action in accordance with the provisions of this church's constitution, bylaws, and continuing resolutions.

***C9.26.** This congregation shall make satisfactory settlement of all financial obligations to a former deacon before calling a successor. A deacon shall make satisfactory settlement of all financial obligations to this congregation before beginning service in a call to another congregation or employment in another ministry setting.

***C9.27.** When a deacon is called to serve in company with another rostered minister or other rostered ministers, the privileges and responsibilities of each rostered minister shall be specified in documents to accompany the call and to be drafted in consultation involving the rostered ministers, the Congregation Council, and the bishop of the synod. As occasion requires, the documents may be revised through a similar consultation.

***C9.28.** With the approval of the bishop of the synod, this congregation may depart from *C9.25 a. and call a deacon for a specific term. Details of such calls shall be in writing setting forth the purpose and conditions involved. Prior to the completion of a term, the bishop or a designated representative of the bishop shall meet with the deacon and representatives of this congregation for a review of the call. Such a call may also be terminated before its expiration in accordance with the provisions of *C9.25.a.

***C9.29.** The deacon shall become a member of this congregation upon receipt and acceptance of the letter of call. In a parish of multiple congregations, the deacon shall hold membership in one of the congregations.

***C9.31.** The deacon(s) shall submit a report of his or her ministry to the bishop of the synod at least 90 days prior to each regular meeting of the Synod Assembly.

Chapter 10.

CONGREGATION MEETING

C10.01. This congregation shall have at least one regular meeting per year. The regular meeting(s) of the congregation shall be held at the time(s) specified in the bylaws. Consistent with the laws of the State of _____, the bylaws shall designate one regular meeting per year as the annual meeting of this congregation.

C10.02. A special Congregation Meeting may be called by the [senior] pastor, the Congregation Council, or the president of this congregation, and shall be called by the president of this congregation upon the written request of ___[number][percent] of the voting members. The president of the

- Congregation Council shall call a special meeting upon request of the synod bishop. The call for each special meeting shall specify the purpose for which it is to be held, and no other business shall be transacted.
- C10.03.** Notice of all meetings of this congregation shall be given at the services of worship on the preceding two consecutive Sundays and by mail or electronic means, as permitted by state law, to all [voting] members at least 10 days in advance of the date of the meeting.
- C10.04.** ___ percent of the voting members shall constitute a quorum.
- C10.05.** Voting by proxy or by absentee ballot shall not be permitted.
- C10.06.** All actions approved by this congregation shall be by majority vote of those voting members present and voting, except as otherwise provided in this constitution or by state law.
- C10.07.** *Robert's Rules of Order*, latest edition, shall govern parliamentary procedure of all meetings of this congregation.
- C10.08.** This congregation may hold meetings by remote communication, including electronically and by telephone conference, as long as there is an opportunity for simultaneous aural communication. To the extent permitted by state law, notice of all meetings may be provided electronically.

Chapter 11. OFFICERS

- C11.01.** The officers of this congregation shall be a president, vice president, secretary, and treasurer.
- a. Duties of the officers shall be specified in the bylaws.
 - b. The officers shall be voting members of this congregation.
 - c. Officers of this congregation shall serve similar offices of the Congregation Council and shall be voting members of the Congregation Council.
 - d. If the Congregation Council elects its officers, the president, vice president, and secretary shall be selected from the elected membership of the Congregation Council. [If the treasurer is not selected from the elected membership of the Congregation Council, the treasurer shall have voice but not vote at the meetings of the Congregation Council.]
- C11.02.** The [congregation][Congregation Council] shall elect its officers and they shall be the officers of this 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 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).
- or**

The pastor shall be *ex officio* president of this congregation and the Congregation Council. The [congregation][Congregation Council] shall elect by written ballot the other officers of this 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 this congregation and the Congregation Council. The [congregation][Congregation Council] shall elect by written ballot the other officers of this 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).

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)[, the deacon(s),] the officers of this congregation,] and [___members] [not more than ___nor fewer than ___members] of this congregation, at least one of whom shall be a youth and at least one of whom shall be a young adult. Any voting member of this 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. Consistent with the laws of the state in which this congregation is incorporated, this congregation may adopt procedures for the removal of a member of the Congregation Council in other circumstances.

C12.02. The members of the Congregation Council except the pastor(s) [and deacon(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) [and deacon(s)] shall be elected at a legally called meeting of this 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 at a time appointed by the Congregation Council.

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 rostered minister(s) and staff and help them annually to evaluate the fulfillment of their calling 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 support of the synod and churchwide organization 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.
 - j. To seek out and encourage qualified persons to prepare for the ministry of the Gospel.

- 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 managing 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 this 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 of 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 collaboration 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 mission support monies to the synod 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 employment and supervision of the staff of this congregation. Nothing in this provision shall be deemed to affect this congregation's responsibility for the call, terms of call, or termination of call of any employees who are on a roster of this church.
- 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 by the president 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 [senior] pastor or interim pastor, except when the [senior] pastor or interim pastor requests or consents to be absent and has given prior approval to the agenda for a particular regular or special meeting, which shall be the only business considered at that meeting. Chronic or repeated absence of the [senior] pastor or interim pastor who has refused approval of the agenda of a subsequent regular or special meeting shall not preclude action by the Congregation Council, following consultation with the synod bishop.
- C12.13.** The Congregation Council and its committees may hold meetings by remote communication, including electronically and by telephone conference and, to the extent permitted by state law, notice of all meetings may be provided electronically.

Chapter 13.

CONGREGATION 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, if possible, 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 re-election.
- 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 shall be three years, with one member elected each year. Members shall be eligible for re-election.
- C13.04.** *Mutual Ministry Committee(s)* (in the absence of a mutual ministry committee, the duties shall be fulfilled by the executive committee) shall be appointed jointly by the president [vice president¹] and the rostered minister. Term of office shall be two years, with three members to be appointed each successive year.
- C13.05.** When a vacancy occurs in a position for which this congregation calls a rostered minister, a *Call Committee* of six voting members shall be elected by [this congregation] [the Congregation Council]. Term of office will terminate upon installation of the newly called rostered minister.
- C13.06.** Other committees of this congregation may be formed, as the need arises, by decision of the Congregation Council.
- C13.07.** Duties of committees of this congregation shall be specified in the [bylaws][continuing resolutions].
- C13.08.** The [senior] pastor of this congregation shall be *ex officio* a member of all committees and boards of this congregation. [The president of this congregation shall be *ex officio* a member of all committees and boards of this congregation, except the Nominating Committee.]

Chapter 14.

ORGANIZATIONS WITHIN THIS 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

¹ For use if the pastor is president of the congregation under two of the options in C11.02.

only after authorization has been given by the Congregation Council [and specified in a continuing resolution].

Chapter 15.

DISCIPLINE OF MEMBERS AND ADJUDICATION

- *C15.01.** Persistent and public denial of the Christian faith, willful or criminal conduct grossly unbecoming a member of the Church of Christ, continual and intentional interference with the ministry of this congregation, or willful and repeated harassment or defamation of member(s) of this congregation is sufficient cause for discipline of a member. Prior to disciplinary action, reconciliation and repentance will be attempted following Matthew 18:15–17, proceeding through these successive steps, as necessary: a) private counsel and admonition by the pastor, b) censure and admonition by the pastor in the presence of two or three witnesses, c) written referral of the matter by the Congregation Council to the vice president of the synod, who will refer it to a consultation panel drawn from the Consultation Committee of the synod, and d) written referral of the matter by the consultation panel to the Committee on Discipline of the synod. If, for any reason, the pastor is unable to administer the admonitions required by paragraphs a. and b. hereof, those steps may be performed by another pastor chosen by the Executive Committee of the Congregation Council.
- *C15.02.** The process for discipline of a member of this congregation shall be governed as prescribed by the chapter on discipline in the *Constitution, Bylaws, and Continuing Resolutions of the Evangelical Lutheran Church in America*. If the counseling, censure, and admonitions pursuant to *C15.01. do not result in repentance and amendment of life, charges against the accused member(s) that are specific and in writing may be prepared by the Congregation Council, signed, and submitted to the vice president of the synod. The vice president shall select from the synod's Consultation Committee a panel of five members (three laypersons and two ministers of Word and Sacrament). A copy of the written charges shall be provided to the consultation panel and the accused member(s). The consultation panel, after requesting a written reply to the charges from the accused member(s), shall consider the matter and seek a resolution by means of investigation, consultation, mediation, or whatever other means may seem appropriate. The panel's efforts to reach a mutually agreeable resolution shall continue for no more than 45 days after the matter is submitted to it.
- *C15.03.** If the consultation panel fails to resolve the matter, that panel shall refer the case in writing, including the written charges and the accused member's reply, to the Committee on Discipline of the synod for a hearing. A copy of the panel's written referral shall be delivered to the vice president of the synod, the Congregation Council, and the accused member(s) at the same time it is sent to the Committee on Discipline of the synod. The Executive Committee of the Synod Council shall then

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select six members from the Committee on Discipline to decide the case and shall appoint a member of the Synod Council to preside as nonvoting chair. Those six members, plus the nonvoting chair, comprise the discipline hearing panel for deciding the case. The Congregation Council and the accused member(s) are the parties to the case.

- *C15.04. The discipline hearing panel shall commence and conduct the disciplinary hearing in accordance with the provisions governing discipline of congregation members prescribed in the *Constitution, Bylaws, and Continuing Resolutions of the Evangelical Lutheran Church in America*.
- *C15.05. By the vote of at least two-thirds of the members of the discipline hearing panel who are present and voting, one of the following disciplinary sanctions can be imposed:
- a. suspension from the privileges of congregation membership for a designated period of time;
 - b. suspension from the privileges of congregation membership until the pastor and Congregation Council receive evidence, satisfactory to them, of repentance and amendment of life;
 - c. termination of membership in this congregation; or
 - d. termination of membership in this congregation and exclusion from the church property and from all congregation activities.
- *C15.06. The written decision of the discipline hearing panel shall be sent to the vice president of the synod, the accused member(s), and the Congregation Council as required by the *Constitution, Bylaws, and Continuing Resolutions of the Evangelical Lutheran Church in America*. The decision of the discipline hearing panel shall be implemented by the Congregation Council and recorded in the minutes of the next council meeting.
- *C15.07. No member of this congregation shall be subject to discipline a second time for offenses that a discipline hearing panel has heard previously and decided pursuant to this chapter.
- *C15.10. **Adjudication**
- *C15.11. When there is disagreement between or among factions within this congregation on a substantive issue which cannot be resolved by the parties, members of this congregation may petition the synod bishop for consultation after informing the president of this congregation of their intent to do so. The synod bishop shall seek a timely resolution of the dispute. If the issue relates directly to the pastor, the bishop may begin the process in ¶S14.18.d. In all other matters, if the bishop's consultation fails to resolve the issue, the bishop shall refer the matter to the Consultation Committee of the synod, which shall undertake efforts to find an appropriate solution. If the Consultation Committee's efforts fail to resolve the dispute, the entire matter shall be referred to the Synod Council for adjudication by whatever process the Council deems necessary. The Synod Council's decision shall be final.

Chapter 16. AMENDMENTS

- *C16.01.** Unless provision *C16.04. is applicable, those sections of this constitution that are not required, in accord with the *Model Constitution for Congregations of the Evangelical Lutheran Church in America*, may be amended in the following manner. Amendments may be proposed by at least _____ voting members or by the Congregation Council. Proposals must be filed in writing with the Congregation Council 60 days before formal consideration by this congregation at a regular or special Congregation Meeting called for that purpose. The Congregation Council shall notify this congregation's members of the proposal together with the council's recommendations at least 30 days in advance of the meeting. Notification may take place by mail or electronic means, as permitted by state law.
- *C16.02.** An amendment to this constitution, proposed under *C16.01., shall:
- be approved at any legally called meeting of this congregation by a majority vote of those voting members present and voting;
 - be ratified without change at the next regular meeting of this congregation held pursuant to C10.01. by a two-thirds vote of those voting members present and voting; and
 - have the effective date included in the resolution² and noted in the constitution.
- *C16.03.** Any amendments to this constitution that result from the processes provided in *C16.01. and *C16.02. shall be sent by the secretary of this congregation to the synod. The synod shall notify this congregation of its decision to approve or disapprove the proposed changes; the changes shall go into effect upon notification that the synod has approved them.
- *C16.04.** This constitution may be amended to bring any section into conformity with a section or sections, either required or not required, of the *Model Constitution for Congregations of the Evangelical Lutheran Church in America* as most recently amended by the Churchwide Assembly. Such amendments may be approved by a majority vote of those voting members present and voting at any legally called meeting of this congregation without presentation at a prior meeting of this congregation, provided that the Congregation Council has submitted by mail or electronic means, as permitted by state law, notice to this congregation of such an amendment or amendments, together with the council's recommendations, at least 30 days prior to the meeting. Upon the request of at least two (2) voting members of this congregation, the Congregation Council shall submit such notice. Following the adoption of an amendment, the secretary of this congregation shall

² Such an effective date must be stated in relation to the requirements of *C16.03. to allow time for the synod's review of the amendment.

submit a copy thereof to the synod. Such provisions shall become effective immediately following a vote of approval.

Chapter 17. BYLAWS

- *C17.01. This congregation may adopt bylaws. No bylaw may conflict with this constitution.
- *C17.02. Bylaws may be adopted or amended at any legally called meeting of this congregation with a quorum present by a two-thirds vote of those voting members present and voting.
- *C17.03. Changes to the bylaws may be proposed by any voting member, provided that such additions or amendments be submitted in writing to the Congregation Council at least 60 days before a regular or special Congregation Meeting called for that purpose. The Congregation Council shall notify this congregation's members of the proposal with the council's recommendations at least 30 days in advance of the Congregation Meeting. Notification may take place by mail or electronic means, as permitted by state law.
- *C17.04. Adopted or amended bylaws shall be sent by the secretary of this congregation to the synod.

Chapter 18. CONTINUING RESOLUTIONS

- *C18.01. This congregation in a legally called meeting or the Congregation Council may enact continuing resolutions. Such continuing resolutions may not conflict with the constitution or bylaws of this congregation.
- *C18.02. Continuing resolutions shall be enacted or amended by a majority vote of a meeting of this congregation or a two-thirds vote of all voting members of the Congregation Council.
- *C18.03. Adopted or amended continuing resolutions shall be sent by the secretary of this congregation to the synod.

Chapter 19. INDEMNIFICATION

- *C19.01. Consistent with the provisions of the laws under which this congregation is incorporated, this congregation may adopt provisions providing indemnification for each person who, by reason of the fact that such person is or was a Congregation Council member, officer, employee, agent, or other member of any committee of this congregation, was or is threatened to be made a party to any threatened, pending, or completed civil, criminal, administrative, arbitration, or investigative proceeding.

Chapter 20.

PARISH AUTHORIZATION

*[*Required provisions when congregation is part of a parish]*

- *C20.01.** This congregation may unite with one or more other congregations recognized by the synod named in *C6.01. to form a parish. Except as provided in *C20.02. and *C20.03., a written agreement, developed in consultation with the synod and approved by the voting members of each congregation participating in the parish, shall specify the powers and responsibilities that have been delegated to the Parish Council. The Parish Agreement shall identify which congregation of the parish issues calls on behalf of the member congregations or shall establish a process for identifying which congregation issues calls on behalf of the member congregations.
- *C20.02.** One congregation of a parish shall issue a call on behalf of the member congregations to a minister of Word and Sacrament or a candidate for the roster of Ministers of Word and Sacrament who has been recommended by the synod bishop to serve the congregations of the parish. Such a call shall be approved prior to issuance by a two-thirds vote at a congregational meeting of each congregation forming the parish. If any congregation of the parish should fail to approve the call, the other congregations of the parish shall have the right to terminate the parish agreement.
- *C20.03.** One congregation of a parish may issue a call on behalf of the member congregations to a minister of Word and Service or a candidate for the roster of Ministers of Word and Service who has been recommended by the synod bishop to serve the congregations of the parish. Such a call shall be approved prior to issuance by a two-thirds vote at a congregational meeting of each congregation forming the parish. If any congregation of the parish should fail to approve the call, the other congregations of the parish shall have the right to terminate the parish agreement.
- *C20.04.** Any one of the congregations of the parish may terminate their relationship with the pastor as provided in †S14.18.d. of the synod constitution of the synod named in *C6.01. In such case, the other congregation(s) of the same parish shall have the right to terminate the parish agreement.
- *C20.05.** Any one of the congregations of the parish may terminate their relationship with a minister of Word and Service as provided in †S14.43.d. of the synod constitution of the synod named in *C6.01. In such case, the other congregation(s) of the same parish shall have the right to terminate the parish agreement.
- *C20.06.** Whenever a parish agreement is terminated, the call of any rostered minister serving that parish is terminated. Should any congregation that was formerly part of the parish agreement desire to issue a new call to that rostered minister, it may do so in accordance with the call process of this church.

ELCAOS1010

Indices

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