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- Part 2: Report of the Vice President
- Part 3: Report of the Secretary
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 - Part 4a: Summary of Information Technology and Management Services Sections
- Part 5: Report of the Conference of Bishops

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- Part 1: Synodical Resolutions Directed to the Church Council
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- Part 3: Church Council Committee Evaluation
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- Part 5: Racial Justice Process Observation Survey

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- Part 1: Report of the Executive for Administration
 - Part 1 Appendix A: Mission One Joint Operating Guidelines
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- Part 2: Current and Proposed Salary Ranges for the Churchwide Organization

EXHIBIT F BUDGET AND FINANCE COMMITTEE

- Part 1: Minutes of April 11, 2008 Budget and Finance Committee
- Part 2a: 2008 Interim Operating Results Summary
- Part 2b: Current Operating Funds, Synodical Remittances, Mission Support
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- Part 5a: Summary of Church Council Designated Funds
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- Part 5e: Primary Worship Resource
- Part 5f: Leadership Development Initiative

- Part 5g: Ministry Among People in Poverty
- Part 5h: Strategy for Engagement in Israel and Palestine
- Part 6: 2009 Synod Mission Support Plans
- Part 7: Audit Committee Minutes
- Part 8: Endowment Fund Pooled Trust - Fund A
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EXHIBIT G LEGAL AND CONSTITUTIONAL REVIEW

- Part 1: Resolution of the Board of Trustees of Lutheran Medical Center
- Part 1b: Lutheran Medical Center Constitution
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- Part 1d: Lutheran Medical Center Constitution
- Part 2: Amended and Restated Articles of Incorporation of Wartburg Theological Seminary
- Part 3a: Application for Acknowledgment of an Independent Lutheran Organization by a Churchwide Unite of the ELCA
- Part 3b: Policy on Relationships of Churchwide Units with Independent Lutheran Organizations
- Part 3c: Agreement
- Part 4: Letters of Call
- Part 5: Proposed Amendments to the Constitutionsl, Bylaws, and Continuing Resolutions of the ELCA
- Part 6a: Rules of Organization and Procedure for the 2009 Churchwide Assembly (strikeouts)
- Part 6b: Rules of Organization and Procedure for the 2009 Churchwide Assembly

EXHIBIT H PLANNING AND EVALUATION COMMITTEE

- Part 2: Recommendations from the Communal Discernment Task Force
- Part 3a: Evangelism Strategy Report
- Part 3b: Evangelism Strategy Report: Executive Summary
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EXHIBIT I PROGRAM AND SERVICES COMMITTEE

- Part 1: Program and Services committee report
- Part 2: Recommended Changes to the Personnel Policies of the Churchwide Organization
- Part 3a: Appendix A: Amendment to Manual of Policies and Procedures for Management of the Rosters (41)
- Part 3b: Appendix B: Amendment to Manual of Policies and Procedures for Management of the Rosters (53-54)
- Part 4: Liturgical Review: ELW Ministry Rites

EXHIBIT J ONGOING REVIEW OF CHURCHWIDE UNITS AND REGIONS

- Part 1: Summary of activities of churchwide units
 - Part 1a: Summary of board actions
 - Part 1b: Report of Regional Coordinators

EXHIBIT K CHURCH IN SOCIETY

- Part 1a: Report of the Task Force for ELCA Studies on Sexuality
- Part 1b: Report on Responses to the Draft Social Statement on Human Sexuality
- Part 1c: Report on Hearings for Draft Social Statement on Human Sexuality
- Part 1d: Ministry Rosters and Candidacy
- Part 2a: ELCA HIV and AIDS Preliminary Draft Strategy: Executive Summary

- Part 2b: Toward and ELCA Strategy on HIV and AIDS (Preliminary Draft)
- Part 3: Corporate Social Responsibility Roles and Responsibilities
 - Part 3a: Issue Paper #8: Freed in Christ: Nondiscrimination in Business Activities
 - Part 3b: Issue Paper #9: Sufficient Sustainable Livelihood for All
 - Part 3c: Issue Paper #10: Caring for Health: Domestic Access to Health Care
 - Part 3d: Community Economic Development Social Criteria Screen
 - Part 3e: Gambling Social Criteria Screen
 - Part 3f: Corporate Social Responsibilities Report

EXHIBIT O VOCATION AND EDUCATION

- Part 1: Campus Ministry Policies and Procedures
- Part 2: Book of Faith Initiative Report

EXHIBIT Q OTHER UNITS

- Part 2a: Building a Relationship: UMC - ELCA
- Part 2b: Implementing Resolution for Full Communion Between the ELCA and UMC

EVANGELICAL LUTHERAN CHURCH IN AMERICA
CHURCH COUNCIL
November 14-17, 2008
Chicago, Illinois

AGENDA

I. ORGANIZATION OF MEETING

A. Voting Members

Revised November 12, 2008

Officers

Bp. Mark S. Hanson, Presiding Bishop
Mr. Carlos Peña, Vice President
Mr. David D. Swartling, Secretary
Ms. Christina Jackson-Skelton, Treasurer

Church Council

Pr. David P. Anderson	Mr. John S. Munday
Ms. Rebecca Jo Brakke	Mr. Mark W. Myers
Mr. Baron Blanchard	Ms. Ann C. Niedringhaus
Ms. Judith Anne Bunker	Pr. J. Pablo Obregon
Ms. Deborah L. Chenoweth	Pr. David W. Peters
Pr. Rachel L. Connelly	Pr. J. Paul Rajashekar
Mr. John R. Emery	Ms. Lynette M. Reitz
Ms. Karin Lynn Graddy	Pr. John C. Richter
Mr. Mark S. Helmke	Ms. Sandra Schlesinger
Ms. Norma J. Hirsch	Pr. Noreen Smith
Pr. Keith A. Hunsinger (excused)	Pr. Jeff Sorenson
Pr. David E. Jensen	Mr. David Truland
Mr. Mark E. Johnson	Ms. Judith Tutt-Starr
Pr. Susan Langhauser	Mr. Richard Wahl
Pr. Jonathan W. Linman	Ms. Phyllis L. Wallace
Mr. William R. Lloyd, Jr.	Mr. Gary Wipperman
Pr. Steven P. Loy	

B. Liaison Bishops

Bp. Allan Bjornberg (<i>excused</i>)	Bp. H. Gerard Knoche
Bp. Leonard H. Bolick	Bp. Gerald Mansholt
Bp. Murray D. Finck	Bp. Peter Rogness
Bp. Callon W. Holloway	Bp. Paul Stumme-Diers
Bp. Marie C. Jerge	Bp. Martin D. Wells

C. Advisory Members

Youth

Ms. Arielle Mastellar Mr. Samuel F. Schlouch

Advisors

Mr. Michael Bash, chair of the Board of Trustees, Augsburg Fortress, *excused*
Pr. Chi Shih Chen, Asian and Pacific Islander Association
Pr. Michael Cooper-White, ELCA seminaries
Pr. Khader N. El-Yateem, chair, Multicultural Ministries Program Committee
Ms. Elizabeth Gaskins, president, American Indian and Alaska Native Association
Mr. Kent Henning, ELCA colleges and universities, *excused*
Ms. Kristin Kvam, chair, Justice for Women Consulting Committee
Pr. O. Dennis Mims, president, African-American Association, *excused*

Mr. Fuad Nijim, president, Arab and Middle Eastern Association (*excused*)
Pr. Nelson H. Rabell-Gonzalez, president, Latino Community Association
Pr. Sarah M. Lee-Faulkner, chair, Evangelical Outreach and Congregational
Mission Program Committee
Pr. Frederick Strickert, chair, Global Mission Program Committee
Mr. Kai Swanson, chair, Vocation and Education Program Committee
Pr. Roger Thompson, chair, Church in Society Program Committee
Ms. Suzanne Wise, Lutheran Social Ministries
Ms. Beth Wrenn, president, Women of the ELCA

D. Resource People

Office of the Presiding Bishop

Pr. Kathie Bender Schwich, Executive for Synodical and Constituent Relations
Pr. M. Wyvetta Bullock, Executive for Administration
Pr. Marcus Kunz, Executive for Discernment of Contextual and Theological Issues
Ms. Myrna J. Sheie, Executive for Governance and Institutional Relations

Section Executives and Staff

Mr. Kenneth W. Inskeep, Executive for Research and Evaluation
Pr. Donald J. McCoid, Executive for Ecumenical and Interreligious Relations
Pr. Darrell D. Morton, Assistant to the Presiding Bishop for Federal Chaplaincy
Ministries
Pr. Craig Settlage, Director for Mission Support
Ms. Else B. Thompson, Executive for Human Resources
[Position vacant], Executive for Worship and Liturgical Resources

Office of the Secretary

Pr. Karen G. Bockelman, Executive Assistant to the Secretary
Pr. Ruth E. Hamilton, Executive for Office of the Secretary Administration
Mr. Phillip H. Harris, General Counsel
Mr. David A. Ullrich, Associate General Counsel

Office of the Treasurer: Section Executives and Staff

Mr. Jonathan Beyer, Executive for Information Technology
Pr. Jeffrey R. King, Support Specialist, Information Technology
Ms. Karen Rathbun, Executive for Management Services

Program Unit Executives

Pr. Stephen P. Bouman, Executive Director, Evangelical Outreach and
Congregational Mission
Ms. Linda Post Bushkofsky, Executive Director, Women of the ELCA
Pr. Sherman Hicks, Executive Director, Multicultural Ministries
Pr. Rebecca S. Larson, Executive Director, Church in Society
Ms. Beth A. Lewis, President, Augsburg Fortress, Publishers
Pr. Rafael Malpica-Padilla, Executive Director, Global Mission
Pr. Stanley N. Olson, Executive Director, Vocation and Education

Service Unit Executives

Ms. Kristi Bangert, Executive Director, Communication Services
Ms. Cynthia Halverson, Foundation of the ELCA and Executive Director for
Development Services
Mr. John G. Kapanke, President, Board of Pensions

Mr. Daniel Lehmann, Editor, *The Lutheran* magazine
Ms. Eva M. Roby, Executive Vice President for Administration,
Mission Investment Fund

E. Press

Mr. John R. Brooks, Director, ELCA News Service
Ms. Elizabeth M. Hunter, *The Lutheran* magazine
Mr. Frank F. Imhoff, Associate Director, ELCA News Service
Ms. Melissa Ramirez-Cooper, Associate Director, ELCA News Service

F. Ecumenical Guests

Canon Victoria L. Garvey, The Episcopal Church
Pr. Teresita Valeriano, North American Representative, Lutheran World Federation
Pr. Mary Ann Neevel, United Church of Christ
Moravian Church [position vacant]
Presbyterian Church U.S.A. [position vacant]
Reformed Church [position vacant]

G. Adoption of Agenda

Agenda items have been distributed electronically and by mail. Additional items will be distributed at the meeting to the members of the Church Council and invited resource people.

CC ACTION

Recommended:

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

H. Approval of Minutes

The minutes of the April 11-13, 2008, meeting of the Church Council have been distributed to council members electronically on NetCommunity.

The minutes of the council's Executive Committee meetings on June 18, 2008, July 25, 2008, September 17, 2008 and October 16, 2008, have been distributed electronically to members.

Please provide in writing for the Executive Assistant for Official Documentation any notations on typographical errors in the distributed text of the minutes. Proper corrections will be entered into the protocol copies of the minutes. Corrections of that nature need not be raised in the plenary session in connection with the approval of the minutes.

CC ACTION

Recommended:

**To approve the minutes of the April 11-13, 2008, meeting of the Church Council;
and**

To ratify actions of the council's Executive Committee as indicated in the minutes of the June 18, 2008, July 25, 2008, September 17, 2008, and October 16, 2008, meetings.

II. WRITTEN REPORTS

A. Reports of the Officers

1. Presiding Bishop: Exhibit A, Part 1
Summary of Section Activities: Exhibit A, Part 1a
2. Vice President: Exhibit A, Part 2
3. Secretary: Exhibit A, Part 3
4. Treasurer: Exhibit A, Part 4
Summary of Section Activities: Exhibit A, Part 4a

B. Report of the Conference of Bishops: Exhibit A, Part 5

C. Report of the Executive for Administration: Exhibit E, Part 1

D. Reports of the Churchwide Units

NOTE: Refer to the *Structure of the Agenda* (salmon pages) for specific detail.

1. Reports and Recommendations of Churchwide Program and Service Units: Exhibit J, Part 1
Summary of Unit Activities: Exhibit J, Part 1
Digest of Board Actions: Exhibit J, Part 1a
2. Items for Action: Agenda, Section III
3. Items for *En Bloc* Action: Agenda, Section IV
4. Items for Information: Agenda, Section V

E. Reports of Church Council Committees

NOTE: See Section III for action items; Section IV for *en bloc* action items; and Section V for information items related to these committees. The working schedule for the meeting, printed on green paper, lists specific page numbers and the location of related exhibits.

1. Board Development Committee
2. Budget and Finance Committee
3. Executive Committee
4. Legal and Constitutional Review
5. Planning and Evaluation Committee
6. Program and Services Committee

Revised November 10, 2008

III. ITEMS FOR ACTION

A. Nominations, Appointments, and Elections

Between meetings of the Churchwide Assembly, the Church Council has the responsibility of electing people to fill unexpired terms on churchwide boards, steering committees of churchwide commissions, and certain advisory committees. **Biographical information is provided in Exhibit C, Part 1.**

PROGRAM COMMITTEE MULTICULTURAL MINISTRIES

Clergy [Term 2011] - *to replace resignation of Pr. Larry J. Jorgenson, Anchorage, AK (1A)*

1. a. Pr. Mark A. Cerniglia, Columbia, SC (9C)

B. Board Development Committee

Action items related to meetings of the Board Development Committee, including its November 15, 2008, meeting, are detailed below. Additional items or revised actions will be distributed following the committee's meeting.

1. Committee Recommendations from July 2008 Retreat

At its July 2008 retreat, the committees of the Church Council met to identify potential next steps as the Church Council moves forward to confront the "scandalous realities" of racism and sexism. Exhibit D, Parts 4a-b present the recommendations as recorded: grouped by committee (Exhibit D, Part 4a) and grouped as a whole (Exhibit D, Part 4b). The Board Development Committee will recommend a process to review and prioritize the committee recommendations.

CC ACTION

Recommended:

To acknowledge the commitment of the Church Council of the Evangelical Lutheran Church in America to continue to confront the scandalous realities of racism and sexism through:

1. Continued learning through participation in the racial justice process observation pilot at its meetings in November 2008, March 2009, and November 2009; and

2. Commitment by each Church Council committee to action steps as printed in Exhibit D, Part 4a; and

To commend the committees of the Church Council for the identification of action steps to be taken by each committee to confront the racism and sexism through its ongoing work; and

To request that the chair of each committee, beginning at the November 2008 meeting of the Church Council, include in each committee report an update of the committee's work related to the action steps.

C. Budget and Finance

Action items related to the November 14, 2008, meeting of the Budget and Finance Committee are detailed below. Additional items or revised actions will be distributed following the committee's meeting.

1. Synod Mission Support Plans

The ELCA Church Council has responsibility for reviewing and approving or withholding approval for synods regarding mission support plans. Exhibit F, Part 6 shows the actual mission support received from each synod for 2005, 2006, and 2007 with plans and any revisions for the 2008 and 2009 fiscal years.

Revisions in synod plans following the April 2008 meeting of the Church Council were as follows:

a. Revisions to 2008 synod mission support plans

Since the April 2008 Church Council meeting, revisions for 2008 mission support plans have been received from seventeen synods.

CC ACTION

Recommended:

To affirm with sincere appreciation the increases in the percentage for the sharing of 2008 mission support contributions by congregations for synodical and churchwide ministries of the following synods: Nebraska, Arkansas-Oklahoma, and Indiana-Kentucky synods; and

To affirm the revised 2008 mission support dollar estimates for the sharing of mission support contributions by congregations for synodical and churchwide ministries of the following synods: Northwest Washington, Eastern Washington-Idaho, South Dakota, Northwestern Minnesota, Northern Texas-Northern Louisiana, Northern Great Lakes, Northwest Synod of Wisconsin, Greater Milwaukee, North/West Lower Michigan, Northwestern Ohio, Upstate New York, Delaware-Maryland, Virginia, and Southeastern synods.

b. Revisions to 2009 synod mission support plans

Since the April 2008 Church Council meeting, either new or revised 2009 mission support plans have been received from seventeen synods.

CC ACTION

Recommended:

To affirm with sincere appreciation the increases in the percentage for the sharing of 2009 mission support contributions by congregations for synodical and churchwide ministries of the following synods: Southwestern Washington, Southwest California, Arkansas-Oklahoma, Northern Texas-Northern Louisiana, Indiana-Kentucky, Upstate New York, and North Carolina synods; and

To affirm the revised 2009 mission support dollar estimates for the sharing of mission support contributions by congregations for synodical and churchwide ministries of the following synods: Northwest Washington, Pacifica, Central States, Texas-Louisiana Gulf Coast, Northern Great Lakes, North/West Lower Michigan, Upper Susquehanna, and West Virginia/Western Maryland synods; and

To acknowledge the decision of the following synods to request a reduction of

Revised November 12, 2008

their previously established percentage for the sharing of mission support contributions by congregations for synodical and churchwide ministries; to affirm their prayerful efforts in continuing to be strong partners; to encourage them to restore their percentage to their previous level in the future; and to commit to supporting them in this process through continuing conversation and collaboration on behalf of our shared ministries: Greater Milwaukee and Lower Susquehanna synods, and South-Central Synod of Wisconsin.

2. 2008 Income Estimate and Expenditure Authorization

a. Current Fund and World Hunger

Exhibit F, Part 3a reflects income estimates of \$82,017,150 for the current unrestricted operating fund and \$22,700,000 for the World Hunger fund. No change in the current unrestricted operating fund estimate is proposed.

The current World Hunger income estimate approved in April 2008 is anticipated to be surpassed by \$3.1 million in bequests and trust income. Other income is projected to be less than originally budgeted by \$400,000. Exhibit F, Part 3b reflects the results of a process to identify, review, and propose an increased distribution of up to \$2.7 million in additional World Hunger project support in 2008 for international and domestic projects. Any balance of income not allocated and distributed prior to year end, plus any income over estimates or expenditures below plan, will become part of a pool available for allocation and distribution in 2009 following the established process for allocating World Hunger "overages."

CC ACTION

Recommended:

To approve a revised World Hunger spending authorization for fiscal year 2008 of \$22,700,000.

3. 2009 Income Estimate and Expenditure Authorization

a. Current Fund and World Hunger

As detailed in Exhibit F, Part 4a current fund income is estimated to increase by \$527,200 to \$82,447,200 from the 2007 Churchwide Assembly approved 2009 income proposal. This is an increase of \$430,050 from the revised 2008 income estimate. The largest budget increase is in mission support income, with an expected increase of \$900,000 to \$67,200,000. This is an increase of \$600,000 from the revised 2008 fiscal year estimate and equals 97 percent of synod mission support plans. Endowment distributions are expected to increase \$252,600 from the assembly-approved estimate due to the identification of additional endowments available for support of the current operating budget.

Gifts expected for Vision for Mission have been reduced by \$150,000 from the assembly-approved estimate and \$100,000 from the revised 2008 estimate. Investment income estimates reflect a decrease of \$200,000 as a result of lower cash balances. The \$75,400 decrease in rental income is due primarily to the adjusted estimate of available lease space in the Lutheran Center. Bequests and trust income

has been reduced by \$100,000 in both unrestricted and temporarily restricted income, reflecting the decision to maintain a constant \$2.5 million combined budget level.

The proposed 2009 expenditure authorization is shown in Exhibit F, Part 4b. It reflects an allocation to units of \$1,060,000 for increased compensation and benefit costs based on an average salary increase of 3.5 percent for approximately 511 full-time, part-time, and term staff; 185 missionary positions; 159 mission developers supported either on churchwide payroll or through grants; and increases in the cost of benefits, especially health care premiums.

Increases were made in the allocation to the Office of the Treasurer in order to maintain information technologies at required levels, as well as a net increase for the costs of management of the Lutheran Center and the Washington, D.C. offices after realizing savings in mortgage interest expense.

The strategic initiative fund is budgeted at \$309,425, including a \$200,000 amount reserved for the implementation of the new staffing structure in EOCM.

The revised income proposal does not keep pace with the expenditure increases identified above. In order to create a balanced budget, 5.5 vacant positions were eliminated and other program reductions were identified in many units, including a \$100,000 reduction in the subsidy support of the ELCA Foundation.

World Hunger is anticipated to increase \$600,000 from the amount approved at the 2007 Churchwide Assembly. The unusually large bequests in 2008 that lead to the 2008 increased spending authorization are not expected to be recurring; therefore, the total income projected for the World Hunger appeal in 2009 is less than the 2008 revised estimate.

CC ACTION

Recommended:

To approve an initial current fund spending authorization for fiscal year 2009 of \$82,447,200; and

To approve an initial World Hunger spending authorization for fiscal year 2009 of \$20,600,000.

4. Church Council Designated Funds: New Church Council Designated Fund

The established method for funding the mission plans of the churchwide organization is through the operating budget. The operating budget, developed after review of potential income sources, is used to establish expense dollar guidelines for the various units of the churchwide organization as they provide programs or support outlined in the ELCA governing documents.

The Church Council is asked occasionally to establish designated funds for support of certain specific programs or events that may not be included in the “normal” yearly operations of the churchwide organization. Approved requests may be managed in two different ways.

The first way designated funds are managed is through investment in the ELCA Foundation as Church Council designated funds “functioning as endowment.” They are reported annually to the Church Council in April through the Church Council Budget and Finance Committee.

The second way designated funds are managed is through the ELCA treasury as a designated fund to be used for a specific activity within a given time frame. Exhibit F,

Part 5a is a summary exhibit of all active Church Council designated funds, exclusive of those “functioning as endowments.” Exhibit F, Parts 5b-h includes reports for each of the active Church Council designated funds.

New Church Council Designated Fund

The Board of Trustees for the ELCA Foundation and Advisory Committee for Development Services approved the following resolution:

WHEREAS, this church is mandated to sustain a church magazine; and

WHEREAS, from time to time the magazine has an operating surplus; and

WHEREAS, the surplus activity could be used for purposes identified by the editor, *The Lutheran* and the treasurer of the ELCA; now therefore be it

RESOLVED, that the ELCA Foundation Trustees recommend to the Budget and Finance Committee of the ELCA Church Council to create a Church Council designated fund to hold the operating surplus in a special development fund for *The Lutheran* magazine; and be it further

RESOLVED, that in any given year when *The Lutheran* magazine has a positive year-end net income amount, that amount shall be transferred to the special development fund for *The Lutheran* magazine; and be it further

RESOLVED, that this operating surplus will be available to be used in support of the ministry of *The Lutheran* and for the development and operation of the magazine at the request of the editor, *The Lutheran* in consultation with the treasurer of the ELCA.

Since the churchwide organization and Augsburg Fortress, Publishers negotiated a revised statement of working relationship for the operation of *The Lutheran* in April 2000, which was further revised in May 2006, the practice has been to transfer the operating surplus of the periodical into a fund managed by the Foundation. The funds were combined with an already existing fund established in the Foundation with funds received from the Lutheran Church in America through Augsburg Fortress, Publishers “to be maintained as a reserve for the church periodical...unless the interest and principal are drawn upon by the churchwide office for deficit coverage of *The Lutheran*.” In subsequent reviews by the ELCA Foundation, it was realized that the fund had included donor restricted gifts. The compelling reason for this resolution is the need to separate unrestricted and restricted funds on the records of the ELCA Foundation as required by accounting regulations, FASB 117. With establishment of this fund as a Church Council designated fund, the Council would remain the authorizing entity and retain full control of the use of the fund.

CC ACTION

Recommended:

To approve the creation of a Church Council designated fund to be invested with the ELCA Foundation and that income in excess of expense in any given operating year of *The Lutheran* may be transferred to this fund with the approval of the treasurer of the ELCA; and

To authorize that the funds will be available for the support of the ministry of *The Lutheran* with the approval of the Office of the Presiding Bishop and the treasurer of the ELCA.

D. Executive Committee

Action items related to the November 14, 2008, meeting of the Executive Committee are detailed below. Additional items or revised actions will be distributed following the committee's meeting.

1. Review and Approval of Committee Charters

At its July 2008 meeting, the Executive Committee established a process for approval of the charters of Church Council committees [EC08.07.14]: "To establish that the process for approval of the charters of the committees of the Church Council include review by the Executive Committee, committee response (if necessary), editing for consistency of style and format by the Office of the Secretary, a second review by the Executive Committee of the amended and edited charter, and transmittal to the Church Council with recommendations for action."

At the September 2008 meeting, Secretary Swartling provided an update on the process for development of a charter for the Executive Committee. A proposed charter was discussed at the October 2008 meeting of the Executive Committee and will be finalized in November 2008.

The Executive Committee also will determine the process for approval of the committee charters, pending completion of the charter for the Planning and Evaluation Committee, at the November 2008 meeting of the Church Council.

CC ACTION

Recommended: [to be determined]

2. Salary Ranges for the Churchwide Organization

Periodically, the Church Council considers adjustment of the salary ranges for the various grades of positions in the churchwide office. Exhibit A, Part 1, shows the current salary grade system and the proposed salary grade system, which would become effective on February 1, 2009.

Churchwide bylaw 14.21.06. indicates, "The Church Council shall establish ranges for the salaries for the churchwide bishop, secretary, and treasurer." Further, bylaw 14.21.07. specifies, "The Church Council shall adopt personnel policies for this church."

Under section 7.2 of the adopted personnel policies, the matter of salary ranges is addressed: "Salary ranges and/or midpoint policy proposals will be developed by Human Resources and the Executive for Administration at least annually, for review and approval by the Church Council."

Else Thompson, executive for human resources provided the following information in a memorandum dated October 9, 2008: "Per ELCA Churchwide Office Personnel Policy 7.2: *Salary Ranges*, I am asking you to review and approve revised salary ranges

for the churchwide organization. These revised ranges would replace the current ranges and would become effective February 1, 2009.

“Since the ELCA-churchwide organization’s ranges were last reviewed and approved in 2006, a number of changes have occurred. As expected, labor levels have increased. I have worked with the Hunter Consulting Group, Ltd. on these revised ranges and feel that the movement proposed ensures that our pay policies are fair and equitable to our employees. In addition, I feel that these are changes that the organization can support, while keeping the churchwide organization competitive in the markets from which we recruit employees.

“The ELCA churchwide organization compensation strategy is to position salary ranges so that the midpoints are at the 50th percentile of the market. In other words, this means that half of the employers would pay more than our midpoint and half would pay less. The ranges that are being proposed take that strategy into account.

“Market compensation data for the analysis was drawn mainly from salary surveys of not-for-profit organizations, with some relevant data drawn from for-profit organizations. Most of these organizations pay modestly in comparison to industry, render a service to society, and are mission-driven.

“Once again, special comparisons were made for selected groups that have experienced extreme market pressure for some time—Information Technology, Mission Investment Fund, and Development Services—and it was determined that alternate salary structures were required to maintain competitiveness in these areas. In addition, we continue to work with the premises set forth in the ELCA social statement on economic life to the best of our ability, while still offering a salary schedule that allows us to attract gifted, competent leaders.

“I look forward to conversation with you about the ranges as we proceed. Thank you for your time and attention.”

In accord with the bylaws and personnel policies for the churchwide office, the following action is recommended. The current and proposed salary ranges are printed in Exhibit E, Part 2.

EC ACTION

Recommended:

To adopt adjusted salary ranges for grades 3 through 25, as shown in Exhibit E, Part 2, effective February 1, 2009, for the compensation of people in positions in the churchwide organization of the Evangelical Lutheran Church in America.

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3. Executive Committee Charter

At its July 2008 meeting, the Executive Committee established a process for approval of the charters of Church Council committees [EC08.07.14]: “To establish that the process for approval of the charters of the committees of the Church Council include review by the Executive Committee, committee response (if necessary), editing for consistency of style and format by the Office of the Secretary, a second review by the Executive Committee of the amended and edited charter, and transmittal to the Church Council with recommendations for action.”

The process for development of the Executive Committee charter was determined at the July 2008 meeting. The proposed charter, drafted by an Executive Committee working group, is printed in Exhibit B for discussion and possible action.

The Executive Committee, in accordance with the action above, also will determine the process for approval of the committee charters at the November 2008 meeting of the Church Council. The proposed process will be finalized and reported prior to the March 2009 meeting.

At its November 2008 meeting, the Executive Committee voted “to recommend the Executive Committee charter as amended for approval by the Church Council.” The proposed charter for the Executive Committee is printed in Exhibit B, Part 3.

CC ACTION

Recommended:

To approve the Executive Committee charter as printed in Exhibit B, Part 3.

4. Processes for Placing Matters on the Church Council Agenda

At its November 2008 meeting, the Executive Committee discussed means by which business can be proposed and processed for consideration on the agenda of a meeting of the Church Council. In its discussion, the Executive Committee recognized the constitutional responsibility of the presiding bishop to prepare the agenda for Church Council meetings and the fiduciary responsibilities of the Church Council, consistent with the *Constitution, Bylaws, and Continuing Resolutions of the Evangelical Lutheran Church in America* and not-for-profit law.

The Executive Committee has discussed various processes by which matters may be placed on the Church Council agenda, including those that follow. The Executive Committee will bring a specific recommendation to the March 2009 meeting of the Church Council.

1. Through the presiding bishop who, in collaboration with the officers of this church and staff, is responsible for the preparation of the agenda of Church Council meetings.
2. Through the action of Synod Councils and Synod Assemblies by means of resolutions and memorials. (Resolutions are processed for action by the Executive Committee, which reports to the Church Council; memorials are processed through the Memorials Committee and transmitted to the Churchwide Assembly, which can recommend that action be taken or evaluated by the Church Council.)
3. Through committees of the Church Council. If issues have been assigned to a committee or if issues are consistent with the responsibilities of a committee as reflected in its charter, matters relating to these issues may be reported to the Church Council as part of a committee report.
4. Through the Executive Committee. Because the Executive Committee is composed of the chairs of the other standing committees of the Church Council, council members may ask

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- committee chairs to bring issues or concerns to the Executive Committee, which can recommend their placement on the council's agenda. For clarity, such requests should be made on a timely basis in writing.
5. Through requests made by council members at the time of a Church Council meeting. Notice of the intent to name new business must be made by a time to be indicated on the meeting schedule. To the extent that such matters are new business, they will be assigned for consideration and referral to a working group named by chair. The working group will make a recommendation to the chair. The recommendation may be overturned by a 2/3 vote of members present and voting. "New Business" on the Church Council agenda. The agenda will contain a deadline for submission of new business. New business that is proposed by the deadline will be discussed in plenary, as time permits, and assigned to the appropriate committee for future consideration and a report to the full council. Action on any matter of new business that is proposed by the deadline will be in order only upon the vote of two-thirds of the voting members voting in support of such action. Discussion of and action on any matter of new business that was proposed after the deadline will be in order only upon the vote of two-thirds of the voting members present and voting in support of such discussion and action.

CC INFORMATION

E. Legal and Constitutional Review Committee

Action items related to the November 14, 2008, meeting of the Legal and Constitutional Review Committee are detailed below. Additional items or revised actions will be distributed following the committee's meeting.

1. Recommendations for the 2009 Churchwide Assembly

The Church Council has the responsibility for submitting recommendations for action by the 2009 Churchwide Assembly. For constitutional amendments, a six-month notice to the synods is required for adoption of such amendments in one Churchwide Assembly (churchwide constitutional provision 22.11.a.). Notice of proposed bylaws also is provided to the synods as information. The proposed amendments also are distributed to the voting members in the *Pre-Assembly Report*.

The proposed amendments are located in Exhibit G, Part 5.

CC ACTION

Recommended:

To recommend the following for adoption by the 2009 Churchwide Assembly of the Evangelical Lutheran Church in America:

To adopt, with the exception of those amendments that may be considered separately, the amendments to the *Constitutions, Bylaws, and Continuing Resolutions of the Evangelical Lutheran Church in America* as detailed in Exhibit G, Part 5.

2. Churchwide Assembly Rules of Organization and Procedure

In each biennium, the Church Council submits a recommendation to the Churchwide Assembly of the Evangelical Lutheran Church in America on proposed rules of organization and procedure. Voting members of the assembly act on the rules in the first plenary session. A two-thirds vote of the assembly is required for adoption of the rules.

The text of the proposed rules is printed in Exhibit G, Part 6. These rules have been developed and refined as a result of the experiences of the ten previous Churchwide Assemblies as well as the experience of predecessor church bodies.

Most of the proposed changes in the 2009 Rules were made to update or reorganize the document or to clarify an issue (e.g., the meaning of "germane motion" or "memorial"). The most substantive amendments are in Part 10 under the heading "Vote to Adopt Certain Recommendations and Resolutions from a Social Statement Task Force." For this Part the following rules are being proposed:

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 a social statement task force report, or amendments or substitute motions relating to them.

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

The second paragraph is the Rule that was adopted by the 2003, 2005, and 2007 Churchwide Assemblies and is consistent with the constitution of the ELCA.

E. Legal and Constitutional Review Committee

Action items related to the November 14, 2008, meeting of the Legal and Constitutional Review Committee are detailed below. Additional items or revised actions will be distributed following the committee's meeting.

1. Recommendations for the 2009 Churchwide Assembly

The Church Council has the responsibility for submitting recommendations for action by the 2009 Churchwide Assembly. For constitutional amendments, a six-month notice to the synods is required for adoption of such amendments in one Churchwide Assembly (churchwide constitutional provision 22.11.a.). Notice of proposed bylaws also is provided to the synods as information. The proposed amendments also are distributed to the voting members in the *Pre-Assembly Report*.

The proposed amendments are located in Exhibit G, Part 4.

CC ACTION

Recommended:

To recommend the following for adoption by the 2009 Churchwide Assembly of the Evangelical Lutheran Church in America:

To adopt, with the exception of those amendments that may be considered separately, the amendments to the *Constitutions, Bylaws, and Continuing Resolutions of the Evangelical Lutheran Church in America* as detailed in Exhibit G, Part 5.

2. Churchwide Assembly Rules of Organization and Procedure

In each biennium, the Church Council submits a recommendation to the Churchwide Assembly of the Evangelical Lutheran Church in America on proposed rules of organization and procedure. Voting members of the assembly act on the rules in the first plenary session. A two-thirds vote of the assembly is required for adoption of the rules.

The text of the proposed rules is printed in Exhibit G, Part 6. These rules have been developed and refined as a result of the experiences of the ten previous Churchwide Assemblies as well as the experience of predecessor church bodies.

Most of the proposed changes in the 2009 Rules were made to update or reorganize the document or to clarify an issue (e.g., the meaning of "germane motion" or "memorial"). The most substantive amendments are in Part 10 under the heading "Vote to Adopt Certain Recommendations and Resolutions from a Social Statement Task Force." For this Part the following rules are being proposed:

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 a social statement task force report, or amendments or substitute motions relating to them.

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

The second paragraph is the Rule that was adopted by the 2003, 2005, and 2007 Churchwide Assemblies and is consistent with the constitution of the ELCA.

The Office of the Secretary and the Legal and Constitutional Review Committee are proffering these Rules in Part Ten not as advocates of a particular point of view, but primarily to clearly frame the discussion of this section and to address transparently the pending resolution of the Northwestern Minnesota Synod (Exhibit B1b). These Rules also are consistent with what has been proposed in the past and what had been practice with respect to social statements and their implementing resolutions prior to the 2007 Churchwide Assembly, as is evident from this review of the following recent history of the rules in this section:

2005 Churchwide Assembly

At the November 2004 Church Council meeting, the Rules of Organization and Procedure for the 2005 Churchwide Assembly were considered. In Part Ten, "Amendments to and Votes on Major Statements," under the heading "Vote to Adopt Certain Recommendations from Task Force Reports," the following rules were commended to the Churchwide Assembly [CC04.11.65]:

A two-thirds majority vote of the voting members of the Churchwide Assembly present and voting shall be required to adopt recommendations from a task force report that require amendment of a constitution or bylaw provision for implementation.

A two-thirds majority vote of the members of the Churchwide Assembly present and voting shall be required to adopt recommendations from a task force that would establish for this church a new practice or policy that is contrary to a social statement of this church on the subject of the policy or social statements received from the immediate predecessor church bodies of this church that have not been replaced or superseded by social statements or decisions of this church.

A two-thirds majority vote of the voting members of the Churchwide Assembly present and voting shall be required to adopt recommendations from a task force report that would establish for this church a new practice or policy that is contrary to an existing policy that has been adopted by the Church Council upon recommendation of a board or committee, as authorized by the constitution or bylaws of this church.

A two-thirds majority vote of the voting members of the Churchwide Assembly present and voting shall be required to adopt recommendations from a task force report that the Church Council recommended to the Churchwide Assembly and specified that a two-thirds affirmative vote of the assembly will be necessary for adoption.

A two-thirds majority vote of the voting members of the Churchwide Assembly present and voting shall be required to adopt recommendations from a task force report that would establish policy for the oversight by synods of the official rosters of this church.

A majority vote of the voting members of the Churchwide Assembly present and voting shall be required to adopt recommendations from a task force report that are provided as advice to congregations of this church, except recommendations in implementing resolutions for a social statement for which a two-thirds vote is required.

At the first plenary session of the 2005 Churchwide Assembly, the assembly considered the Rules. It voted initially to adopt the Rules, exclusive of quoted and

highlighted constitutional provisions and bylaws that are already in force, and the material removed for separate consideration [CA05.01.01]. The Rules approved in the section “Vote to Adopt Certain Recommendation from Task Force Reports” included only the following:

A two-thirds majority vote of the voting members of the Churchwide Assembly present and voting shall be required to adopt recommendations from a task force report that require amendment of a constitution or bylaw provision for implementation.

Paragraphs two–six were removed for separate consideration.

After considerable debate on those paragraphs, the assembly voted to adopt the “Rules of Organization and Procedure,” Section I, page 13, Part Ten, paragraph 3, “Vote to Adopt Certain Recommendations from Task Force Reports”:

A two-thirds majority vote of the voting members of the Churchwide Assembly present and voting shall be required to adopt recommendations from a task force report that would establish for this church a new practice or policy that is contrary to an existing policy that has been adopted by the Church Council upon recommendation of a board or committee, as authorized by the constitution or bylaws of this church.

No other proposed rule in this section was adopted, nor were amendments to them approved.

2007 Churchwide Assembly

At its April 2007 meeting, the Church Council considered the Rules of Organization and Procedure for the 2007 Churchwide Assembly. In Part Ten, “Amendments to and Votes on Major Statements,” under the heading “Vote to Adopt Certain Recommendations from Task Force Reports,” the following rules had been proposed:

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

A two-thirds vote of the members of the Churchwide Assembly present and voting shall be required to adopt recommendations from a task force report or amendments or substitute resolutions related to them that would establish for this church a new practice or policy that is contrary to an existing policy that has been adopted by the Church Council upon recommendation of a board or committee, as authorized by the constitution or bylaws of this church.

After extensive debate, the Church Council voted to recommend to the Churchwide Assembly to adopt the Rules of Organization and Procedure (exclusive of quoted and highlighted constitutional provisions and bylaws that are already in force) [CC07.04.24]. Under the heading in Part Ten “Vote to Adopt Certain Recommendations from Task Force Reports,” the following rule was recommended:

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

At the first plenary session of the 2007 Churchwide Assembly, the assembly considered the Rules of Organization and Procedure. In Part Ten under the heading

“Vote to Adopt Certain Recommendations from Task Force Reports,” the following rule was adopted:

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

Social Statements and Implementing Resolutions

Bylaw 12.12.01. of the *Constitution, Bylaws, and Continuing Resolutions of the Evangelical Lutheran Church in America* states:

12.12.01. A social statement, which is developed by the appropriate churchwide unit and presented to the Churchwide Assembly as a proposed social statement of the Evangelical Lutheran Church in America, shall require for adoption a vote of two-thirds of those voting members present and voting in a Churchwide Assembly. The text of a proposed social statement shall be approved and recommended to the assembly by the Church Council.

Up until 2007, social statements and their implementing resolutions were combined in a single action, which required a two-thirds vote for approval. Specifically, only a single action on “Caring for Health: Our Shared Endeavor,” combining approval of the social statement and implementing resolutions, was taken by the 2003 Churchwide Assembly [CA03.05.13]. Similarly, only a single action on “Sufficient, Sustainable Livelihood for All,” combining approval of the social statement and implementing resolutions, was taken by the 1999 Churchwide Assembly [CA99.05.14]. Again, only a single action on “For Peace in God’s World,” combining approval of the social statement and implementing resolutions, was taken by the 1995 Churchwide Assembly [CA95.05.24]. The 1993 Churchwide Assembly voted a single action [CA93.04.06], combining approval of the social statement and implementing resolutions, on “Caring for Creation: Vision, Hope, and Justice.” It also took a single action on “Freed in Christ: Race, Ethnicity, and Culture” [CA93.07.43]. The 1991 Churchwide Assembly voted a single action on the social statement on abortion [CA91.06.38], combining approval of the social statement and implementing resolutions. It also took a single action on “Social Practice Statement on the Death Penalty” [CA91.03.09] and a single action on “The Church in Society: A Lutheran Perspective” [CA91.02.04].

In 2007, the practice was altered. The 2007 Churchwide Assembly took separate actions on the social statement and its implementing resolution. It approved (Yes-949; No-35) the social statement in one action [CA07.05.21], which required a two-thirds vote, and approved (Yes-996; No-17) the implementing resolutions in another [CA07.07.22] on a simple majority.

2009 Churchwide Assembly

Following debate, including possible amendment or substitutes for the proposed rules, the Church Council will recommend adoption of the Rules to the 2009 Churchwide Assembly. The assembly then will debate and vote on the Rules during the first plenary session. Amendments and substitute motions to the recommendation of the Church Council are, of course, in order.

CC ACTION

Recommended:

To recommend adoption of the following resolution by the voting members of the 2009 Churchwide Assembly:

To adopt the “Rules of Organization and Procedure” for the 2009 Churchwide Assembly (exclusive of quoted and highlighted constitutional provisions and bylaws that are already in force); and

To authorize the presiding bishop and secretary of this church to prepare revisions that may be found necessary for the rules prior to their publication in the *Pre-Assembly Report* and to **recommend any changes to the Church Council at its March 2009 meeting.**

F. Planning and Evaluation Committee

Action items related to the November 14, 2008, meeting of the Planning and Evaluation Committee are detailed below. Additional items or revised actions will be distributed following the committee’s meeting.

1. Communal Discernment

The Church Council, at its August 2007 meeting, referred a resolution from the Southeastern Southwestern Minnesota Synod related to communal discernment. The Church Council voted (CC07.08.57):

To receive the resolution of the Southwestern Minnesota Synod related to communal discernment;

To refer the resolution to the Church Council Planning and Evaluation Committee in consultation with the Administrative Team and the Conference of Bishops with a request that a report and possible recommendations be brought to the April 2008 meeting of the Church Council; and

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

At its April 2008 meeting, the Church Council voted (CC08.04.09):

To give thanks to the Southwestern Minnesota Synod for its resolution asking the Church Council to appoint a task force to examine models of communal discernment and report “recommendations about how we might work together in a way that fosters trust and deepens our spiritual discernment of challenging dilemmas and issues in our future”;

To underscore the importance of communal discernment to the interrelationships and life of this church in each of its expressions and to anticipate that this examination will serve not only to provide a vehicle to speak to each other about difficult issues in difficult times, but also to call this church to look deeply and prayerfully at how it seeks to be led by the Holy Spirit in all its communal discernment processes;

To recognize that this request asks the Evangelical Lutheran Church in America (ELCA) to examine specific criteria for discernment, both current and future, and therefore a breadth of representation on the task force and a flexible time line are necessary;

To anticipate that, together with the Book of Faith initiative, this church is committing itself to a journey with the Spirit, a journey of spiritual renewal through Holy Scripture and discernment;

To appoint a communal discernment task force to explore whether there may be better ways for the Evangelical Lutheran Church in America in all its expressions to engage emotional and divisive issues, seek the guidance of the Holy Spirit, and make

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difficult decisions as a church body in ways that will increase mutual trust, build respect for each other as the body of Christ, and deepen spiritual discernment;

To encourage the task force to engage in a thorough study of alternative possibilities for communal discernment, to recommend to the Church Council alternative models of communal discernment it deems helpful, and to offer leadership to this church as it seeks to be led by the Holy Spirit in its communal discernment processes;

To request that the task force consult regularly with the Administrative Team and the Conference of Bishops, work collaboratively with all expressions of this church, and report its findings and possible recommendations through the Planning and Evaluation Committee to the Church Council;

To include as members of the task force people selected for their interest and expertise from among:

- the Church Council;
- the Conference of Bishops;
- churchwide officers and staff;
- teaching theologians;
- rostered and lay leaders from congregational settings; and
- institutions and agencies;

To include as advisors to the task force people selected for their interest and expertise from among ecumenical partners and intentional faith communities who have explored, or already employ, alternative models of communal discernment;

To anticipate that the task force, as it determines what will be helpful for its work, may invite resource people from a wide range of faith traditions who practice varied models of communal discernment;

To allocate \$20,000-\$25,000 for the work of the task force; and

To request that the task force be named and convened by July 1, 2008, and that the task force provide to the November 2008 meeting of the Church Council, following consultation with the Administrative Team the following: 1) a preliminary outline of the scope of its work and a time line for completing it and 2) any recommended changes in the process of deliberation that would affect the 2009 Churchwide Assembly.

The communal discernment task force, co-chaired by Suzanne Wise, Church Council advisor representing Lutheran Services in America, and Jon Anderson, bishop of the Southwestern Minnesota Synod, has met several times. An update from the task force is provided as Exhibit H, Part 2.

In a memorandum to the Church Council's Planning and Evaluation Committee, Marcus Kunz, staff advisor to the task force from the Office of the Presiding Bishop, wrote:

In establishing the Communal Discernment Task Force the Church Council asked it to provide two things to the November 2008 meeting of the Church Council following consultation with the Administrative Team: "1) a preliminary outline of the scope of its work and a timeline for completing it; and 2) any recommended changes in the process of deliberation that would affect the 2009 Churchwide Assembly." At its most recent meeting (October 29-31, 2008) the task force worked on both requests, resulting in two items for consideration.

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1. Recommendations for the 2009 Churchwide Assembly (Part 2 of the attached report)

At its first meeting (July 17-19, 2008) the task force considered whether to make any recommendations for change in the process of deliberation for the 2009 Churchwide Assembly (CWA). Reasons not to make any recommendations included: a preference to invest time and energy on the larger scope of communal discernment and goals beyond the 2009 CWA; the difficulty of developing recommendations in a short time frame; and the potential for these recommendations being wrongly perceived as carrying a hidden agenda for any of the issues to be considered by the 2009 CWA. For these reasons and others, the task force appeared to be leaning away from making any recommendations for 2009.

However, in an October 1, 2008, telephone conference call, the task force decided to consider possible recommendations in three areas: the relationship between worship and deliberation; how to deal with proposals introduced without advance notice and without adequate time for deliberation or debate; and how to structure deliberation or debate to include those who are neither for nor against a motion as it is before the assembly.

When the task force met October 29-31, 2008, its discussion led eventually to the development of recommendations in five areas (see Exhibit H, Part 2). *These recommendations are best seen as a menu of possibilities, offered with respect and goodwill.* The task force trusts that those responsible for planning and leading the assembly will exercise good judgment informed by experience in deciding what, if any, suggestions to consider implementing at this next assembly. The task force also acknowledges and respects the dedicated work of elected leaders and staff reflected in the existing practices and procedures. The recommendations are not intended to imply that alternatives and underlying issues have not been considered or attempted previously. Moreover, they are not offered as a fully developed and integrated plan, demanding that all suggestions be implemented at once.

These recommendations have been given to the Administrative Team and they are being considered by Churchwide Assembly Planning Team and the Legal and Constitutional Review Committee.

2. A preliminary outline and timeline for continuing work (Part 1 of the attached report)

From the beginning the task force has recognized that the potential scope of its work could be broader than simply reviewing alternative models for decision-making in legislative assemblies of the church. Identifying “how we might work together in a way that fosters trust and deepens our spiritual discernment of challenging dilemmas and issues in our future” also can involve consideration of what it means to be a *community* in deliberation as well as consideration of the ways of *discerning* what is truth, good and other issues (i.e., not just the ways of deciding to act).

Faced with a potentially enormous task, the task force carefully considered the scope of what it would recommend for continuing work. The attached outline and timeline is what the task force both recommends and is prepared to work on over the next 2½ years, although it recognizes that the Church Council may choose to adjust this plan and/or recruit others for this work.

This action plan obviously involves financial costs and investments of time and energy. Costs for travel, housing, and meals for the first task force meeting in July totaled \$7,448.34. Based on that amount, the estimated cost for the action plan as recommended is approximately \$50,000 over the next 2½ years (through the 2011 Churchwide Assembly).

CC ACTION

Recommended:

**To receive with deep gratitude the report of the Communal Discernment Task Force;
To encourage review of the recommendations as information for Churchwide Assembly
planning, including the 2009 Churchwide Assembly of the Evangelical Lutheran Church in
America:**

- By the Church Council as it considers the Rules of Organization and Procedure for the
2009 ELCA Churchwide Assembly;**
 - By the Office of the Presiding Bishop and the Office of the Secretary related to their
constitutionall mandated responsibilities for agenda, worship, and arrangements related to
each Churchwide Assembly; and**
- To approve the proposed budget and timeline for continued work of the existing task force**

G. Program and Services Committee

Action items related to the November 14, 2008, meeting of the Program and Services Committee are detailed below. Additional items or revised actions will be distributed following the committee's meeting.

1. Support for Military Chaplaincy

The Episcopal-Lutheran Coordinating Committee, at its October 2008 meeting, met with The Rev. Darrell Morton, assistant to the presiding bishop for federal chaplaincy ministries and his counterpart in The Episcopal Church to discuss concerns related to military chaplaincy. The following resolution was approved unanimously and will be brought to both church bodies for discussion and possible action: "The Lutheran-Episcopal Coordinating Committee was deeply concerned to learn of episodes of insensitivity by the Armed Forces by neglecting to provide liturgical and sacramental worship opportunities appropriate for Lutherans and Episcopalians. The LECC recommends that the executive bodies of our churches call upon the Department of Defense to take measures to ensure that the sacramental needs of Lutherans and Episcopalians are met by providing a minimum of a weekly celebration of the Eucharist under an officially ordained person recognized by the two churches."

CC ACTION

Recommended:

To call upon the Department of Defense to take measures to ensure that the sacramental needs of Lutherans and Episcopalians are met by providing a minimum of one weekly celebration of the Eucharist under an officially ordained person recognized by the two churches.

2. Full Communion with the United Methodist Church

The Lutheran-United Methodist bilateral dialogue began with a first round study on Baptism (1977-79). That study concluded that Lutherans and United Methodists shared "in one Spirit and one Baptism." The second round of the dialogue (1985-87) focused on episcopacy and concluded that, while there are distinctions between how the two churches utilize the office of bishop, they both insist "that no particular structure of oversight is of the essence of the Church." The final report was published by Augsburg Fortress, Publishers, in 1991 as *Episcopacy: A Lutheran-United Methodist Common Statement to the Church*, which, in addition to background papers prepared for the dialogue, also included the 1979 common statement on Baptism.

The conclusion of the round two participants was that "the remaining topics can and should be addressed in a third and final round of dialogues between our two churches." A formal invitation was received in June 1998 from the ecumenical officer of The United Methodist Church asking that the dialogue be resumed. Staff members met in November 1998 to begin planning the third round of the dialogue. In November 1999 the co-chairs, the Rev. Allan C. Bjornberg, bishop of the Rocky Mountain Synod of the Evangelical Lutheran Church in America, and the Rev. Melvin G. Talbert, ecumenical officer and bishop of The United Methodist Church, and dialogue members were appointed.

The co-chairs subsequently met December 8-9, 2000, at Chicago to organize a schedule of topics for the dialogue, and concluded this meeting by adopting the following statement:

As we begin our conversation, we expect to further explore and discover our partnership in the Gospel, and we hope to discern a clearer vision of our common

discipleship. In committing ourselves to this next round of dialogue, we express our hope for full communion between our two churches.

The dialogue convened its first plenary meeting in Denver, Colorado, September 6-9, 2001, to discuss a series of papers on the role of Scripture as authority as well as confessional and doctrinal authority within the two churches. The dialogue members were encouraged by significant work previously accomplished by Lutheran and United Methodist churches through bilateral and multilateral relationships throughout the world. United Methodists in several European countries already have entered into agreements with Lutheran churches. The ELCA-UMC dialogue found of particular assistance *Fellowship of Grace*, which describes the 1994 full-communion relationship between the UMC and the Church of Norway, as well as *The Church: Community of Grace*, the 1984 final report of the Lutheran World Federation and World Methodist Council dialogue, which details significant convergence in our churches' doctrines of grace and baptism.

The second plenary session convened February 14-17, 2002, in Orlando, Florida. Because of continuing illness, Dr. Jean Miller-Schmidt was replaced by the UMC Council of Bishops with the Rev. Dr. Paul Chilcote of Asbury Seminary, a John Wesley scholar. Discussion centered on a review of the 1979 common statement on Baptism and the Lord's Supper. The two church bodies have these sacraments in common, the only rites considered sacraments by these church bodies. Baptism is understood to be the entry into church life; the Lord's Supper is the regular gathering around the holy meal for faith communities. Significant agreement was found among the churches' history and doctrinal teaching.

The third plenary session convened September 12-15, 2002, in Oslo, Norway, immediately prior to a meeting of the Executive Committee of the World Methodist Council. The dialogue members benefitted from consultations with representatives of the Church of Norway and The United Methodist Church in Norway. The dialogue members discussed papers on justification and sanctification, and were encouraged by the level of convergence around these topics.

The fourth plenary session convened October 30-November 2, 2003, at the Louisville Presbyterian Theological Seminary in Louisville, Kentucky. Dialogue members discussed papers on the mission of the Church and orders of ministry, as well as a draft version of "This Holy Mystery," a document articulating the eucharistic theology of The United Methodist Church to be considered at its 2004 General Conference. Participants were encouraged by the understanding of Holy Communion it described, but proposed an amendment to clarify reference to a common misunderstanding among United Methodists that Lutherans believe in consubstantiation. This proposed amendment was subsequently considered by the UMC General Conference and adopted for the final version of "This Holy Mystery."

The fifth plenary session convened February 19-22, 2004, at the Melancthon Institute in Houston, Texas. Discussion began on a proposal for Interim Eucharistic Sharing, and the preliminary text of a final report of round three. In addition, a presentation on Lutheran liturgy was made by the Rev. Dr. Gordon W. Lathrop of The Lutheran Theological Seminary at Philadelphia, and a presentation on United Methodist liturgy was made by the Rev. Dr. Gayle C. Felton of United Methodist Board of Discipleship.

The sixth plenary session convened August 26-29, 2004, at the Lutheran Immigration and Refugee Service (LIRS) office in Baltimore, Maryland. Dialogue participants

completed work on the proposal for Interim Eucharistic Sharing, and voted unanimously to submit the proposal for consideration by each church. The process for consideration was to include approval by the Council of Bishops, indicating that such sharing was in compliance with existing policies and procedures of The United Methodist Church, and adoption by the ELCA Churchwide Assembly to authorize such sharing by ELCA congregations. The dialogue also continued to discuss issues related to the Lord's Supper and orders of ministry.

The seventh plenary session convened February 24-27, 2005, in Miami, Florida. The participants discussed principles for congregational guidance during the interim period, with a final text to be completed subsequent to adoption of the Interim Eucharistic Sharing agreement. Work also continued on a final report prior to preparation of recommendations for full communion. Topics of continued discussion were sanctification and perfection, and mission. A draft version of this report was completed at the August 2005 plenary meeting for distribution throughout both churches for review and comment. Comments were considered at the plenary meeting in August 2006, with a finished text for study and review by each church completed in early 2007, which completed the work of the third round participants.

The dialogue also officially proposed the following statement as the basis upon which to propose interim eucharistic sharing:

In Round III of the Evangelical Lutheran Church in America—United Methodist Church bilateral dialogue, we have examined the basis for a relationship of full communion between our two church bodies. Our study thus far has discovered no impediment to such a relationship. We have found, however, that the extent of our existing convergence in faith has not always been recognized in our faith communities. As we continue the work of this dialogue, we believe the time has come for our churches to deepen our knowledge of one another, honor and extend our currently shared mission, and share in a new relationship of worship and ministry through an agreement of Interim Eucharistic Sharing. Our work has built upon substantial existing relationships:

We rejoice in our common witness through the World Council of Churches and the National Council of the Churches of Christ in the U.S.A.;

We rejoice in the example of the close relationship that exists between the United Methodist Church in Norway (a part of The United Methodist Church) and the Church of Norway (a member of the Lutheran World Federation), described in *Fellowship of Grace* (1994 www.kirken.no/engelsk/fship_grace.html), which has served as an important resource for this dialogue;

We rejoice that European Lutheran, Reformed, and United Methodist churches have deepened their relationships (1997 <http://lkg.alb.de/lkg/start.php>);

We rejoice in the joint statement of the World Methodist Council and the Lutheran World Federation, *The Church: Community of Grace* (1984 www.elca.org/ea/Resources/lumersce.html);

We rejoice in the two previous rounds of dialogue in the United States between Lutherans and United Methodists on Baptism (1979) and the episcopacy (1988); and

We rejoice in discovering that our two distinctive worship traditions have enriched each other and are sustained by those hymns we share together; that the ELCA statement on sacramental practice, *The Use of the Means of Grace* (1997 www.elca.org/dcm/worship/worship/sacraments/umg.html), has made explicit that (as in The United Methodist Church) baptized Christians who receive Holy Communion in their own congregations are welcome to receive the sacrament in ELCA congregations; and that The United Methodist Church has articulated its understanding of the sacraments in two documents, *By Water and the Spirit: A United Methodist Understanding of Baptism* (1996 www.gbod.org/worship/

articles/water_spirit/) and *This Holy Mystery: A United Methodist Understanding of Holy Communion* (2004 www.gbod.org/worship/thm-bygc.pdf).

Drawing upon these resources and previous agreements, the work of the dialogue thus far has discovered significant areas of shared faith:

Both churches confess with Christians of all ages the Triune God as the one true God;
we confess the Bible as the Word of God and the source and norm of our proclamation, faith, and life;

we agree that, in accordance with the Scriptures, human beings are justified by God's grace in Christ received freely through faith alone;

we agree that good works are the natural and spontaneous fruit of faith;

we agree that in Baptism God enables the Christian to rely upon this gift, promise, and assurance throughout all of life;

we confess that the Lord's Supper is one of the fundamental means of grace. Like Holy Baptism, the Lord's Supper is an efficacious sign of God's grace, including and giving real participation in Christ;

we confess that the entire Eucharistic celebration expresses the real presence of Christ;

we confess that Christ is really present, shared, and received in the forms of bread and wine in the Eucharist, and that the blessings of this supper are received by faith alone;

we confess that in the Lord's Supper believers receive the benefits of Christ's perfect sacrifice on the cross and his victorious resurrection; and

we confess that the Holy Spirit uses the Supper to express and realize the communion (*koinonia*) of the people of God with Christ and with each other.

Furthermore, both churches emphasize in their liturgies the dimension of worship and thanksgiving in communion (*eucharistia*) and regard the entire worship service, centered in the proclamation of God's Word and the celebration of the Sacraments with prayer and praise, to be the central act in our common Christian life.

While in the dialogue we continue to address such topics as the work of the Holy Spirit in sanctification, perfection in love, and understandings of ministry, we believe that significant convergence exists—and there is sufficient urgency in our need for closer relations of common witness and mission—that a step toward closer relationship is both possible and timely.

On the basis of these discoveries we believe that our churches now should commit to Interim Eucharistic Sharing. This agreement, though short of full communion, makes more visible the unity we already share in Christ, and makes more credible our common witness in the world. For the Evangelical Lutheran Church in America (which defines Interim Eucharistic Sharing and Full Communion in "Ecumenism: The Vision of the ELCA" [1991 www.elca.org/ecumenical/Vision.html]) this requires approval by its Churchwide Assembly. At the call of its Council of Bishops, The United Methodist Church, for whom such Eucharistic sharing already is possible, will commit to a time of intentional deepening of relations with ELCA congregations.

We continue to hope and work toward a relationship of full communion between our two church bodies. With this interim commitment, congregations and judicatories of our two churches would now be encouraged to study together *This Holy Mystery* and *The Use of the Means of Grace*, to celebrate joint services of the Lord's Supper, and to explore new opportunities for shared ministry. Guidelines for

planning joint liturgies and resources for study and conversation can be found online (www.elca.org/ecumenical).

Each of our communions remains a broken and incomplete witness to God's mercy. Longing for that glorious day when all are one, we trust that worship and work together in relationships of mutual challenge and celebration will strengthen our proclamation of the Gospel for the enabling of faith. We prayerfully commit ourselves to this continuing journey together.

In March 2005 the ELCA Conference of Bishops voted (CB05.03.05): "To endorse the proposal to establish interim Eucharistic sharing between the Evangelical Lutheran Church in America and The United Methodist Church."

In April 2005, the Church Council voted (CC05.04.23) to recommend the following for approval by the 2005 Churchwide Assembly:

To welcome and rejoice in the substantial progress of the Lutheran-United Methodist Dialogue, looking toward the future possibility of a relationship of full communion between the Evangelical Lutheran Church in America and the United Methodist Church;

To now recognize the United Methodist Church as a church in which the Gospel is preached and taught;

To affirm, on the basis of studies conducted by the Lutheran-United Methodist dialogue, that the basic teaching of each respective church is consonant with the Gospel;

To acknowledge, on the same basis, that the central teaching of the United Methodist Church is sufficiently compatible with the teaching of this church;

To encourage common concern throughout the respective churches by such means as:

1. mutual prayer and mutual support by members of congregations;
2. study together of the Holy Scripture as well as the histories and theological traditions of both churches;
3. joint programs of theological discussion, evangelical outreach, and social ministry endeavors; and

To declare, on the basis of these findings, that a relationship of Interim Sharing of the Eucharist is hereby established between the Evangelical Lutheran Church in America and The United Methodist Church in the U.S.A., with such an interim sharing to be exercised according to established guidelines (Exhibit K, Part 2).

This resolution subsequently was adopted on August 11, 2005, by the Churchwide Assembly (CA05.04.11) by a strong majority (Yes-877; No-60), which established a relationship of Interim Eucharistic Sharing with The United Methodist Church.

A draft document describing a relationship of full communion between the two churches, "Confessing Our Faith Together," was submitted for review by the Conference of Bishops at its September 29-October 3, 2005, meeting with the intention that it would be circulated in a study format for discussion throughout the two churches. The draft also was submitted to the eight ELCA seminaries for review. The deadline for individual, congregational, and seminary responses and recommendations for revisions was January 15, 2007. Since The United Methodist Church was scheduled to consider the proposal for full communion at its General Conference meeting in 2008, the members of the Conference of Bishops discussed at length whether the ELCA should consider the matter at its 2007 or 2009 Churchwide Assembly. Based on this conversation, it was agreed that the proposal should come for a vote in 2009.

The Rev. Dr. Timothy G. Wengert, professor of Reformation history and Lutheran confessions at The Lutheran Theological Seminary at Philadelphia and a member of the bilateral dialogue, was invited to address the Conference of Bishops meeting in October

2006, with the specific request that he address any potentially neuralgic points.

Responses to the study draft were reviewed by members of the bilateral dialogue at its final meeting in December 2007 and, based upon those responses, the dialogue decided to make no changes.

At its April 2008 meeting, the ELCA Church Council voted (CC08.04.10):

To give thanks to God for the deepening relationship with The United Methodist Church that has resulted from Interim Eucharistic Sharing;

To thank the members of the Lutheran-United Methodist Dialogue for the final report of the dialogue and the proposal for full communion, "Confessing Our Faith Together";

To encourage continued study of this proposal for full communion throughout this church;

To anticipate action of the United Methodist General Conference on this full-communion agreement, as it meets April 23-May 2, 2008; and

To request a formal proposal for a full-communion agreement with the United Methodist Church for consideration by the Church Council at its November 2008 meeting for action by the 2009 ELCA Churchwide Assembly.

The United Methodist Church approved the proposal for full communion on April 28, 2008. By a vote of 864-19, the General Conference of the United Methodist Church (UMC) adopted an implementing resolution that will establish full communion with the Evangelical Lutheran Church in America, if the ELCA adopts the same proposal at the next ELCA Churchwide Assembly, August 17-23, 2009, in Minneapolis. The resolution that was approved by the United Methodist General Conference is printed in Exhibit Q, Part 2a.

The following action created a coordinating committee, the Joint Commission on ELCA and UMC Full Communion: "To fulfill the vision of full communion between The United Methodist Church and the Evangelical Lutheran Church in America, there shall be a Joint Commission on ELCA/UMC Full Communion. The commission shall serve the following functions:

- Coordinate the implementation of action taken by the two churches to achieve full communion.
- Assist joint planning for mission.
- Facilitate consultation and common decision making through appropriate channels in fundamental matters that the churches may face together in the future.
- Report regularly and appropriately to each church.

The United Methodist Church membership of this commission shall be the Ecumenical Officer of the Council of Bishops, the President of the General Commission on Christian Unity and Interreligious Concerns (GCCUIC), if the President is not also the Ecumenical Officer, and one lay and one clergy member of GCCUIC elected by GCCUIC. If the President of GCCUIC is also the Ecumenical Officer, then the Vice President of GCCUIC shall be a member of the commission."

The ELCA will appoint members of the Joint Commission (Coordinating Committee) through the office of the Presiding Bishop.

CC ACTION

Recommended:

To recommend to the 2009 Churchwide Assembly the following action:

RESOLVED, that this Churchwide Assembly of the Evangelical Lutheran Church in America accepts the implementing resolution printed in Exhibit Q, Part 2b as the basis for a relationship of full communion to be established

between The United Methodist Church and the Evangelical Lutheran Church in America; and be it further

RESOLVED, that this Churchwide Assembly of the Evangelical Lutheran Church in America requests that Presiding Bishop Mark S. Hanson of the Evangelical Lutheran Church in America convey this action to Bishop Gregory V. Palmer, president of the United Methodist Council of Bishops.

3. Amendments to “Statement of Policy and Procedures for Review of Liturgical Materials Prepared by ELCA Churchwide Units”

At its April 1991 meeting, the Church Council of the Evangelical Lutheran Church in America voted (CC91.04.81), "To receive as information the 'Statement of Policy and Procedures for Review of Liturgical Material Prepared by Churchwide Units' with the understanding that the statement is for immediate implementation."

Since 1991, this statement has seen regular use and continues to be a primary governance protocol for the Office of the Presiding Bishop in carrying out its "responsibility for leadership of the worship life of this church" (ELCA 15.11H05). The statement was particularly helpful in shaping the review process for the Renewing Worship project that resulted in the release of *Evangelical Lutheran Worship*.

Work that is currently in progress on the occasional services related to the church's rostered ministries has revealed the need for several amendments to the statement.

1. The current statement was prepared at the time when the *Lutheran Book of Worship* was the primary worship resource for this church. Since that time, the 2005 Churchwide Assembly has commended *Evangelical Lutheran Worship* for use in this church. Thus, the references to *Lutheran Book of Worship* in the current statement need updating and will now read:

a. "II. E. The liturgical texts and patterns of *Evangelical Lutheran Worship* are viewed as the norm for common use in public worship."

b. "V. C. **Encouraged Materials**

COMMENDED—Resources that have undergone extensive liturgical review and are now commended, normally by the Churchwide Assembly, for general use in this church, such as *Evangelical Lutheran Worship*."

2. The services related to the church's rostered ministries (such as ordination, consecration, commissioning, and installation) are currently in the process of revision as part of the second volume of *Evangelical Lutheran Worship* occasional services. Because it is necessary that these services are consistent with the governing documents of this church related to its rostered ministries, these services constitute a category that is different from others currently identified in the section of the statement titled 'Degree of Endorsement.' The following amendment to the statement will accommodate this category of endorsement.

"V. D. **Authorized Materials**

AUTHORIZED—Resources that have been deemed to be in accordance with the governing documents of this church and that have been designated as the appropriate form, to be used in this church as presented. Examples include the service of Ordination and other services related to rostered ministries of this church. Authorized materials may also include resources that have emerged from ecumenical consultations and this church's liturgical review process. Materials are authorized upon recommendation by the Office of the Presiding

Bishop, review by the Conference of Bishops, and approval by the Church Council."

CC ACTION

Recommended:

To receive as information the "Statement of Policy and Procedures for Review of Liturgical Material Prepared by Churchwide Units," as amended, with the understanding that the statement is for immediate implementation.

4. Social Statement on Justice for Women

The ELCA plan for mission supports the five strategic directions with the commitment to: "Confront the scandalous realities of racial, ethnic, cultural, religious, age, gender, familial, sexual, physical, personal, and class barriers that often manifest themselves in exclusion, poverty, hunger, and violence."

Since the establishment of the ELCA in 1988, this church has demonstrated its commitment to justice for women both programmatically through the Commission for Women and throughout the whole organization. In 2005, in order to strengthen the engagement of all parts of the ELCA, the Churchwide Assembly approved a change in structure by which the Church in Society program unit would include a program for Justice for Women.

As an expression of the high commitment of this church to this work, all units include work for justice for women and are held accountable to the Office of the Presiding Bishop. In addition, because of the churchwide nature of this program, the director for justice for women reports annually to the ELCA Church Council and bi-annually to the Churchwide Assembly. The relevant continuing resolution (16.12.D06.d.) states that the Church in Society program unit shall:

... work to enable this church to realize the full participation of women of all cultures; to foster partnership between men and women; to assist this church to address sexism; and to advocate for women in this church and society. In so doing, this program unit shall:

- 1). Present a program plan annually to the Church Council and biennially to the Churchwide Assembly on these efforts;
- 2). Convene a consulting committee related to this task.

The justice for women consulting committee is comprised of women and men from around the country representing a wide variety of ages, ethnicities, and vocational experiences. This group currently includes:

- April Almaas: Harvard Divinity School graduate currently finishing a pastoral internship in the Sierra Pacific Synod; at-large member;
- Susan Candea, pastor of an ELCA congregation in Colorado; at-large member;
- Antonia Clemente, co-founder and executive director of a domestic violence center in New York City; at-large member;
- Kris Kvam (chair), professor at a Methodist seminary in Kansas City; at-large member;
- Agnes McClain, assistant to the bishop of the Southwest California Synod; at-large member;
- Mikka McCracken, student at Gustavus Adolphus College; at-large member;
- A.J. Mell, high school student in Pennsylvania; advisory member;
- Joyce Schoulte, representative of the Church in Society program committee from Northeastern Iowa Synod; advisory member;

- David Truland, liaison from the ELCA Church Council; advisory member
- [vacant], representative of the Conference of Bishops; advisory member
- Other advisory members include Wyvetta Bullock, ELCA executive for administration; Linda Post Bushkofsky, executive director of Women of the ELCA, and Doug Haugen, director of Lutheran Men in Mission
- Staff members from the Church in Society program unit include Rebecca Larson, executive director; Mary Streufert, director of justice for women in church and society; and Juli Bey, administrative assistant, Justice for Women in Church and Society program, staff member.

One of the main responsibilities of the consulting committee is to advise the director on priorities for implementing the ELCA Plan for Mission commitment to justice for women. In its work the consulting committee has identified as a priority the need for extensive engagement theologically throughout this church in order to effectively understand and address the variety of matters of critical concern to this church. These include but are not limited to:

- the reality of sexism as a sin in this world;
- the importance of claiming the work of justice for women (and girls) as the work of the entire church;
- the profound social and justice needs of women and girls in both church and society;
- the statistics on violence, poverty, HIV and AIDS, exclusion from and derision for ecclesial and secular leadership, and trafficking in humans overwhelming indicate the egregious harm women experience, both within church and within society;
- the unmet social and justice needs of women indicate that they are not valued as made in the image of God;
- the problems, which are systemic, relate to women and men and systems of power and privilege and must be addressed theologically; and
- this church is called to speak boldly and publically through advocacy and in other ways in support of justice for women (and girls) in church and society and requires a policy base to do this effectively and well.

The consulting committee concluded that the personal, social, and religious reality of injustice for women and girls demands a deeply convicted theological response that would engage this church in study and reflection, particularly around the theological connection between justification and justice in the realm of what it means to be female and male within God's creation. The consulting committee concluded that it is not until this important piece of work is engaged that this church can most effectively respond to issues of justice related to women and girls both within church and society.

Therefore, at its meeting in the fall of 2007 the consulting committee for justice for women recommended to the Church in Society program unit that a request be made to the Church Council to call for a social statement on justice for women. At its meeting in the spring of 2008, the program committee for Church in Society discussed this matter and supported the recommendation of the consulting committee.

ELCA Social Statements

The "Policies and Procedures of the Evangelical Lutheran Church in America for Addressing Social Concerns" describe social statements in this way: "Social statements are major documents addressing significant social issues. Typically, they provide an analysis and interpretation of an issue, set forth basic theological and

ethical perspectives related to it, and offer guidance for the corporate Evangelical Lutheran Church in America and its individual members....In all cases social statements are the product of extensive and inclusive deliberation within this church, a process that is an integral part of their educational purpose. Because of the considerable resources and care that this church invests in them, and because of the participatory process used in their development, social statements are the most authoritative form of social policy and are adopted only by the Churchwide Assembly.”

Six perspectives guide this church’s understanding, development, consideration, and use of social statements:

1. Social statements are theological documents.
2. Social statements are teaching documents.
3. Social statements involve this church in the ongoing task of theological ethics.
4. Social statements result from an extensive, inclusive and accepted process of deliberation throughout this church.
5. Social statements guide the institutional life of this church.
6. Social statements are intended to be used widely in the life and mission of this church, reflect awareness of the various audiences and ministries which they are to serve.

It is the recommendation of the program unit for Church in Society that the ELCA Church Council recommend to the 2009 Churchwide Assembly the topic of justice for women in church and society as a social statement to be received by the Churchwide Assembly for approval in 2015.

CC ACTION

Recommended:

To recommend to the 2009 Churchwide Assembly the following action:

To request that the Evangelical Lutheran Church in America develop a social statement on the topic of justice for women in church and society to be received by the Churchwide Assembly for approval in 2015.

5. First Call Mission Developers: Synodically Authorized Ministry and Candidacy

The ELCA Evangelism Strategy (2003) calls for expanding the development of new congregations. That strategy and the five ELCA ethnic ministry strategies speak extensively about the need to call forth missional leaders. At least since 2003, the Conference of Bishops (COB), the churchwide units working on outreach and ministry, and the seminaries have focused considerable attention on ways to recruit, prepare, and deploy the leaders we need, particularly pastors who can serve as mission developers. The goal is to have an effective and seamless process.

The shaping of the present proposals began with work on the strategies and continued in 2006 when the Conference of Bishops had extensive conversations about the challenges and opportunities in new mission development and identified four areas for focused work:¹

Churchwide and synodical staffing patterns in new mission development

1. Leadership for mission development, specifically to enhance the supply of mission

¹ The background paper prepared by staff for the bishops is titled “New Starts Process” and is dated September 26, 2006. It outlines present models for mission starts and present leadership development efforts.

developers;

2. Funding for mission starts (and for the preparation of developers); and
3. Principles and criteria for new starts for determining when and where to work and how to evaluate progress.

As they have responded to the strategies' calls to prepare missional leaders, ELCA seminaries have noted frustrating procedural difficulties and disconnects for students engaged simultaneously in candidacy and mission developer approval. Another area of concern noted by the bishops and churchwide staff is the unclear connection between preparation for rostered ministry and synodical authorization for Word and sacrament ministry. Tensions about synodically authorized ministry occasionally affect mission development efforts.

Considerable research has been done. Research and Evaluation published a study in July 2007 after several years of work: "New Developments in the Evangelical Lutheran Church in America," by Kenneth Inskip. The Evangelical Outreach and Congregational Mission (EOCM) unit has developed reliable processes for identifying potential mission developers. The seminaries and Vocation and Education (VE) unit, through the candidacy process, attend to qualities and skills that could lead to effective ministry in this arena.

These conversations and work were followed by a consultation among the key partners in September 2007, using a SWOT (e.g., strengths, weaknesses, opportunities, threats) analysis that identified three areas of "low hanging fruit" where rapid progress likely could be made:

1. Align processes for candidacy and for screening and approval for mission development, with the intent of giving candidates a seamless experience as they prepare while still in seminary.
2. Continual focusing of theological education for this work—affirming the seminaries' work in this arena
3. Lay missional leadership/lay mission developers—developing ways to foster lay leadership and clarify how and when lay persons might be synodically authorized for Word and sacrament ministry.

The Conference of Bishops at its March 2008 meeting gave general affirmation to several staff-proposed changes in policy and practice related to the preparation, approval, and calling of people for service in mission development. The COB also affirmed the use of Synodically Authorized Ministry in general and its specific use to provide Word and sacrament ministry for a mission development. The bishops requested that specific implementing language be brought to their October 2008 meeting for consideration and possible action. On the basis of all these conversations, staff of the Vocation and Education unit, the Evangelical Outreach and Congregational Mission Unit, and the Office of the Secretary, working through the churchwide staff New Starts Table, have been involved in formulating three proposals to implement the goal as well as a clarifying statement on the role of lay members in mission development.

At its October 2008 meeting the Conference of Bishops affirmed the three proposals. The first two proposals recommend amendment of the language of "Manual for the Management of the Rosters." Each of the changes makes an alteration in past policy that both the VE and EOCM units and the bishops believe will facilitate the preparation of additional and more effective mission developers.

If the Council approves the recommendation that follows, the Vocation and Education unit and the Evangelical Outreach and Congregational Mission unit will proceed with their efforts to integrate these processes and continue to work with all partners to develop, publish and implement aligned procedures for candidacy and mission developers.

1. Regularization of calls to mission development

To recognize mission development as an integral aspect of congregational life and thus appropriate for a pastor's first call, mission development will be understood as being "congregational service" in the sense intended by ELCA bylaw 7.41.12.:

7.41.12 Initial Call to Congregational Service. Because the responsibilities of the office of the ordained ministry are most clearly focused in the congregational pastorate, experience in which is deemed by this church to be invaluable for all other ordained service, initial service of at least three years shall be in the parish ministry of this church. Exceptions 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.

Hitherto, a call to mission development has been understood as an exception under the bylaw. The criteria and procedures that have been developed are spelled out in the *Manual of Policies and Procedures for the Management of the Rosters*, Part one, page 41.

History: Current practice treats such calls as exceptions, requiring approval in each case by the COB roster committee through an expedited process. The COB through the committee almost always has approved such requests for exceptions.

Rationale for change in policy and practice: The call to develop a new start intrinsically anticipates and initiates gathering around Word and sacrament, which is the essence of a congregation and of parish ministry. The necessity to grant an exception not only occasionally causes unhelpful delays, but also appears to some to treat mission development itself as an exception within the life of the ELCA. The proposed shift in understanding and policy also could lead to fuller integration of mission development into the normal synodical and churchwide processes of assignment and call.

2. Linking synodically authorized ministry and candidacy

To connect this church's practice more closely with its understanding of the ministry of Word and sacrament, an expectation would be established that a person approved for Synodically Authorized Ministry normally would normally be active in candidacy for ordained ministry.

Rationale: The change would give more clear recognition to this church's understanding of the ministry of Word and Sacrament and the processes related to that ministry. It would reflect current practice in many places and would strengthen the encouragement to persons serving in ministry who ought also be preparing for ordination.

3. Alignment of candidacy and mission developer selection processes

Alignment of the processes for candidacy and assignment and for mission developer selection and preparation will ensure that the processes are as seamless as

possible both for the expressions of this church and for candidates. Though this integration will take time and be somewhat complex, closer cooperation will allow the streamlining of certain areas of the current EOCM mission developer process, the candidacy and assignment process, and the theological education processes without conflating them.

Candidates, and those who serve their development, will begin to experience the seamlessness for which this church strives. Congregations and others who are committed to fostering mission development and redevelopment will experience preparation that is both welcoming and deeply involved in looking for gifts for mission.

Several areas can be aligned now and others can be explored:

- a. The work of identifying, preparing, evaluating and supporting missional leaders.
 - 1). Mission developers sometimes are identified prior to theological education by ethnic communities, congregations, or synods, or may present with these gifts and characteristics while in seminary or following years of parish service. This proposal relates to enhancement of the first two scenarios. Recruitment and discernment materials will be developed and revised to reflect these new considerations.
 - 2). EOCM mission directors and synods, seminary faculties, and candidacy committees will work more closely together to identify, evaluate, and support candidates. The TEEM (e.g., Theological Education for Emerging Ministries) concept of coming together alongside these developing leaders for identification, theological education, formation, mentoring, and support offers examples and models for these relationships.
 - 3). Along with current opportunities for orientation and candidacy interview training, candidacy committees will receive training in awareness of missional characteristics toward identifying, welcoming, and forming missional leaders, mission developers, and redevelopers. Regularizing the call to mission development and incorporating synodically authorized mission developers into the process will expand candidacy horizons in the formation and evaluation of these gifts, while the candidacy task remains much as it has been in certifying readiness for congregational Word and sacrament ministry. Mission directors also will benefit from increased understanding of the candidacy process.
- b. One application serving both candidacy and EOCM.
 - 1). The current essay would be extended to allow interested candidates to provide additional relevant information both about experiences with communities and community development and impressions about tasks and methods needed for mission development.
 - 2). Appropriate releases will be developed to include application sharing with the EOCM mission developer process.
- c. Mission developer pre-screening and behavioral screening results will be shared with the candidacy committee.
 - 1). For traditional M.Div. candidates, there will be two screening process opportunities for mission developer prospects: spring of junior year, informing discernment and endorsement process; late summer of internship year, informing approval and assignment. Screening results will

be written and presented in such a way as to assist and encourage continuing development and discernment of gifts.

- 2). Mission developers who might become synodically authorized ministers of Word and sacrament and other TEEM candidates for mission development will receive mission developer screening as part of the pre-entrance discernment with the bishop's approval.

An experiment in the use of online elements for screening already is underway in EOCM for people considering becoming mission developers. This also might be adapted for and integrated with the candidacy process for M.Div. candidates.

- d. Sign off by the bishop of candidacy for EOCM screening.
Following pre-screening, the bishop—or bishop's designee (synod staff for candidacy)—will continue to sign off on all candidates participating in the EOCM behavioral screening processes to maintain links with synodical candidacy committees and congregations and exercise his or her role as a missional leader for this church. This approval form may need revision to reflect the aligned processes.
- e. Alignment with the Fund for Leaders and Mission Investment Fund mission developer scholarship process
NOTE: While this new scholarship possibility for mission development is not part of either of the candidacy process or the mission developer selection process, a description is included here to explain the intersections of the two with this third process.
 - 1). Candidates who have been approved through the mission developer screening process and affirmed by synodical bishop or designee may be nominated by their seminary in the spring of their junior (first) year. Selected students would receive the scholarship for the middle year and, assuming successful continuation in the program, would receive it again for the senior year.
 - 2). Candidates must have had a positive entrance decision by their candidacy committees to be eligible for nomination. Endorsement interviews with candidacy committee and seminary faculty will benefit from and be deepened by results of EOCM screening and participation in an approved seminary mission developer track. The candidate must receive a positive endorsement to remain eligible.
 - 3). TEEM candidates could be eligible for nomination for this scholarship as soon as they have been approved through mission development screening as their TEEM initial interview and received a positive entrance decision affirmed by the synodical bishop and approved by the Vocation and Education unit.
- f. Anticipated mission developer programs in ELCA seminaries
 - 1). Seminaries are encouraged to develop and refine programs to prepare potential mission developers and to develop with candidacy committees and EOCM ways of appropriately encouraging promising students to consider these programs.
 - 2). Programs should be open (to the greatest practical extent) to any students interested in these opportunities to develop as missional leaders, whether or not a student is formally in the mission developer process.

- 3). Exploration is encouraged into ways these courses, programs, and other learning opportunities can become available for non-degree track mission developers and lay leaders.
- 4). These programs will allow for continued dialog and assessment of the processes for effective development of missional leaders.
- g. Contextual education and contextual site development
 - 1). Seminaries will work with synods and churchwide units to find and develop good contextual learning opportunities for missional leaders and to ensure that all students enrolled in mission developer programs will have field education/internship sites, mentors, and supervisors appropriate to the goals of the program. Planning must address the special needs of TEEM candidates and candidates in synodically authorized ministry.
 - 2). The Horizon internship can serve as a good model for other learning sites. It provides both a collaborative framework for this type of placement and an initial opportunity to develop appropriate sites for mission developer experience.
 - 3). Funding sources for these internships will need to be cultivated. It may be appropriate to approach partners who have supported mission development in other ways and also to seek out new sources of support.
 - 4). Internship applications and evaluations will be reviewed for any necessary changes to facilitate placement.
- h. Assignment
 - 1). The candidate assignment systems within this church have not viewed with favor those programs that select some candidates for particular ministry before the normal assignment time. A more positive view that could support the present proposals is to think of several channels by which people are deployed for effective ministry. The goal of assignment systems related to mission development will be the same of those for the whole assignment system—namely, that the mission needs of the whole church be respectfully and carefully considered and that the gifts and needs of the candidates be respectfully and carefully considered. Details of this process would be worked out in consultation with the Conference of Bishops and refined through experience.
 - 2). The assignment document called “Form B” will be revised to include the category “Certified for Mission Development.”
 - 3). Seminary candidacy coordinators and regional coordinators for ministry leadership will work with mission directors to assist candidates with their mobility forms for assignment.
 - 4). Coordinated communication across this church between partners will be essential regarding new site plans and development and presenting and developing potential leaders.
 - 5). New starts being filled by a first call candidate not in place would be reported and count as a vacancy.
- I. Areas of special potential because of current development
 - 1). The five ELCA ethnic ministry strategies: the ethnic communities have missional dreams and aspirations, and each ethnic strategy has a leadership development component. Ethnic ministry directors in the Multicultural

Ministries unit will assist in connecting and integrating this effort with these strategies so that our future plan truly becomes “the ELCA strategy.”

- 2). The EOCM missional plan: as the work of EOCM becomes ever more closely yoked both to synodical mission plans and development and to the work of ethnic leadership teams in the synods, efforts that continue to bring these tables together in synods, groups of synods, or in particular areas will strengthen mission into the future. As these plans take shape and trust increases in the collaboration of partners striving for missional leadership development, continued attention and reflection about the implications of these proposals and policies will serve us well.
- 3). The VE systemic leadership development plan: the unit’s efforts to help the church be more coordinated among all expressions in its leadership development work not only will be directly advanced by this particular work in alignment, but also may lead to further advances as the aligned processes are implemented.
4. Affirmation and explication of lay leadership

At several consultations and in discussions by the bishops, it often has been mentioned that this church’s efforts at mission development must be careful to affirm the leadership of lay people in these new starts. For clarity, it is helpful to remember that this leadership falls into three broad categories:

- a. Leaders within the worshipping community: just like any organized congregation, a new start relies on the leadership of engaged women and men who take on roles of planning, teaching, convening, inviting, singing, playing instruments, and much more. Energetic proponents among potential members are essential to the faithful effectiveness of any new start.
- b. Lay staff doing preliminary and supplementary development: the mission development enterprise has been blessed by the participation and leadership of lay mission developers. As a church, we celebrate and affirm their valuable contribution to the formation of new congregations. By using their various gifts and skills, lay staff primarily do the exploratory and preliminary work of creating a core of local participants in preparation for the ministry of pastor developers. The service of lay staff as sole leaders in a field is temporary in nature, mostly done in the context of a team approach and supported by a synodically-appointed pastor/mentor to provide sacramental ministry.

The connection to EOCM of most lay developers comes from lay training initiatives in synods and from ethnic ministries where their gifts are discovered and nurtured. The majority present themselves as candidates for rostered leadership in the ELCA.

- c. Synodically authorized lay mission developers: in unusual situations, authorization may be sought for a lay person to provide Word and sacrament ministry in a new situation. This authorization comes through the normal process for Synodically Authorized Ministry. The continuity of faithful, wise, and courageous pastoral leadership is crucial particularly for the health and growth of newly forming congregations. As noted in proposal three above, synodically authorized ministers who are providing Word and sacrament leadership in forming congregations and mission redevelopments normally shall have received a positive entrance decision for candidacy for ordained

ministry before being authorized for that ministry and shall remain active in candidacy and theological preparation while serving.

To implement this unusual situation, some changes might be needed in the candidacy process. Currently, synodically authorized lay ministers for mission development are required to complete the background check and candidacy entrance information questions. They will have been registered and affirmed by a congregation of the ELCA. The new Candidacy/EOCM application will have been completed. It would be necessary at the beginning to add the standard candidacy psychological evaluation and the candidacy entrance panel.

CC ACTION

Recommended:

To amend “Manual of Policies and Procedures for Management of the Rosters,” Part One, page 41 and pages 53-54 as detailed in Exhibit I, Parts 3a-3b.

H. Executive Committee

Action items related to the November 14, 2008, meeting of the Executive Committee are detailed below. Additional items or revised actions will be distributed following the committee’s meeting.

1. Nominations for LWF General Secretary

The U.S.A. National Committee for Lutheran World Federation will convene by conference call on January 19, 2009, to place names in nomination for the General Secretary of the Lutheran World Federation. Acting on behalf of the ELCA as a member church of the LWF, the U.S.A. National Committee is invited to nominate one or more people, either women or men. A nominee does not need to be a member of the ELCA, but must have the endorsement of the church body of which she or he is a member.

Nominations close on January 15, 2009. The search committee may also place names in nomination for the election, which will occur in October 2009. The term of office for the General Secretary begins following the LWF Assembly in July 2010.

Following action by the U.S.A. National Committee, Presiding Bishop Hanson will bring the names to the Church Council for nomination on behalf of the Evangelical Lutheran Church in America.

COMMITTEE ACTION

Recommended:

To nominate on behalf of the Evangelical Lutheran Church in America the following people as General Secretary of the Lutheran World Federation: [names to be provided].

Revised November 12, 2008

IV. ITEMS FOR *EN BLOC* ACTION

The following *en bloc* resolution includes agenda items that will be considered on the last day of the Church Council meeting. Inclusion of these items in the *en bloc* action reflects a judgment that these items are relatively non-controversial in nature and may not require plenary discussion and a separate vote.

Each of the items is noted as [*EN BLOC*] on pages 36 - 47. On the first day of the Council meeting, the chair will provide an opportunity for members to indicate whether they wish to discuss separately any of the items any of the items listed in the *en bloc* resolution; any such item will be removed from the *en bloc* resolution and discussed at the appropriate point in the agenda.

The chair will not call for a discussion or separate vote on those items that are not removed from the *en bloc* resolution by the end of the first day of plenary sessions. The items remaining in the *en bloc* resolution normally will be considered as the last item of council business.

CC ACTION

Recommended:

To take action *en bloc* on the items listed below, the full texts of which are found in the body of the agenda or in the exhibit as noted:

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A. Synodical Resolutions and Churchwide Assembly Actions

1. Synodical Resolutions Directed to the Church Council

No synodical resolutions directed to the Church Council have been received since the council's April 2008 meeting. Any resolutions received prior to the Church Council's November 2008 meeting will be printed in Exhibit B, Part 1a. Any actions contained in Exhibit B, Part 1a will be voted *en bloc* unless indicated otherwise.

Exhibit B, Part 1b contains proposed responses to synodical resolutions that were referred to units at previous Church Council or Executive Committee meetings. The actions contained in Exhibit B, Part 1b will be considered *en bloc* unless indicated otherwise.

CC ACTION [EN BLOC]

Recommended:

To approve the actions found in Exhibit B, Part 1b.

2. Churchwide Assembly Referrals Directed to the Church Council

Exhibit B, Part 2b contains proposed responses to referrals to the Church Council from the 2007 Churchwide Assembly. The actions contained in Exhibit B, Part 2b will be considered *en bloc* unless indicated otherwise.

CC ACTION [EN BLOC]

Recommended:

To approve the actions found in Exhibit B, Part 2b.

B. ELCA Pension and Other Benefits Program

The Board of Trustees of the Board of Pensions of the Evangelical Lutheran Church in America met February 29-March 2, 2008, in Minneapolis, Minn. There were no plan amendments to recommend to the Church Council for adoption.

C. Budget and Finance Committee

Action items recommended by the Budget and Finance Committee for *en bloc* approval will be distributed following the committee's November 14, 2008, meeting.

D. Executive Committee

Action items recommended by the Executive Committee for *en bloc* approval are detailed below. Additional items or revised actions will be distributed following the committee's November 14, 2008, meeting.

1. Appointment of the Memorials Committee

Churchwide bylaw 12.51.21., in regard to the Churchwide Assembly, provides for the appointment of a Memorials Committee to review memorials from synodical assemblies and make recommendations for assembly action. The 15-member committee includes four members of the Church Council, eight voting members of the assembly, and two representatives of the Conference of Bishops. The Church Council appoints the committee at its November meeting prior to the Churchwide Assembly to allow for adequate notice to people for their participation in the meeting of the Memorials Committee subsequent to the completion of the 2008 synodical assemblies.

Revised November 11, 2008

CC ACTION [EN BLOC]

Recommended:

To appoint the members of the Memorials Committee for the 2009 ELCA Churchwide Assembly:

1. Bp. Chris Boerger (1B)
2. Ms. Erika Canham (4F)
3. Ms. Deborah Chenoweth (1E)
4. Pr. Joseph Crippen (3I)
5. Mr. Jason Glombicki (5A)
6. Bp. Julian Gordy (9D)
7. Pr. Jonathan Linman (8B)
8. Ms. Gail Olson (3H)
9. Mr. John Pederson (3B)
10. Mr. John Prabhakar (5B)
11. Pr. John Richter, *co-chair* (7E)
12. Pr. Kay Richter (5I)
13. Mr. Willie Scott (6A)
14. Ms. Judith Tutt-Starr, *co-chair* (2B)
15. Ms. Suzanne Wise (9B)

2. Appointment of Committee of Reference and Counsel

Churchwide bylaw 12.51.11., in regard to the Churchwide Assembly, provides for the appointment of a Committee of Reference and Counsel to review items—proposed resolutions—that are not germane to items contained in the stated agenda of the assembly and also to review all changes or additions to the constitution and bylaws submitted by voting members at the assembly. The 15-member committee includes members of the Church Council, voting members of the assembly, and two representatives of the Conference of Bishops.

CC ACTION [EN BLOC]

Recommended:

To appoint the members of the Committee of Reference and Counsel for the 2009 ELCA Churchwide Assembly:

1. Ms. Linda Chinnia (8F)
2. Bp. Jessica Crist (1F)
3. Pr. Drew Flathmann (3G)
4. Mr. Mark Helmke, *co-chair* (4E)
5. Mr. William Horne (9E)
6. Ms. Julie Johnson (3B)
7. Bp. James Justman (5I)
8. Pr. Susan Langhauser, *co-chair* (4B)
9. Mr. William Lloyd (8C)
10. Pr. Fred Opalinski (7E)
11. Ms. Lynette Reitz (8E)
12. Ms. Lori Splinter (2B)
13. Pr. Melissa Stoller (3E)
14. Mr. Joshua Thornton (6F)
15. Ms. Susan Zahrbock (5H)

3. Dates for 2010 Church Council Retreat

The Executive Committee at its July 2008 meeting recommended that the dates for the 2010 Church Council retreat be changed to August 6-8, 2010, rather than the late July dates established earlier. Subsequent to the meeting, a conflict with the meeting of the Board of Pensions Trustees was identified for Secretary Swartling and Treasurer Jackson-Skelton.

Further discussion by the Executive Committee at its September 2008 meeting recommended that the dates of August 13-15, 2010, be considered.

CC ACTION [EN BLOC]

Recommended:

To approve August 13-15, 2010, as the dates for the 2010 Church Council retreat;

To request that the Board Development Committee bring a proposal to the November 2009 meeting of the Church Council related to the retreat theme and activities; and

To request that the Office of the Secretary determine the location for the retreat no later than November 2009.

E. Legal and Constitutional Review Committee

Action items recommended by the Legal and Constitutional Review Committee for *en bloc* approval will be distributed following the committee's November 14, 2008, meeting.

1. Amendments to Seminary Governing Documents

Bylaw 8.31.01. provides both for the independent incorporation of ELCA seminaries and for a churchwide role in the approval of their governing documents: "Each seminary shall be a seminary of this church, shall be incorporated, and shall be governed by its board of directors consistent with policies established by the Church Council. Amendments to the governing documents of each seminary and each seminary cluster shall be submitted, upon recommendation of the appropriate unit of the churchwide organization, to the Church Council for approval." This process of approval is accomplished by the following steps:

1. The appropriate seminary president notifies the director for theological education that the seminary board has taken action to amend its governing documents.
2. The director for theological education consults with the president on the content and intent of the amendment(s).
3. The director for theological education consults with the executive director of Vocation and Education and ELCA legal counsel.
4. The executive director of Vocation and Education and the director for theological education recommend appropriate amendments to the Church Council at its next meeting.
5. The Office of the Secretary notifies the seminary president and the executive director of Vocation and Education of the action taken by the Church Council on the recommendation.
6. The amendment(s) become(s) effective upon approval of the Church Council.

The amendments are detailed in the constitution and bylaws printed in Exhibit G, Part 2.

CC ACTION [EN BLOC]

Recommended:

To approve the amended constitution and bylaws of Wartburg Theological Seminary, Dubuque, Iowa.

2. Approval of Synod Constitutions

Provision 10.12. of the *Constitution, Bylaws, and Continuing Resolutions of the Evangelical Lutheran Church in America* stipulates: "Each synod shall have a constitution, which shall become effective upon ratification by the Church Council. Amendments thereto shall be subject to like ratification"

CC ACTION [EN BLOC]

Recommended:

To ratify an amendment to the constitution of the Northern Illinois Synod (5B), provision S11.09.: "There shall be a committee for Global Mission."

3. Amendment to the Policy on Independent Lutheran Organizations

Bylaw 14.21.16. in the *Constitution, Bylaws, and Continuing Resolutions of the Evangelical Lutheran Church in America* specifies:

The Church Council shall establish the criteria and policies for the relationship between this church and independent, cooperative, and related Lutheran organizations. The policies adopted by the Church Council shall be administered by the appropriate unit of the churchwide organization. The determination of which organization shall relate to a specific unit of the churchwide organization shall be made by the Church Council.

At its April 2006 meeting, the Church Council of the Evangelical Lutheran Church in America voted [CC06.04.27] to approve a revised "Policy on Relationships of Churchwide Units with Independent Lutheran Organizations." The revision was made necessary by changes in structure, governance, and the *Constitution, Bylaws, and Continuing Resolutions of the Evangelical Lutheran Church in America*.

At its April 2008 meeting, in conjunction with its consideration of the request by Lutheran CORE (Coalition for Reform) the Legal and Constitutional Review Committee reviewed the policy. Discussion in the Church Council of the request for acknowledgment of relationship by Lutheran CORE generated a request for revision of the policy to cover the circumstance of an umbrella organization requesting relationship (see *Minutes*, pages 50–52). A revised policy has been presented for consideration by the Legal and Constitutional Review Committee and the Church Council.

CC ACTION [EN BLOC]

Recommended:

To approve the revised policy document—in accord with bylaw 14.21.16. in the *Constitution, Bylaws, and Continuing Resolutions of the Evangelical Lutheran Church in America*—in regard to this church's acknowledgment of certain independent Lutheran organizations as printed in Exhibit G, Part 3 a, b, and c.

4. Application for Acknowledgment as an Independent Lutheran Organization

Bylaw 14.21.16. in the *Constitution, Bylaws, and Continuing Resolutions of the Evangelical Lutheran Church in America* specifies:

The Church Council shall establish the criteria and policies for the relationship between this church and independent, cooperative, and related Lutheran organizations. The policies adopted by the Church Council shall be administered by the appropriate unit of the churchwide organization. The determination of which organization shall relate to a specific unit of the churchwide organization shall be made by the Church Council.

At its April 2006 meeting, the Church Council of the Evangelical Lutheran Church in America voted (CC06.04.27) to approve a revised "Policy on Relationships of Churchwide Units with Independent Lutheran Organizations." The revision was made necessary by changes in structure, governance, and the *Constitution, Bylaws, and Continuing Resolutions of the Evangelical Lutheran Church in America*. In accordance with the revised policy, Treasurer Christina Jackson-Skelton is recommending the establishment of a relationship with Lutheran Church Business Administration Association.

CC ACTION [EN BLOC]

Recommended:

To acknowledge, in accordance with bylaw 14.21.16. of the *Constitution, Bylaws, and Continuing Resolutions of the Evangelical Lutheran Church in America* and the "Policy on Relationships of Churchwide Units with Independent Lutheran Organizations," the Lutheran Church Business Administration, which will relate to the Evangelical Lutheran Church in America through the Office of the Treasurer.

5. Amendment to the "Manual of Policies and Procedures for Management of the Roster"

In the process of reviewing the "Manual of Policies and Procedures for Management of the Roster" (Manual), an inconsistency between the policy on "Call and Termination of Call of Associates in Ministry, Diaconal Ministers, and Deaconesses of the Evangelical Lutheran Church in America" (Part Two, page 19) and the constitution was discovered. Required provision 5.03.c. of the *Model Constitution for Congregations* states that the congregation is authorized to "call or terminate the call of associates in ministry, deaconesses, and diaconal ministers in conformity with the applicable policy of the Evangelical Lutheran Church in America." The policy on "Letters of Call" (Part Two, page 9), in accordance with the constitution, stipulated that the congregation issues calls or terminates calls. The policy on "Call or Termination of Call," however, indicated that a Congregation Council could terminate a call. After consultation with the Vocation and Education unit, the Manual is being amended by deleting the conflicting statements in "Call and Termination of Call" and combining the rest of the policy with "Letters of Call." The proposed policy as amended is found in Exhibit G, Part 4.

CC ACTION [EN BLOC]

Recommended:

Revised November 12, 2008

To receive with gratitude the recommendation of the Office of the Secretary and the Vocation and Education unit concerning the revision of the “Letters of Call for Associates in Ministry, Deaconesses, and Diaconal Ministers” guideline in the “Manual of Policies and Procedures for Management of the Rosters of the Evangelical Lutheran Church in America” (Part Two, page 9); and
To approve the revision of the “Letters of Call” guideline in the “Manual of Policies and Procedures for Management of the Rosters of the Evangelical Lutheran Church in America” (Part Two, page 9), as found in Exhibit G, Part 4.

6. Authorization of Signatories

In April 1990, the Church Council adopted a resolution [CC90.4.31] authorizing signatures by assistant vice presidents and assistant secretaries for the execution of documents on behalf of the Evangelical Lutheran Church in America:

WHEREAS, the Minnesota nonprofit corporation act authorizes the board of directors of a corporation organized thereunder to designate two or more directors to form a committee that shall have authority to act for and on behalf of the board of directors; now therefore be it

RESOLVED, that any two of the Bishop (President), Vice President, Secretary or Treasurer are hereby appointed as a committee having the authority of the Church Council in the management of the business or fiscal affairs of this corporation to authorize and approve, on behalf of this corporation, transactions to which it is a party; and be it further

RESOLVED, that any one of the Bishop (President), Vice President, Secretary or Treasurer or in the absence of all of the foregoing, any two of the assistant vice presidents may execute, and the Secretary or any assistant secretary may attest, any document required or desirable in connection with a commercial or fiscal transaction to which this corporation is a party, including but not limited to conveyances, assignments, mortgages, contracts, notes, leases, bills of sale, and financing statements.

Personnel changes necessitated action to update that resolution.

CC ACTION [EN BLOC]

Recommended:

WHEREAS, in the opinion of legal counsel (Faegre & Benson of Minneapolis), the Minnesota Nonprofit Corporation Act authorizes the Church Council as the board of directors of this corporation to appoint additional officers; and

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

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

RESOLVED, that the previous appointments of assistant vice presidents and assistant secretaries of this corporation [CC90.4.32, CC92.11.103, CC96.11.61b, CC03.11.85, CC07.11.90] be and are hereby rescinded; and be it further

RESOLVED, for the sole purpose of executing documents, as specified in CC90.4.31, that the following be and are hereby appointed as assistant vice presidents of this corporation: M. Wyvetta Bullock, Kathie Bender Schwich, and Myrna J. Sheie; and be it further

RESOLVED, for the sole purpose of executing documents, as specified in CC90.4.31, that the following be and are hereby appointed as assistant secretaries of this corporation: Ruth E. Hamilton, Phillip H. Harris, Mary Beth Nowak, and David A. Ullrich.

7. Lutheran Medical Center

Lutheran Medical Center (LMC) is an affiliated social ministry organization incorporated under the New York not-for-profit corporation law, and the Evangelical Lutheran Church in America (ELCA) is the sole voting member of the corporation. As sole voting member, the ELCA is authorized to adopt and amend Lutheran Medical Center's governing documents, including its Certificate of Incorporation and Constitution. Recently, the LMC Board of Trustees reviewed LMC's governing documents for compliance with applicable New York not-for-profit corporation laws, with the National Housing Act, and with IRS requirements for 501(c)(3) organizations. As a result of that review, the Board of Trustees adopted a resolution [Exhibit G, Part 1a] proposing amendments to the Constitution [Exhibit G, Part 1b] and proposing to adopt a Restated Certificate of Incorporation [Exhibit G, Part 1c]. The proposed amendments include increasing the maximum number of trustees to thirty-four and making other changes for clarity and consistency. After adoption, the new LMC Constitution would be as it appears in Exhibit G, Part 1d.

The action below and the exhibits to which it refers have been reviewed by the General Counsel of the Evangelical Lutheran Church in America and by the Director for Social Ministry Organizations of Church in Society.

CC ACTION [EN BLOC]

Recommended:

To approve the following resolution on behalf of the ELCA, the sole voting member of Lutheran Medical Center, Brooklyn, New York:

WHEREAS, Lutheran Medical Center (LMC), a New York not-for-profit corporation, is an affiliated social ministry organization of the Evangelical Lutheran Church in America (ELCA); and

WHEREAS, the ELCA is the sole voting member of the LMC corporation and the ELCA has the authority to adopt and amend the LMC governing documents; and

WHEREAS, LMC, by action of its Board of Trustees [Exhibit G, Part 1a], has requested that its constitution be amended as indicated in Exhibit G, Part 1b, attached hereto; and

WHEREAS, LMC, by action of its Board of Trustees, has requested that its certificate of incorporation be amended and restated as indicated in Exhibit G, Part 1c, attached hereto; and

Revised November 7, 2008

WHEREAS, LMC has therefore requested that the ELCA formally adopt the LMC Constitution as amended [Exhibit G, Part 1d] and the Restated Certificate of Incorporation [Exhibit G, Part 1b (section 4)] attached hereto; therefore, be it RESOLVED, that the Church Council, on behalf of the Evangelical Lutheran Church in America, hereby authorizes and adopts the amendments to the Constitution of Lutheran Medical Center specified in Exhibit G, Part 1b, hereto; and be it further
RESOLVED, that the Church Council, on behalf of the Evangelical Lutheran Church in America, hereby authorizes and adopts the amended Restated Certificate of Incorporation of Lutheran Medical Center as indicated in Exhibit G, Part 1c, hereto.

8. Resolution of the Board of Pensions of the ELCA Regarding Amendment to Bylaw Section 4.1 (See agenda pages 43.1-43.2)

F. Planning and Evaluation Committee

Action items recommended for *en bloc* approval by the Planning and Evaluation Committee will be distributed following the committee's November 14, 2008, meeting.

G. Program and Services Committee

Action items recommended for *en bloc* approval by the Program and Services Committee will be distributed following the committee's November 14, 2008, meeting.

1. Revised Message on Immigration

At its November 2006 meeting, the Church Council approved the following action in response to resolutions from four synods (CC06.11.60e):

To direct the Church in Society program unit to develop, in cooperation with Lutheran Immigration and Refugee Service (LIRS), a new message on immigration in response to resolutions from the Rocky Mountain, Northeastern Ohio, New Jersey, and Metropolitan Washington, D.C. synods; and

To request that the new message on immigration be brought to the ELCA Church Council for consideration in November 2007, with a preliminary draft brought to the Program and Services Committee of the Church Council in April 2007; and

To request the Church in Society program unit to consider the feasibility of working with LIRS to develop supporting material for the message following its adoption by the Church Council; and

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

In response to a request from the executive director of the Church in Society unit to extend the timeline for a revised message on immigration, the Church Council approved the following action (CC07.04.49):

To authorize a delay in the development of a revised message on immigration by the Church in Society program unit, in cooperation with Lutheran Immigration and Refugee Service (LIRS); and

To request that the new message on immigration be brought to the ELCA Church Council for consideration in April 2008, with a preliminary draft brought to the Program and Services Committee of the Church Council in November 2007; and

To request that the secretary of this church inform the Rocky Mountain, Northeastern Ohio, New Jersey, and Metropolitan Washington, D.C. synods of this action.

Revised November 14, 2008

E. Legal and Constitutional Review Committee

8. Resolution of the Board of Trustees of the Board of Pensions of the Evangelical Lutheran Church in America Regarding Amendment to Bylaw Section 4.1

WHEREAS, in 2005, the Churchwide Assembly amended its bylaws, downsizing the Board of Trustees of the Board of Pensions from 21 members to 15, and lowering the number of plan member trustees from six to four; and

WHEREAS, currently all four plan member trustees are in the class of 2009, and their terms will end next year; and

WHEREAS, this situation developed because there were three plan member trustees in the class of 2009, and a fourth trustee became a plan member while serving his six-year term, resulting in all four of the plan member trustees retiring in 2009; and

WHEREAS, because all plan member trustees are retiring in 2009, it will be necessary for the Board of Pensions to send a slate in which eight out of the ten nominees are plan members to the ELCA Nominating Committee; and

WHEREAS, it is desirable to have the plan member trustees diversified among the class of 2011, the class of 2013, and the class of 2015; and

WHEREAS, it is therefore necessary to amend the bylaws on a temporary basis to provide that two to five of the Board of Trustees shall be plan members; and

WHEREAS, following discussions with the ELCA Secretary, the Board of Pensions would like to ask the ELCA Churchwide Assembly to adopt a similar amendment to the ELCA bylaws, as well as a continuing resolution for the purpose of implementing the diversification of plan member trustees; therefore, be it

RESOLVED, that the Board of Pensions approve the attached amendment to Section 4.1 and request staff to forward it to the ELCA Church Council for approval:

Section 4.1 of the Bylaws of the Board of Pensions of the Evangelical Lutheran Church in America

SECTION 4.1 Election and Composition of Board of Trustees. The Board of Trustees shall be elected in the manner and for terms specified by the *Constitution, Bylaws and Continuing Resolutions of the ELCA*. Members of the Board of Trustees shall include persons with expertise in investments, insurance and pensions, and shall include ~~four~~ two to five persons who are members of the plans maintained by the Board of Pensions, 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 an ordained minister who is a plan member. The Board of Trustees shall be composed of fifteen persons elected by the Churchwide Assembly. One-third of the Board of Trustees shall be elected each biennium for a six-year term without consecutive re-election. The terms of trustees shall commence at the commencement of the first regular meeting of the Board of Trustees following the close of the Churchwide Assembly at which they are elected and shall expire at the commencement of the first regular meeting of the Board of Trustees in the year in which their successors are elected. The presiding bishop (or a person designated to serve as the presiding bishop's representative), the bishop elected by the Conference of Bishops, and the treasurer of this church (or a person designated to serve as

the treasurer's representative) shall serve as advisory members of the Board of Trustees, with voice but not vote.

Background:

The Board of Pensions is facing a situation where four of the seven trustees completing their six-year term in 2009 are plan members. This means that in 2009 the Nominating Committee would be responsible for identifying five pairs of potential trustees, for a total of ten nominees, eight of whom must be plan members. The problem the board is now confronting came about when the class of 2009, elected by the Churchwide Assembly in 2003, contained three plan members out of the seven elected. However, during his term in office, Emried D. Cole Jr. retired from the practice of law and became Vice President of Seminary Advancement for Lutheran Theological Seminary at Gettysburg and, as a result, became a plan member. Therefore, four of the seven members of the class of 2009 are plan members. There are no other trustees who are plan members in the class of 2011 and 2013. Accordingly, under the current bylaws, eight of the 10 nominees for the class of 2015 must be members in order to elect four plan member trustees. Additionally, because all of the plan member trustees will be in the class of 2015, every six years the board will have to nominate eight plan members to meet the bylaw requirement of four plan member trustees. This would also preclude the possibility of adding any new plan member trustees for six years.

CC ACTION [EN BLOC]

Recommended:

To approve the amended bylaws of the board of trustees of the ELCA Board of Pensions.

Revised November 12, 2008

Work on the revised message on immigration has continued, but given staffing limitations and the timeline for development of the proposed social statement on human sexuality (2009) and study materials for the social statement on genetics (2011), the executive director of the Church in Society unit has requested a final delay in the timeline for the revised message on immigration.

CC ACTION [EN BLOC]

Recommended:

To authorize a delay in the development of a revised message on immigration by the Church in Society program unit, in cooperation with Lutheran Immigration and Refugee Service (LIRS);

To request that the new message on immigration be brought to the ELCA Church Council for consideration in April 2010, with a preliminary draft brought to the Program and Services Committee of the Church Council in November 2009; and

To request that the secretary of this church inform the Rocky Mountain, Northeastern Ohio, New Jersey, and Metropolitan Washington, D.C. synods of this action.

2. Revisions to Personnel Policies

The Human Resources section of the Office of the Presiding Bishop has recommended changes to the Personnel Policies of the Churchwide Organization. The policies in revision include the following.

3.0 Employee Classification

3.3 Term Contract Employee (wording change for clarification)

3.5 Contract with Independent Contractor (wording change for clarification)

4.0 Service Time

4.4 Anniversaries (align with current practice)

5.0 Recruitment and Employment

5.5 Employment, call, and contract procedures (align with current practice)

7.0 Compensation Program

7.1 Position Evaluation Process (reflect current practice)

7.4 Overtime (clarify regulations)

9.0 Working Hours and Holidays

9.7 Summer Flexible Schedule (clarification)

10.0 Employee Benefits (Section reorganized to better explain Board of Pensions and churchwide organization benefits and to clarify intent and process around workers' compensation)

11.0 Absence from Work

11.1.B Sick Leave (Clarify and expand the definition of children)

11.3 Payment for Unused Vacation (clarification)

11.7 Personal Leave Without Pay (clarification)

11.9 Maternity/Paternity and Adoptive Leave (clarification of use of sick time)

12.0 Family and Medical Leave Policy (changes reflect new regulations)

12.2 Leave Potentially Available

12.3 Important Terms Defined

Revised November 12, 2008

- 12.5 How to Request Leave
- 12.6 How Leave is Scheduled
- 12.7 Substitution of Paid Leave
- 12.9 Returning to Work
- 13.0 Staff Training and Development
 - 13.3 CEP Funding (reflect current practice)
 - 13.5 Transfers and Terminations of CEP Time and Funds (reflect current practice)
 - 13.6 CEP Withdrawals (reflect current practice)
 - 13.9 Degree Programs (reflect current practice)
- 14.0 Separation from Employment
 - 14.6 Resignation (clarification)
- 18.0 Ethics Policy (clarification)

The proposed revisions are being made to clarify the intent of each policy and have been reviewed by ELCA legal counsel. The revisions are printed in Exhibit I, Part 2.

CC ACTION [EN BLOC]

Recommended:

To approve the revisions to the following ELCA Churchwide Personnel Policies as detailed in Exhibit I, Part 2.

3. Corporate Social Responsibility

The Evangelical Lutheran Church in America has a long history of working for justice through corporate social responsibility. The Corporate Social Responsibility Program (CSR) of the Evangelical Lutheran Church in America (ELCA) is mandated by the ELCA Constitution (14.21.14):

14.21.14.: The Church Council, acting through the designated churchwide unit, shall have responsibility for the corporate social responsibility of this church and shall have the authority to file shareholder resolutions and cast proxy ballots thereon on stocks held by the churchwide units that are not separately incorporated. In addition, the Church Council may make recommendations to the churchwide units that are separately incorporated concerning the filing of shareholder resolutions and the casting of ballots on stocks held by those units.

16.12.D06.: The Church in Society unit shall assist this church to discern, understand, and respond to the needs of human beings, communities, society, and the whole creation through direct human services and through addressing systems, structures, and policies of society, seeking to promote justice, peace, and the care of the earth. To fulfill these responsibilities, this program unit shall: ...

I. give expression to this church's concern for corporate social responsibility, both in its internal affairs and its interaction in the broader society. To do so, this program unit will:

- 1) exercise, at the direction of the Church Council, the rights of this church as a corporate shareholder on issues of social concern on stocks held by the churchwide units that are not separately incorporated. In addition, the Church Council may make recommendations to the churchwide units that

- are separately incorporated concerning the filing of shareholder resolutions and the casting of proxy ballots on stocks held by those units;
- 2) facilitate the formation of an Advisory Committee on Corporate Social Responsibility that will include representatives from the Board of Pensions, the Church Council, and other units of this church and that will give counsel and advice to all appropriate units of this church on corporate social responsibility; and
 - 3) work with national ecumenical groups on issues of corporate responsibility.

At its November 2003 meeting, the Church Council voted (CC03.11.68):

To approve the revised governance process for Corporate Social Responsibility in the Evangelical Lutheran Church in America, with the request that:

1. The ELCA Church Council, upon recommendation of the board for the Division for Church in Society:
 - a. review and recommend prioritized focus issues for the attention of this church in Corporate Social Responsibility; and
 - b. recommend a policy framework for each focus issue that will identify and delimit the scope within which resolutions may be filed;
2. The executive director of the Division for Church in Society, within the policy framework, approve individual Corporate Social Responsibility resolutions for filing; and
3. Regular reports be made to the board of the Division for Church in Society, the Conference of Bishops, the ELCA Church Council, and the trustees of the Board of Pensions regarding resolutions that have been filed ; and

To approve the following five issue papers and to anticipate additional issue papers as they are developed . . . :

CC ACTION

Recommended:

To approve the amendments to the following Corporate Social Responsibility issue papers, but to request that the wording of the original issue papers be archived for historical and research purposes:

- Issue paper 8: Freed in Christ: Nondiscrimination in Business Activities;
- Issue paper 9: Sufficient Sustainable Livelihood for All: Codes of Conduct;
- Issue paper 10: Caring for Health: Domestic Access to Health Care.

CC ACTION

Recommended:

To approve the amendments to the following social criteria screens, but to request that the wording of the original social criteria issue papers be archived for historical and research purposes:

- Community Economic Development Social Criteria Screen; and
- Gambling Social Criteria Screen.

H. Other Nominations, Appointments, and Elections

1. Boards of ELCA Seminaries

Bylaw 8.31.02. outlines basic parameters for the election of members to the boards of ELCA seminaries. Subsection 8.31.02.a. provides for churchwide representation: "At least one-fifth nominated, in consultation with the seminaries, by the appropriate

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churchwide unit and elected by the Church Council.” This process of nomination and election is accomplished by these steps:

1. The appropriate seminary president notifies the director for theological education of an upcoming board vacancy and the term of that board position (as specified in the seminary’s governing documents).
2. The director for theological education contacts the seminary president in order to consult on filling the vacancy and, with the concurrence of the executive director of Vocation and Education, reaches an agreement on a single nomination.
3. The director for theological education submits that nomination in a letter also signed by the executive director to the secretary of the ELCA for inclusion in the agenda of the Church Council. This letter will include a brief candidate vita and a summary of the gifts this person brings to this service.
4. The Church Council is asked to ratify the nomination at its next meeting.
5. The Office of the Secretary notifies the seminary president of the action taken on the nomination, sending a copy to the director for theological education for the unit’s records.

CC ACTION [EN BLOC]

Recommended:

To re-elect as members of the board of directors of Wartburg Theological Seminary, Dubuque, Iowa, to six-year terms expiring in 2014: the Rev. Lawrence J. Clark, Mr. Carl Rausch, and the Rev. Richard “Rick” W. Rouse;

To elect as an at-large member of the board of directors of Trinity Lutheran Seminary, Columbus, Ohio, to a four-year term expiring in 2012: Ms. Elizabeth Baer;

To elect as member of the board of directors of the Lutheran Theological Southern Seminary, Columbia, S.C., to a three-year term expiring in 2011: the Rev. Robert T. Byrne;

To elect as an at-large member of the board of directors of Luther Seminary, St. Paul, Minn., to a four-year term expiring in 2012: Mr. J.A. “Gus” Blanchard III; and

To elect as members of the board of directors of Pacific Lutheran Theological Seminary, Berkeley, Calif, to six-year terms expiring in 2014: Ms. Mary Carlson and the Rev. Ruben F. Duran.

2. Social Ministry Organizations

The Evangelical Lutheran Church in America serves as a corporate member of certain inter-Lutheran organizations and affiliated social ministry organizations. The role of corporate members includes the responsibility to elect ELCA representatives to the organization’s board of directors as prescribed in the organization’s governing documents. The relationship of the ELCA to certain inter-Lutheran organizations and affiliated social ministry organizations is expressed through the Church in Society unit.

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The ELCA serves as a corporate member of Lutheran Medical Center, Brooklyn, New York; the Evangelical Lutheran Good Samaritan Society, Sioux Falls, S.D.; Lutheran Services in America, Baltimore, Md.; Mosaic, Inc., Omaha, Neb.; and Lutheran Immigration and Refugee Service, Baltimore, Md. In the case of Lutheran Medical Center, Brooklyn, New York, the ELCA's annual election of board members complies with their constitutional requirement that this action constitute an annual meeting of the corporate member. The Church in Society program unit has forwarded to the Church Council the following nominations for positions on the boards of these organizations.

CC ACTION [EN BLOC]

Recommended:

To elect to the board of trustees of Lutheran Medical Center, Brooklyn, New York as members-at-large for terms expiring in 2011: Ms. Carol Knuth Sakoian; Mr. Joseph Lodato; Ms. Loretta Lundberg; the Rev. Barbara Lundblad; Mr. Craig Miller; Mr. Samuel Fook Wong; Ms. Martha Wolfgang; and Ms. Martha Dietz.

3. Board of National Lutheran Campus Ministry, Incorporated

At the request of Stanley N. Olson, the executive director of the Vocation and Education unit, the Church Council elects members of the board of National Lutheran Campus Ministry, Inc., as described in ELCA bylaw 14.21.22., "The Church Council shall arrange the process for all elections . . . to assure conformity with established criteria."

The Vocation and Education unit is responsible for relating to and assisting "ministries, organizations, programs and movements that support members of this church in discerning and practicing their callings under the Gospel; and thereby . . . foster, in coordination with synods, campus ministries at public and non-ELCA colleges and universities, in accordance with the established campus ministry policies and procedures. . . ." Nominations to the board are made by the board of National Lutheran Campus Ministry, Inc., in coordination with unit staff.

CC ACTION [EN BLOC]

Recommended:

To elect to the Board of Directors of National Lutheran Campus Ministry, Inc., in accordance with Article III, Section 3.2 of NLCM's amended bylaws, "The directors shall be nominated by a nominating committee (consisting of the ELCA Director for Campus Ministry or his or her designee, and two members of the Board of Directors) and elected by the ELCA Church Council...": Mr. Chuck Frederiksen and the Rev. Linda Boston.

V. ITEMS FOR INFORMATION

A. Office of the Presiding Bishop

1. Report of LWF Regional Officer

The Church Council, at its April 2008 meeting, received the written report of the North American regional officer for the Lutheran World Federation (LWF). At the November 2008 meeting, the Church Council will hear a verbal update from Teresita (“Tita”) Valeriano, the LWF Regional Officer for North America. The LWF North American regional desk is located at the Lutheran Center in Chicago, Ill.

CC INFORMATION

B. Board Development Committee

Information items related to the November 15, 2008, meeting of the Board Development Committee will be distributed following the committee’s meeting.

1. Racial Justice Process Observation

The Church Council received a report on anti-racism training for the Church Council at its April 2007 meeting. One of the recommendations included in the report related to racial justice monitoring. Following discussion, the Church Council voted (CC07.04.03):

To assign to the Board Development Committee responsibility for continuing anti-racism training in relation to the Church Council;

To acknowledge that the Board Development Committee may appoint a subcommittee for assistance in addressing issues of anti-racism training; and

To affirm the possibility of engagement of a racial justice monitor or monitors at future meetings of the Church Council to provide observations on the process of deliberations of the council.

Subsequent to this action, the Church Council has included anti-racism training sessions at its November 2007 and April 2008 meetings. In addition, the summer 2008 Church Council retreat will focus on the “scandalous realities” of racism and sexism.

The Board Development Committee requested a proposal for a racial justice monitoring pilot to be undertaken by the Church Council at its regular meetings from April 2008 - April 2009. The committee appointed Judy Tutt-Starr, Lynette Reitz, and Shenandoah Gale (staff) as a design team. The committee approved the final proposal at its February 2008 meeting.

Pilot Method

Process observers observe three two-hour (or equivalent) plenary sessions.

Identified categories for observation questions include:

- a. Process
- b. Who’s in the room: who speaks or addresses the plenary; how often?
Whose voices are brought into the room?
- c. Climate: disconnect between advisors and council; comfort in sharing, speaking in plenary
 - Just before the end of a session, observers compile information into one report. Observers report to the plenary what they saw and heard.
 - A written report of observations is given to the chair of the Board Development Committee.

- At the end of the third observation session, members and advisors complete and submit a pilot evaluation form.
- Upon consideration of this report, the Board Development Committee may make corresponding recommendations to the Executive Committee for consideration.
- Compiled pilot evaluation results are given to the Board Development Committee Chair and incorporated into the pilot design for the Fall 2008 implementation.

The Board Development Committee, in consultation with Shenandoah Gale, coordinator for anti-racism education and training, authorized a delay in the process observation pilot until the November 2008 meeting of the Church Council in order to identify and secure two experienced and external observers.

Ms. Paula Cole Jones will serve as consultant for the pilot project and will be present at the April 2009 and November 2009 meetings. Mr. Chuck Wooldridge will serve as process observer on Saturday, November 15, 2008.

CC INFORMATION

C. Budget and Finance Committee

Information items related to the November 14, 2008, meeting of the Budget and Finance Committee will be distributed following the committee's meeting.

1. Audit Committee

a. Audit Committee Membership

The Audit Committee shall consist of six members. A minimum of two members should be ELCA Church Council Budget and Finance Committee members. Members of the committee shall be appointed by the Budget and Finance Committee and forwarded to the Church Council for approval. Budget and Finance Committee members should be appointed for a two-year term with the possibility of reappointment up to their Church Council term. Non-Church Council members should be appointed for a two-year term, renewable for two additional terms. Terms need to be staggered in recognition of the need for continuity of committee membership from year to year.

Members of the Audit Committee and current term end dates are: Pr. John Richter (April 2009); Ms. Ann F. Niedringhaus (August 2009); Mr. John F. Timmer (August 2010); Mr. Timothy L. Stephan (August 2009); Ms. Deborah Chenoweth (April 2010); and Mr. Philip W. Bertram (April 2010).

b. Report to the Church Council

Minutes of the June 2008 meeting of the ELCA Audit Committee are found in Exhibit F, Part 7.

CC INFORMATION

2. 2008 Interim Financial Statements

The report of the treasurer summarizing the first eight months of fiscal year 2008 financial results can be found in Exhibit F, Part 2a. The current operating fund

financial results for the eight-month period are presented in Exhibit F, Part 2b. Operating results for the World Hunger program for the same period are in Exhibit F, Part 2c. The statements of financial position for the period ending September 30, 2008, are reflected in Exhibit F, Part 2d. Exhibit F, Part 2e is the capital budget report for the eight-month period ending September 30, 2008.

CC INFORMATION

D. Executive Committee

Information items related to the November 14, 2008, meeting of the Executive Committee will be distributed following the committee's meeting.

1. Update on the Lutheran Malaria Initiative

At its November 2008 meeting, the ELCA Church Council will receive an update on current planning related to the Lutheran Malaria Initiative from Cynthia Halverson, president of the ELCA Foundation and executive director of the Development Services unit. A report and recommendations for referral to the 2009 ELCA Churchwide Assembly will be considered by the Church Council at its March 2009 meeting.

CC INFORMATION

2. Church Council Stewardship Conversations

At its February 2008 meeting, the Executive Committee participated in one of the recommendations of the Blue Ribbon Committee on Mission Funding by holding one-on-one conversations about members' personal and corporate stewardship, including the importance of tithing.

Discussion at the April 2008 meeting continued planning for conversations "encouraging Church Council members to challenge each other to tithe and then publicly witness to those gifts." A process and timeline for these conversations were discussed at subsequent meetings with the recommendation that the Church Council engage in one-on-one stewardship conversations at its November 2008 meeting. Two 30-minute sessions are scheduled on the Church Council schedule. Further details will be provided following the Executive Committee's November 2008 meeting.

CC INFORMATION

3. Church Council Agenda: Protocol for Suggested Items

At its July 2008 discussion of issues related to governance, the Executive Committee discussed the need for clarity about how a Church Council member may place new business on the council's agenda consistent with *Robert's Rules of Order*. Bishop Hanson has requested that a document be drafted which will become part of the Church Council orientation manual, be circulated to members of the council.

The Executive Committee will further discuss preparation for and distribution of the document at its November 2008 meeting.

CC INFORMATION

4. Feasibility Study for Possible Churchwide Campaign

The Church Council, at its November 2008 meeting, will receive and respond to an update on the feasibility study for a possible churchwide campaign. The update will be brought by Cynthia Halverson, executive for development services and president of the ELCA Foundation, and Byron Tweeten of Growth Design, Inc.

A final proposal for possible consideration by the 2009 ELCA Churchwide Assembly will be brought to the March 2009 meeting of the ELCA Church Council in accordance with ELCA continuing resolution 11.51.06.: “No churchwide appeal to congregations or individuals of this church for the raising of funds shall be conducted by this church or churchwide units without the consent of the Churchwide Assembly, following consultation with the Conference of Bishops. ... 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.”

CC INFORMATION

E. Legal and Constitutional Review Committee

Information items related to the November 14, 2008, meeting of the Legal and Constitutional Review Committee will be distributed following the committee’s meeting.

F. Planning and Evaluation Committee

Information items related to the November 14, 2008, meeting of the Planning and Evaluation Committee will be distributed following the committee’s meeting.

1. Update on Evangelism Strategy

The Planning and Evaluation Committee will receive an update on the evangelism strategy. Two documents are attached for Church Council information: the evangelism strategy report (Exhibit H, Part 3a) and an executive summary of the report (Exhibit H, Part 3b).

CC INFORMATION

2. Evangelical Outreach and Congregational Mission Update

The Planning and Evaluation Committee will receive an update from Evangelical Outreach and Congregational Mission (EOCM) related to the unit’s renewed staffing process. The report and accompanying chart are printed in Exhibit H, Part 4.

Stephen Bouman, EOCM executive director, will bring a verbal update as part of the report of the presiding bishop on Saturday morning, November 15, 2008.

CC INFORMATION

G. Program and Services Committee

Information items related to the November 14, 2008, meeting of the Program and Services Committee will be distributed following the committee's meeting.

1. Draft HIV and AIDS Strategy

The Evangelical Lutheran Church in America, including its predecessor church bodies, has a long history of work related to HIV and AIDS. Presiding Bishop Mark Hanson and several representatives from this church have participated in the International AIDS Conference and ecumenical pre-conference event in July 2006. Following the conference in 2006, Bishop Hanson encouraged consideration by the Church Council and the 2007 Churchwide Assembly of a request to develop a comprehensive churchwide strategy on HIV and AIDS.

A planning group was organized, which included representatives from the Church in Society unit, the Global Mission unit, the Communications section, and the Office of the Presiding Bishop. In November 2006, a larger group was convened involving members of an existing interunit staff working group on HIV and AIDS, missionaries, advocacy staff, and others. Prior to the meeting, staff conducted an inventory of existing work, policies, and funds that support AIDS ministries in this church. The meeting consisted of an asset-mapping process designed to lead to the development of a comprehensive strategy on AIDS ministries in this church.

The 2007 Churchwide Assembly of the Evangelical Lutheran Church in America (ELCA) called for a churchwide strategy for responding to HIV and AIDS to build on and deepen current denominational engagement with the pandemic in the U.S. and around the world. The assembly voted [CA07.03.12]:

1. To commit the Evangelical Lutheran Church in America to a deeper engagement in addressing the AIDS pandemic through the development of a churchwide strategy for action in the coming decade, which will:
 - a. build on the experience and commitments of the past and the strength of ELCA congregations, synods, churchwide structures, institutions, and agencies;
 - b. utilize the best thinking of ELCA experts, practitioners, congregational leaders, related institutions and agencies, and people living with HIV and AIDS, as well as ecumenical and global companions, in the development of this strategy;
 - c. express the ELCA's commitment to work in cooperation with the Lutheran World Federation and in tandem with ecumenical partners both in this country and throughout the world;
 - d. express the ELCA's commitment to engage proactively with others of good will in civil society and in government as they respond to the AIDS crisis; and
 - e. continue to move from crisis management to a more integrated, effective, and sustainable long-term response to the AIDS pandemic;
2. To express the solidarity of the ELCA with all people who are living with HIV and AIDS and with their families, both in this country and throughout the world:
 - a. recognizing and giving thanks for the gifts, skills, and experience that people living with HIV and AIDS bring to addressing the pandemic and committing this church to work closely with them in its response;
 - b. rejecting categorically the stigma and discrimination that are at times associated with HIV and AIDS;
 - c. working to ensure universal access both to compassionate care and to effective treatment and prevention;
 - d. engaging in education to prevent the further spread of HIV and AIDS; and
 - e. providing a welcome in all aspects of church and congregational life to people living with or affected by HIV and AIDS;

3. To encourage ELCA members, congregations, agencies and institutions, synods, and the churchwide organization, at the same time this strategy is being developed, to:
 - a. continue and extend their ministries among and with people living with HIV and AIDS;
 - b. pray for people directly affected by HIV and AIDS and for churches, communities, and governments that they may have both the will and the wisdom to act boldly and effectively to address this crisis;
 - c. intensify their support for the second-mile "Stand with Africa" campaign as well as the broader World Hunger Appeal, which enable this church to assist companions throughout the world as they respond to the AIDS crisis; and
 - d. advocate with the U.S. government, urging it to:
 - (1) demonstrate global leadership to achieve agreed upon international goals, including universal access to treatment, care, and prevention by 2010;
 - (2) contribute its proportionate share to fund fully the Global Fund to Fight AIDS, Tuberculosis, and Malaria; and
 - (3) abolish the extraordinary requirements that make it difficult and painful for people living with HIV to receive a visa to enter the United States for any purpose, and prohibit discrimination against people living with HIV and AIDS;
4. To convey the deep appreciation of this church:
 - a. to all those who provide care and support for those living with HIV and AIDS and those who seek a cure for this disease, in particular those members of this church who live out their Christian vocation as nurses, doctors, health researchers, and care providers;
 - b. to ELCA pastors and congregations actively engaged in ministry with people living with HIV and AIDS as they support, counsel, and advocate with them for just and compassionate action in this church and in the wider society;
 - c. to all those who have provided financial support to HIV and AIDS research and care, both in this country and throughout the world;
 - d. to all those ELCA members whose financial gifts have enabled the ELCA to walk with companion churches in their response to the AIDS crisis, in particular through their "second-mile" giving to the World Hunger Appeal's "Stand with Africa" campaign and companion synod action;
 - e. to Lutheran social ministry organizations, hospitals, health facilities, and voluntary organizations, including the Lutheran AIDS Network (LANET), that provide assistance to people living with HIV and AIDS as well as leadership in church and society on this issue;
 - f. to the Lutheran World Federation, Lutheran World Relief, Lutheran Immigration and Refugee Service, ecumenical agencies (both domestic and global), and others with which the ELCA partners to provide care, address the impact of HIV and AIDS in communities, prevent the further spread of the disease, and advocate with governments to step up their action in addressing this pandemic; and
 - g. to companion churches in other countries, with which the ELCA is privileged to walk in ministry, as they respond to often overwhelming human need resulting from the spread of HIV; and
5. To request that the Church in Society and Global Mission program units take the lead in developing this strategy, which will be brought to the Church Council for adoption in 2008 and reported to the 2009 Churchwide Assembly.

A consultation in January 2008 was designed to deepen and extend this church's ministry in HIV and AIDS in partnership with others, both domestic and global.

Subsequent to the Churchwide Assembly action, however, a unique opportunity for

engagement with Lutheran partners to address “diseases of poverty,” including HIV and AIDS and malaria, came to Lutheran World Relief in 2007, when LWR staff members were approached by the United Nations Foundation (UNF). UNF encouraged LWR to explore the possibility of embarking on a unique partnership to mobilize the “Lutheran constituency” in this country against malaria. The specific opportunity involved a possible multimillion-dollar grant from the United Nations Foundation, which had received funds from the Bill and Melinda Gates Foundation to combat malaria. These funds could assist LWR to develop its capacity to mobilize Lutherans to combat malaria. The campaign would have both a significant educational component and a major fundraising component.

When approached by UNF, Lutheran World Relief staff understood that the goal of mobilizing U.S. Lutherans and engaging in international program work on malaria would require the full engagement of both the ELCA and the LCMS. Since July 2007, LWR and ELCA churchwide staff from a number of units, including the Office of the Presiding Bishop, Church in Society, Global Mission, Communication Services, and Development Services, have engaged in intensive conversation about what such a proposal might look like and whether to go forward with it. (Other churchwide units will participate in the development and implementation of the initiative should further work be approved by the Church Council.) At various stages, but with increasing intentionality, these conversations included The Lutheran Church–Missouri Synod.

All three potential LMI partners agreed that, given their history and mission commitments, any common inter-Lutheran campaign on malaria would need to reflect the understanding that malaria is a disease of poverty. They agreed that Lutheran engagement in malaria projects would be deficient if it were based on simplistic approaches to malaria eradication (e.g., handing out nets). LMI partners also agreed that a malaria response, to be effective in the field, would need to be carried out within the context of comprehensive and sustainable community development. Education about malaria in this country similarly would need to avoid simplistic or purely medical approaches; it would need to show clearly and convincingly the connections between poverty and malaria.

Since the 1980s, the ELCA has worked with partners in Africa to address HIV and AIDS. In 2001, at the urging of companion churches, the ELCA launched the World Hunger Appeal’s “Stand with Africa” campaign, which supports education, advocacy, and fundraising that enable ELCA members to walk faithfully with companions in Africa as they address the devastating interrelated dynamics of HIV and AIDS, civil strife, poverty, and food security issues. “Stand with Africa” addresses HIV and AIDS not just as in medical terms, but as a disease of poverty.

The ELCA, therefore, considered the wisdom of engaging in a possible malaria initiative at the same time it lives out its commitment to intensify its HIV and AIDS response and develops a comprehensive churchwide HIV and AIDS strategy, as mandated by the 2007 Churchwide Assembly. ELCA staff emphasized from the beginning of the conversations with LWR, LCMS, and the United Nations Foundation that engagement in malaria work would not come at the expense of its HIV and AIDS commitment. Rather, the two would need to be held together strategically, both in interpretation and in work with companions. Developing synergy with existing health-related and HIV and AIDS efforts would need to be a high priority in the ELCA’s engagement with malaria work.

The HIV and AIDS strategy will be considered by the Church Council at its March

2009 meeting. At its November 2008 meeting, the Church Council and its advisors will have the opportunity to review and respond to the draft strategy document, which is available on Net Community as Exhibit K, Part 2b. An executive summary is available online and printed as Exhibit K, Part 2a.

CC INFORMATION

2. Update from ELCA Task Force for Sexuality Studies

The Church Council will receive a verbal update on the work of the task force for the ELCA Studies on Sexuality from Pr. Rebecca Larson, executive director of the Church in Society program unit, and studies staff Pr. Roger Willer and Pr. Kaari Reiersen. The written report, including a revised time line for the studies, is printed in Exhibit K, Parts 1a-1d. Due to the meeting of the task force the weekend prior to the meeting of the Church Council, several of the documents will be distributed at the Church Council meeting.

Following a general update, the Church Council will meet in executive session to receive further information related to the meeting of the ELCA Task Force for Sexuality Studies.

Dr. Norma Hirsch, Church Council advisor to the task force will bring an update on the work of the task force from her perspective prior to Pr. Larson's update.

CC INFORMATION

3. *Evangelical Lutheran Worship Ministry Rites*

According to the plan underway since late 2006, the occasional services related to *Evangelical Lutheran Worship* are being published in two separate resources. The first, *Evangelical Lutheran Worship Pastoral Care*, will be released in October 2008. The second resource, consisting of occasional services for use in the assembly, is in development. A major section of this second resource is devoted to ministry rites, primarily services for use when a person enters one of the rosters of this church and when a person begins serving in a particular call. The editorial team assigned to the preparation of this resource assembled its proposal for the ministry rites in spring 2008.

The shape and content of ministry rites not only are liturgical matters, but also are related to the polity of this church in such areas as constitutional provisions and ecumenical agreements. Reviewers were selected to represent the various areas of interest and impact. The final liturgical and theological review took place in July and August 2008.

Careful attention has been given to the responses from these reviewers, including responses from synodical bishops. Although it is important to note the positive tone and affirmation of most of the reviews of proposed materials, the update printed in Exhibit I, Part 4 identifies and summarizes several overarching issues regarding the proposed ministry rites that have emerged from this review process.

The document will be presented to the ELCA Church Council for approval at its March 2009 meeting.

CC INFORMATION

VI. OTHER CHURCHWIDE ITEMS

A. Recipient for Church Council Offering

At its November 2005 meeting, the ELCA Church Council discussed offerings taken during worship services held as part of Church Council meetings. Subsequent to that meeting, the ELCA Administrative Team recommended that the Executive Committee discuss a two-part process for identification of offering recipients prior to each Church Council meeting: 1) a recommendation by the Development Services unit of the offering recipient(s) for each Church Council meeting; and 2) approval of the offering recipient(s) by the Executive Committee prior to each Church Council meeting.

The Executive Committee has recommended that the offering taken at the worship service on Sunday, November 17, 2008, support ELCA Domestic Disaster Response.

Please make checks payable to the ELCA with the notation "Domestic Disaster Response."

Kevin Massey, director of Lutheran Disaster Response, will bring a update to the November 2008 meeting related to ELCA Domestic Disaster Response.

CC INFORMATION

B. Reports on Synod Visits

The Church Council of the Evangelical Lutheran Church in America is committed to building relationships between the churchwide organization and synods, congregations, and institutions and agencies. According to the "Report on Governance" prepared for the 2005 ELCA Churchwide Assembly by the Church Council of the Evangelical Lutheran Church in America (2004), "Church Council voting members . . . interact with synods in their region in various ways, including attending at least one synodical council meeting per year, visiting congregations, and participating in synodical assemblies, especially in years when a synod is nominating people to the Church Council."

At its November 2007 meeting, members of the Church Council prepared assignments for "Church Council contacts with synods: 2007-2009." Members are encouraged to report on synod visits regularly. A summary of the reports received since the April 2008 meeting of the Church Council are printed in Exhibit D, Part 1. A notebook including the full texts of reports submitted is available on the materials distribution table.

CC INFORMATION

C. Reports from Regional Coordinators

The Church Council annually receives reports from the nine regional coordinators at its fall meeting. The reports are printed in Exhibit J, Part 2.

CC INFORMATION

D. Bible Study: Being a "Book of Faith" Church Council

At the suggestion of Presiding Bishop Mark Hanson, the Church Council is invited to be part of the Book of Faith initiative by exploring what it might mean to be a "Book of Faith Council." That intent includes using Bible study times as opportunities to explore, illustrate, and invite the impact of the Bible on each person, the Church Council as a group, and on the Council's collective work.

At its November 2008 meeting, the Church Council will begin with an exploration of *Opening the Book of Faith* led by Stan Olson, executive director of the Vocation and Education program unit. Members who received copies of the book at the April 2008 meeting are asked to bring theirs; copies will be provided to others.

The focus at the meetings in April and November 2009 will be the theme of leadership in the New Testament book of Acts, first the mission to the Gentiles and then the story of Peter and Cornelius.

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